



Northwest TIRE TALK

OFFICIAL NEWSLETTER FOR TIRE, WHEEL & AUTOMOTIVE SPECIALTY PROFESSIONALS
PUBLISHED BI-MONTHLY BY NORTHWEST TIRE DEALERS ASSOCIATION FOR IT'S MEMBERS

DICK NORDNESS - EXECUTIVE DIRECTOR - NORTHWEST TIRE DEALERS ASSOCIATION

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May | June 2019

NWTDA IS GROWING & DEVELOPING NEW PROGRAMS FOR MEMBERS

NWTDA welcomes Tammie Hetrick, Chief Operating Officer to the team effective March 16, 2019. Tammie comes to NWTDA with over 30 years of experience in workers' compensation and safety. Tammie previously worked for Washington Retail Association for 20 years on strategic and financial management of their services division and led their Retrospective Rating Program. She provided assistance to their members in HR/ Employment Law issues along with lobbying on labor and workers' compensation issues and has effectively negotiated several laws and rules pertaining to labor/employment. Tammie currently has certifications from the Society of Human Resource Management (IOM). She has over 10 years of association executive management training and, with her team, was instrumental in growing the automotive retro group by 393% over an 8-year period.

Tammie will be responsible for membership growth and developing a strong grassroots effort in labor/workers' compensation for the Washington, Oregon and Idaho regions. She will be assisting with a Retrospective Rating program for tire dealers in Washington, negotiating discounts for all members on

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workers' compensation insurance in Oregon and Idaho and researching other added benefits to members. She will provide human resource assistance and work with members to assist them in labor compliance and safety.

With Tammie's efforts, we will be developing a Human Resource Manual for members that comply with Washington, Oregon and Idaho labor laws. Stay tuned for an announcement on availability.

Watch for opportunities to get engaged and contact her to find out how you can save money on your workers' compensation insurance in Washington, Oregon and Idaho.

Tammie can be reached at 360-529-7020 or tammie@nwtiredealers.org.

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PAID FAMILY & MEDICAL LEAVE

Starting in 2020, Washington will be the fifth state in the nation to offer paid family and medical leave benefits. This benefit offers partially paid leave to care for yourself or a loved one in times of serious illness or injury, to bond with a new child joining your home through birth, adoption of foster placement and for certain military-connected events if you have a family member in active duty service.

As a worker in Washington, you will experience a few changes in 2019. In your first paycheck of 2019, you might have noticed a new deduction. For example, if your gross wages are \$50,000 per year, you may pay up to about \$2.44 per week. Employers contribute to this program too, so we're in this together.

In 2020, you will be able to apply for leave when you experience a qualifying event and have worked 820 hours (about 16 hours a week, on average) in the year leading up to your date of leave.

This isn't like paid sick leave; you will file your claim with the Employment Security Department (ESD), and your payment will come from ESD. Typically, you'll have access to up to 12 weeks of paid leave. You can learn more at paidleave.wa.gov/workers.

Do you have questions? Ask your HR representative or ask your questions directly to the Paid Family and Medical Leave program at paidleave@esd.wa.gov. You can also find them on Twitter, Instagram and Facebook @ PaidLeaveWA.

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NOMINATIONS FOR 2019 TIRE INDUSTRY HALL OF FAME

The Tire Industry Association (TIA) has announced that nominations are now open for the 2019 Tire Industry Hall of Fame. The deadline for nominations is Monday, July 8, 2019. The nominations form is available on www.tireindustry.org/hall-fame. The Hall of Fame is open to individuals in the tire industry, including manufacturers, inventors, publishers, equipment suppliers, tire association executives, tire dealers, tire and rubber recyclers and retreaters. The Hall of Fame may be awarded posthumously.

Inductees are chosen based on the following criteria,

*Contributions of new ideas

*Practices promoting the well-being of the tire industry

*Service that is exemplary within the tire industry

“Respect towards their peers

Contributions in civic, cultural, educational, or charitable endeavors will be considered, but are not a primary consideration as attributes for selection.

The Hall of Fame Inductions will take place on Monday, November 4, 2019 as part of Tia's Tire Industry Honors Awards Ceremony, which takes place prior to the Global Tire Expo, powered by TIA, November 5 – November 8, 2019.

Questions regarding the Hall of Fame may be directed to LeAnn, TA Director of Marketing at ltaylor@tireindustry.org or 301-430-7280 x 102.

STUDED SNOW TIRES IN WASHINGTON

This past January, legislators from the West side of the state introduced House Bill 1309, which called for a \$100 tax on each studded tire sold and initiated a ban on studded tire sales in the state effective in January of 2020.

HB 1309 died in committee and will not take effect this year, but it could raise its ugly head again in the 2020 legislative session. For this reason NWTDA and other industry lobbyists are preparing, with help from tire manufacturers and stud manufacturers and distributors, to battle this legislation.

In February and March of 2019 we saw some of the heaviest snow fall in the last 50 years and we want to be prepared for next season. Looking to the 2019-2020 season, dealers can operate their studded tire sales as usual and not be worried about unsellable inventory of studded tires.

NOMINATIONS FOR THE TIA BOARD OF DIRECTORS

The Tire Industry Association (TIA) is accepting nominations for service on the 2019-2020 TIA Board of Directors. The Deadline to submit nominations is Monday, May 6, 2019.

Each board of director will serve a three-year term and may be reelected to serve two additional, three-year terms. Positions on the TIA board of directors are open to individuals that fulfill the following requirements:

- * Employed by a TIA member company
- * Member company has been in good standing for two consecutive years prior to election
- * Represents a manufacturer, tire dealer, wholesale distributor, supplier, recycler, or retreader

Any TIA member in good standing or an official representative of an industry association may recommend candidates to the Nominating Committee in accordance with the TIA bylaws. Self-nominations are also welcomed.

A nomination form is available at <https://www.tireindustry.org/tia-board-directors-2019-nomination-form>. Nominations must be received no later than 5:00 p.m. on Monday, May 6, 2019 for consideration. For more information please contact LeAnn Taylor at ltaylor@tireindustry.org or call 800-876-8372

PEP BOYS ADDS FLEET SERVICE

Icahn Automotive Group L.L.C. has launched Pep Boys fleet to provide vehicle service for fleets on-site or at Pep Boys service locations in an effort to capture a share of the growing fleet market as ride-hailing and online retail become more prevalent.

With a new tagline, "Driving your business forward," Pep Boys Fleet will seek to be a preferred partner of large, national fleet management companies as well as small fleets emerging from the explosive growth of transportation network companies and last-mile delivery services, the company said.

Pep Boys Fleet will offer inspections, warranty-backed repairs and preventative maintenance, such as tires, brakes, batteries, and suspension, at more than 1,000 company-owned locations or via Pep Boys Mobile Crew, which launched in 2018 with state-of-art service trailers.

The Mobil Crew has expanded to include smaller-format fleet vans that are fully equipped with the necessary supplies and staffed by trained technicians to complete common fleet maintenance and repair needs on-location, the company said.



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2019 WASHINGTON STATE LEGISLATIVE SESSION

by Tammie Hetrick

Secure Scheduling

One of the big concerns this session was proposed legislation on secure scheduling—House bill 1491 and Senate bill 5717. As written, the legislation was more restrictive than what had been passed in Seattle. It would have required a two week advance notice of schedule. Penalties would be incurred by employers who made any changes within that two week period. It also restricted the communication between employer and employee. It would stop the flexibility that employees currently have on their scheduling. I met with legislators and expressed the concerns of Tire Dealers and the impact it would have on after hours service and safety risks that would occur by not having enough staff on hand to help during snow storms. The good news, the legislation did not pass its respective hours before cut-off. This does not mean it could not come back before session is over, but we have committed to participate with a work group during the interim to work on this issue.

Independent Contractor

Another bill that was moving early on in session was House bill 1515 and Senate bill 5513, Independent Contractors. As written, this legislation would have restricted the use of contractors above the current laws. It would have been difficult to hire trucks to deliver or have any service completed on a contract basis. There will be an interim Workgroup on this issue and we will stay engaged on the progress.

Exempt Employees

Of most concern right now is rule-making at the Department of Labor and Industries on exempt employees and will probably raise the salary threshold above the federal standard. The concern is that this will reduce opportunities

for employees to receive on the job training into management positions at the risk of overtime pay. This will restrict many of the flexibility and freedom that managers enjoy today. Employers will be forced to restrict any additional hours of those managers that may not meet the wage threshold. This will mostly occur in lower income areas of the state. Once again, Washington is trying to fit all employers into a one size fits all no matter what region of the state you are in.

Wage and Salary Information

House bill 1696, limits wage and salary information an employer may request of an employee. It will also require that employers provide salary ranges for each position. An amendment has limited the requirement to employers with 15 or more employees. This bill has continued to move this session and is expected to pass.

Oregon Labor Update

An update on Oregon's current labor laws will be covered at the Lane Powell Employment Law Conference in Portland, Oregon on May 1. NWTDA is a co-sponsor of this event and members can get a discounted rate. To register go to: <https://bit.ly/2ZrDF2q> (Case Sensitive) or

<https://www.cvent.com/eventws/36th-annual-best-practices-for-best-employers-seminar-portland/registration-3e97b8c0f347402a81b8822456be65.aspx?fqp=true>

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TIA SCHEDULES SEATTLE FOR ATS ADVANCED INSTRUCTOR TRAINING

The Tire Industry Association (TIA) has released the dates for the 2019 Automotive Tire Service (ATS) Advanced Instructor Training Tour. The 4-day, hands-on training classes will be hosted across the United States with the goal of educating tire technicians on the proper safety procedures and guidelines for servicing passenger and light truck tire and wheel assemblies. Most of the classes will be held at local community and technical colleges.

The Seattle area training will be held at Green River Community College in Auburn on September 10 through 13.

The Certified Automotive Tire Service (ATS) Program is a 300 and 400-level certification that provides in-depth and comprehensive instruction on the recommended procedures for servicing modern automobiles and light trucks. Certified ATS is designed for the professional passenger and light truck tire technician so the subjects range from the relationship between torque and clamping force to the TPMS relearn and diagnostic procedures on domestic and import vehicles. Certified ATS also includes an exclusive module on Tire Conditions

For more information or to register for the 2019 ATS Training Tour, contact Chris Hoogenboom at choogenboom@tireindustry.org or call 800-876-8372 x106.

COMMERCIAL TIRE SERVICE TRAINING

Are you OSHA Compliant? According to OSHA, "...all employees who handle truck tires and wheels must receive safety training."

The Northwest Tire Dealers Association will offer the Tire Industry Association's Commercial

Truck Service (CTS) training and certification class in Portland, Oregon on Tuesday, May 21. The training class starts at 7 am and will be held at the Point S Warehouse. The training class is an 8 hour training course, followed by a two hour national certification test.

The class will review video training in eighteen different modules including: Tire Construction; Rims, Wheels & Hubs; OSHA Regulations; Road Service Safety; Hub-Pilot Service; Stud-Pilot Service; Demountable Rim Service; Tire Repair; Charts & Tables and much more.

Cost of the training is \$300 for NWTDA and/or TIA members and it includes a new TIA CTS training manual and lunch. Those members wanting to use their own CTS manuals will be charged \$175 for the training. Non-member price is \$395 and includes a new TIA training manual and lunch.

For more information or to register for our training classes please contact the association office at 509-948-2433. All registrations must be called in by noon on Monday, May 13, 2019.

LOW-CARBON FUEL BILL DIES

House Bill 1110, which would create a low-carbon fuel standard (LCFS) in Washington, did not pass an April 9 legislative cutoff deadline to move out of the Senate Transportation Committee. In theory that means the bill is dead, although it could be brought back to life by being included in the budget.

The bill would mandate lower carbon-intensity fuels, ramping up to 20 percent below 2017 levels by 2035, and would increase the cost of fuels and drive up the cost of consumer goods.

NWTDA opposes the LCFS because it would increase fuel prices, driving the cost of consumer goods higher.

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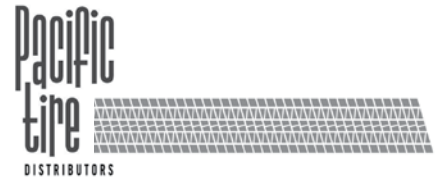
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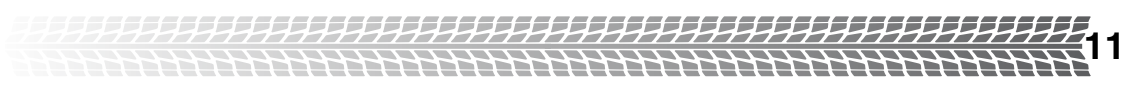
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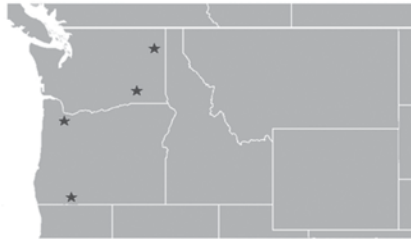




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