



Bulletin

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September 2017

Rockland Community College

Rockland Community College is pleased to announce the opening of the Herbert Kurz Automotive Technology Center located at 37 Ramland Road in Orangeburg, New York.

The Automotive Technology Center is an NC3 National Leadership Member and considered a model facility. Their 27,304 square-foot facility includes five classrooms, a certification room and a Snap-on Certified Lab with 10 lifts and customized Snap-on equipment. The College offers an AAS in Automotive Technology and over 15 Snap-on Industrial Certifications. RCC uses cutting edge academic technology in the Automotive Technology program.

The Automotive Technology program offers life-long learning opportunities to continually increase skills in the automotive industry and utilize the latest tools and equipment. This learning experience provides the highest level of marketable skills in the automotive industry.

We are working with RCC to help with job placement for their graduating technicians. A tour of the facility is being scheduled for our members so they can see first hand the state of the art facility and understand the education these technicians receive. If you are interested please call the association. This may help you in the future when looking for a good and reliable technician.

Care Connect

As you may have heard, the decision has been made to wind down CareConnect and withdraw from the health insurance market. Northwell will be submitting a withdrawal plan to New York's Department of Financial Services, which will determine the details and timing around that withdrawal. Rest assured, they will remain committed to their members. CareConnect operations will continue throughout the wind-down period. Existing CareConnect policies will remain in effect and any policies written for 2018 will also be unaffected. Throughout, claims will be paid and coverage will continue as usual for all members. We are currently looking for alternative plans for those of you enrolled in this program. As we receive information regarding this change we will pass it on to you.

We Are Stronger in Numbers

Last month we notified you that we sent a letter to the Department of Motor Vehicle's, Executive Deputy Commissioner, Theresa Egan regarding the window tinting legislation and our concern that the motorist's possessing a vehicle with window tinting may not pass inspection and cannot be advised of that possibility prior to commencing the inspection. This was done collectively with other associations and because of our unity we made a difference. That is what our association is about - "UNITY". We need to stand strong together in this industry to make a difference. We are in the process of setting up a meeting at the end of the month with the DMV and our sister organizations to discuss with them the following topics:

- a. The inspection fee.
- b. The scheduling of the inspector certification test. It appears that it's only being given in certain regions and some candidates for inspector certification have been forced to travel a great distance to take the test.
- c. DEC's request that a certified catalytic converter become part of the inspection program.
- d. Legislative efforts to include inspecting reflective license plate covers as part of the inspection procedure.
- e. Unlicensed auto repair and collision shops performing work without a license, proper equipment or a Certificate of Occupancy.
- f. Tire and mobile repairs that are not licensed and stores that perform diagnostics with no repair shop license.
- g. Providing the AFI report on hearing notices when they are sent to the station that has the violation.
- h. Discuss options for licensing technicians.

Hopefully the DMV will work with all of us and help solve some of these issues. We will let you know the outcome after the meeting.

New York Paid Family Leave Benefits Law

In 2016, as part of New York State's 2016-2017 Budget, Governor Andrew Cuomo signed into law a paid family leave policy; New York Paid Family Leave Benefits Law (PFLBL). The law will be phased in beginning on January 1, 2018.

When fully phased in, PFLBL will provide up to 12 weeks paid leave during a 52-week calendar period. Eligible employees will receive 67% of their average weekly wage, not to exceed the New York State Average Weekly Wage.

All private sector employers employing one or more employees at least 30 days in any calendar year are required to provide all eligible employees with paid job protected leave. Employees who work 20 hours or more per week become eligible after 26 consecutive weeks of work, and employees who work less than 20 hours per week become eligible after the 175th day of work. Once an employee is eligible for Paid Family Leave benefits, there is no waiting period. An employee does not need to be a U.S. Citizen to be eligible for Paid Family Leave. An undocumented worker can take Paid Family Leave. Immigration status has no impact on Paid Family Leave eligibility. Employees who are ineligible for NY PFL are independent contractors, as well as certain livery and black car operators, clergy and ministers, persons "engaged in a professional or teaching capacity in or for a religious, charitable or education institution", employees currently on administrative leave and an employee already receiving sick pay or paid time off from the employer.

Qualifying events for Paid Family Leave are 1) Bond with the employee's newborn or newly-placed adoptive or foster child during the first 12 months following birth or placement. 2) Care for a family member (child, parent, parent-in-law, grandparent, grandchild, spouse or domestic partner) with a serious medical condition. This includes physical or psychological care. This can be provided for eligible family member outside of NY. 3) Employees with a spouse, child, domestic partner or parent who has been notified of an order of active military duty. New York Paid Family Leave law does not apply to the employee's own serious medical condition. An employee's own serious medical condition may be covered under NY Short Term Disability.

This law will be phased in over four years starting January 1, 2018. In 2018, leave available under NYPFL will be 8 weeks and the percentage the employee will receive of their average weekly wage will be 50%. In 2019, it will be 10 weeks leave and 55% of their average weekly wage. In 2020, it will be 10 weeks leave and 60% of their average weekly wage and in 2021 it will be the max 12 weeks leave and 67% of their average weekly wage. The maximum Paid Family Leave benefit is based on the NYS Average Weekly Wage (NYSAWW). The NYSAWW for 2016 is \$1,305.92.

Paid Family Leave benefits will be funded exclusively through employee contributions deducted from payroll beginning on or about July 1, 2017 for coverage beginning January 1, 2018. Employers must provide employees whose regular schedules (work less than 26 weeks or 175 days in a year) will render them ineligible for Paid Family Leave benefits with the option to file a waiver to exempt them from the required deduction. Employers may make deductions from the pay of those who do not opt to file a waiver. Employers may, but are not required to contribute. NYS Dept of Financial Services has determined the weekly contribution rate is 0.126% of the employee's average weekly wage, or the statewide average weekly wage, whichever is less. Based on current statewide weekly wage of \$1,305.92, the maximum employee contribution amount is \$1.65 per week per employee for 2018.

An example of how this benefit works is as follows: In 2018 an employee who makes \$1,000 a week would receive a benefit of \$500 a week (50% of \$1,000). An employee who makes \$2,000 a week would receive a benefit of approximately \$653, because this employee is "capped" at collecting only a maximum of 50 percent of NYS Average Weekly Wage.

An employer must continue health insurance for an employee out on Paid Family Leave and if the employee is contributing to such plan must also continue to do so while on leave. Employers must reinstate an employee to his or her position, or a comparable position upon return from leave. An employee can voluntarily choose to use sick and vacation time to allow employee to receive full salary. An employer cannot require the employee to do so.

Beginning January 1, 2018, the disability insurance policy will be required to automatically provide NY Paid Family Leave included with the policy. Employers that self-insure their disability policy can purchase a standalone NY Paid Family Leave policy. The proposed regulations are not finalized but the effective date of NY Paid Family Leave is January 1, 2018.

Latex Gloves

We are working with manufacturers to get great prices on latex gloves. Enclosed is a survey as to what gloves are mostly used. Please fill out your choice(s) and fax it back to 914-698-4787 so we can get a sense of which gloves are most used.

Welcome New Members

Spring Valley Automotive
Spring Valley, NY

Regards,
Peter S. Kischak
President