

THE WANADA BULLETIN

NEWS AND INFORMATION FOR AND ABOUT FRANCHISED NEW CAR DEALERS IN THE WASHINGTON AREA

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Headlines...

WANADA's ADEI mentor lunch is a big success

Revised posters required by Labor Dept. as of August 1

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Staying Ahead...

WANADA's ADEI mentor lunch is a big success



Montgomery College auto technology instructor Mike Caretta speaks to a receptive crowd (right) of dealer reps and auto tech students.

The recent mentor lunch for students and dealers involved in WANADA's Technician Development Program drew nearly 70 participants. The August 17 event at Montgomery College was organized by WANADA's career education arm, Automobile Dealer Education Institute (ADEI).

Representatives came from Ourisman

dealerships, EuroMotorcars, Sheehy Auto Stores and Porsche/Audi of Rockville, to name several. Most students were already matched up with sponsoring dealerships, where they will work four days a week as they attend classes at MC once a week. A couple of students at the event were not yet matched up with dealers, but dealers who came to the event expressed interest in hiring them. ADEI classes at MC start August 30 and 31 and September 1, depending on where students are in their training.





Montgomery College program manager Debra Anderson.

The mentor lunch was an opportunity for students, especially new ones, to meet participants from other dealerships. Each student works with the sponsoring dealership's service manager and a line technician mentor who coordinates on-the-job-training with the ADEI course work.

The assembled crowd heard from a variety of speakers, including Mike Caretta, who teaches the ADEI courses at Montgomery College; Debra Anderson, ADEI program manager at the college; and WANADA CEO John O'Donnell.

ADEI's companion program in northern Virginia offers adult education classes at Marshall Academy in Falls Church and Hayfield High School in Alexandria. Classes there begin around the same time as in Maryland. Dealers interested in sponsoring an ADEI technician trainee in any of the training locations may contact WANADA Member Services

Representative Billy Painter at bp@wanada.org 202-236-2270.

Revised posters required by Labor Dept. as of August 1

Effective August 1, all dealers and other employers must use newly revised posters mandated by the Fair Labor Standards Act (FLSA) and the Employee Polygraph Protection Act (EPPA).

The posters refer to revisions made by the U.S. Department of Labor on July 26 that fulfill a requirement imposed by the Federal Civil Penalties Inflation Adjustment Act Improvements Act of 2015 (sic). The requirement states that DOL (and many other federal agencies) adjust civil penalties periodically to reflect inflation. The revised posters contain only a general statement that civil monetary penalties may be assessed for certain violations, eliminating the need to reprint them each time penalty adjustments are made.

Note: The updated FLSA Minimum Wage poster includes a new worker classification statement and new language on the rights of nursing mothers in the workplace.

Questions about the new posters or civil penalties can be directed to NADA Regulatory Affairs at regulatoryaffairs@nada.org. The revised posters are available here:

[FLSA Minimum Wage Poster](#)

[EPPA Poster](#)

EEOC report due Sept. 30 for dealers with over 100 employees

Dealers with 100 or more employees must submit an EEO-1 report to the Equal Employment Opportunity Commission (EEOC) by September 30. The requirement also applies to employers with 100 or more employees from "affiliated entities."

Entities are considered affiliated if they have centralized ownership, control or management. That applies even if each location is a separate business for tax purposes. Employers with multiple businesses or locations must file:

- (1) A report for the headquarters or main office;
- (2) A report for each location with more than 50 employees;
- (3) A consolidated report for all locations, including those with fewer than 50 employees;
and
- (4) A list with the name, address, total number of employees and the major activity (product or service) for each location. This information must accompany the consolidated report.

Employers who meet these criteria, or who filed an EEO-1 report in 2015, who have not received the 2016 EEO-1 notification letter, should immediately contact the EEO-1 Joint Reporting Committee at 1-877-392-4647 or e1.techassistance@eeoc.gov.

The EEO-1 report provides employment data by race/ethnicity, gender and job categories and is used by researchers, private attorneys and human resources staff to develop affirmative action plans and to help the EEOC enforce the Civil Rights Act.

New this year, companies can test and upload their data files without having to email them or wait for confirmation. For detailed instructions and the forms, visit www.eeoc.gov.

A reporting change expected for 2018, according to dealer attorney Michael Charapp, Charapp & Weiss: Starting March 31, 2018, and every year after, employers with 100 or more employees will have to report on pay and hours worked for each employee for the previous calendar year. An employer must do a “workforce snapshot” count during any pay period between October 1 and December 31 of the reporting year. The employer must also report the W-2 income and hours worked data for those employees for the entire calendar year.

Those new requirements are not definite yet. The EEOC accepted comments on them until August 15. But past experience indicates that the final requirements will likely be very close to the proposal described above, according to Charapp.

2 men accused of stealing cars by hacking keyless entry code

Two Houston, TX men have been accused of stealing new Dodge and Jeep vehicles after using a laptop to reprogram the vehicles’ keyless security code to match the men’s own car.

The stolen vehicles were unlocked with a software used by many Jeeps and Dodges. Police and Fiat Chrysler are investigating how the thieves got access to the computer code used by dealers and repair shops.

The thefts occurred a few days before a group of security experts presented a paper saying they had figured out how to hack a keyless entry system used by millions of Volkswagens, not to steal the car but to force entry without breaking a window. The paper, presented at the Usenix security conference in Austin, TX, was written by authors from the University of Birmingham and the German security firm Kasper & Oswald GmbH. The authors said a similar system could be used to hack Fords, Chevrolets and Renaults.



Car thieves no longer need to worry about the mess of a broken window when a laptop will do the trick.

In a related matter, earlier this month, Senators Edward Markey (D-MA) and Richard Blumenthal (D-CT) wrote to the Federal Communications Commission encouraging it to take specific steps to make vehicle hacking harder. The steps are centered around use of Dedicated Short Range Communications (DSRC), which connected cars use to share speed, direction data and other transportation information to prevent accidents and reduce congestion. Sens. Markey and Blumenthal want automakers and anyone else licensed to use the DSRC spectrum to submit privacy and cybersecurity plans to the FCC.

Could future airbags come with an expiration date?



Some industry experts say the chemicals in airbags are not intended to last as long as cars are being driven now.

A recent article by Paul Eisenstein on NBCNews.com explores the possibility that airbags may simply get too old to be effective.

With the recent death of a Canadian motorist from an ARC airbag, some industry observers wonder whether the problem is not with the chemical used by Takata, but with the airbag's age. NHTSA administrator Mark Rosekind said last year that the agency is investigating whether age could be a problem. A consultant with Valient Market Research, which works closely with airbag

suppliers, said the chemical in airbags should be changed at least every seven years, according to NBCNews.com.

Future onboard diagnostic systems could test airbags and alert the driver to possible malfunctions. Or, drivers could be advised to replace their airbags every set number of years. Another possibility: Airbags could come with an expiration date. They might even be disabled after that date.

WANADA welcomes new members!

The WANADA Board approved these businesses for dealer and Kindred-Line membership in the association:

Dealer members:

Reedman Toll MD, LLC d/b/a Reedman Toll Nissan
Rockville, MD
301-348-8332

Usual Rep: William O'Flanagan, president
Associate Member: Russ Singleton, general manager

Kindred-Line Members

Dixon Hughes Goodman
Tysons, VA
703-970-0442

Usual Rep: Louie Galbraith, service manager, DHG Dealerships
Associate Members: Tony Taylor, national relationships executive;
Finly Amato, senior marketing coordinator

Dedicated assurance, tax and advisory professionals working with dealerships in all 50 states

Edmunds.com
Santa Monica, CA
310-309-4915

Usual Rep: Mark Dillow, regional director-DC/Baltimore
A website to connect dealers with vehicle consumers

Hireology
Chicago, IL
773-220-6035

Usual Rep: Kevin Baumgart, VP Business Development
Software tools for dealers to centralize and manage hiring and selection process.

Mid Atlantic Distributors
Kensington, MD
301-942-8321

Usual Rep: Bernard Freed, president
Sales and services for various kinds of shelving for auto dealerships

WANADA welcomes these groups to membership in the Washington area dealer organization and urges their active participation in dealer community affairs!

Staying Ahead...

We learn from failure, not from success!

--Bram Stoker, author of *Dracula*

