



October
2022

Industry Update

*News and Information for
Northwest Automotive Trade Association
Members*

Mechanical wage survey done; collision next

Thanks to all the mechanical shops who participated in the wage survey we recently completed in conjunction with the NW Auto Care Alliance. We'll be distributing the results soon, and then moving on to conduct a similar survey of the collision repair industry here in the Northwest.



About 85 shops participated in the mechanical wage survey, providing compensation data for more than 370 employees. In addition to annual total wages by various positions within the shop, the survey gathered data on pay plans, benefits offered, and shop designations (ASE Blue Seal, AAA approval, etc.)

One interesting note: Although apprentice and intermediate techs in the Portland metro area appear to make more than their counterparts elsewhere in the state, the average total annual compensation for advanced ("B-level") and expert ("A-level") techs in the Portland market was almost exactly what it was among participating shops elsewhere in Oregon.

Participate in CTEC's 'Pathways Night'

The Career & Technical Education Center (CTEC) in Salem is holding "Pathways Night" on Wednesday, October 12, and is inviting representatives from the collision repair industry to participate.



The event, from 6 p.m. to 7:15 p.m., is a chance for parents to come in and see what their students are doing at the school. CTEC also wants to have a few industry professionals that students and parents can talk to, to help them see the different pathways that students can take once they graduate.

They are particularly interested in having participants who are estimators, painters or body technicians.

Would you or someone from your shop like to join CTEC to represent one or more of these areas? If so, please contact Sarah Rambeck via call or text at (503) 930-4158, or by email (Rambeck_sarah@salkeiz.k12.or.us).

Retirement savings made easy

A recent NATA survey of mechanical shops in Oregon found that about 3 in 10 don't offer employees a retirement program. OregonSaves is the state of Oregon's retirement savings program that provides Oregonians with an easy and automatic way to save for the future.



OregonSaves is available to Oregon workers whose employers do not offer a workplace retirement plan, self-employed individuals, and others who want an easy way to save. Savers contribute to a convenient and portable Individual Retirement Account (IRA) that moves right along with them as they change jobs.

Employers that don't offer their own plan can register for OregonSaves by their deadline and ensure access to this beneficial program for their employees. [Click here](#) for more details.

Obituary: Wally Jergesen

NATA sends its condolences to family, friends and colleagues of Wally Jergesen, who died September 15 at age 97.



Jergesen served in the U.S. Navy during the end of World War II. After working at an automotive repair shop, Wally opened Wally's Chevron Service Station on Canyon Road in

Portland, and his son Keith joined him there in his teens. When they decided to stop pumping gas, he closed up shop, and he and Keith opened Wally & Son Automotive in 1984. Although Wally retired in the late 1990s, Keith and crew are still going strong, and plenty of our long-time customers still come in and ask about Wally and remember their time with him.

Jergesen is survived by his son Keith [& Tiersa], granddaughters Jamie [& Avi] and Toni, and great-grandson Barrett. He was preceded in death by his wife Norma, and two daughters, Katie and Stephanie.

Ask NATA: Becoming Medicare eligible

A NATA member recent asked: We're on the NATA health plan and one of our employees is approaching Medicare age. How does that all work?



Northwest Automotive Trades Association
networking + benefits

NATA responds: When someone becomes Medicare eligible (on the first of the month in which they turn 65, excepting folks born on the first of a month – then it's the first of

the month prior to their birthday month), they are automatically enrolled in Medicare Part A. Part A is coverage for major services: inpatient hospital stays, home health, hospice, skilled nursing, and nursing home inpatient care. This person may sign up for Part B, which covers doctors' visits, outpatient care, mental health, etc. at that time. Part B is not free, like Part A. Instead, based on location, there is a premium cost. The same applies to Part D, the drug coverage. Of course, any supplement to Medicare will have a premium cost associated. The initial enrollment period for Medicare (when one can sign up for the non-automatic parts) begins three months before the birthday month, includes the birthday month, and extends for three months after the birthday month.

If a person is "actively working" and covered under a "large group health plan" (these are the two key phrases for Medicare), which the NATA association plan qualifies as, that person may defer signing up for Parts B and D, until such time as either of these conditions no longer applies.

Medicare does have some gaps; it pays at 80% for most services and has copays that differ from private insurance (like a copay each day after 60 days spend as inpatient in the hospital). To fill in those gaps, most people opt in to purchase a Medicare supplement plan or a MedAdvantage plan. These plans will often include drug coverage, so that one doesn't have to worry about paying for Part D separately.

When an employee becomes Medicare eligible, our members often find that paying for that employee's supplement plan is cheaper than the employee remaining on the association health plan. That employee may keep the association vision and/or dental coverage, after dropping the health plan for a Medicare supplement.

So, what are the concrete steps that a NATA member should take as an employee nears Medicare age? First, get that employee in touch with our associate member, Tressa Cox (503-659-5566 or tressa@tressacox.com). She specializes in assisting people with finding the right Medicare supplement. Then, make sure to let our NATA Insurance Specialist Tere MacNaughton know (503-253-9898 or Tere@aboutnata.org) a couple of months in advance.

Southern Oregon OSHA conference

The Southern Oregon Occupational Safety and Health Conference, a joint effort of the American Society of Safety Professionals – Southern Oregon Chapter and Oregon OSHA, includes both in-person and virtual attendance options.



The event's in-person conference – to be held on Tuesday, Oct. 18, at Ashland Hills Hotel and Suites and Convention Center in Ashland – focuses on professional development and networking. It includes presentations about cultivating ethical and moral leadership, and increasing safety by reducing sleep-related errors.

The event's virtual conference – to be held on Wednesday, October 19, and Thursday, October 20 – will bring together a variety of health and safety leaders to cover a comprehensive set of topics. Those topics include safety training, excavation safety, health hazards in construction, psychological safety, ergonomics, and

emerging safety technologies.

Registration for the in-person (Oct. 18) workshop is \$100. Registration for the virtual event (Oct. 19-20) is \$120. More information, conference options, and registration are [all available online](#).

NATA recommends shredding service

NATA finally cleared out box of files dating back many many years. In searching for a shredding company,



we were shocked to hear some of the prices we were quoted. We ultimately found Shred Northwest in Boring, Oregon. They will come to your site, however they also have a drive-thru location in Boring that was super easy to access. We had 16 boxes of old files, which they loaded onto a pallet and took away. We paid \$7 per box to have them shredded/destroyed securely.

Many of you may have business records stacked in the rafters of your shop (a potential fire hazard). By doing an internet search of 'document retention guidelines' or consulting your accountant, you can determine what must stay and what can go. We recommend Shred Northwest, 26180 SE Hwy 212 in Boring, (503) 669-0460.

Deadline nears for comment on DEQ rules

DEQ invites public input on a proposed new rule and rule amendments to chapter 340 of the Oregon Administrative Rules to adopt and implement California's latest vehicle emission standards for light-duty vehicles and trucks, the Advanced Clean Cars II standards.



The proposed rules would reduce light-duty passenger car, truck and SUV emissions. It requires vehicle manufacturers to sell an increasing number of zero emission vehicles (ZEVs) starting with the 2026 model year and **by 2035, 100 percent of all new cars and light trucks sold must be ZEV**. In addition to the ZEV sales requirement, the proposed rules also require manufacturers to meet minimum technology requirements including a minimum range, parts and battery warranty, data standardization, battery labeling, charging cord and durability requirements. The proposed rules also provide flexibilities for manufacturers to comply with the ZEV sales percentages mandates.

The proposed rules also include Low Emission Vehicle requirements to ensure new gasoline vehicles sold up until 2035 are as clean as possible. These changes clarify both existing definitions and testing requirements and reduce cold-start emissions and lowers the maximum exhaust and evaporative emission rates.

DEQ is asking for public comment on the proposed rules. Anyone can submit comments and questions about this rulemaking. A person can submit comments by email, regular mail or at the public hearing. DEQ will only consider comments on the proposed rules that DEQ receives by 4 p.m., on Friday, October 21, 2022.

Submit comment by email (Levzev2022@deq.oregon.gov) or by mail (Oregon DEQ Attn: Rachel Sakata, 700 NE Multnomah St., Suite 600, Portland, 97232-4100).

DEQ plans to hold two virtual public hearings. Anyone can attend these hearings by webinar. The first will be at 6:30 p.m. on October 18 ([Join online via Zoom](#)), and the second will be at 10 a.m. on October 19 ([Join online via Zoom](#)).

Schools have job openings

Clark College in Vancouver, Wash., has an opening for a part time lab tech in the Auto Department. The position is working with the students, supervising Lab assignments and some general tasks in the shop.

Hoping to find someone with a flexible schedule. This job is capped at 34 hours a pay period and wage is

approximately \$17.50 per hour. Contact: Dannie Nordsiden Manager of Technician Development Office: (360) 992-2566 or (cell) (360) 907-4053



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



Clackamas Community College has an opening for an automotive instructor. This is a part-time faculty pool for available assignments during the academic

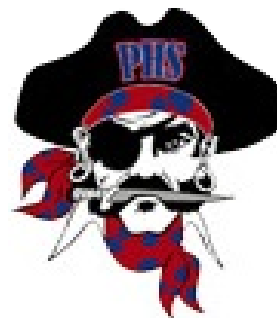
year. Applications are considered throughout the academic year and reviewed based on department need. Should a review of your application result in the intent to pursue your candidacy, you will be contacted by phone or email for an interview. Requires flexible work schedule to meet program needs. [Click here](#) for details.



Siuslaw High School is looking for a Manufacturing/Metals instructor. This is a full time position. Equipment includes new CNC machines. This is a small school with small class sizes... and Florence is a beautiful town. [Click here](#) for details.



Phoenix High School in Phoenix, Oregon, is looking for an automotive technology teacher. The position is the primary instructional delivery person in the classroom and therefore must be well trained in delivering industry-based instruction that develops student competencies leading to postsecondary education and employment. The teacher supervises and assists students, volunteers and educational assistants. The teacher must have excellent communication and interpersonal skills and possess an in-depth knowledge of automotive technology. [Click here](#) for details.



The Springdale Job Corps Center in Troutdale, Oregon, is looking for an "Automotive Basic Collision Repair Instructor." The instructor provides support for a U.S Department of Labor Job Corps contractor. The Job Corps program is a federally-funded residential training program. The mission of Job Corps

is to provide career-ready technical and academic training and job placement assistance to program eligible youth ages 16-24. The program is designed to prepare students for entry level into one or more of the many service branches of the expanding automotive collision repair fields. This position is responsible for increasing student learning through delivery of high quality instruction. [Click here](#) for more details.



Ten things to know about this bear market

The good folks over at Carson Wealth (an NATA Associate Member) have put together a great article addressing what many of us are wondering about the economy and stock market.



"2022 has been historically difficult for investors so far," the article opens. "From massive inflation, to soaring yields, to a slowing economy, to a bear market for stocks, to one of the worst years ever for bonds, there are many worries for investors."

The article goes on to address 10 common questions people have right now. You can download the article by [clicking here](#).

Shops clearing personal data from totals

Phone syncing with a vehicle results in it becoming almost the equivalent of a cell phone on wheels – so collision repair shops are increasingly offering to erase all that personal data for a customer whose vehicle has been declared a total loss.



A "Who Pays for What?" survey of U.S. body shops this past summer found that more than one-third (35 percent) said they are paid always or most of the time by the eight largest U.S. insurers when they charge for the labor for this procedure. That has more than doubled from the first time the survey asked about the procedure a year earlier. Despite this, more than 4 in 5 shops acknowledge not having sought to be paid for this work – perhaps because many shops aren't doing it.

"A vehicle owner today may have their home address stored in their navigation unit of the vehicle, and their contacts get stored when they sync their phone," industry trainer Mike Anderson of Collision Advice, who conducts the "Who Pays" surveys with *CRASH Network*, said. "Garage door opener codes might be stored. So we need to be asking the vehicle owner, when the vehicle is a total loss, if they would they like us to erase their personal information."

Anderson said the steps necessary to clear this information can generally be found in the vehicle's owner's manual.

The final "Who Pays for What?" survey of 2022 is now open through the month of October. It focuses on labor operations related to scanning, system calibrations, and labor. Body shops can [click here](#) to take the survey.

EPA levies \$200k in fines against 3 shops

The U.S. Environmental Protection Agency (EPA) has penalized three companies in the Midwest to resolve alleged violations of the federal Clean Air Act. According to EPA, the companies installed and/or sold illegal “defeat devices” in vehicle engines designed to render emissions controls inoperative.



“Modifying auto emissions controls is illegal, contributes significantly to harmful air pollution, and makes it harder to meet air quality standards,” said David Cozad, director of EPA Region 7’s Enforcement and Compliance Assurance Division.

The combined fines levied against the three companies total more than \$200,000. [Click here](#) for details.

Paying employees for training time

A recent NATA survey of Oregon mechanical shops found that fewer than 3 in 5 said they paid employees for their time during training.

The Oregon Bureau of Labor & Industries says time spent in meetings or trainings is typically paid time. When an employer **requires** employee attendance, the time must be counted as hours worked, even though employees may not be performing their usual duties.



Only when **all of the following criteria** are met may time spent in meetings or trainings be excluded from compensable hours worked:

- Attendance is outside of the employee's regular working hours;
- Attendance is voluntary;
- The training, lecture, or meeting is not directly related to the employee's job; and,
- The employee does not perform any productive work during such attendance.

Time employees spend on their own initiative attending an independent school, college, or independent trade school after hours is not considered hours worked for an employer, even if the courses are related to the employee's job.

Additionally, time spent in training outside regular working hours at specialized or follow-up training which is required for certification of employees by any law or ordinance does not constitute compensable hours of work, even if all or part of the cost of training is borne by the employer.

One additional note: Employers can offer a different wage for training as long as it meets or exceeds minimum wage.

Don't miss TechMission 2022

WrenchWay is incredibly excited to be

hosting the third annual TechMission virtual event! TechMission brings together technicians, shop owners and managers, and fixed ops directors to discuss how we can work together to promote and improve technician careers. This year's sessions will ignite and challenge shops to actually take action – working with technicians and schools to elevate the industry.



This event is free, but [you must register](#). Can't attend live? Register, and you'll receive the recordings after the event. It all takes place October 19 and 20, starting at 7 a.m. (Pacific).

Donated vehicle needed for training

If you or your customer have a vehicle to donate – please contact us at NATA! All the automotive programs around the state can make use of donated vehicles – running or not running, dented or not dented. Collision and mechanical students need cars to work on. The newer the better. Call our office at (503) 253-9898 if you have a lead on a donation.



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.

EDUCATION

BENEFITS

CONSUMER INFO

SHOP HELP

INSURANCE

Northwest Automotive Trades Association

15 82nd Drive, Suite 15
Gladstone, OR 97027

Phone: (503) 253-9898

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