



## **Employee Rights for Workers with Disabilities Special Minimum Wage Poster**

**Every employer of workers with disabilities** under special minimum wage certificates authorized by the Fair Labor Standards Act, the McNamara-O'Hara Service Contract Act, and/or the Walsh-Healey Public Contracts Act **shall display a poster prescribed by the Wage and Hour Division** explaining the conditions under which special minimum wages may be paid. The poster shall be posted in a conspicuous place on the employer's premises where employees and the parents or guardians of workers with disabilities can readily see it.

To use this file as a poster for your place of employment, please follow these instructions:

<https://www.dol.gov/whd/regs/compliance/posters/disabc.pdf>

The file is only available in PDF format. In order to view and/or print PDF documents you must have a PDF viewer (e.g., Adobe® Acrobat® Reader® v5 or later) available on your workstation.

1. Click on the link for the Employee Rights for Workers with Disabilities/Special Minimum Wage Poster and wait for it to load into the viewer.
2. Please ensure that the Page Scaling box reads: Reduce to Printer Margins
3. Your printer must be capable of 11 x 17 prints or the two printed pages must be taped or pasted together to form an 11 x 17" poster. Otherwise the poster fits on a single 8 1/2 x 11" page.

This poster was last revised January 2018, so a replacement to a 2019 poster is not necessary.

## **Social Security Wage Base Set for 2019**

The Social Security Administration (SSA) announced that the maximum amount of wages subject to the old age, survivors, and disability insurance (OASDI) tax will increase to \$132,900 for 2019. The OASDI tax rate is 6.2%, so an employee with wages up to or above the maximum in 2019 would pay \$8,239.80 in tax and the employer would pay an equal amount. Self-employed individuals pay tax at a 12.4% rate up to the limit. The 2018 wage base is \$128,400, for a \$7,960.80 maximum amount of OASDI tax. The Medicare hospital insurance tax of 1.45% each for employees and employers, or 2.9% for the self-employed, has no wage limit. The SSA also announced that recipients of Social Security benefits would get a 2.8% cost-of-living adjustment and that the earnings test for the amount of income that benefit recipients can receive without their benefits being reduced each year is \$17,640 before full retirement age, and the limit taxpayer can earn in the year they reach full retirement age is \$46,920. (Source: Journal of Accountancy)

## **IRS Publishes Tax Reform Resources for Small Business**

The Internal Revenue Service (IRS) is reminding business taxpayers to learn about how the Tax Cuts and Jobs Act, the new tax law passed end of last year, may affect them. Among other things, the new law may change their tax rates and impact the quarterly estimated tax payments they are required to make during the year.

The IRS is highlighting these changes and more as part of its ongoing initiative to help small businesses and self-employed individuals understand and meet their tax responsibilities. Pass-through businesses, small C-Corporations, Schedule C filers (independent contractors and gig economy workers) and farmers are all affected by the new law.

Helpful resources:

\*IRS Tax Reform Resources Page

\*Subscribe to IRS Tax Tip emails.

(Source: Auto Care Association)

# NEW PROGRAM

## Speedway SuperFleet Fuel Discounts for AAAMS Members

GREAT NEWS for Automotive Aftermarket Association of the Mid-South (AAAMS) members!!! The convenience stores of Speedway have partnered with the Association through their proprietary fuel card program called SuperFleet and now every member will earn **.15 cents off per gallon for the first three months** at any of the 4,000 Speedway locations nationwide on the SuperFleet program. As an added bonus because you are a member you will continue to earn .05 cents off per gallon at all Speedway locations thereafter and there are no minimums necessary.

AAAMS Services, Inc., will also earn a rebate every time you use the SuperFleet card at Speedway as well. Don't have a Speedway near you, that's okay, you can still use the card wherever MasterCard is accepted.

SuperFleet is currently recommended by another large Automotive Aftermarket Association in the mid-west and their members combined to save over \$17,000.00 annually.

SuperFleet is honored to be the fleet fuel provider for AAAMS and look forward to a great partnership...see page 6 for a brochure with more information.

# INDUSTRY NEWS

## The Greatest Threats Facing the Aftermarket Industry

Storm clouds are brewing and there are multiple threats now facing the industry. With a barrage of threats — from embedded software, Right to Repair and telematics, and now the uncertainty of global trade deals and tariffs — the industry finds itself fighting battles on multiple fronts. From the halls of Congress to state legislatures and the courts, these issues and their outcomes could determine the future of the aftermarket industry. But which of these issues poses the greatest threat? Trade: The Trump administration's trade agenda and its desire to revisit, renegotiate and even retaliate on trade with other nations has created feelings of apprehension and uncertainty for many across the industry. Right to Repair: The Right to Repair memorandum of understanding (MOU) requires automobile manufacturers to provide the same information to independent repair shops as they do for franchised dealerships. We continue to work with the automakers to ensure they are providing access to the information as required by the MOU. Telematics: The fight for and the control of consumer data is a game changer. The association supports the Inhofe amendment introduced in the Senate that would create a task force to study the issue of consumer data. However, the amendment is no guarantee for access to data, it just gives us a seat at the table. While these are all significant threats to the industry, the greatest threat is our lack of active involvement in the political process. The Auto Care Association staff routinely meets with elected officials but no one can tell your story better than you. Visit [autocare.org/hometown](http://autocare.org/hometown) to plan a visit with your representative. - Courtesy of Auto Care Association

## Telematics Principles

This document presents and defines our key points and messages in an effort to keep our members and other stakeholders aligned on the issues surrounding telematics. It will be updated as needed.

### THE STORY: EDUCATION IS KEY

By the year 2020, more than 90 percent of all new cars will have telematics—wireless technology that transmits realtime information about the vehicle's condition and the owner's driving habits. Telematics can be beneficial to a car owner in helping to effectively maintain, service, and repair his or her vehicle.

Overall awareness of telematics is very low among consumers and most do not know that vehicle manufacturers have claimed ownership of the data. Currently, car manufacturers use the data for a variety of marketing purposes – including steering car owners to their higher cost and less convenient authorized service provider.

However, once consumers learn about telematics and who currently controls their data, they appreciate the benefits and demand control of it for their own decision-making purposes.

The goal of the Auto Care Association and its members is to empower consumers, legislators, and other relevant stakeholders with knowledge about the data collected from their vehicle by auto manufacturers, the restrictions owners currently face when accessing that data, and the opportunities presented by recognizing the right of a vehicle owner to access and control that data.

## CONTROL & ACCESS

There are two core issues when it comes to telematics. The right to control where data goes as the owner of the vehicle; and the secure access to the data.

## CO-DEPENDENT CONCEPTS

Control and access are co-dependent and advocating for both is the only way to ensure a future of choice for consumers as well as a level playing field on which the auto care industry can compete for their business. The ability to control the data is meaningless if there is not a simple and standardized way to access that data and the ability to access the data is meaningless if the vehicle owner does not have full control over how that data is used.

## OUR POSITION

The Auto Care Association believes vehicle data should belong to, and be controlled by, the car owner. It's their car, it's their data. The immense amount of data generated and transmitted by vehicles can offer benefits to consumers, but only if consumers:

- know what data is being collected
- have freedom to access it
- control where the car sends their data and how it's used

If the automakers continue to control the data, consumers will:

- face a less competitive marketplace for obtaining vehicle repair
- be subject to the commercial business preferences of the vehicle manufacturers regarding the use of their vehicle's data
- face restrictions on access to the critical data needed to repair highly sophisticated late model cars

## SOLUTIONS

There are two possible solutions: One is a negotiated settlement with the automakers. Despite attempts by the Auto Care Association and others, no such agreement has been reached to resolve the data access/control issue. Absent an agreement, the second solution for ensuring consumer control and access to data is legislation, which the ACA is actively working on at the state and national levels via our government affairs department, coalition partners and public education campaign.

## CONNECTIVITY OPTIONS

In conjunction with our legislative policy discussions, we are pursuing a technical solution that will provide secure access to the data generated by vehicles once the rights are granted to the owner.

Current automaker solutions ensure exclusive control over the data. They will be able to determine who gets what data, when, and at what price. Without another option, the vehicle manufacturers will be in a monopoly position. The data will go to the manufacturer, regardless. The key is there is also a solution in place that enables the consumer to choose where else the data goes. Auto Care supports a solution that provides security, privacy, choice, safety, and a level playing field for the marketplace. A standardized solution that enables a smart global infrastructure, where the vehicles of the future can "talk" to infrastructure components like roads, traffic lights, emergency vehicles and more, which results in safer and more efficient roadways using Intelligent Transportation Standards defined SDO (standard developing organizations) such as ISO, IEEE, SAE, CEN, etc. Currently there is a solution in advanced development that delivers – SVI (Secure Vehicle Interface). Solutions based on SVI standards enable access to the data via secure interfaces and provides a standardized format for the transmission of the data. It provides a method for consumers to have the ability to control their data directly from their vehicle.

INDUSTRY TALKING POINT RE: TECH

“Since the beginning of the car, the community of businesses that provide vehicle maintenance has always had direct access to data from vehicles. Those businesses have served as independent solutions for consumers to obtain affordable and convenient vehicle repairs. Any system that gives automakers a monopoly on control of that data will eliminate choice and make it extremely difficult for independent businesses to compete survive”

CONSUMER TALKING POINT RE: ACCESS & CONTROL

“If a consumer is denied access to and control over the data their car produces, they will face limited choices as to where or how they have their vehicle serviced. This means greater inconvenience, greater cost, and fewer options for taking care of their vehicle.” - Courtesy of Auto Care Association

**INSURANCE NEWS**

**Hodges Insurance Agency: Medical Insurance**

The Association would like to remind you that we do recommend a company to help everyone negotiate the complicated medical insurance and employee benefits market. Hodges Insurance Agency, Louisburg, NC, offers their nearly 30 years of experience and market knowledge to all AAAMS members. The Hodges Insurance Agency will be happy to help companies of all sizes review medical plans and offer competitive options to manage costs. Hodges is also a certified marketplace intermediary helping individuals navigate the federal health insurance exchange and obtain premium subsidies. Please call Chris, Traci or Bryan at Hodges Insurance Agency...1-800-257-3803 or email Chris Perdue at [chris@hodgesinsurance.com](mailto:chris@hodgesinsurance.com).

**AAAMS NEWS**

**In Memoriam: Bobby Charles Bridges**

It is with deep sadness to inform you that Association Past President Bobby (Bob) Charles Bridges, City Auto & Truck Parts, Kings Mountain, NC, passed away on Friday night, November 16, 2018, at his home. Bob was President of the North Carolina Automotive Wholesalers Association in 1979, and his son Kevin was President of the Automotive Parts Association of the Carolinas in 1998. City Auto & Truck remained an Association member until the store closed in August 2018.

The Bridges family has been a vital part of the success of our Association and Bob will certainly be missed.

**2019 Vacation Schedules**

For many years, your Association has provided Vacation Schedules for members...2019 will be no different. However, a 2019 Vacation/Leave Schedule will be included in the January 2019 issue of "The Horn", instead of this issue.

**AAAMS Office Holiday Schedule**

The AAAMS office will be closed the following days during the upcoming Holiday Season:

- \* Christmas - Monday, December 24th and Tuesday, December 25th;
- \* New Years - Tuesday, January 1, 2019.

**MERRY CHRISTMAS & HAPPY NEW YEARS!!!**

--- Randy Lisk, Executive Vice President

# SuperFleet Mastercard® Association Fueling Program



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A fuel card program designed with associations in mind.

- Save 5¢ per gallon at Speedway locations
- Over 2,700 fueling locations in the U.S.
- Over 175,000 locations nationwide that accept Mastercard cards\*
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15¢ PER  
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**Speedy  
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Earn Speedy Rewards  
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Call Kevin Rivers at 1-678-350-9250 to start  
earning your association savings!

Be sure to reference Automotive Aftermarket  
Association of the Mid-South for your special  
15¢ discount.

†Limited time offer valid for new Speedway SuperFleet MasterCard applications received from 12/3/2018 through 2/4/2019. New approved accounts will earn a 15 cents per gallon rebate on Speedway fuel purchases in the first three months after account opening. Rebates are cents per gallon based on the number of gallons purchased at Speedway locations per billing cycle. The maximum promotional rebate earnings are on 2,000 gallons per month regardless of billing terms.

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\*Fees may apply