



February
2021

Industry Update

News and Information for
Northwest Automotive Trade Association
Members

[View Online Classes](#)

'PAVE' training still available until Feb. 28

More than 40 online sessions featuring the industry's top-quality trainers are still available for viewing until February 28.

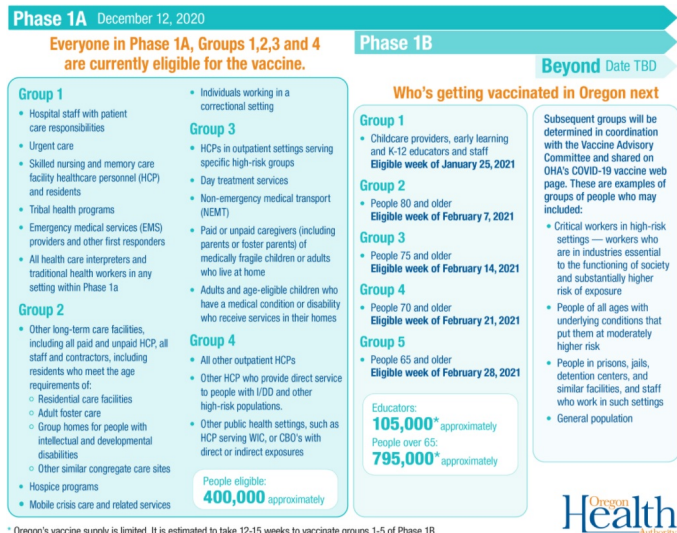
NATA was among the trade associations around the country who helped create the Professional Automotive Virtual Education (PAVE) online event last month. It was a big success, and if you missed, there's still time to register and view the training (with easy-to-download materials) from your shop or home.



Just visit www.PAVEtraining.com for a list of courses and all the details.

Some good news about COVID-19 in Oregon

The Oregon Health Authority said the state's ongoing response to COVID-19 has been among the most effective nationally, as measured in preventing the loss of life through statewide measures. Oregon has outperformed nearly all other states in containing the COVID-19 virus and preventing COVID-19 deaths. As of January 27, the state ranks fifth lowest in deaths per 100,000 persons in the country, according to the Centers for Disease Control and Prevention.



Can employers require their workers to get the vaccine? The U.S. Equal Employment Opportunity Commission (EEOC) released a ruling in December giving employers the right to mandate the vaccine as long as the employer can prove that the vaccine is necessary to keep their workplace safe. However, there is a caveat. Employers must also provide reasonable accommodation to employees who have a medical condition or sincerely-held religious beliefs that preclude them from taking the vaccine. But absent a legitimate medical or religious reason, employers can require the vaccine as a condition of employment. Oregon's Bureau of Labor and Industries has a [webpage](#) with more details.

SAIF also has created a helpful [webpage](#) with some of the most common questions SAIF has received related to vaccines, such as:

- If employers require vaccination, and the employee has an adverse reaction, is that a compensable workers' comp claim?
- As an employer, how can I provide the vaccine to my employees?
- If an employee opts not to take the vaccine, or cannot take it for some reason, and they contract COVID during their work, will that affect coverage of their claim under worker's compensation?

Online event connects employers, students

Clackamas Community College is inviting you to its "CCC Speed Networking" event hosted by the Office of Education Partnerships and the Industrial Tech and Automotive Departments. The event is scheduled for February 25 from 2 p.m. to 4 p.m. This event will occur over zoom and is much like "speed dating," with employers rotated through different break-out rooms with 2-3 students in each of them. The students will be provided a bank of questions to choose from to ask the employers.

You do not need to be actively hiring to participate in the event, which is geared toward helping the students network and learning about the industries they are interested in.

This event is specifically for high school students, grades 9-12, who are interested in Industrial Technology, Manufacturing, Welding, Automotive and Autobody.

[Click here](#) for a flier about the event, including the list of questions students may be asking.

If you wish to sign up, [click here](#) to register.



INDUSTRIAL TECHNOLOGY
EMPLOYER SPEED NETWORKING
ZOOM EDITION

THURSDAY, FEB. 25 2021
2-4 P.M. VIA ZOOM

Join us to meet and network with employers to learn more about careers in industrial technology.

Featuring:

- Break out rooms with 2-3 students and an employer
- Rotating breakout rooms to new employers
- Example questions provided in advance

This event is co-hosted by the CCC Industrial Technology and Automotive departments, Career Center, and the Office of Education Partnerships.

Register today!
<https://clackamas.zoom.us/j/9kO-vps0qGdWQ-D3oWmecVLSnBzYhGs0V>

CONTACT: Amanda Elson,
amanda.elson@clackamas.edu
or 503-594-6279

Clackamas
Community College

Help NATA hire an insurance agent

When Cathi Webb retires in August, NATA needs to replace her, and the association is asking for your help to get in contact with a good health insurance agent.

This insurance agent should be familiar with group health insurance, have a great personality and be willing to work hard for the NATA membership.

NATA would like this person to start in May (negotiable) and be able to work 30 -35 hours per week. Training is needed for the NATA Health Plan renewal before July. Health, vision and dental insurance is offered, as well as a NATA-contributing 401(k) plan, paid holidays and PTO available. Due to COVID, partially working from home after initial training is available. Salary is negotiable upon experience.

If you have any ideas, please contact Cathi Webb at cathi@aboutnata.org.



More free training for automotive educators

The annual VISION training event and expo, normally held in Kansas City, is virtual this year, giving automotive educators an opportunity to participate in free training classes. Two free registrations per school are available.



[Click here](#) for more information about the event. Automotive educators can [click here](#) to claim their free registration.

(NATA thanks Jay at Portland Community College for sharing this information.)

Businesses have employee retention credit

The Internal Revenue Service urges employers to take advantage of the newly-extended employee retention credit, designed to make it easier for businesses that, despite challenges posed by COVID-19, choose to keep their employees on the payroll.

The Taxpayer Certainty and Disaster Tax Relief Act of 2020, enacted December 27, made a number of changes to the employee retention tax credits previously made available under the Coronavirus Aid, Relief, and Economic Security Act (CARES Act), including modifying and extending the Employee Retention Credit (ERC), for six months through June 30, 2021. Several of the changes apply only to 2021, while others apply to both 2020 and 2021.



As a result of the new legislation, eligible employers can now claim a refundable tax

credit against the employer share of Social Security tax equal to 70% of the qualified wages they pay to employees after Dec. 31, 2020, through June 30, 2021. Qualified wages are limited to \$10,000 per employee per calendar quarter in 2021. Thus, the maximum ERC amount available is \$7,000 per employee per calendar quarter, for a total of \$14,000 in 2021.

Employers can access the ERC for the 1st and 2nd quarters of 2021 prior to filing their employment tax returns by reducing employment tax deposits. Small employers (i.e., employers with an average of 500 or fewer full-time employees in 2019) may request advance payment of the credit (subject to certain limits) on [Form 7200](#), Advance of Employer Credits Due to Covid-19, after reducing deposits. In 2021, advances are not available for employers larger than this.

Effective Jan. 1, 2021, employers are eligible if they operate a trade or business during Jan. 1, 2021, through June 30, 2021, and experience either:

1. A full or partial suspension of the operation of their trade or business during this period because of governmental orders limiting commerce, travel or group meetings due to COVID-19, or
2. A decline in gross receipts in a calendar quarter in 2021 where the gross receipts of that calendar quarter are less than 80% of the gross receipts in the same calendar quarter in 2019 (to be eligible based on a decline in gross receipts in 2020 the gross receipts were required to be less than 50%).

Employers that did not exist in 2019 can use the corresponding quarter in 2020 to measure the decline in their gross receipts. In addition, for the first and second calendar quarters in 2021, employers may elect in a manner provided in future IRS guidance to measure the decline in their gross receipts using the immediately preceding calendar quarter (i.e., the fourth calendar quarter of 2020 and first calendar quarter of 2021, respectively) compared to the same calendar quarter in 2019.

In addition, effective Jan. 1, 2021, the definition of qualified wages was changed to provide:

- For an employer that averaged more than 500 full-time employees in 2019, qualified wages are generally those wages paid to employees that are not providing services because operations were fully or partially suspended or due to the decline in gross receipts.
- For an employer that averaged 500 or fewer full-time employees in 2019, qualified wages are generally those wages paid to all employees during a period that operations were fully or partially suspended or during the quarter that the employer had a decline in gross receipts regardless of whether the employees are providing services.

Retroactive to the March 27, 2020, enactment of the CARES Act, the law now allows employers who received Paycheck Protection Program (PPP) loans to claim the ERC for qualified wages that are not treated as payroll costs in obtaining forgiveness of the PPP loan.

For more information, see [COVID-19-Related Employee Retention Credits: How to Claim the Employee Retention Credit FAQs](#).

Reduce your credit card processing fees

NATA and Bobby Walker put together a program that has been tested and proven by a few NATA members who are reporting savings with net effective rates

as low as .008% for their credit card processing, including interchange and debit.



"Bobby Walker and CardConnect saved me over 1% on my processing fees," Jake Hammer of Everett Steet Autoworks in Portland said, a savings that added up to more than \$30,000 a year. "The sign-up process was easy, and the customer service from Bobby was incredible. I am recommending them to all of my friends in the industry."

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 fee, and new terminals are provided at no cost.

For more information, contact NATA at (503) 253-9898, or Bobby Walker directly at (541) 780-4242 to get started.

Alarm sounded on automotive programs

George Arrants of the ASE Education Foundation said his organization is seeking information on upcoming meeting dates for any industry advisory committees for collision or automotive repair training programs at any U.S. schools – particularly for any such program that is struggling or in danger of being closed.



Education Foundation

Arrants contends that "the pipeline containing the future workforce is collapsing," with many such programs in danger of closing. Because industry advisory committee meetings have largely moved online during the pandemic, it is easier for his organization and others seeking to support such programs anywhere in the country to attend to help struggling programs or those slated to be shuttered.

"We need to know those programs that are in jeopardy as early as possible," Arrants said. "If we wait to find out about a program that's struggling, once spring break is over, those decisions have been made by [school] administrators and there's nothing we can do to reverse it. We need to know as quickly as possible to get them the help they need now."

Anyone aware of industry advisory committee meeting dates can reach Arrants by [email](#).

Recent quote from NATA board member

"We are no longer a

trade...We are a skilled
profession.”

Ron Reichen
Precision Body & Paint, Inc.



Oregon agencies offer business training

Three Oregon agencies offer regular training for companies within the state.

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 class covering basic management of such waste. Registration is free but on a first-come, first-served basis. [Click here](#) for more details.

The Oregon Occupational Safety and Health Administration (OSHA) offers classroom workshops and online training on such topics as hazard communications, safety meetings, lockout/tagout, personal protective equipment, etc. [Click here](#) for current class description and schedule, call (888) 292-5247 (option 2) or send an email to ed.web@oregon.gov.

EDUCATION

BENEFITS

CONSUMER INFO

SHOP HELP

INSURANCE

Northwest Automotive Trades Association

7931 NE Halsey St., Ste. 212
Portland, OR 97213

Phone: (503) 253-9898

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