

Recyclers News Press

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Routing Slip

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



Changes to Odometer Disclosure Requirements

The U.S. Department of Transportation's National Highway Traffic Safety Administration (NHTSA) has changed the reporting requirements for odometer disclosure starting January 1, 2021.

Odometer disclosures will be required for every transfer of ownership for the first 20 years, beginning with Model Year 2011 vehicles. Model Year 2010 and older vehicles will continue to be subject to the previous 10-year disclosure requirements and thus are exempt from updated Federal requirement.



Continued on page 8...

IAR Scholarship Application

The Iowa Automotive Recyclers scholarship fund was established in 2007 for the children and grandchildren of an owner or employee of an Iowa Automotive Recyclers direct members as a way to help offset the cost of their continuing education. The scholarship is open to a son, daughter, grandchild, son-in-law, daughter-in-law of an owner or employee (who has been employed for at least one year) of a direct member in good standing. The owner, an employee and their spouses are also eligible.

The Iowa Auto Recyclers Scholarship Program deadline is March 30, 2021.

Continued on page 10...



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Recyclers
News
Press

The RECYCLERS NEWS PRESS is published six times per year for the Iowa Automotive Recyclers. None of the material in this publication necessarily reflects the opinion of IAR, its officers, director, staff members or advertisers. Statements of fact and opinion are the responsibility of the author.

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 Sue.Schauls@gmail.com with a full color graphic when possible.

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www.iowaAutomotiveRecyclers.com

SUE SPEAKING

From desk of the Executive Director

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Iowa City, IA
www.AceAutoRecyclers.com

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www.DonsAutoTruck.com

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Spencer, IA
www.grabandgosalvage.com

High Country Auto
Cherokee, IA

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Marshalltown, IA
www.hogelandautoplaaza.com

Hulett & Son Auto Salvage
Creston, IA

The Iron Mine
Waukon, IA
<https://the-iron-mine.business.site>

In a recent conversation I was asked *why I do volunteer work in the industry in which my business is based*. My response was that it is the give and take process that builds relationships and balances policy initiatives. It struck me that the Iowa Auto Recyclers motto of "Stronger Together" has remained relevant over the past 60 plus years. But it should also serve as guidance.

Working cooperatively is second nature to auto recyclers. I think of the many products that have been developed and then enhanced through cooperative efforts as opposed to competitiveness. The Hollander Interchange and Hotlines' yard to yard sales software programs are two great examples.

I recall the story told by our founder John C. Vander Haag of the day decades ago that Roy Hollander came to the Vander Haag yard and



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SUE SPEAKING

From desk of the Executive Director

offered John a first edition of the Hollander interchange, in book format of course. The story goes that Roy told John, "You have to buy my book because I've spent so much time putting together the interchange for parts that I haven't been making money selling parts."

I also love the stories about Betsy Finnell's parents and their dedication and struggles putting together what became the Hotlines yard to yard sales software tool that is continuing to adapt to this very day. Lloyd Van Horn regaled us with a story about how the old "Hoot & Holler" would take place in the evenings when the telephone rates were less expensive, and you would call out your needs and respond to requests of others in a free-for-all style! My how things have changed now that the Hotlines program auto matches multiple part requests to your inventory.

I also think that each person holding non-traditional jobs in auto recycling bring a different perspective to solving problems, addressing challenges and even the more mundane work taking place at the committee level in both state and the international association. That diversity just may be the edge that this cooperative business has over more cut throat endeavors.

SO VOLUNTEER!
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and your willingness
to pitch in will be
greatly appreciated.

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Thanks for listening,
Sue Schauls



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Iowa Automotive Recyclers Members & Board of Directors Meeting

January 14, 2021 — 5:15 pm Conference Call

Members of IAR

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

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Piper's Auto Salvage
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Preferred Auto Sales, Inc.
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Swift's Trails End Auto Recycling
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Board of Director Members Present: Pat Roof, Jeremy Bevard, Joel McCaw, Jeff Smid, Jodi Kunde, Mike Garvin, Mike Swift, and Sue Schauls.

Call to Order at 5:18 pm and Welcome Roll Call. The Anti-trust statement reminder was given by Pat.

Approve the Meeting Notes from Sept 22, 2020 Mike Swift moved to approve notes and Mike Garvin Second. Motion carried.

President, Pat Roof briefed on 2021 planning included training session and membership. Pat feels that there is an urgent need to promote and/or provide training for safety measures with Electric vehicles. Hybrid/Electric Vehicle training will be planned for fall. Pat wants to include tow yards and fire department to be included as everyone in the supply chain needs to protect themselves when handling these high voltage vehicles.

Updates to Members – Pat has been recruiting new members, Wilber and New Deal in Waterloo may apply. Also Tow yards are interested in being associate members. One idea is to host an NMVTIS reporting seminar for tow yard and/or other non-members.

Treasurer, Joel McCaw summarized the annual budget. Including a grant of \$2264 we received from ARA from the COVID Relief fund due to having cancelled our Summer Outing. Taxes have been filed. The gambling license report will be filed timely. Sue and Joel recommend a withdraw to cover budget shortfalls. Mike Swift made a motion to make the withdraw and approve the Lobby contract. Jodi second the motion. Motion carried. Budget shortfall ideas are to encourage more Iowa Hotlines users and possible asking for donations from members in lieu of the donations that would have been spent at the scholarship auction.

Vice President, Jeremy Bevard brief on Summer Outing – Tentatively, **June 10-11, 2021** is target date for Summer Outing at Waterloo Iowa Parts. Contingency plans if Outing is postponed again is to host an online



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Iowa Automotive Recyclers Members & Board of Directors Meeting

January 14, 2021 — 5:15 pm Conference Call

scholarship auction. It was suggested that Mike Swift will be asked to model clothing items of any size... Planning will continue with a speaker agenda and social event without planning for vendors so that the decision can be put off until the end of May. Shenanigans will be the underlining theme.

Recruiting workers is a big issue – maybe we can take a booth to community colleges as discussed before when travel and personal interaction is an option again.

Legislative Update – we are having a bill drafted to support an Iowa NMVTIS system, with unique identification numbers using NMVTIS number for licensed recyclers and government issued identification number for non-reporting individuals, discontinuing the use of junk certificates for licensed recyclers, free reporting, free VIN look up and other benefits of an Iowa software system to access will be highlighted.

Three bills to watch in Iowa legislative session SSB1025 – abandoned vehicle notification clarification. We are monitoring this bill. SSB1028 – Salvage threshold from 50% to 70%. We signed on in support of this bill.

SF18 Civil penalties for purchase of catalytic converters without certificate of ownership from repair shop.

Face-to-face meeting possibly this spring either with social distancing options or when meetings can be held again.

Respectfully submitted,

Jeff Smid
Jeff Smid, Secretary

Members of IAR

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www.WaterlooAutoParts.com

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Changes to Odometer Disclosure Requirements

Starting January 1, 2021

December 22, 2020 | Washington, DC

NHTSA updated reporting such that, starting January 1, 2021, odometer disclosures will be required for every transfer of ownership for the first 20 years, beginning with Model Year 2011 vehicles.

The U.S. fleet of vehicles is, on average, older than ever, and NHTSA finalized this rule late last year to address an increase in odometer fraud involving older vehicles.

To comply with Federal law, anyone transferring ownership of a Model Year 2011 or newer vehicle will be required to provide an odometer disclosure to the new owner.

Model Year 2010 and older vehicles will continue to be exempt from federal odometer disclosure require-

ments. Sellers of Model Year 2011 vehicles must continue to disclose odometer readings until 2031.

Contact: NHTSA Media NHTSAmmedia@dot.gov or [202-366-9550](tel:202-366-9550)

Reference: <https://www.nhtsa.gov/press-releases/odometer-disclosure-requirements-change>



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Changes to Odometer Disclosure Requirements

Starting January 1, 2021

Iowa DOT odometer statement requirements changed

JAN 11, 2021 | 12:48:45 PM BY [MITCH WILLIAMS](#)

As a protection for consumers, federal and state laws require an odometer disclosure statement when the title of a vehicle 10 model years old or more is transferred. This layer of consumer protection is designed to prevent odometer fraud, ensuring that all parties are aware of the mileage on a vehicle.

A change in federal regulations that took effect Jan. 1, 2021, extends the vehicle age required to provide an odometer statement. The new rule from the National Highway Traffic Safety Administration begins with model year 2011 and newer vehicles. Until the year 2031, all vehicles of model year 2011 or newer must have an odometer disclosure. Beginning in 2031, all vehicles 20 model years old or more will be required to have an odometer statement when transferring a title.

This change applies to all transfers of vehicles, including sale by a dealer, private sale, or vehicles received through gift or inheritance.

Any transaction where the odometer statement was previously not required, like a 2010 vehicle purchased in 2020, will continue to be exempt.

Reference: https://www.radioonthego.com/news/read_news/contentdetails/125274

Iowa Administrative Code 321.71 Odometer requirements states in part 321.71(7) that a certificate of title shall not be issued for a motor vehicle which is equipped with an odometer by the manufacturer, unless an odometer statement **which is in compliance with federal law and regulations** has been made by the transferor of the vehicle and is furnished with the application for certificate of title.

By referencing the federal law in the Iowa code, no update is necessary to Iowa law and thus the new federal standard is effective immediately.



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IOWA AUTOMOTIVE RECYCLERS

2021 Scholarship Application

Each year the *Iowa Automotive Recyclers* award scholarships to Direct Members' and their employees' children and grandchildren, to assist with the cost of a college education. Students may apply during any year they attend an accredited institution.

Information and downloadable APPLICATIONS may be found at:
<http://www.iowaautomotiverecyclers.com/Scholarship.html>

Download the application: [IAR SCHOLARSHIP APPLICATION 2020 \(MSWord\)](#)

Download the application: [IAR SCHOLARSHIP APPLICATION \(PDF for print\)](#)

Download the application: [IAR SCHOLARSHIP APPLICATION \(Fillable PDF\)](#)

Remember to check out the Automotive Recyclers Association (ARA) Scholarship program too. Children of employees of ARA members are eligible to apply. --> [Exit to ARA Scholarship](#)

IAR is proud to be able to support the recipients of this year's scholarships and we invite you to Meet Our 2020 Scholarship Recipients

**Anna McChesney, McChesney Auto, Somers
Sadie Sandbulte, B & B Salvage, Sioux Center
Lainey Pomrenke, B & B Salvage, Sioux Center
Isaac Van Beek, B & B Salvage, Sioux Center
Carson Wright, Spilman's Auto Parts, Bloomfield**

A Letter from the Scholarship Chairman ...

Since the inception of the IAR Scholarship program, we have given outstanding students from member families, funds toward an educational goal. Each year it is our privilege to disperse up to \$5000 in scholarship to these fine young men and women.

Jodi Kunde, Chairman

***Iowa Automotive Recyclers* Scholarship Fund**

The Iowa Automotive Recyclers scholarship fund was established in 2007 for the children and grandchildren of an owner or employee of an Iowa Automotive Recyclers direct members as a way to help offset the cost of their continuing education. The scholarship is open to a son, daughter, grandchild, son-in-law, daughter-in-law of an owner or employee (who has been employed for at least one year) of a direct member in good standing. The owner, an employee and their spouses are also eligible.

Funds for the scholarships are generated through the Iowa Automotive Recyclers Summer Outing Auction. We are thankful for all the support that we have received from our members in making it possible to provide scholarships to these deserving individuals. Any questions regarding the scholarships and/or application should be directed to:

IAR Scholarship Committee
Attn: Jodi Kunde
55 West 32nd Street
Dubuque, IA 52001
iarscholarship@gmail.com



IOWA AUTO RECYCLERS ASSOCIATION SCHOLARSHIP

APPLICANT CRITERIA:

- Be a graduating high school senior or equivalent, or a college student who has been accepted to an accredited university, state college, community college, business or liberal arts school
- A minimum 3.0 GPA during high school or first year college.
- Applicants (or their eligible dependent/relative) must be affiliated with the Iowa Auto Recyclers association to participate by meeting ONE of two criteria:
 - 1) Be a recycling yard owner or relative of the recycling yard owner who is a direct member of the Iowa Auto Recyclers. The owner of the recycling yard must be employed at the recycling yard, and not at other enterprises owned by the recycling yard. "Relatives" may include a son, daughter, grandchild, son-in-law, daughter-in-law, or spouse of the owner. *Brothers, sisters, uncles, aunts, nieces, or nephews of the owner will not be eligible to participate unless employed in the business.*
 - OR
 - 2) Be an employee or dependent of an employee of the member salvage yard who has been employed for one year or more. Applicant must remain a degree-seeking student, enrolled at least full-time (a minimum of 12 credit hours per term).

APPLICANT GUIDELINES:

- Complete attached application.
- Enclose an official copy of the applicants' high school transcripts (in separate sealed envelope) with application.
- Include a one-page essay on one of the following topic:

What 21st century advancement in vehicles has done the most to improve safety while driving? How and why?

- Two recommendation forms filled out from a school counselor, school official, employer or high school teacher who is familiar with the applicant.
- Applicants must remain enrolled in the same accredited four-year college, accredited university, state college, community college or business or liberal arts school for at least one year after accepting scholarship funds to be eligible for the full award.
- Obtain a letter from your parents' employer confirming date of hire with the firm. Your parent must have been or will be employed with a full member of the Iowa Automotive Recyclers for at least one year prior to application.

All candidates will be required to submit a complete application package, which includes a completed application form, transcripts, essay and two recommendation forms to: IAR SCHOLARSHIP COMMITTEE ATTN: JODI KUNDE 55 WEST 32ND STREET DUBUQUE IA 52001, you can e-mail any questions to Jodi at iarscholarship@gmail.com.

DEADLINE DATE:

The deadline for receipt for all application materials must be received by the IAR scholarship committee by midnight **MARCH 30TH**. Up to \$5000.00 will be awarded in scholarships for the fall term. The winners will be notified in writing and will be posted on the IAR website.

The scholarship award check will be forwarded to the scholarship recipient's school upon written certification of his/her enrollment for the fall term of the year the scholarship was granted. If the scholarship winner does not provide enrollment verification for the fall term the scholarship monies will be forfeited.

SCHOLARSHIP SELECTION:

The scholarship will be awarded based on review of the following: coursework in high school, course distribution, activities, the one-page essay and recommendations. *Standardized test scores will NOT be used as a factor in the selection process.*

IOWA AUTO RECYCLERS SCHOLARSHIP APPLICATION

NAME: _____
(First) (Middle) (Last)

MAILING ADDRESS: _____

HOME PHONE: _____ E-MAIL ADDRESS: _____

DATE OF BIRTH: _____ GENDER: MALE / FEMALE

CURRENTLY ATTENDING: _____
(INDICATE HIGH SCHOOL OR OTHER SCHOOL)

HIGH SCHOOL HONORS, AWARDS, AND ACTIVITIES: _____

COMMUNITY SERVICE AWARDS AND ACTIVITIES: _____

STATE YOUR FINANCIAL NEED. WHAT PORTION OF EDUCATION FUNDED BY YOURSELF:

SCHOLASTIC INFORMATION:

ACT TEST SCORE _____ SAT TEST SCORE _____

RANK IN CLASS _____ OF _____ CURRENT GPA: _____

HONORS AND AWARDS (STATE NATURE AND YEAR OF AWARD OR HONOR): _____

OFFICES AND POSITIONS OF LEADERSHIP (NAME OF ORGANIZATION & YEAR, EX: BAND 9, 10)

WHAT ARE YOUR SHORT AND LONG-TERM CAREER OBJECTIVES? _____

WHAT DO YOU SEE YOURSELF DOING FIVE YEARS FROM NOW? _____

ANY ADDITIONAL INFORMATION WHICH MAY BE USEFUL TO SCHOLARSHIP COMMITTEE:

SCHOOL YOU WILL BE ATTENDING: _____

ANTICIPATED MAJOR: _____ EXPECTED GRADUATION DATE: _____

NAME OF PARENT WHO HAS BEEN EMPLOYED BY A DIRECT MEMBER OF IAR FOR AT LEAST ONE YEAR? _____ START DATE? _____

WHICH DIRECT MEMBER/YARD ARE YOU AFFILIATED? _____

NOTE: transcripts, essay, and recommendation forms should accompany scholarship application.

APPLICANTS SIGNATURE: _____ DATE: _____

Answer the essay question:

How have you communicated the benefits to the environment and/or the cost savings of used auto parts to people outside of the industry?

The recommendation form must also be submitted with the scholarship application.

Information and downloadable APPLICATIONS may be found at:

<http://www.iowaautomotiverecyclers.com/Scholarship.html>

Mandatory Postings Reminder

Department of Labor Requirement

Associate Members of IAR

Alter Metal Recycling
Des Moines, IA
www.altertrading.com

Auto Data Direct, Inc.
Tallahassee, FL
www.add123.com

Bank Iowa Insurance LLC
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www.bankiowainsurance.com

Car-Part.com
Ft Wright, KY
www.car-part.com

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of Iowa/Nebraska
Waseca, MN
www.cagworld.com

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www.EZCrusher.com

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

Hollander
Plymouth, MN
www.HollanderParts.com

Hotlines, Inc.
Council Bluffs, IA
www.partshotlines.com

IIADA
West Branch, IA
www.iowaiada.com

OSHA Summary Reporting 300A Log

Establishments with 250 or more employees and 20-249 employees in certain high-risk industries, **including auto and metal recycling**, must submit information from their Form 300A by March 2nd each year. Facilities with fewer than 20 employees do not have to electronically submit the 300A Log.

Both small and large sized facilities must **POST the 300A Log in an employee accessible area from February 1st through April 30th each year**. *Facilities with less than 10 employees are NOT subject to the regulation.*

Deadline for e-Reporting is March 2nd

Electronic Submission of Records

The Injury Tracking Application (ITA) is accessible from the [ITA launch page](#), where you can provide the Agency your OSHA Form 300A information. **Certain** employers are required to submit to OSHA the information from their completed Form 300A by March 2nd of the year after the calendar year covered by the form.

Severe Injury Reporting

Employers must report any worker fatality within 8 hours and any amputation, loss of an eye, or hospitalization of a worker within 24 hours.

Anti-retaliation Notification Poster

The anti-retaliation rule prohibits employers from discouraging workers from reporting an injury or illness. The rule requires employers to inform employees of their right to report work-related injuries and illnesses free from retaliation, which can be satisfied by posting the **Right to Report a Work-related Injury poster** on the next page, the state specific poster or a memorandum or sign that explains the anti-retaliation clause.

Mandatory Postings Reminder

Department of Labor Requirement

The **Families First Coronavirus Response Act Paid Leave Notice** is a workplace poster by the Federal Department of Labor. This is a **mandatory posting** for all employers in the United States, and businesses who fail to comply may be subject to fines.

IMPORTANT: POST the Coronavirus Paid Leave Poster

This poster describes paid leave that must be made available to employees of all businesses with under 500 employees under the **Families First Coronavirus Response Act (FFCRA)**. This poster **MUST** be posted in a conspicuous place, or if employees are working remotely, sent to them electronically.

Under the new paid leave rules, employees must be provided with between 2 and 10 weeks of paid leave for absences connected to the COVID-19 pandemic. While employers are required to provide this paid leave to employees out of their own funds, the Federal government will provide companies with tax credits to offset the cost of providing this required leave.

Summary Of Coronavirus Paid Leave Law

Up to two weeks (80 hours, or a part-time employee's two-week equivalent) of paid sick leave based on the higher of their regular rate of pay, or the applicable state or Federal minimum wage, paid at the following percentages:

- 100% if subject to a government or medically-advised quarantine related to COVID-19, or is experiencing Coronavirus symptoms
- 2/3 if caring for an individual under quarantine or affected by the virus, or caring for a child
- Up to 12 weeks of paid sick leave and expanded family and medical leave paid at 2/3 for if caring for a child

All employers MUST post this notice by April 1 2020, and the rules remain in force through December 31, 2020 unless extended. You can download and print a FREE copy of this poster at https://www.dol.gov/sites/dolgov/files/WH1422/Posters/FFCRA_Poster_WH1422_Non-Federal.pdf

Although the act has not yet been extended as of publishing date, it is expected to be soon. **Continue to post the mandatory poster until such time as an updated version becomes available.**

Associate Members of IAR
Junk Car Medics
Rochester, NY
www.junkcarmedics.com

Legend Smelting & Recycling
Joliet, IL
www.LegendSmelting.com

LKQ Corporation
Chicago, IL
www.LKQCorp.com

LMC Insurance
Des Moines, IA
www.lmcins.com

Metro Salvage Pool
Des Moines, IA
www.metro salvagepool.com

Nordstrom's Automotive, Inc.
Garretson, SD
www.nordstromsauto.com

OverBuilt, Inc.
Huron, SD
www.Overbuilt.com

SAV Transportation
Coon Rapids, MN
www.savtrans.com

Shine Bros. Corp.
Spencer, IA
www.shinebros.com

Sioux City Compressed Steel
Sioux City, IA
www.CompressedSteel.com

United Catalyst Corp
Greenville, SC
UnitedCatalystCorporation.com

Right to Report a Work-related Injury

Under federal law, you are entitled to a safe workplace. Employers must provide a workplace free of known health and safety hazards. If you have concerns or injuries, you have the right to speak up **without fear of retaliation**. You have the right to report a work-related injury.

Key Points: • Promptly report all injuries, “near misses” and hazards. • You will not be “blamed” for reporting an injury or a job hazard. • Keep a constant lookout for potential hazards. • Take responsibility for your own safety.

Why report injuries? If you or a co-worker are injured at work, it's important to report it to a supervisor as soon as possible – even if the injury is minor. Sometimes, incidents occur which almost lead to injuries but don't, these are called “near misses.” It's important that you report these, too.

Here are some reasons why you should promptly report all injuries and near misses: – so you can get first aid or medical attention to prevent a minor injury from becoming infected or otherwise getting worse – so your co-workers don't get hurt as well – so we can take preventive action, such as putting a safety guard on a sharp blade or posting a “warning” sign, in order to avoid serious injuries in the future.



We care about your safety, and the safety of all of our employees. That's why it's important that we know about any unsafe conditions.

INJURY AND HAZARD REPORTING DO'S AND DON'TS

DO:

- Ask for help if you get hurt – even if the injury is minor.
- Be on the constant lookout for all potential hazards.
- Think about the importance of safety, both on and off the job.

DON'T:

- Delay reporting an injury because you think you can “handle it yourself.”
- Take shortcuts or engage in unsafe work habits that result in an injury.
- Forget to think about how an injury can be prevented from occurring.

Workplace Safety is a Team Effort!

New federal requirements take effect November 1, 2016 for more immediate reporting of workplace injury and illnesses. Employers now have a shorter timeframe in which to report injuries. Work-related injuries that require hospitalization must be reported in as little as 24 hours, so employees need to be prompt in making management aware of even minor injuries. Reporting potential hazards is also important to keep our workplace a safe one!

Under the Occupational Safety and Health Act of 1970, employers are responsible for providing safe and healthful workplaces for their employees. OSHA's role is to ensure these conditions for America's working men and women by setting and enforcing standards, and providing training, education and assistance. For more information, visit www.osha.gov.

EMPLOYEE RIGHTS

PAID SICK LEAVE AND EXPANDED FAMILY AND MEDICAL LEAVE UNDER THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT

The Families First Coronavirus Response Act (FFCRA or Act) requires certain employers to provide their employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19. These provisions will apply from April 1, 2020 through December 31, 2020.

PAID LEAVE ENTITLEMENTS

Generally, employers covered under the Act must provide employees:

Up to two weeks (80 hours, or a part-time employee's two-week equivalent) of paid sick leave based on the higher of their regular rate of pay, or the applicable state or Federal minimum wage, paid at:

- 100% for qualifying reasons #1-3 below, up to \$511 daily and \$5,110 total;
- $\frac{2}{3}$ for qualifying reasons #4 and 6 below, up to \$200 daily and \$2,000 total; and
- Up to 12 weeks of paid sick leave and expanded family and medical leave paid at $\frac{2}{3}$ for qualifying reason #5 below for up to \$200 daily and \$12,000 total.

A part-time employee is eligible for leave for the number of hours that the employee is normally scheduled to work over that period.

ELIGIBLE EMPLOYEES

In general, employees of private sector employers with fewer than 500 employees, and certain public sector employers, are eligible for up to two weeks of fully or partially paid sick leave for COVID-19 related reasons (see below). *Employees who have been employed for at least 30 days prior to their leave request may be eligible for up to an additional 10 weeks of partially paid expanded family and medical leave for reason #5 below.*

QUALIFYING REASONS FOR LEAVE RELATED TO COVID-19

An employee is entitled to take leave related to COVID-19 if the employee is unable to work, including unable to telework, because the employee:

- | | |
|---|---|
| <ol style="list-style-type: none">1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;2. has been advised by a health care provider to self-quarantine related to COVID-19;3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2); | <ol style="list-style-type: none">5. is caring for his or her child whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons; or6. is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services. |
|---|---|

ENFORCEMENT

The U.S. Department of Labor's Wage and Hour Division (WHD) has the authority to investigate and enforce compliance with the FFCRA. Employers may not discharge, discipline, or otherwise discriminate against any employee who lawfully takes paid sick leave or expanded family and medical leave under the FFCRA, files a complaint, or institutes a proceeding under or related to this Act. Employers in violation of the provisions of the FFCRA will be subject to penalties and enforcement by WHD.



WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

For additional information
or to file a complaint:

1-866-487-9243

TTY: 1-877-889-5627

dol.gov/agencies/whd



WH1422 REV 03/20

Industry News



2020 in ACTION

3 BRAND NEW
ARA WEBSITES

autorecyclingbuyersguide.com

aracertification.com

autorecyclingnow.com

63 NEW MEMBERS
OVER **1,000** TOTAL



75 DAILY
COVID-19
UPDATES
sent via email

1 INDUSTRY
REALITY
SHOW

1ST EPISODE VIEWS

100,000+

(and counting)

**TOTALED
TREASURE**

\$78,700

total raised in
COVID-19 Relief
Grants distributed



AUTOMOTIVE
RECYCLERS
ASSOCIATION

47 Individual Facilities received \$47k

14 Affiliate Chapters received \$31.7k

f 1,000

NEW FOLLOWERS
ON FACEBOOK

20 Live Updates
9 Panel Discussions
5 Virtual Town Halls

OVER **160**

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ARA
UNIVERSITY



\$41,000 in
scholarships distributed to
40 students



20 RECYCLERS
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- Use an onsite lab?
- Complete an assay at their facility?
- Let you choose between assay or whole unit?

Have you ever wondered how an assay works?

Ask us how

45	46	78
Rh	Pd	Pt
Rhodium	Palladium	Platinum

PERIODIC TABLE

The Process



LOCATIONS

Headquarters Hebron Ohio

BUYING CENTERS

Newark Ohio
Liberty Hill Texas
Ypsilanti Michigan
Spring Valley California
Edinburgh Indiana
Santa Fe Springs California
Joliet Illinois
Lodi California

Contact: Zach Jordan 815-744-1850