

# **Recyclers News Press**

#### **Iowa Auto Recyclers**

#### September / October 2017

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Access to 7 **OEM** Data from front cover

> RECALL 10 CHECK

Donate to 11 ARA PAC

- Mercury 12 Switch Program
- OSHA 300 15 Filing Update

Labor 16 Law



# Routing Slip

- Owner(s)
- Manager(s)
- Safety Supervisor Environmental Mgr
- Stormwater Mgr
- Bookkeeper



Auto recyclers' electronically integrated access to OEM parts data is the only viable solution to solving the conundrum of accidently selling a recalled part, selling a part before it was recalled or unnecessarily restricting sales of all part types that have widespread recalls, such as air bags.

The legislative win by ARA (Automotive Recyclers Association) in December 2015 that compelled automakers to release recall data as part of the FAST Act (Fixing America's Surface Transportation) was a step in the right direction. However, the OEM recall data available on SAFERCAR.GOV leaves the consumer and the auto recycling industry with a wide gap in meeting the spirit of the law by making the process inefficient and cumbersome. Additionally, it did not correlate the OEM part number to the VINs in any meaningful way.

The only real solution is for OEMs to release both part numbers and build sheet data to all parties in the automotive repair-stream as well as the consumer. In fact, the consumer's interest is often overlooked in the fight for what is right concerning availability of information on the automobile for repair efficiency.



Consumers should have the right to repair their vehicle as they see fit. Some consumers will preferentially choose lower cost used auto parts as an economic decision. Other will choose green recycled parts as affirmation of their "environMENTALITY." For others, shopping local and supporting business that provide places of employment and pay taxes in their community will be the driving force.

Continued on page 7...

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#### **Recyclers News Press**

#### IAR IOWA AUTOMOTIVE RECYCLERS

Recyclers News Press

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IAR Members are encouraged to submit material for publication in the Recyclers News Press. Content may be edited for length with the author's permission.

Deadline for submission is the 20th of the month prior to publication. Send content to Sue Schauls at <u>Schauls3@mchsi.com</u> with a full color graphic when possible.

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www.lowaAutomotiveRecyclers.com

## Iowa Automotive Recyclers Board of Directors Meeting September 6, 2017—Teleconference Call—9:00 am

Ace Auto Recyclers Iowa City, IA www.AceAutoRecyclers.com

Action Auto Parts Marshalltown, IA <u>www.action-auto-parts.com</u>

Aikey Auto Salvage Cedar Falls, IA <u>www.AikeyAutoSalvage.com</u>

Airline Auto Parts Waterloo, IA <u>www.airlineautopartsinc.com</u>

AWE Auto Service Traer, IA <u>www.awesalvage.com</u>

B & B Salvage Sioux Center, IA www.BandBSalvage.net

Burlington Recycling & Auto Parts Burlington, IA <u>burlingtonrecyclingandau-</u> toparts.com

Charlie Brown Auto, Ltd. Creston, IA <u>www.CBAutoLtd.com</u>

Chase Auto Parts Company, Inc Waterloo, IA <u>www.sunline-chase.com</u>

Don's Auto & Truck Salvage Des Moines, IA <u>www.DonsAutoTruck.com</u>

Grab & Go Auto Salvage, LLC Spencer, IA <u>www.grabandgosalvage.com</u> Members present: Sue Schauls, Clyde Lems, Eric Piper (Spilmans), Mike Davidson, Jordan Barkow, David Hesmer, Joel McCaw, Jodi Kunde, Tom Quandt and Jim Piazza, Jr.

Sue Schauls called the meeting to order at 9:12 am and reminded everyone of the Anti-Trust Statement. Roll call was taken.

Sue began the meeting by saying she would like to IAR Board to regroup so that we are working toward a goal and develop a plan for moving forward once the new goal is identified. This year will be an off-year for legislative action.

<u>Legislative Update</u> – Jim Piazza, Jr. gave a recap of legislative activity. At this time, there has been very little feedback from the DOT on the administrative rule review. [Sue had a telephone conversation with Andy Lewis, IA-DOT.] DOT sent an email out that informed us that they would review rules between now and 2020. Pertaining to recyclers, the DOT will be looking at the following; *Work on definitions; Look at circumstances for getting salvage titles; Look at salvage theft examinations; Incorporate* 



# **Iowa Automotive Recyclers Board of Directors Meeting** September 6, 2017—Teleconference Call—9:00 am

NMVTIS; Allow cell phone numbers in lieu of landline numbers as the business phone.

Jim said he has reached out to the DOT on these items since he would like the IAR to offer suggestions. Jim will get a meeting arranged with the DOT and the IAR, and Sue will ask the ARA about other states' language used for definitions in particular. Jim will compile a list of the current definitions and rules that are under review for the Legislative Committee to work with in providing feedback to the DOT. Sue would like the rule writing of the Iowa NMVTIS/Affidavit law passed two years ago to be Jim's priority.

As far as last year's legislative activity, Jim said a bill [requiring salvage pool to assign a unique number to unlicensed buyer for NMVTIS reporting] was drafted and to committee but he couldn't get it pushed through. It will take some collaboration with scrappers to move it forward. Sue said we are not interested in running the bill again unless or until it incorporates a full lowa NMVTIS system.

Jim asked about the PAC Fund and suggested we make some donations at this time. Jodi reported a balance of \$1,365.58. Jim would like to see a PAC balance of \$40,000. Sue asked about making a donation to the ARA PAC for \$1,000 since there is a national effort to secure OEM parts data. David made a motion to donate \$1,000 to the ARA PAC with a second from Eric; motion carried. There was some discussion about the future of the IAR PAC especially since we are going into a year with no bill. There was some discussion on a more grassroots approach to legislative activity.

Association Activity – Sue asked the board for ideas/suggestions for activities by the board that would draw new members into the association and offer more value to the current members' investment. She suggested some training events in different parts of the state, a golf outing, sending stickers, etc. The 60<sup>th</sup> Anniversary Summer Outing will be held next summer in the Okoboji area. Sue asked for board members to submit their ideas to her.

Eric made a motion to adjourn with a second from Joel seconded. The meeting was adjourned at 10:28 am.

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> > Jeff Smid Auto, Inc. Davenport, IA www.JeffSmidAuto.com

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> KAR Parts, LLC Garner. IA https://garnerkarparts.com

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> Lems Auto Recyclers, Inc. Doon, IA www.LemsAuto.com

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Jeff Smíd

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# SUE SPEAKING From desk of the Executive Director

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North End Auto Wrecking Dubuque, IA <u>www.NorthendWrecking.com</u>

Nugent Auto Sales & Salvage, Inc. Maquoketa, IA <u>www.NugentAutos.com</u>

Osage Auto Salvage Osage, IA <u>http://osageautosalvage.com</u>

P.Q. Auto Parts Sioux City, IA <u>http://quickpickparts.com</u>

Pat's Auto Salvage, LLC Waterloo, IA www.patsautosalvage.com

Piper's Auto Salvage Bloomfield, IA www.PiperAutoParts.com

Preferred Auto Sales, Inc. Lockridge, IA <u>www.preferredautosales.net</u>

Quandt Auto Salvage, Inc Carroll, IA www.QuandtAutoSalvage.com

Sam's Riverside Auto & Truck Parts Des Moines, IA www.SamsRiverSide.com

Sandhill Auto Salvage Tama, IA <u>www.sandhillautosalvage.com</u>

#### **Greetings Recyclers!**

It must be fall, the ARA convention is on the minds of recyclers, the leaves are turning and the north wind blew in a brisk morning today. By time we return from Dallas for the 74th annual ARA convention and expo, we'll be looking toward the end of another year. Was it a good one? *Only time will tell, since all things are relative.* If next year the used auto parts and metal markets are better then we'll look back on this as the end of the re-recession. If it gets worse we'll wax nostalgic for better pay at the scale and the phones ringing. **Whatever the futures holds, we are stronger together.** So stay in touch with your association and look forward to the lowa Auto Recyclers 60th Anniversary next year!

Thanks for listening,

Sue Schauls

"The creative mind plays with the objects it loves." Carl Jung

# **ENGINE CARTS**



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## Access to OEM Data Will Solve Recalled Parts Problem Access will change the industry for the better

#### Auto recyclers are now fighting to make those choices available to the consumer as well as to strengthen the industry.

Introduced in May 2017, House Resolution 2460 is a bill that allows the Department of Transportation (DOT) to require that each motor vehicle manufacturer provide the following information, with regard to a specific vehicle identification number:

- ⇒ each original equipment manufacturer (OEM) part name included within the vehicle, including a description, number (including any superceded and successor OEM part number), any other part identification number (such as a serial number) and distinguishing marking, and software of each part;
- $\Rightarrow$  build sheet information; and
- $\Rightarrow$  additional information as determined by DOT.

Each motor vehicle manufacturer shall provide access to such information on a website to the motor vehicle owner and any potential purchaser of the motor vehicle.

#### Reference: https://www.congress.gov/bill/115th-congress/house-bill/2460

The consumer of the future could wholly own their vehicle and the data associated with the building of their product as a matter of adding value to ownership. However, the OEMs seem to be pushing the other direction, as evident by the OEM attack ads on the use of recycled, "wrecked" or aftermarket parts in repair. *The OEMs are creating a narrative for consumers to grasp that unwittingly limits their choices.* 



Smith Auto Parts & Sales, Inc. Fairfield, IA www.SmithAutoParts.com

Snyder's Auto Body Clarinda, IA www.snyders-autobody.com

> Spilman Auto Parts, Inc Bloomfield, IA www.SpilmanAuto.com

Sun Line Inc. Cedar Rapids, IA <u>www.sunline-chase.com</u>

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Swift's Trails End Auto Recycling Des Moines, IA <u>www.TrailsEndAuto.com</u>

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Van Horn Auto Parts. Inc. Mason City, IA <u>www.VanHornAutoParts.com</u>

> Vander Haag's, Inc. Spencer, IA www.VanderHaags.com

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Vander Haag's, Inc. Des Moines, IA <u>www.VanderHaags.com</u>

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Vander Haag's, Inc. Winamac, In <u>www.VanderHaags.com</u>

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West Edge Auto Salvage Independence, IA www.westedgeautosalvage.com

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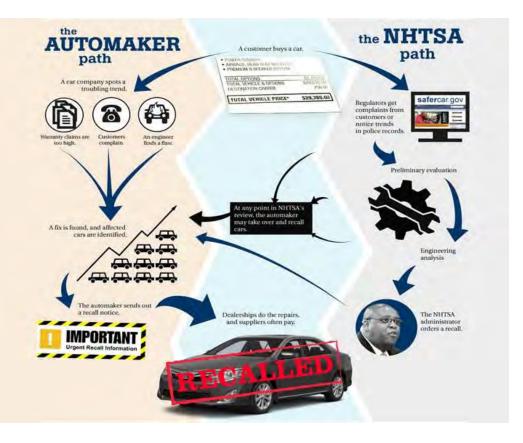
Yaw Auto Salvage Des Moines, IA www.yawssalvage.com It is up to the auto recycling industry to create our own narrative. One that promotes the use of used auto parts through the availability of integrated data management.

OEM build sheet data with part numbers is critical information for the industry to thrive in the future of online data access. Consumers are looking for parts using part numbers that are being restricted for use by auto recyclers.

Limited data access is acting against the very nature of auto recycling, the ORIGINAL RECYCLER, in promoting an environmentally friendly consumer choice in extending the life of their vehicle. Limited data access is dampening domestic product sales since used auto parts ARE domestic goods but many OEM parts are not made in America.

As auto recyclers fight for the inclusion in the data access to both part numbers and VIN data, it is opening a consciousness for consumer protection and rights. **Open availability of the part numbers** will not only make more used parts available for the economic and environmental points discussed but it will be the **key to 100% remedy on recalls** because parts can be tracked instead of just cars. And that will make the consumer safer and wiser.

**Be ready to do your part in the fight for what is right.** Make the call to your Senator or Representative when asked in the near future!



# Association PAC Fund Needs Your Help

A political action committee (PAC) is an organization that campaigns for or against political candidates or legislation. The mission of the Automotive Recyclers Association (ARA) PAC is to educate lawmakers on the important issues with the views and interests of all small business professional automotive recyclers.

How does a PAC work for you? ARA is just one of many groups vying for the attention of lawmakers and candidates. In recent years, ARA has made great progress in reaching out to members of the legislature by educating them on the auto recycling industry. The association follows a strategic plan that concentrates on those lawmakers who are members of the important committees.

A key element of those activities *is* support by the ARA Political Action Committee (PAC). In conjunction with lobbying and Call-to-Action grass-roots efforts, the ARA PAC raises the visibility of recyclers' views, interests, and concerns among influential lawmakers. With increased visibility, ARA has a greater opportunity to educate lawmakers on issues important to auto recyclers and a greater opportunity to influence what happens in legislation. Being *in the room* is so important to the process of educating lawmaker.

Delanne Bernier, ARA Vice President, Government Relations, is on the frontline speaking with and educating the key lawmakers. She said, "With thousands of organizations represented in Washington and tens of thousands of issues, Members of Congress can easily lose track of them. The ARA PAC enables us to stay in front of and face-to-face with our champions in Congress."

PAC donations at events and to key people help open access to organizations and lobbyist. Bernier said, "Not only do Members of Congress appreciate our support, but the contributions provide us time with them and their staff. Also, quite often at a PAC event, other Members of Congress attend and it provides an opportunity to expand our network of contacts."

Meeting legislators, from your home district, is another great way to open those conversations. Constituent face-to-face meetings also require follow through from staff and lobbyist at events. "Having a political action committee signifies that an organization is a bone fide entity in the Washington public policy arena" Bernier reminds us. "The ARA PAC has helped develop long term, strong relationships."

How do politicians use PAC money? Politicians rely on money contributed by individuals and PACs for campaign funds. PAC contributions are used to pay for campaign staff, commercials, signs, handouts etc.

The importance of a strong PAC. Every year, special interest groups contribute millions of dollars from their PACs to politicians and political parties. In fact, when it comes to politics, the greatest advantage that insurance corporations or automakers have had over small-business recyclers is the amount of money they contribute to political campaigns. They are well funded and have agendas that are often counter to the interests of IAR members.

It is important that ARA PAC have the resources available to help counter the message of those other groups. By combining the individual contributions of auto recyclers in the PAC, the association is able to create increased awareness of our concerns and ensure that they get the attention they deserve.

By federal law, a PAC is not allowed to accept funding from a trade association. The PAC must raise its funds separately and only from individuals. One hundred percent of contribution goes directly to candidates' campaigns to promote the visibility of our issues. Contributions to the PAC are voluntary.

Members are free to contribute any amount or no amount without reprisal. ARA PAC uses donations to help elect individuals who will understand and support goals of auto recyclers. **Send PAC fund donation to: ARA PAC, 9113 Church Street, Manassas, VA 20110,** or go to http://a-r-a.org/advocacy/ara-

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# How to Deal with RECALLs

# **Check VIN at point of sale**

ARA is working with legislators and staff of stakeholder groups, such as auto recyclers and automakers, to write the rules for a law recently passed that requires the OEMs to provide recall data to auto recyclers. The data must be in electronic form. Auto recyclers are asking for data in batch form so that it may be integrated into the inventory management systems and then the parts will be barred from sale through the system to best protect consumers.

However, the OEMs claim that recyclers can check the website <u>www.SAFERCAR.gov</u> every day and look up VINs manually, that putting info on the website is all the law requires of them.

This is a dangerous application of the law, as the OEMs do not understand that the recalls are issued on vehicles every day and may address salvage vehicles acquired at a previous time with parts still on the vehicle or in the warehouses of auto recyclers. This manual recall lookup process has a dangerous outcome for consumer safety as well as an economic impact for used part buyers.

## **RECALL PROTOCOL**

Look up all salvage acquisition VINs on <u>www.SAFERCAR.gov</u> as part of the inventory process and flag recall parts in inventory system as NOT AVAILABLE FOR SALE. Pull these parts if

they have a core market and sell while they have value

or

sit on them awaiting class action lawsuit outcome (for airbags)

Deal with any current inventory parts at the point of sale:

At minimum, look up VIN on

<u>www.SAFERCAR.gov</u> for high profile parts listed below

#### or

Look up all parts sold at time of sale..

# CHECK THE VIN NUMBER AT WWW.SAFERCAR.gov

prior to sale of parts: Airbags

# **Ignition switches**

Seat belts

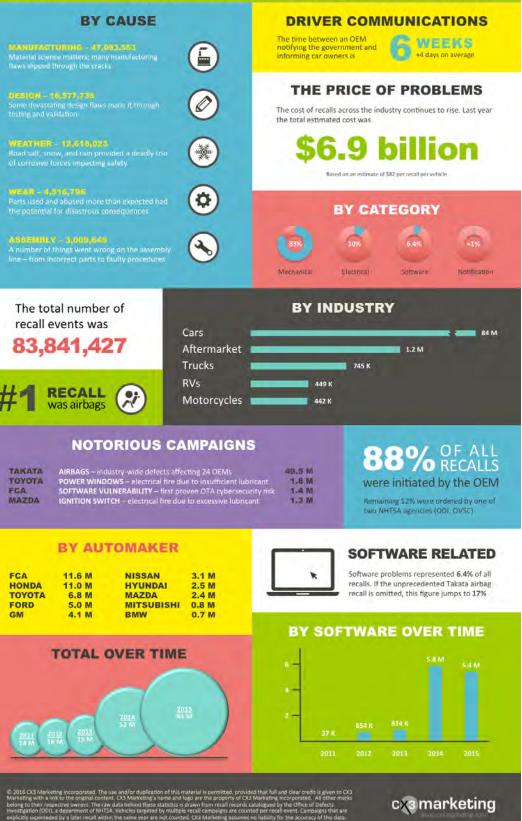
The National Highway Traffic Safety Administration (NHTSA) has estimated the total number of vehicles recalled in 2015 at a record 51M.

CX3 Marketing took a close look at recalls in the U.S. for the past several years, and their 2015 automotive recall infographic reveals several startling facts:

- The data uncovered by CX3 shows 83M total recall events, meaning some vehicles were involved in multiple recalls and possibly even more than 51M total vehicles were affected.
- In the past two years some car companies have recalled more cars than they have produced in North America.
- Software-related recalls have spiked upward in the past two years on a trajectory to match mechanical problems as a key source of recalls.
- Takata's recall is the single biggest recall ever – and still growing.
- The annual number of recalls is increasing with no obvious end in sight.

# 2015 THE YEAR IN RECALLS

#### AN AT-A-GLANCE LOOK AT THE US AUTOMOTIVE INDUSTRY'S RECALLS



# **Iowa Mercury Switch Program Continues**

Bounty will be paid through July 1, 2020

RETRACTION—My mistake, I reported that the lowa bounty would end but I was wrong. The lowa Mercury-Free Recycling Act requires the removal of automotive mercury-containing convenience light switches from scrap automobiles before crushing or shredding. The law also required payment for each mercury light switch that is recovered and properly recycled. That payment portion of the lowa rule continues until July 1, 2020.

#### Mercury switch bounty payments will be made through July 1, 2020 and free disposal through the NVMSRP program administered by ELVS will continue beyond that time.

The End of Life Vehicle Solutions (ELVS) manages the nationwide National Vehicle Mercury Switch Recovery Program (NVMSRP), to collect, transport, retort, recycle or dispose of elemental mercury from automotive switches. ELVS also provide educational outreach and promote vehicle recycling and proper management of mercury.

# www.elvsolutions.org

On August 5, 2005, federal rules required that mercury-containing equipment requiring disposal are considered Universal Waste (40 CFR 273) and, therefore, are exempt from the more stringent management standards for hazardous waste under the federal Resource Conservation and Recovery Act (RCRA) if recycled.

Once removed from the vehicle, mercury switches must be stored in a leak proof, closed container that will prevent the mercury capsule from breaking. Generators of mercury switches cannot accumulate the waste for more than one year. Each container that holds mercury switches must be labeled "**Universal Waste**." Along with labeling the contents of the waste containers, identify the length of time the waste was accumulated by adding the date the first switch was placed in the container to the label.

The End of Life Vehicle Solutions Corporation (ELVS), created by the auto industry, will continue to provide a collection bucket and arrange for the shipping and recycling of the mercury switches collected <u>free of charge</u>. In accordance with the Universal Waste Rule all mercury-containing switches (convenience light switches and anti-lock brake sensors (ABS)) received will be properly recycled at no cost to the participants.

# Important Program Note – ELVS Replacement buckets are not provided automatically!

For a replacement bucket, call (800) 495-6059. Provide company name, shipping address and bucket size (small or large). A replacement bucket will be shipped via UPS.



# **OSHA** Electronic Submission of Records

Deadline for 2016 Reporting is December 1, 2017

Provisions call for employers to electronically submit injury and illness data (*OSHA 300 Logs*) that they already record.

The records must be kept at the worksite for at least five years. February through April, employers must post a summary (300A Log) of the injuries and illnesses recorded the previous year.

#### How will electronic submission work?

OSHA has provided a secure website for data submission. The **Injury Tracking Application (ITA)** is accessible from the <u>ITA launch page</u>, to provide the Agency your 2016 OSHA Form 300A information. <u>https://www.osha.gov/injuryreporting/index.html</u>

#### **Compliance Schedule**

The new reporting requirements will be phased in over two years. OSHA proposed to <u>extend the 2017 compli-</u> <u>ance date</u> for electronically submitting injury and illness reports from July 1 to December 1. Applicable employers can submit injury and illness data using an <u>electronic reporting system</u> available August 1.

Establishments with 250 or more and establishments with 20-249 employees in <u>certain high-risk indus-</u> <u>tries</u> (*including auto recycling*) must submit information from their 2016 Form 300A by <del>July 1, 2017</del> (*extended to 12-1-17*) and their 2017 Form 300A by July 1, 2018. Beginning in 2019 and every year thereafter, the information must be submitted by March 2nd.

OSHA State Plan states must adopt requirements that are identical to the requirements in this final rule within 6 months after publication of this final rule.

**Iowa OSHA Incident Reports.** The new Iowa Incident Report Form will allow shops to save a completed copy and either use the submit button at the bottom of the form or attach from your email to submit an incident. https://www.iowaosha.gov/iowa-osha-incident-reports

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# Changes to Departmental Rule by Iowa DOT

Chapter 405.8(3) Salvage Rule

#### Associate Members of IAR

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Auto Data Direct, Inc. Tallahassee, FL <u>www.add123.com</u>

Bank Iowa Insurance LLC Waterloo, IA www.bankiowainsurance.com

Car-Part.com Ft Wright, KY <u>www.car-part.com</u>

Casualty Adjuster's Guide of Iowa/Nebraska Waseca, MN <u>www.cagworld.com</u>

DeVries Equipment Ankeny, IA

EZ Crusher Annandale, MN <u>www.EZCrusher.com</u>

Holiday Wrecker Service, Inc. Tiffin, IA www.holidaywreckerandcrane.com

Hollander Plymouth, MN www.HollanderParts.com

IIADA Panora, IA <u>www.iowaiada.com</u>

Kabele Truck & Auto Parts Spirit Lake, IA <u>www.Kabele.com</u>

Legend Smelting & Recycling Joliet, IL <u>www.LegendSmelting.com</u> Judy Wilson, Executive Director of IIADA, Iowa Independent Auto Dealers Association, reported that the Iowa Department of Transportation (DOT) has made changes to a departmental rule governing out-of-state salvage titles for rebuilders going through the salvage theft examination process to become roadworthy once again.

## CHANGES TO DEPARTMENTAL RULES CHAPTER 405 – SALVAGE

Pertaining to a new motor vehicle dealer or a vehicle recycler the following change was made to Salvage Rules. 405.8(3)

Exception 2: As provided in Iowa Code section 321.24(5), an owner who surrenders a foreign salvage title and obtains a salvage theft examination pursuant to Iowa Code section 321.52 (4)"b" within 30 days of the date the owner was assigned the for-

eign title is not required to first obtain an Iowa salvage title.

Effective 7/12/2017. Additionally, 405.15 (1)"e" was amended and now states "the owner or owner's representative shall electronically make payment for the salvage theft exam at the time the examination is scheduled, and the fee collected shall be distributed in accordance with lowa Code section 321.52(4)"c".



# **DNR's State Forest Nursery**

**New Online Store** 

Ordering trees from the DNR's State Forest Nursery just got easier! A <u>new</u> <u>online sales site</u> features dozens of quality native lowa trees and an easy check-out process.

Also new in 2017 are changes to how nursery stock can be used, providing more options to people wanting to order bulk trees:

- Customers can purchase trees in increments of 25, compared to previous order minimums of 200 (except for cuttings, which are sold in increments of 50).
- Seedlings can be used for any purpose, including windbreaks or decorative landscaping such as screening view.
- People who purchase nursery seedlings can resell them or give them away. Before, state laws dictated that nursery stock had to be planted by the purchaser.

Choose from 20 species of native hardwoods, nine evergreen species and 14 smaller trees/shrubs. Prices range from \$.30 to \$1.40 per seedling, and tree species are sold in three size ranges on the site, with the tallest around 30 inches.

Orders can be placed anytime between August 1 and May 31. As part of the ordering process, customers can choose a shipping window for delivery – fall shipments begin the last week of October, and spring shipments begin April 1. Some species are available in only one or two sizes, and may also be available for spring delivery rather than fall. Take advantage of the Iowa State Forest Nursery Online Store at <a href="http://nursery.iowadnr.gov/">http://nursery.iowadnr.gov/</a>

The US Forest Service has assessed the economic value of the environmental benefits of trees with a tool they call iTree. This tool considers the storm water interception provided by trees that reduces downstream flooding control measures, energy conservation provided by shade, air pollution removal and carbon dioxide storage.





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# Labor Law

# **Employee Polygraph Protection Act Poster**

#### **Workplace Posters**

Some of the statutes and regulations enforced by the U.S. Department of Labor (DOL) require that notices be provided to employees and/or posted in the workplace. DOL provides free electronic copies of the required posters and some of the posters are available in languages other than English.

#### Employee Polygraph Protection Act (EPPA) Poster

The Employee Polygraph Protection Act of 1988 (EPPA) generally prevents private sector employers from using lie detector tests, either for preemployment screening or during the course of employment, with certain exceptions.

Every employer subject to the Employee Polygraph Protection Act (EPPA) shall post and keep posted on its premises a notice explaining the Act, as prescribed by the Secretary of Labor. Such notice must be posted in a prominent and conspicuous place in every establishment of the employer where it can readily be observed by employees and applicants for employment.

The EPPA poster is available

in <u>English</u> and <u>Spanish</u>. Posting of the EPPA poster in Spanish is optional.

#### RESOURCES

https://www.dol.gov/general/topic/stateresources

http://webapps.dol.gov/elaws/posters.html



# EMPLOYEE POLYGRAPH PROTECTION ACT

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

#### PROHIBITIONS

Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discharging, disciplining, or discriminating against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act.

# **EXEMPTIONS** Federal, State and local governments are not affected by the law. Also, the law does not apply to tests given by the Federal Government to certain private individuals engaged in national security-related activities.

The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector, subject to restrictions, to certain prospective employees of security service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers.

The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer.

The law does not preempt any provision of any State or local law or any collective bargaining agreement which is more restrictive with respect to lie detector tests.

EXAMINEE RIGHTS Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test. Examinees have a number of specific rights, including the right to a written notice before testing, the right to refuse or discontinue a test, and the right not to have test results disclosed to unauthorized persons.

**ENFORCEMENT** The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or job applicants may also bring their own court actions.

## THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.





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