



THE WANADA® BULLETIN

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

WANADA Celebrating 100 Years of Service (1917-2017)

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Supreme Court upholds employers' right to bar class actions

The Supreme Court issued a decision near the end of its term upholding the right of employers to bar class action suits in predispute arbitration agreements. The issue was whether an arbitration agreement, otherwise legally binding, was invalid under the National Labor Relations Act because it prevented class action suits.

Employers are now free to include class action bans in arbitration agreements with employees. Each dispute must then be separately arbitrated. This severely limits the ability of plaintiff class action lawyers to achieve verdicts or settlements generating millions in fees in employment class action matters.

Thanks to Kindred-line member Michael Charapp, Charapp & Weiss, LLP, for providing this information.

How to tell if you're affected by new EU regulations

Here are some questions to determine if your dealership is subject to the European General Data Protection Regulation. Remember that individuals working for a European embassy are in European Union (EU) territory.

1. Does your business process or control the processing of personal data gathered from people when they are in the EU? "Processing" includes activities such as collecting, recording, organization, structuring, storage, retrieval, use or dissemination.
2. Does your business process personal data gathered by people anywhere in the world (including the United States) through an arrangement with a controller or processor in or affiliated with an entity in the EU?
3. Does your business engage in activity through "stable arrangements" with entities or people in the EU? Examples of stable arrangements are renting a post office box,

establishing a bank account and contracting with an independent contractor who acts as your business representative.

4. Does your business envisage offering goods or services to people in the EU (even if not requiring payment) in that it orients its offering of goods or services toward the EU? Examples include mentioning EU (Embassy) customers on its website, allowing payment in an EU currency, presenting the website or other content in an EU language other than English.
5. Does your business's website or apps place cookies on the computers or devices of people who track the devices' use while in the EU, particularly for analyzing or predicting her or his personal preferences, behaviors and attitudes?

If the answers to any of these questions is yes, or if you have questions about how the GDPR might apply to your dealership, call the WANADA office at (202) 237-7200.

Register for WANADA's flu shot program by August 31

Registration is now open for WANADA's seasonal flu shot program for dealership employees.

The program, for adults aged 18 and older, will again be available on-site at WANADA dealerships and administered by Norvar Health Services.

Norvar is offering the quadrivalent (4-strain) vaccine this year. The trivalent vaccine is no longer on the market except for adults aged 65 and over. The quadrivalent flu vaccine is designed to protect against four different flu viruses: two influenza A and two influenza B.

The fee will be \$31 for the quadrivalent vaccine with a minimum of twenty (20) participants required at each location. Locations with less than 20 participants will be billed as if 20 doses of vaccine were administered. The difference will be billed at \$24 per dose. For instance, if 10 people are participating, they will be billed at \$31 each and another 10 will be billed at \$24 per shot.

As usual, adults 65 and older may choose to get the high-dose trivalent flu shot, for \$50. It offers better protection against the flu for older people.

To have your dealership participate, register online at www.norvarhealthservices.com, under "Scheduling," or call Norvar at (202) 744-1360. Do not fax your registration. Register early to guarantee the date of your choice. Any request received after August 31 may be subject to vaccine availability.

Norvar Health Services will begin conducting on-site visits starting October 1. All scheduling will be done by Norvar upon submission of your registration. Norvar will contact the dealer's designated representative with the scheduled date/time and forward all appropriate forms. Norvar will invoice the dealership directly.

If you have any questions, please contact Connie Ryan at WANADA at (202) 237-7200.

Maryland state, county minimum wages are higher as of July 1

The minimum wage in Maryland rose to \$10.10 per hour on July 1, up from \$9.25. This is the final step in a set of scheduled increases enacted in 2014 to raise the state minimum wage above the federal rate of \$7.25 per hour. Employers are required to display a new [poster](#).

Montgomery County's minimum wage rose to \$12 per hour for employers with 50 or fewer employees, and to \$12.25 for employers with more than 50 employees. Employees under 20

years old must be paid at least 85 percent of the county minimum wage for their first six months. County employers are required to display a new [poster](#).

Prince George's County's minimum wage is \$11.50 per hour, with no increases scheduled. County employers are required to display a [poster](#).

The Maryland General Assembly will consider legislation to further increase the state minimum wage, likely to \$15. Similar legislation was unsuccessfully floated in the past General Assembly session.

Virginia uses the federal minimum wage of \$7.25. DC's minimum wage rose to \$13.25 on July 1, up from \$12.50.

Virginia raised titling fee to \$15 as of July 1

Dealers are reminded that starting July 1, Virginia raised its titling fee from \$10 to \$15. Dealers may want to make sure that customers are aware of the change.

Fitzgerald builds solar-powered parking garage

Fitzgerald Lakeforest Hyundai Subaru Toyota is building a solar-powered parking garage to bring its inventory on-site and make the facility more energy-efficient.

The project, scheduled for completion in early 2019, will be built by Porter Construction. The parking garage will hold 800 parking spaces for new and used cars, many of which Fitzgerald currently houses off-site. It will feature 2,475 solar panels, which will eventually generate enough electricity to power 85 percent of the dealership's sprawling campus off Frederick Avenue, said Gerry Ryan, director of business development at Porter Construction.

Porter Construction, a WANADA Kindred-Line Member, focuses on building projects at auto dealerships and other automotive facilities. Based in Carroll County, the firm has handled a range of dealership construction projects throughout the Mid-Atlantic. It is partnering with Aurora Energy, a commercial solar installation company based in Columbia, to handle installation of the solar panels on the garage at Fitzgerald.

Sign Up Today

Greater DC/Maryland premier electric vehicle workshop/showcase

Greater Washington, DC, and the state of Maryland's premier electric vehicle (EV) workshop and showcase event will take place on Thursday, July 12, from 9:00 a.m. to 2:00 p.m., at the PEPCO Watershed Sustainability Center, 201 West Gude Dr., Rockville, MD 20850.

Participants can:

- Learn about the region's efforts to electrify transit, school buses, taxis and other ride-share vehicles.
- See and test drive the latest EVs.
- Learn about efforts to expand the region's electric charging infrastructure.
- Step inside DC's newest all-electric Circulator bus.
- Find out about available Maryland incentives.

- Hear state, District, county and local officials discuss their efforts to expand their EV charging and EV fleets.

Registration is free, and breakfast and lunch are provided. Click [here](#) to register, for a detailed agenda click [here](#).

WANADA members celebrate the Capitals' victory



Daniel Jobe, Capitol Cadillac, with daughter Courtney and wife Lisa, were in Las Vegas for the Washington Capitals' big victory in the Stanley Cup.



John Bowis, Chevy Chase Acura, poses with the Stanley Cup.

Solo driving is still primary form of commuting in DC metro area

Driving alone is still by far the most popular way to commute in the Washington area. Although the percentage dropped about 5 percentage points from 2013 to 2016, an impressive 60 percent of area commuters still drive to work alone. That's far ahead of the next most popular commute option train, about 12 percent of commuters.

So reports of hordes of young professionals moving to the area and living without a car appear to be greatly exaggerated – good news for dealers, of course. Figures are from the Transportation Planning Board.

Staying Ahead ...

The one thing that unites all human beings, regardless of age, gender, religion, economic status, or ethnic background, is that, deep down inside, we all believe that we are above-average drivers.

--Dave Barry

