

*Oh beautiful, for spacious skies
For amber waves of grain
For purple mountain majesties
Above the fruited plain,
America
Crown thy good with brotherhood
From sea to shining sea*



JULY 2024

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Message From The Executive Director

It's Summertime and the livin is easy! This July 4th we hope you are taking it easy and making the most of your days. The month of June was full and it looks like we are getting ready for all of our Advisory Boards and Education Programs for the fall. Education and continuous improvement is critical to our industry's future. NATA is very involved with our high schools and community colleges, and looking forward to more portfolio reviews introducing students and potential employers. We also need to recognize training and recognition for our business owners and skilled technician's continuing education. I would love to hear from you about educational opportunities you are interested in; email me at janet@aboutnata.org with your thoughts.

Enjoy your summer and continue to tackle all the things that are important to you: your technicians and your customers!

Stay boisterous and busy,

Janet Chaney

Janet Chaney | Executive Director

LBCC Automotive Tool Ceremony

June 5, 2024 at Linn-Benton Community College was a very special day for the Automotive Technology Group chaired by Michael "Mike" LeBlanc.

The audience filled all the chairs. Family, friends, and potential employers were there to celebrate the students' success. LeBlanc had this to say about the day: "The LBCC Automotive tool ceremony is a celebration of a momentous occasion in which students who complete their first year of schooling receive their Snap-On tool sets in preparation for entering the technician workforce. This year's event included an employment portfolio interview component that connected students with local employers for summer internship opportunities."

This event was very impressive, showcasing the students in their uniforms and brand new toolboxes. Lots of smiles and good energy from these students gave all of us hope for our future. **CONGRATULATIONS** Linn-Benton Community College Automotive Technology!



Michael LeBlanc, Automotive Instructor Department Chair at Linn Benton Community College, opens up the celebration on June 5th.



B&R Auto acquires largest full-service auto dismantler in Northern Nevada

Operating two locations in the Reno area, the acquisition of Reno Auto will further improve service to the region and expand product selection for customers

B&R Auto, a provider of recycled automotive parts and a portfolio company of Highview Capital, LLC has announced the acquisition of Reno Auto Wrecking. The acquisition significantly enhances B&R's presence in Nevada, further strengthening its delivery network and complementing previous strategic acquisitions in Arizona and Oregon.

With over 40 years of industry expertise, B&R delivers recycled parts to automotive collision and repair centers, as well as do-it-yourself customers across more than 20 locations in the Western U.S. B&R partnered with Highview in June 2023 to accelerate growth through both organic initiatives and M&A expansion.

Operating two locations in the Reno area, Reno Auto is the largest full-service auto dismantler in Northern Nevada. Integration into the broader B&R network will further improve service to the region and expand product selection for customers.

"The acquisition of Reno Auto is a significant milestone in B&R's commitment to continuously enhancing our product selection and service levels for our customers throughout our network," said Jeff Helget, President of B&R Auto. "We are thrilled about this opportunity to better serve our customers in Nevada and beyond while strengthening our presence in the region."



Congratulations B&R Auto Wrecking on their expansion to Northern Nevada. We appreciate B&R as legacy members of NATA and look forward to more great news from them!

Gallagher Auto Spa Celebrates 15 Years



Owner Scott Gallagher at his Open House with his son Andreas.

Saturday, June 22, 2024 was a BIG day of Celebration at Gallagher Auto Spa in Tualatin, Oregon. An open house celebrated 15 years of success for owner Scott Gallagher.

The parking lot was full of exotic cars, a bouncy house and a Cajun food truck that served incredibly delicious Cajun food.

We appreciate having Gallagher Auto Spa as a member of Northwest Automotive Trades Association and we wish the business another successful 15 years (or more!)

Visit gallagherautospa.com to learn more about Gallagher Auto Spa.

Key requirements: Oregon OSHA's permanent rules for protection from wildfire smoke

View the full pdf here: osha.oregon.gov/OSHAPubs/factsheets/fs92.pdf

Oregon OSHA's adopted permanent rules – OAR 437-002-1081 and OAR 437-004-9791, Protection from Wildfire Smoke – apply to employers whose employees are or will be exposed to hazardous levels of wildfire smoke. In May 2024, the U.S. Environmental Protection Agency (EPA) updated how it calculates and reports Air Quality Index (AQI) values. The requirements based on PM2.5 concentrations in the Oregon OSHA wildfire smoke rules are not changing. The updated AQI system does not increase worker exposure to wildfire smoke or the threshold levels of Oregon OSHA's rules, which are measured in micrograms per cubic meter (µg/m³) of particulate matter (PM) 2.5. The conversion between the previous AQI, the new AQI, and where the rule is triggered is provided in this fact sheet.

With large-scale wildfire events across the western United States becoming more frequent, wildfire smoke is an increasing danger to Oregon workers. The harmful chemicals and tiny particles suspended in wildfire smoke can make anyone sick. The tiny particles of most concern and addressed in these standards is the particulate matter with a diameter in micrometers of 2.5 or less, commonly referred to as PM2.5.

Mild symptoms of wildfire smoke exposure include coughing, runny nose, and eye irritation and inflammation, while more serious health effects include trouble breathing, asthma attacks, reduced lung function, chest pain, and heart attacks.

Although OAR 437-004-9791 applies only to agricultural employers, its key requirements and exemptions are identical to OAR 437-002-1081, which applies for all other employers such as general industry, construction, and forest activities.

These standards do NOT apply to the following:

- Enclosed buildings, structures, and vehicles in which air is filtered by a mechanical ventilation system, and when exterior openings are kept closed except when it is necessary to briefly open doors to enter or exit
- Employers who are predetermined to suspend operations to prevent employee exposure to wildfire smoke levels for PM2.5 at or above 35.5 µg/m³ (AQI 101)
- Employees working at home

The following activities and operations are partially exempt from the standards:

- Wildland firefighting and associated support activities such as fire camp services and fire management
- Evacuation, rescue, utilities, communications, and medical operations directly involved in or aiding emergency operations or firefighting operations
- Work activities involving only intermittent employee exposure of less than 15 minutes in an hour to wildfire smoke levels for PM2.5 at or above 35.5 µg/m³ (AQI 101), for a total exposure of less than one hour in a single 24-hour period

Previous AQI values	New AQI values (effective May 2024)	Wildfire Smoke standards' key requirements for exposure level using new AQI values
101 - 250	101 - 276	<ol style="list-style-type: none"> 1. Assess and monitor air quality at each work location where employees are exposed 2. Provide and document employee training 3. Implement two-way communication system 4. Implement engineering and administrative controls 5. Provide NIOSH-approved filtering facepiece respirators for voluntary use
251 - 500	277 - 848	<p>Follow steps 1-4 above; and</p> <ol style="list-style-type: none"> 6. Provide NIOSH-approved filtering facepiece respirators for mandatory use by implementing a Wildfire Smoke Respiratory Protection Program in accordance with Appendix A, in the Protection from Wildfire Smoke standards
501 and above	849 and above	<p>Follow steps 1-4 above; and</p> <ol style="list-style-type: none"> 7. Provide NIOSH-approved respirators for mandatory use by implementing a Respiratory Protection Program in accordance with 29 CFR 1910.134 or OAR 437-004-1041

Employers with employees who are exposed to wildfire smoke levels for PM2.5 at or above 35.5 µg/m³ (AQI 101) only when engaged in a partially exempt activity or operation listed above, are required to provide information and training only on elements in subsection (4)(a) through (4)(g) in the standards, in addition to providing National Institute for Occupational Safety and Health (NIOSH)-approved filtering facepiece respirators for voluntary use.

DESCRIPTION OF EACH KEY REQUIREMENT (1-7)

1. Assess and monitor air quality at each work location where employees are exposed

The level of wildfire smoke at work locations that triggers these standards is when the PM2.5 ambient air concentration equals or exceeds 35.5 µg/m³, which is equivalent to an AQI for PM2.5 of 101 or greater. The AQI was developed by the EPA as an indicator of overall air quality for the general population, and is largely and easily accessible by the public. When work locations are affected by wildfire smoke, employers and employees with internet access can determine air quality conditions by checking the current average AQI value for PM2.5 for their geographical area by using the following websites or apps:

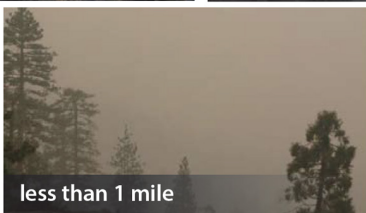
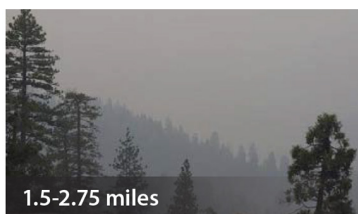
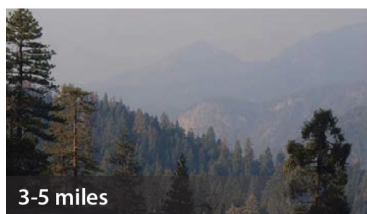
- Oregon DEQ website: <https://aqi.oregon.gov/>
- OregonAir (DEQ) app: Search for “OregonAir” in your mobile app store (free)
- U.S. EPA AirNow Fire and Smoke Map website: <https://fire.airnow.gov/>
- U.S. EPA AirNow app: Search for “EPA AirNow” in your app store (free)

Additionally, employers can choose to directly measure workplace ambient air concentration for PM2.5 by purchasing and using a calibrated measuring device for PM2.5 and following the manufacturer’s instructions. This method will provide the most accurate level of PM2.5, especially for indoor workplaces where the air is not filtered by mechanical ventilation.

For employers that have determined and can demonstrate that none of the methods listed above are available for their work location, a method known as the 5-3-1 Visibility Index can be used to estimate the current air concentration for PM2.5, and equivalent AQI value, as shown below:

New AQI values (effective May 2024)	Visibility Index Values (How far you can see)
0 – 50	over 15 miles
51 – 100	5 – 15 miles
101 – 150	3 – 5 miles
151 – 200	1 – 3 miles
201 – 277 – 300	1 mile
301 – 849 and higher	less than 1 mile

Rule exposure thresholds and visibility distances highlighted in red.



2. Provide and document employee training

Training must be provided to employees in a manner/language they readily understand and must include:

A. The symptoms of wildfire smoke exposure, including:

- Eyes: burning sensations, redness, and tearing of the eyes caused by irritation and inflammation that can temporarily impair vision
- Respiratory system: runny nose, sore throat, cough, difficulty breathing, sinus irritation, wheezing, and shortness of breath
- Fatigue, headache, irregular heartbeat, chest pain

B. The potential acute and chronic health effects from wildfire smoke exposure, including increased health risks to sensitive groups, and how chronic exposures can increase the risk of cardiovascular disease and can exacerbate asthma.

C. Each employee’s right to report health issues related to wildfire smoke exposure and obtain medical treatment for such workplace exposures without fear of retaliation.

D. How employees can obtain the current average and forecasted ambient air concentration for PM2.5 and equivalent AQI value for their work location.

E. The importance, limitations, and benefits of using a filtering facepiece respirator, which is provided by the employer at no cost to the employee to reduce exposure to wildfire smoke, and how to use and maintain their filtering facepiece respirator.

F. The employer’s methods to protect employees from wildfire smoke, including how filtering facepiece respirators are required to be made readily accessible to employees for voluntary use, and how employees can obtain such respirators before exposure and replace them when needed.

G. Review of any job tasks performed by employees in which the use of a filtering facepiece respirator would expose the wearer to a hazard associated with a substantially more serious injury or illness than the potential acute health effects of wildfire smoke exposure.

H. The procedures supervisors must follow when an employee reports or exhibits health symptoms that necessitate immediate medical attention, including, but not limited to, asthma attacks, difficulty breathing, and chest pain.

I. How to operate and interpret exposure results based on any PM2.5 monitoring device used by the employer in compliance with the standard.

J. An explanation of the employer’s two-way communication system for wildfire smoke exposure control information.

...continued next page

... continued: "Oregon OSHA's rules for protection from wildfire smoke"

Training elements (A) through (E) above are included in Oregon OSHA's wildfire smoke training course that is available to all employers and employees in both English and Spanish (osha.oregon.gov/Pages/topics/wildfires.aspx)

Employers that are not partially exempt from the standard must verify supervisor and employee training by preparing a written or electronic record that includes at least the name or identification number of each employee trained, the dates of the trainings, and the name of the people who conducted the training. The most recent annual training record for each employee must be maintained for one year.

3. Implement two-way communication system

A two-way communication system must be used to communicate wildfire smoke information between supervisors and employees. Such information includes any changes in the air quality at the work location that would necessitate an increase or decrease in the level of exposure controls. The two-way communication must also allow employees to report issues concerning their access to exposure controls and any health symptoms from wildfire smoke exposure that could necessitate medical attention. The means to communicate information may include, but are not limited to, in-person, cell phone, and two-way radio.

4. Implement engineering and administrative controls to employees exposed to PM2.5 levels at or above 35.5 µg/m3 (AQI 101)

Engineering and administrative controls that are functionally possible and would not prevent the completion of work must be used to reduce employee exposure to wildfire smoke. Such controls include relocating outdoor workers to enclosed buildings or to outdoor locations where the air quality is better, and making work schedule changes to reduce employee exposures. The use of engineering and administrative controls may be used in combination with NIOSH-approved filtering facepiece respirators.

5. Provide NIOSH-approved filtering facepiece respirators for voluntary use to employees exposed to PM2.5 levels at or above 35.5 µg/m3 (AQI 101)

Employer-provided respirators for voluntary protection from wildfire smoke must either be distributed directly to employees or be made readily accessible to any exposed employee at each work location. Respirator supplies must be in a location that does not restrict or hinder employee access nor discourage the replacement of a respirator when needed. NIOSH-approved filtering facepiece respirators do not include any "KN" designations, such as KN95s. Such "KN"

respirators are not appropriate to reduce employee exposure to wildfire smoke. NIOSH-approved filtering facepiece respirators appropriate for wildfire smoke protection include: N95, N99, N100, R95, R99, R100, P95, P99, and P100.

6. Provide NIOSH-approved filtering facepiece respirators for mandatory use to employees exposed to PM2.5 levels at or above 200.9 µg/m3 (AQI 277) by implementing a Wildfire Smoke Respiratory Protection Program in accordance with Appendix A of the Protection from Wildfire Smoke standards

Employer-provided NIOSH-approved filtering facepiece respirators used strictly for mandatory protection from wildfire smoke must either follow the Wildfire Smoke Respiratory Protection Program as described in Appendix A, which do not require medical evaluations and fit testing, or be in accordance with the applicable Respiratory Protection standard, 29 CFR 1910.134 or OAR 437-004-1041.

7. Provide NIOSH-approved respirators for mandatory use to employees exposed to PM2.5 levels at or above 500.4 µg/m3 (AQI 849) by implementing a Respiratory Protection Program in accordance with 29 CFR 1910.134 or OAR 437-004-1041

Due to the high hazard level of air quality conditions at or above 500.4 µg/m3 (AQI 849), employers must ensure that employees wear appropriate NIOSH-approved respirators in accordance with the applicable Respiratory Protection Standard, 29 CFR 1910.134 or OAR 437-004-1041.

OREGON AGENCIES LINKS

The Oregon Bureau of Labor and Industry (BOLI) offers training seminars for wage/hour laws, discipline & discharge, employment law
www.oregon.gov/boli/employers/pages/employer-training-seminar-schedule.aspx#EMPLOYERSEMINARSCHEDULE

The Oregon Department of Environmental Quality offers a free class covering basic management of hazardous waste; sign up at
www.oregon.gov/deq/Hazards-and-Cleanup/hw/Pages/HW-Trainings.aspx

OSHA workshops/online training schedule:
osha.oregon.gov/edu/Pages/index.aspx

? A Member Asks...

How can I get a safety inspection of my shop(s) so I know I'm in compliance with OSHA?

Call OSHA! Oregon OSHA consultation services are free and confidential. Our consultants in workplace safety, industrial hygiene, and ergonomics can help you reduce accidents and related costs and help you develop a comprehensive program to manage safety and health. The consultant cannot issue citations or propose penalties for violations of OSHA standards.



CHANGES ARE HERE! Oregon Minimum Wage

www.oregon.gov/boli/workers/Pages/minimum-wage.aspx

Oregon workers must make minimum wage, which depends on work location.

For July 1, 2023 through June 30, 2024, those per-hour rates are:

\$15.45 - Portland Metro | \$14.20 - Standard | \$13.20 - Non-urban

Average paint labor hours within collision industry rise for third consecutive year

The average number of refinish hours per collision repair estimate has risen for the third consecutive year, ending 2023 with a U.S. average of 9.8 hours per estimate compared to 8.8 hours in 2020. Though the increase varies by state, as does the average number of refinish hours, all 50 states saw the average number of hours increase from 2020 to 2023. Oregon's average rose from 8.6 hours in 2020 to 9.6 hours in 2023.

Nearly 3 in 5 states saw the average increase an hour or more per estimate, with the three largest increases coming in Rhode Island (up 2.4 hours to an average of 11.8 hours in 2023), New York (up 1.6 hours to an average of 11.2) and Idaho (up 1.6 hours to an average of 10.3).

Only half a dozen states recorded increases of less than half an hour over the past four years, with the smallest increases recorded in Wyoming (up 0.1 to 9.2 average hours per estimate), New Mexico (up 0.2, to an average of 8.9) and Alaska (up 0.2, to an average of 8.5).

"This is a good sign, that the average refinish labor hours per job is increasing," shop consultant Mike Anderson, who conducts the "Who Pays for What?" surveys with CRASH Network, said in a recent survey results report. "This is particularly important given the numerous paint price increases virtually every shop has experienced in recent years. I was also glad to see that the number of shops using a materials calculator or invoicing system – at least some of the time – has grown by more than 20 percent over the past few years, because I don't think the multiplier amounts have kept up with the paint price increases."

The current "Who Pays for What?" survey, focused on not-included body labor operations, is open through July. Shops can visit www.crashnetwork.com/whopays to take the survey.



NW Automotive Trades Association

benefits + networking + outreach

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www.aboutnata.org

JOIN The Northwest Automotive Trades Association TODAY!

Regular Member Benefits | When you join NATA you gain a reliable partner that is committed to providing every member the assistance they need to be successful. Whether it's insurance services, regulatory assistance or answers to your employee issues – NATA is there for you!

NATA promotes the professionalism of the automotive industry through public relation campaigns that educate consumers about the skills necessary to repair cars. NATA also works with government agencies and legislators to correct complicated and expensive regulations and sponsors management and technical training classes that improve the industry's competitiveness.

Businesses also belong because of the referrals from other members and the knowledge that they can refer their customers to different members when customers are out of their geographical area.

Associate Member Benefits | When you join NATA as an Associate Member you earn the opportunity to reach over 600 automotive repair, collision, tow, supplier, parts, auto recycler, car dealer and transmission businesses around the state that are members of NATA. Your partnership with us is one we appreciate and reward by offering you opportunities to work with the decision-makers of our industry.

Education Member Benefits | NATA recognizes there is a large shortage of skilled labor throughout our industry and membership. The best way for NATA to support those needs is to insure our existing automotive programs and instructors have support and resources from industry. We participate on many school advisory boards and events – as well as maintaining a current list of all educators so we can reach out to them with information regarding job availability for their students.

To learn more and for applications, please visit: www.aboutnata.org/join-now/