



August  
2022

# Industry Update

*News and Information for  
Northwest Automotive Trade Association  
Members*

## Join us for open house at NATA's new home!

We're still putting away the odd knickknack, but NATA has moved into its new home! We'd love to have you stop by to see the new office, our gorgeous view, and mingle with NATA staff, the board, and your fellow members. To that end, we'd like to invite you to our office-warming open house.



When: August 25, 4:00 – 7:00 pm

Where: 15 82nd Drive, Suite 15, Gladstone OR 97027

Finger food and non-alcoholic beverages will be provided.

Since our new building is secured after hours, please RSVP by phone at (503) 253-9898 or email at [diana@aboutnata.org](mailto:diana@aboutnata.org), so we can get you our guest security code.

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## Roundtable on technician tool programs

Wrenchway is hosting an August 10 roundtable discussion on "Different Ways Shops Can Structure Tool Programs for Technicians."



Tools are the lifeblood of any good technician, so shops that help them buy and retain their tools are far more desirable as employers. In fact, assistance with tool purchases is one of the top 10 priorities for technicians who are seeking new jobs. As a result, shops who implement a benefit to help technicians expand and secure their tool collection can be a great way to attract and retain technicians. This roundtable, at 11 a.m. on August 10, will discuss the different types of tool programs top shops across the country are implementing and what they've seen as a result.

This roundtable is free to attend, but you must [register here](#). Can't attend live? Register anyway, and you'll be sent a recording after the event.

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## Grants available for safety training projects

Do you have a dazzling new idea for a workplace safety or health training or education project? Oregon OSHA wants to hear your pitch.

The division is now accepting grant applications for the creation of innovative on-the-job safety or health training or education projects. Applications are due by 5 p.m. on Friday, October 7.



Oregon OSHA prioritizes unique projects that engage workers on essential workplace safety or health topics. Such projects may include an immersive video training or an eye-catching safety publication or a package of helpful safety and health guidelines and checklists.

[Go online](#) to learn about how to apply or contact Matt Kaiser, 971-599-9638, [matthew.c.kaiser@dcbs.oregon.gov](mailto:matthew.c.kaiser@dcbs.oregon.gov).

The training grants will focus on programs that target a high-hazard Oregon industry, or a specific work process to reduce or eliminate hazards. Any employer, labor group, school affiliated with a labor group, or nonprofit organization may apply.

Grants may not be used to pay for projects that are purely research in nature or for regular ongoing activities or those specifically required by law. Only new or substantially expanded activities will be considered for funding. Materials produced by grant recipients become public domain. Some of the materials are housed in the Oregon OSHA Resource Center, while some materials are available online.

Some examples of past grant projects include:

- Creation of safe-design guidelines for anchoring systems used as part of logging operations
- An educational program for nurses to prevent ergonomic-related injuries
- Videos and related training aids describing the most prevalent health hazards in construction: silica, lead, noise, and asbestos.

The Oregon Legislature launched the Occupational Safety and Health Education and Training Grant Program in 1990. Award recommendations are made by Oregon OSHA's Safe Employment Education and Training Advisory Committee, a group with members from business, labor, and government.

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## Auto claims counts still down in Oregon

Collision claim frequency in Oregon has yet to rebound to pre-pandemic levels, according to the latest

release of ISS Fast Track Data. The frequency in the first quarter of 2022 was 4.05 claims per 100 insured car years. (An insured car year is the equivalent of one car insured for one full year.) This latest figure is up from the prior quarter but is still below the 2018 and 2019 levels that were hovering around closer to 5.0 claims per 100 car years.

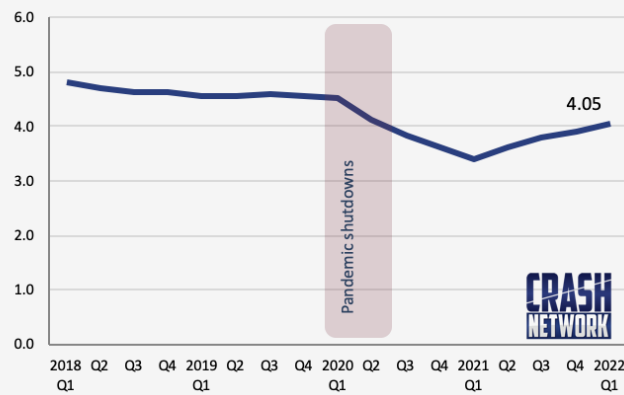
Comprehensive claims frequency has rebounded more closely to pre-pandemic levels.

While collision claims frequency is still down, the same cannot be said for the

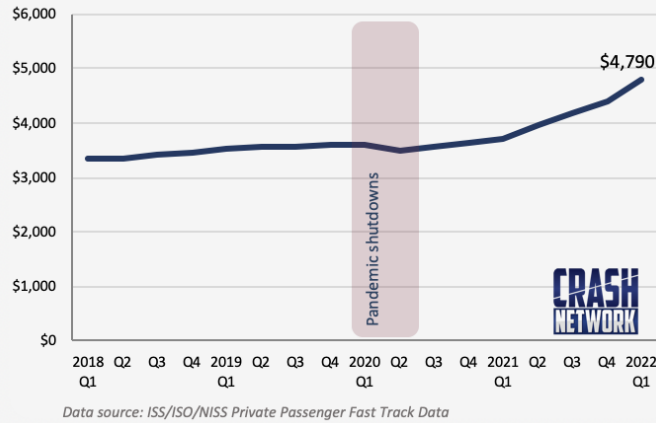
cost of those claims. The average paid collision claim cost in Oregon was \$4,790 in the first quarter of this year, after having only first topped the \$4,000 level last year. That average includes not only the body shop bill, but also the loss adjustment costs pertaining to those claims.

Comprehensive claims costs have been averaging more than \$1,600 since late 2020.

Collision claim frequency



Collision claim cost



## Mechanical compensation survey underway

With the tough employment challenges our members face, NATA is getting a lot of calls about current mechanical employee compensation trends. You can help us get current information by participating 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. However, if you wish to receive the survey results, please provide an email address.

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.

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## Fines rise for failure to have required posts

The maximum penalty for violating the Equal Employment Opportunity Commission's (EEOC) posting requirement will increase to \$612 under a final rule published in the Federal Register earlier this year. The penalty is adjusted annually for inflation. The new maximum penalty reflects a 6.2 percent increase over the 2021 penalty of \$576.



The "Equal Employment Opportunity is the Law" poster must be displayed by employers with 15 or more employees. It outlines employee anti-discrimination rights under Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA), and the Genetic Information Non-Discrimination Act (GINA).

Employers also face penalties for failing to display labor law posters required by the Department of Labor (DOL). Those maximum penalties increased earlier this year and are:

- Family and Medical Leave Act (FMLA) poster: \$189
- Job Safety and Health: It's the Law (OSHA) poster: \$14,502
- Employee Polygraph Protection Act (EPPA) poster: \$23,011

The new EEOC poster fine level applies to penalties assessed after February 23, 2022. The new DOL fine maximums apply to penalties assessed after January 15, 2022.

You can obtain the required postings [here](#).

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## Two other key numbers rise

Just a reminder that the IRS mileage rate has risen for the remainder of 2022 has [risen](#) to 62.5 cents per mile, up 4 cents from the rate effective at the start of the year.

Closer to home, Oregon's minimum wage increased July 1. [Click here](#) for all the details.



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## Reminder to heed new heat, smoke rules

Oregon OSHA is reportedly issuing fines as it works to ensure new heat and wildfire smoke regulations are being followed.

Employee training and a written plan are requirements of the new rules. You can find links to all this on the NATA

[website](#) or use the links that follow to find help at the OSHA website.



The new heat-related rules for employers? [Click here](#) for a fact sheet, or [here](#) for an online course.

The agency also offers free resources to help employers understand and comply with the new rule protecting workers against wildfire smoke. [Click here](#) for a fact sheet (available in English or Spanish) or [here](#) for an online course.

Both rules were proposed in February, following a development process that included worker and community stakeholder listening sessions, input and review by rule advisory committees, and input from employer and labor stakeholders. The rules build on temporary emergency requirements that were adopted in summer 2021 following several months of stakeholder and community engagement.

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## DEQ offers in-person training

Oregon DEQ is offering in-person training opportunities in “Hazardous Waste Basics” and “Managing Common Waste: Used Oil, Batteries, Light Tubes, etc.”



Classes are open to all; however, space is limited in some locations. Registration will be on a first-come, first-served basis.

See the [schedule](#) for individual class listings and registration contacts.

See DEQ's Hazardous Waste Training [website](#) for more training opportunities.

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## Schools have job openings

**Clackamas Community College** has an opening for an automotive instructor. This is a part-time faculty pool for available assignments during the academic year. Applications are considered throughout the academic year and reviewed based on department need. Should a review of your application result in the intent to pursue your candidacy, you will be contacted by phone or email for an interview. Requires flexible work schedule to meet program needs. [Click here](#) for details.



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

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## Helpful links for collision repairers

Here are some links to items our collision repair members may find helpful.

- The Society of Collision Repair Specialists (SCRS) regularly post "SCRS Quick Tips," short videos each focused on a specific helpful topic. Recently, for example, they covered [sublet](#), as the amount of work body shops have others handle as increased.
- The latest issue of Ford's "[OnTarget](#)" publication includes information on the automaker's new optional certification for ADAS.
- I-CAR's [Advanced Driver Assistance Systems \(ADAS\) Resources hub](#) features a wide array of information – much of it free – for everyone from a beginner who wants to decipher the [ADAS alphabet of acronyms](#) to the technician researching the [connection between ADAS calibrations and wheel alignments](#) to the learner who wants to see available ADAS training from I-CAR. Visit for a few minutes for a quick information look-up or set aside a block of time to check out the webinars and podcasts to build your ADAS knowledge. New content is added on a regular basis.



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## Don't forget to 'like' us on Facebook!

If you haven't already done so, check out [NATA's Facebook page](#). It's a great way to keep up-to-date with what's happening with the association and around the industry!



# 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](mailto:ed.web@oregon.gov).

EDUCATION

BENEFITS

CONSUMER INFO

SHOP HELP

INSURANCE

## Northwest Automotive Trades Association

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