

ASC Holds Annual Meeting and Elections

The Automotive Service Councils held their 63rd Annual Meeting and Elections October 9 – 12, 2003 at the Red Lion Hanalei Hotel in San Diego and the event was a resounding success! Many ASC members attended and enjoyed a variety of activities ranging from the business of helping develop the Long Range Strategic Plan for 2004 (please see the full report dedicated to the LRSP in this issue of the Independent) to more fun events like the golf tournament and the President's Banquet.

The event kicked off with the golf tournament at the Riverwalk Golf Course which was organized and so skillfully pulled off by Glenn Davis. Many thanks for the effort he put into making it a great event.

Friday was dedicated to the Long Range Strategic Plan and committee meetings. Each standing committee adopted their vision statements and confirmed their leadership for the 2004 year.

The following ASC members have been appointed by incoming President Dan Biggs to serve as committee chairs and Vice-Chairs in 2004: Membership Committee – Kevin Browning, Chair, John Camara, Vice-Chair; Bylaws, Policies and Procedures Committee – Bob Constant, Chair, Kris Cesena, Vice-Chair; Government Affairs Committee – Carol Bartels, Chair, Andy Pollino, Vice-Chair; Long Range Strategic Planning Committee – Frank Joel, Chair, Nikki Ayers, Vice-Chair; Education, Training and Information Committee – Glenn Davis, Chair, Marion Vosburg, Vice-Chair and Endorsements Committee – Greg Kelly, Chair, Ryan

Tunison, Vice-Chair. These individuals should be commended for their efforts and their commitment to ASC's membership. Each committee takes its charge very seriously and is looking forward to progressively moving into the future. More information regarding the committees including meeting minutes can be found on ASC's website at www.ascca.com.

On Saturday the Chapter Representatives Committee met and approved the



New board from left to right – John Camara, Andy Pollino, Carol Bartels, Kevin Browning, Marion Vosburg, Kris Cesena, Glenn Davis, Walt Carnwright, Bob Constant, Dan Biggs, Ken Fox, Greg Kelly and Ryan Tunison (not pictured—Dan Fogle, Jim Piraino)

new Chapter Representatives job description that was developed at their special meeting on May 31, 2003. They discussed issues pertinent to the chapter representatives and the meeting was very productive. At the meeting Bob Constant resigned as 2nd Vice President in order to run for the ASC Board of Directors and the chapter representatives voted to nominate Bob Klingenberg for consideration for appointment by President Carol Bartels. He was appointed to fill the position of 2nd Vice President to finish out the position vacated by Henk Boverhuis

(continued on page 12)

The ASC State Office – Your One Stop Resource Shop!

Often times, we hear the old adage, "What has the State Office done for me lately?" Well, we thought we would take this opportunity to review what we are about and give you a "behind the scenes" look at what services and resources we provide to you as a member of ASC. This is certainly not a complete list, but is a good representation of the things your ASC State Office Staff does while working in partnership with the ASC Board of Directors on your behalf every day.

1. **California Independent.** No better place to start than with the publication you are reading right now. The ASC State Office edits and publishes The California Independent, including coordination of all advertising, writing of articles and promotional materials. This important and respected association publication is designed to keep you informed and educated about the latest industry trends, business tips and association benefits.

(continued on page 6)

In this issue . . .

President's Message	2
State Office Report	3
Scholarship Application	4
Insurance News	5
Unemployment Insurance Tax Hikes	6
Strategic Plan	8
Legislative Update	11
Senate Bill 2 Update	13
New Members	15
Meetings & Contacts	15
Classified Ads	15
Calendar	16

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Corrections & Info:

There are a number of information pages and communication forms available on the website for matters pertaining to The Independent on the ASC Website. Go to: www.ascca.com

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President's Message



Dan Biggs
Incoming State President 2004



Members:

Once again another year goes by and the coming year brings us new challenges and opportunities. It is my privilege and honor to be your President for the coming year as we face these challenges head on. Now, more than ever, it is of paramount importance to you and your business to maintain your membership in this organization as we serve the independent automotive service industry. ASC has always been your one stop business resource, providing support for you, your business and the automotive industry.

In the coming year, new opportunities will come our way and ASC will make sure you reap the benefits of membership. We have a new oil program, CITGO, and are always looking for better benefits to save you money and time.

We are a group of individuals who see tremendous value in belonging to an organization that believes that talking with your competition is better than talking about your competition. Our chapter structure makes ASC very unique. Our 40 chapters throughout the state of California are diverse and involved and their concerns and accomplishments are very different. Our team is continually looking at new and better ways for us all to communicate with each other, through our website, e-mail and FaxBlasts. Communication is very important and I will do everything possible to make sure your concerns and your success stories are heard.

Our legislative grassroots efforts are legendary and ASC will always be your voice in Sacramento. It is because of your involvement with phone calls and letters to legislators that we are able to successfully wield the clout that you give us.

It will be an exciting year ahead and I look forward to working with each and every one of you.

Happy Holidays!

ASC-CA Staff & Associates

Table listing staff and associates with names and phone numbers: Jennifer Zins, Shelly Nolder, Elizabeth Hicks, Rachel Otter, Maxine Jones, Walt Commans, Katie Jacobs, David Gregory, Chuck Coppage, Shannon Blakeman, Lorraine Stevens.

State Office Report



Jennifer Zins
Executive Director

It was great seeing familiar faces and meeting new members at the recent ASC Annual Meeting and Elections held in October in beautiful San Diego. Special thanks go out to all of the members who took time out of their busy schedules to participate in this important and successful association event. Many participants enjoyed attending the Long Range Strategic Planning Session for 2004, Board of Director and Committee meetings, and the Chapter Representatives Committee meeting as well as great social events, dinners and banquets.

Congratulations to all of the new and re-elected Board of Directors. On behalf of your state office staff, we are looking forward to working with you to strengthen and grow ASC in 2004.

I would like to recognize and thank all of the ASC members who participated in meetings, got involved in grassroots efforts and were actively involved in your association throughout 2003. We understand the constraints on your time and know your families, friends and businesses come first. That is why we are so appreciative of every volunteer who supports ASC. It is through the dedication, commitment and loyalty of members like you that ASC has achieved great things in 2003. We look forward to a productive, positive and proactive year in 2004.

I encourage all members who have some spare time to become involved in your association in 2004. Become involved in your local chapter, or come to Sacramento in March for the ASC annual Legislative Day at the Capitol, or participate in an upcoming Team Weekend. Remember, this is your association and you are the key to its success.

2004 is sure to bring many challenges for the independent repair industry in California. In addition to efforts to reform the workers' compensation system in California, ASC members will be faced with issues like continuing employer mandates, proposed laws to further regulate and place restrictions on your business practices, challenges to reform Business and Professions Code 17200 and many other issues not yet on our radar screens. Rest assured your professional staff and team of volunteer leaders are watching out for you and your business each and every day.

It is only with the strength and fortitude of this association and its members that ASC can conquer and rise above these challenges. We are a powerful association of professionals who are dedicated both to our profession and the customers we serve. As we continue to grow and strengthen our membership base, we will continue to wield more power in the halls of the State Capitol and the buildings of the regulatory agencies, thus protecting our industry to greater lengths.

On behalf of your state office staff, we wish to extend a happy and healthy holiday season to each of you, your families and your staffs. Thank you for your membership and for your continued support of ASC.

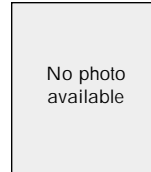
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The ASC Educational Foundation

2004 Scholarship Application

FILING DEADLINE—February 13, 2004

PART 1

Overall Qualifications: Open to high school seniors that plan to enroll in post high school technical/academic training or college under-graduates in the automotive service field satisfying the following:

- a. 2.0 overall grade point average (transcript copy required)
- b. 3.0 grade point average in the automotive-related courses (transcript copy required)

PART 2

All applicants must also submit a fully completed application with the following components:

- 1. Automotive instructor's letter of recommendation (include instructor's home phone number).
- 2. Copy of High School and/or College transcripts with GPAs computed for auto courses and overall.
- 3. A brief narrative about your career goals including why this scholarship is important to you (250 words max).
- 4. A brief description of your community service activities.

Instructions: Type your application if possible. Failure to complete the entire application may disqualify the applicant from consideration.

Name: _____ DOB: ____/____/____
Last First MI

Address: _____ Phone: (_____) _____
Street City Zip

CHECK ONE: £ Entering Freshman £ Continuing Student College Units Completed: _____

CHECK ONE: Immediate Goal: £ Certificate £ Associate Degree £ Four Year Degree

Major, if Declared: _____ Minor, if Declared: _____

Please list the high school you graduated from and all college and/or vocational schools attended or enrolled in.

Name of School	City/State	Grad/Date Last Attended	Units or Degrees Earned
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Please provide us with the name and address of your hometown newspaper. Your submitted application will serve as permission for us to release your name to your newspaper in the event you are awarded a scholarship.

MAIL THIS APPLICATION & REQUIRED MATERIAL TO: ASCCA, 758 University Ave., Sacramento, CA 95825
Please direct any questions to Elizabeth Hicks at (916) 924-9054

Insurance News

Worker's Compensation Reform

At the close of the 2003 legislative session a reform package designed to cut the rapidly increasing cost of Workers' Compensation Insurance was passed and signed by Governor Davis. The major cost cutting measures in the bill are designed to decrease medical reimbursement for treatment. In many instances the costs were adjusted to be closer to Medicare and medical treatment cost. The largest reductions in treatment costs were for outpatient surgery center costs.

In addition to medical cost reductions, there were several other major changes. Chiropractic and physical therapy treatments are restricted to a fixed number over the life of the claim. Also, new procedures and protocols were written into the system to make treatment more uniform and less costly. Finally, the mandatory rehabilitation system was scrapped and a new voucher system was instituted to give job training to injured workers. More in-depth details on these changes can be found elsewhere in this issue of the Independent.

What This Means For Rates

Once the reform bill was passed on September 12, 2003 an intense debate occurred between John Garamendi, the Insurance Commissioner of the state of California, the Workers Compensation Insurance Rating Bureau (WCIRB) who is charged with RECOMMENDING base rates to the Insurance Carriers and the Insurance Carriers themselves on the actual savings achieved in the reform package.

As might be expected, the Insurance Commissioner (looking at the debate from a purely political standpoint) wanted the maximum amount of decrease and wanted all cost savings estimated at their maximum potential. The WCIRB, taking a middle of the road stance and trying to quantify the amounts by actual review of the statutes, recommended a lesser decrease. The Insurance Carriers, being the entities that have to pay the cost no matter who is right or wrong in their estimates, wanted to take a wait and see attitude and decrease rates when the proof of genuine cost savings were reflected in actual

claims closing costs. After intense debate, arm twisting and political threats from several different interested parties, the Commissioner released a statement on November 7th, 2003, dictating a 14.9% decrease in advisory rates and telling the Insurance Carriers he will demand they file rates projecting these levels of decrease.

The decrease amount demanded by the Insurance Commissioner has caused concern among many of the people involved in the insuring process such as brokers, agents, insurance companies, regulators and business groups. If the consensus becomes that these rates are artificially low and can't be backed up by actual decreases in claims costs then we could end up with higher premium costs in the end. If the Insurance Companies feel, based on their review and analysis of the reforms and the actual cost savings anticipated, that the rates will cause them continued financial loss or threatened insolvency, we might very well see a further reluctance on their part to take on new clients. In addition, many other Insurance Carriers, who have been holding off and waiting to see what happens and what their profit potential in California Workers' Compensation might be, might very well continue to stay out of the state and refuse to write new business. This could leave California business owners with fewer choices for coverage and will probably increase the pressure on the State Fund of California to increase their volume, putting intense pressure on their already questionable financial health.

One bright spot for most of you in the ASC Insurance Service programs is that your renewals come up later in the year and we have some time after the dust clears on January 1, 2004 to allow the situation to stabilize and will be better able to shop your insurance for the most competitive product available.

Questionable Insurance Alternatives

Recently, with the ever increasing cost of insurance in general and especially

Employers Should Brace for 2004 UI Tax Hikes

(November 4, 2003) California employers should begin to brace themselves for a severe unemployment insurance (UI) tax hike on their 2004 renewal notices, which are scheduled to appear in employer mailboxes the first week of December.

Indications are that the looming insolvency of the UI Trust Fund will leave California businesses paying the highest average UI tax rates in the nation in 2004 - 4.71 percent on average.

This multibillion-dollar rate increase amounts to a 74 percent rise in just one year, and will translate to an approximately **\$136 per employee tax increase** for California employers.

"These huge rate increases are the result of a structural imbalance in the fund, caused by steep and ill-advised benefit increases, and overly optimistic forecasting," said Julianne Broyles, Chamber director of employee relations and small business. "The unprecedented rate hikes are going to be a tremendous blow for small businesses that have already been hit with workers' compensation, health care and other cost increases."

The UI Trust Fund's insolvency is expected to trigger the first-ever 15 percent emergency solvency surcharge on the state's employers, estimated to cost California businesses \$815 million annually. Coupled with the other tax increases forecast by the EDD, necessary solely to maintain the fund for 2004, employers are facing a nearly \$2.5 billion increase.

The Chamber continually warned the Davis administration that the huge benefit increases passed by the Legislature and signed into law in 2001, if enacted without any cost-saving reforms, would bankrupt the UI Trust Fund.

In 2001, the maximum weekly benefit was \$230; that amount skyrocketed to \$330 in 2002. California's UI system currently pays close to half a million unemployed Californians up to \$370 a week, an amount scheduled to increase in

(continued from page 1)

Your One-Stop Shop

2. **Board of Directors and Committees.**

The ASC State Office staff works very closely with your Board of Directors and committees including assisting the Board of Directors with the drafting of agendas and minutes for all meetings including the ASC Board of Directors, MBI Board and all committees including the Chapter Representatives Committee, Membership Committee, Endorsements Committee, Long Range Strategic Planning Committee, Government Affairs Committee, Education, Training and Information Committee, and Bylaws, Policies and Procedures Committee. We provide the board with research and data to assist them in making the policy decisions of the association while also acting as staff liaisons for each of your Committee Chairs assisting in coordination and achievement of objectives identified in the Long Range Strategic Plan. We are also responsible for the in-house coordination of all meetings including: scheduling of meetings, hotel site selection, contract negotiation with hotels and coordination of travel.

3. **Government Affairs.** We here at the ASC State Office are your eyes and ears at the State Capitol, and serve as your industry lobbyists. We work each and every day here in Sacramento on legislation and regulations impacting the automotive repair business that directly affect the way you do business in this state. Just a few of the issues we've had to tackle this year alone have included the Traffic Light Bill, 17200 reform (we are currently neck deep in helping getting a ballot initiative off the ground to accomplish this important goal), and participating in the sunset review process in order to try and reform the Bureau of Automotive Repair. All of these activities involve our attendance at meetings, our work with coalition partners, coordination of communications, and, most importantly, releasing information to you—our members. Industry representation before the State government is a significant function of the ASC State Office staff.

4. **Cost Saving Programs and Services.**

The ASC State Office staff handles all aspects of ASC endorsed programs. This includes negotiating contracts and coordinating marketing efforts such as website, fax and email broadcasting, advertising in the Independent and/or in independent mailers. We also service member requests for more information and track member interest in programs so we can report back to the Endorsements Committee on the success of various marketing campaigns. We are also responsible for relaying prospects to vendors and obtaining reports from vendors so we can track actual participation. This work is ongoing and very important.

5. **Scholarships.** The ASC State Office staff works hand in hand with the ASC Educational Foundation in coordinating the ASC Scholarship program. Currently, we are working on the launch of our 2004 Scholarship Program. This work entails drafting the applications, sending them out to the public via different distribution mechanisms, handling all applications and evaluating them for completeness, sending applications to the Scholarship Committee and tabulating their individual votes, issuing the checks and disseminating them to the students, preparing press releases for the purposes of publicity, and preparing articles for the Independent and the website. We also assist in fundraising activities like coordination of the recent "Diagnostic Dice" campaign.

6. **Website.** Have you checked out the ASC website lately? If you haven't, you are missing out on this great and informative communication tool. The ASC State Office staff completely manages the editorial content in-house, including writing the html code and publishing the website on our own web server. We are in the process of a major revamp in order to accomplish objectives outlined in the Long Range Strategic Plan which include an extensive expansion in the area of education and information. The website is your tool and we are committed to keeping it updated and fresh.

7. **Communications.** The ASC State Office staff manages communica-

tions for the association as a whole. This includes all written correspondence and special projects such as the drafting of promotional brochures for the 2004 Annual Meeting, membership brochures, development and dissemination of the ASC Line Card and promotional flyers for events like the Automation Seminar that happened in September. We also draft all of the fax broadcasts you receive on programs, ASC news, our Government Relations Updates, worker's compensation renewals, etc., etc. We have just designed and instituted a full color HTML email broadcast that will be going out on a regular basis to all members with email to keep you informed about activities and things you should know about. ASC staff works with the chapter representatives to provide information about industry news and events and provides it to chapter reps so they can pass along to their members.

8. **Insurance.** The ASC State Office staff works closely with our trusted insurance partners, ASC Insurance Services on continuing to monitor and market all of our insurance programs including worker's compensation, liability, all employee benefit programs including health and dental, and personal lines. We monitor their financial statements and make adjustments and recommendations where necessary in order to make sure you are getting the greatest benefit you can.
9. **Membership Directory.** The ASC State Office staff coordinates the production of the annual ASC Membership Directory. We do this by surveying the members and updating the database with any changes of information, gathering our membership data and providing it to the publishing company, coordinating the advertising campaign and making sure the directory is mailed to all ASC members.
10. **Membership.** As one of our larger functions, the ASC State Office staff handles all membership issues in-house. Some of our daily processes include; routing all prospects to their respective chapters, tracking whether members joined or not, and interviewing members who have dropped

to see why that might be. We also develop membership recruitment and retention strategies in support of the Long Range Strategic Plan. We work hard on maintaining our membership database which in turn allows us to run lists for chapters on request, maintain a prospect database for use in the future, and ensures our Chapter billing is successful and accurate. Also, we send out new member packets, order and ship ASC signs to members and handle all requests for videos from our video tape library. Upon request, we also help to coordinate Member Benefit Nights for individual chapters. This includes helping identify invitation prospects, getting vendors to participate, obtaining door prizes for raffles and attending the event in order to assist wherever possible.

11. **Events.** The ASC State Office staff coordinates all educational events, Legislative Day and special events such as our Annual Meeting. Some of the processes associated with these meetings include booking and negotiation of contracts, marketing, registration, name badges, handouts, promotional items, speakers, audio visual needs, menu selection and post-event evaluation.
12. **Liaison with Other Associations.** The ASC State Office staff works with industry partners like ASA, AALC, ARC, Small Business Roundtable and countless others. We work together in comparing membership lists, cooperating on legislative efforts, and participating in campaigns like "Be Car Care Aware" which we bring to your attention and provide materials to you so you, our member, can participate in something that will benefit your industry. We also visit and take the ASC message to automotive parts groups like Riebe's in order to advance the cause of ASC membership including attending trade shows and making sure that ASC is represented at Industry Week and other important industry events.
14. **Member Inquiries.** Whether our members are wondering about benefits, membership questions, legislative issues, something they saw in the Independent, a seminar they want to attend or something they saw on the website they call or email

us. We are there to answer their questions, each and every day to get them the information they need or just to lend a smile to their day. We are your One Stop Resource Shop.

15. **Surveys, Special Projects.** The ASC State Office staff drafts and coordinates surveys sent out from the state office which includes everything from the smaller surveys sent to Chapter Representatives regarding recent meetings they've had, to the monster of a survey we completed this Fall including tabulating the results, projecting trends and providing our analysis of the results for the ASC Board of Directors to use as they planned ASC's objectives for 2004. There's also an article we wrote in this issue of the Independent that talks about this years Long Range Strategic Plan in more depth, so you, our member, can see what is happening "behind the scenes."
16. **Historical Documents.** We coordinate all updates to all of our policy manuals to ensure accuracy. We keep and maintain association records including the all important bylaws and policies and procedures manuals. We also handle all association and Educational Foundation finances, and provide many reports and detailed in-depth fiscal analysis to your Board of Directors so they stay informed and on top of things.
17. **Chapter Relations. Last, but NOT LEAST,** the ASC State Office staff takes their responsibility to the chapters seriously. We work daily to ensure your Chapter Representatives and Presidents are provided with the information they need. We do this via Rep Talk and direct mail, so your

Treasurers can have the latest membership rolls, and your newsletter editors have the most current information to print in your newsletter. Currently we are also expanding the Chapter section on the website to include your individual chapter events, training, and regular meeting information and soon will be offering you the opportunity to post your own information for your fellow chapter members to use as a resource. We continue to focus on positive and proactive ways to strengthen our ties with what we consider to be one of our most important assets, our chapters, and will continue to provide creative solutions for you and your most pressing issues.

So the next time you think or hear someone ask what the ASC State Office staff does for you, remember these 17 things to begin with. We are your partners and are here to serve the members, the chapters, and the industry in the best way we can. We will work hard with all the hours and the energy we have, so you can give your hours and energy to your customers, your family and yourselves.



The first ASC State Office Broadcast Email was sent out on Friday, October 31, 2003 to great initial reviews! Make sure you are on our email distribution list! Send an email to info@ascca.com so we can add you to our database and please enjoy this new, full color HTML email service straight from the state to you!



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- Environmental Laws
- OSHA "Right to Know Laws"
- Air Toxics & Emissions Reports
- Stormwater & Wastewater Reports
- Hazardous Materials Management Plans
- Hazardous Waste Requirements
- NFPA Labeling, MSDS's, Employee Training
- CAL-OSHA Injury Prevention Plans (SB 198)

(continued from page 5)

Insurance Update

Workers' Compensation, there have been new and somewhat innovative alternatives being presented to you as shop owners. Some of these alternatives are viable and should be reviewed by you in case they can help you in your everyday operations. Some of these alternatives are highly suspect and might even be questionable legally.

One product getting a lot of attention these days is the Professional Employers Organization or PEO. These companies vary in their structure, but for the most part offer a bundle of services such as Workers' Compensation, payroll services, loss prevention support, group health and human resources consulting. There are some very well run companies in the market place but there are also some less than scrupulous ones. **Your Trusted Insurance Partner ASC Insurance Services** has endorsed the InterWest PEO Division who can provide you with a quote from a PEO if you're interested in looking at this option, and has also performed due diligence on the organizations they use and feel that they meet professional standards for both their ethics and financial strength. If you have any questions, give Alicia Patsfield a call at 916-609-8404 to discuss this possible option for your shop.

A second alternative getting a lot of publicity right now is called Employee Leasing using a Sovereign Indian Nation as the provider of Workers' Compensation for your employees. While the Indian Tribes in the United States have a unique and special relationship with the various state and federal governments, they are not completely above the law in all areas. Currently, there are several Indian Tribes and their respective insurance brokers and agents who are trying to sell a version of employee leasing to California employers. They are telling employers they can put them into a separate company owned by the Tribe and thus the employer will no longer be subject to California law. The Indian Tribes have their own rules for injured workers and also charge rates that have not been approved by any governing body. The California Department of Insurance (DOI) and the California Department of Industrial Relations (DIR) have both come out publicly and stated these schemes are questionable legally. The DOI is investigating and has said they will be taking action both against the Indian Tribes and the agents and brokers who are selling these programs shortly. If you have any questions, please call us at ASC Insurance Services toll free at 1-877-250-1979 to discuss your individual situation.

ASC Leaders Meet to Develop 2004 Long Range Strategic Plan

October 16, 2003

Directors from the ASC Board, Chapter Presidents and Representatives, Committee members and other interested ASC members teamed up last week to tackle the tough issue of developing a long range strategic plan that will help guide the Automotive Service Council of California's activities over the next 3-5 years. Once developed, this strategic plan will assist ASC in focusing the vision and priorities in response to the ever-changing environment and industry and to ensure that members of ASC are all working toward the same goals and objectives.

The strategic planning workshop, facilitated by independent consultant Georgene Waterman was held in conjunction with the ASC Annual Meeting and Elections at the Hanalei Hotel in San Diego on October 10, 2003. Nearly 30 committed and dedicated ASC members were present to take part in this important annual event.

The importance of a long range strategic plan cannot be underestimated for the continued growth and expansion of ASC. The Long Range Strategic Planning committee (LRSP) championed by Chair Frank Joel, worked diligently to bring the workshop to the leaders of ASC. To assist the committee in preparing for 2004's action, the ASC State office conducted a comprehensive membership survey during the summer months to gain insight into ASC members expected needs and outcomes to assess members' thoughts on how their association is doing and then used this valuable information to ensure that ASC member's needs were represented during the planning process.

Once all of the information from the stakeholders was compiled, the LRSP developed vision statements for five key ASC growth areas. These vision statements were used by the ASC committee to develop a more in-depth action plan that include specific goals and objectives that the association will strive to accomplish 2004 and beyond.

Member Feedback Form

ASC endorses a number of benefits that give you, the ASC member, the advantage of preferential pricing or other advantages that you can't get on the street but we don't often hear your opinions of the services we offer. So here is your chance! If you have had a terrific experience with one of our vendors, let us know about it. If you have had a not so great experience, we'd like to know that too.

Please complete the following form and fax back to the ASC State Office at 1-916-924-6702 and let us hear from you!

Name: _____ Chapter: _____

Company: _____

Endorsed Benefit Provider:

- ASC Insurance Services CIMS CITGO Jacobs and Gregory
- NOVA ALLDATA Mitchell1 Paychex
- California Preferred Credit Union Heartland Payment Systems
- iCARumba Certegy Check Guarantee Services FirstCorp

Rate this vendor on service (1 being poor and 5 being great)

- 1 2 3 4 5

Rate this vendor on price (1 being poor and 5 being great)

- 1 2 3 4 5

Comments: _____

Thanks for Helping Us Keep an Eye on Things on Your Behalf!

The five vision statements as recommended by the Long Range Strategic Planning Committee are as follows:

Government Relations

Vision: To represent ASC members interests through the monitoring and advocacy of legislative and regulatory activities that impact the automotive repair industry.

Education, Training and Information

Vision: To be the members' primary source for education, training and information.

Endorsements

Vision: To provide profitable, high quality, competitive, value-added products and services for members.

Bylaws, Policies, Procedures

Vision: To create and monitor the policies, bylaws, and procedures that directs the Association to achieve its goals and objectives.

Membership

Vision: To develop methods and practices to retain existing members and promote growth.

The ASC Mission Statement is a key element to the continued strategic planning process of ASC. During the LRSP workshop the participants discussed the relevance of the current mission statement of the organization, and after a brief discussion the ASC Board of Directors voted to reaffirm the ASC mission statement ***"to provide business resources for our members and to advance the professionalism of the automotive repair industry."***

Each ASC Committee met to develop action plans utilizing the current mission statement of the organization and the vision statement for their area of interest. Meetings of the Government Relations; Education, Training and Information; Endorsements; Bylaws, Policies and Procedures and Membership Committees were held. Each committee was responsible for deciding how to best meet the needs of ASC members through well thought out, concise and relevant action plans, objectives and realistic timelines for completion.

Specific action plans of the ASC committee's will be compiled and presented to the ASC members for their review in the near future.

Clearly this workshop was a huge success and brought together the talents

of the ASC board, chapter leaders, committee chairs, members and staff to work toward a common goal of advancing and growing the Automotive Service Councils of California in a positive and proactive way.

The Long Range Strategic Planning Committee will be working with the Executive Director to monitor these action plans as we all strive to create a progres-

(continued from page 5)

UI Tax Hike

January to a maximum of \$410 week, and in 2005 to \$450 a week.

"Against strong opposition from the employer community, the Legislature in 2001 passed a \$100 per week UI benefit increase in just one year. That increase essentially broke the fund's bank. The lack of cost saving reforms has further contributed to the fund spiraling into insolvency," said Broyles. "The UI Trust Fund has a long and expensive road back to solvency, and the same employers who so adamantly warned against these benefit increases are the ones now being looked at to foot the bill."

In 2001 the UI Trust Fund had over \$6 billion in reserves. In August 2003 the EDD forecast that by year-end UI Fund balance would contain less than \$210 million. Even worse, the fund is projected to plummet to nearly \$1.2 billion in the red in 2004, even after collecting nearly \$2.5 billion in new taxes from California employers.

The UI Trust Fund became insolvent as of the last week of October 2003. The EDD has been forced to apply to the federal Department of Labor for a nearly \$1.2 billion bailout for the first time in the state's history. This loan would be to generate needed revenue over and above the nearly \$2.5 billion in tax increases paid by California employers.

The California Chamber is advocating immediate action on legislation that temporarily freezes rates and benefit increases at 2003 levels to allow the UI Trust Fund to build up a minimum level of reserves before the 2004 and 2005 benefit increases are allowed to go into place. If enacted before the year's end, legislation delaying the 2004 and 2005 benefit increases could save the fund more than \$300 million per year.

sive future for ASC. Periodic and timely updates on the ASC Long Range Strategic Plan will continue to be provided to Chapter Reps and other leaders of ASC to continue the exchange of information and ideas.

For more information about the LRSP Workshop, please contact ASC Executive Director Jennifer Zins at (916) 924-9054.

The Chamber also has sponsored reform legislation to streamline the UI program and help restore the UI Trust Fund to solvency. These cost-saving reforms include, but are not limited to:

- Addressing the slippage in eligibility requirements, such as instituting a required length of time on the job before the worker qualifies for benefits and adjusting the minimum amount of earnings necessary to qualify for benefits;
- Reforming eligibility requirements that have not been updated in over two decades; and
- Addressing the over \$250 per year in fraudulent claims paid out by the EDD, along with other systemic cost-saving reforms.

"The Legislature must act immediately to pass legislation that addresses the UI Trust Fund's bankruptcy crisis, and promote an agenda that stimulates the economy, and puts Californians back to work," said Broyles. "Unfortunately, the reality is that regardless of any further action taken by the administration or the Legislature this year, California employers must be prepared to pay the nearly \$2.5 billion in UI tax increases that are all-but-inevitable for 2004."

New UI premium rates that include the 15 percent emergency solvency surcharge and a multibillion-dollar tax increase, are expected to be sent to employers in early December. First-quarter UI taxes are due to the EDD in April 2004.

Reprinted with permission from the California Chamber of Commerce. Staff Contact: Julianne Broyles

Legal Forum

Ask Katie & Dave

Dear Katie and Dave:

I have been having a difficult time finding good technicians who like to work hard. The ones I have also are claiming they should be paid time and one-half for overtime. I think I will just put them on commission and get rid of the problem. Will that work?

*Signed,
Disgruntled Employer*

Dear Disgruntled Employer:

Sorry, but you are out of luck. The overtime law **does** apply to your employees who are on a commission basis. Let's go over the rules. You must pay time and one-half for more than 8 hours worked in a single day, as well as after 40 hours worked in a single work week. Double-time must be paid after 12 hours worked in a single day. And if you are a real ogre and require your employees to work 7 days a week on the seventh day they earn time and one-half for the first 8 hours and double time after that.

So how does it work for your commissioned technicians? You need to look at what they are being paid for the week. For example, your technician (according to your calculations) should be paid \$1,000 for the week. You need to divide the earnings by 40 (the number of hours in a standard week - not the number of hours they worked nor the number of hours they flagged). In our example, the technician's hourly rate is \$25. But this technician actually worked 45 hours, so they need to be paid a "premium" - (the extra "half" from time and one-half) for those 5 hours. You divide the hourly rate

\$25 by two and get the premium pay — \$12.50 — multiply that by the 5 hours of overtime for a total premium of \$62.50. The technician's pay for the week is \$1,062.50. Please keep in mind this means actual hours worked not hours flagged.

Remember the overtime pay law also applies to family members. Salaried employees are also entitled to overtime pay unless they are executive, administrative and professional employees earning more than double minimum wage. For nearly all of the shops in the ASC there are no employees that qualify for this exemption. (If you think you are different, please call Katie or Dave at 1-909-781-9091 and run your situation by them. You have one-half (1/2) hour per month free legal consultation by virtue of membership in ASC, so take advantage of it if you need to.)

If you have heard about the provision regarding "make-up time" it is not as good as it sounds. In order to use make-up time the employee must: (1) provide a signed written request for each occasion; (2) the employer must approve it in writing; (3) the time must be made up within the same 7 day work week; (4) the time may not be used to create an alternative schedule and **MOST IMPORTANT** (5) an employer is prohibited from encouraging or otherwise soliciting an employee to make a request for make-up time.

The bottom line is the State of California wants employees to work no more than 8 hours a day and no more than 40 hours per week.

BAR Names Rick Fong As It's Industry Ombudsman

Sacramento - Bureau of Automotive Repair (BAR) Chief Patrick Dorais has named Rick Fong as the Industry Ombudsman.

Fong brings with him a unique background in auto repair. He also brings conflict resolution skills from his position as manager of the California Department of Consumer Affairs (DCA) Complaint Mediation Center. From 1993 to 2000, Fong worked in BAR's Field Operations and BAR Enforcement Division. Prior to his employment with DCA, Fong worked in various positions within the automotive repair industry as a technician, shop foreman, trainer and service manager.

BAR's Industry Ombudsman was created as an independent liaison between the Bureaus and auto repair and Smog Check licensees. The Industry Ombudsman deals with questions and issues that auto repair shops may have regarding the various BAR functions and will report directly to the BAR Chief.

The Industry Ombudsman operates independently of BAR staff, as an unbiased negotiator if a conflict between a shop and BAR staff occurs, and ensures the concern receives a complete and speedy review. The Industry Ombudsman can investigate a concern, and make recommendations to the BAR Chief, but has no legal authority over a legal case.

"The Ombudsman is someone the industry can turn to with unresolved issues regarding BAR," said Dorais. "Mr. Fong will work to resolve issues in a fair and equitable manner."

According to Dorais, the Industry Ombudsman:

- Acts as liaison between licensees, auto repair shop owners and the BAR;
- Reviews consistency in BAR's regulatory efforts;
- Provides another communications link between industry and BAR;
- Is impartial and independent;
- Serves as an objective and independent problem solver; and,
- Uses mediation as a primary method for resolving complaints.

Rick Fong can be reached with questions and comments at (916) 255-2893 or via email at BAROmbudsman@dca.ca.gov.

ASC Educational Foundation Fundraiser Underway!



The ASC Educational Foundation is conducting a fund raiser to help benefit the 2004 Scholarship Fund. Right now, for \$20, you can purchase Diagnostic Dice for use when vehicle repair problems are driving you NUTS! You don't have an answer? Roll the dice! These simple but very entertaining dice offer diagnostic solutions to your vehicle repair nightmares and are the brainchild of a professional mechanic in California who made up the first set as a gag for some friends. For more information please contact Walt Commans at (714) 974-3208.

Legislative Update

Workers' Compensation Reform: A Summary of the Major Provisions of SB 228 and AB 227

Utilization

- Limits chiropractic treatment and physical therapy treatments to 24 visits for the life of the claim. (Effective on injuries occurring on or after January 1, 2004) *unless written authorization by claims administrator to extend visits*
- Mandates adoption of interim utilization guidelines
- Mandates a study of utilization guidelines by the Administrative Director of the Division of Workers Compensation, and mandates adoption of those guidelines
- Requires all employers to adopt utilization review systems, consistent with the utilization schedule/ACOEM. In cases involving spinal surgery, denials will be expedited through the 2nd opinion process. In all other cases, the existing QME/AME process will continue to apply
- Establishes procedure for employers to obtain second opinion on recommendations for spinal surgery
- Unless specifically prescribed, generic prescription drugs must be dispensed

Medical Fee Schedules

- Creates new medical fee schedule effective 1/1/04
 1. 100% of Medi-Cal for Pharmaceuticals 100% of Medi-Cal
 2. 120% of Medi-Cal for Inpatient Hospital 120% of Medi-Care
 3. 120% of Medi-Cal Outpatient department fee for hospital outpatient departments and ambulatory surgery centers 120% of Medi-Care
- Provides for a 5% reduction to OMFS rates for physician services, but no reduction shall be made to physician services currently below the Medicare fee schedule rate
- Creates a new pharmaceutical fee schedule at 100% of Medical
- Creates a new outpatient facility fee schedule based on 120% of Medicare

Vocational Rehabilitation

- Repeals existing vocational rehabilitation statute

- Implements a new supplemental job displacement benefit for injuries occurring on or after January 1, 2004, as follows:
 1. Provides that employees who do not return to work for their employer within 60 days of the end of temporary disability period will receive an additional lump-sum benefit (Voucher) of:
 - \$4,000 for permanent partial disability (PFD) of less than 1% to 15%
 - \$6,000 for PFD between 15% and 25%
 - \$8,000 for PFD between 26% and 49%
 - \$10,000 for PFD between 50% and 99%
 2. The benefit must be used for retraining, skill enhancement, job placement assistance, and the purchase of employment-related tools *The voucher can be used only at State Accredited Schools and is payable to the school or to the employee upon documen-*

tation that they have already fronted the funds.

- Provides that the employer will not be liable for the supplemental job displacement benefit if, within 30 days of the end of TD, it offers, and the employee rejects, or fails to accept, an offer of modified or alternative work

Miscellaneous Provisions

- Increases maximum fine for workers' compensation fraud from \$50,000 to \$150,000
- Requires the Department of Workers' Compensation adopt the medical billing and provider fraud referral protocol within Department of Insurance
- Allows self-referral to outpatient surgery center if the employer pre-authorizes treatment at the center
- Requires insurer review of insured's injury and illness prevention plan within four months of policy's effective date.
- Exempts CIGA from 5814 penalties and attorney's fees awards.
- Requires the Insurance Commissioner to post an online rate comparison guide showing workers' compensation insurance rates for the top 50 WC Insurance Companies

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(continued from page 1)

Annual Meeting

earlier this year.

Later on in the day the elections were held. Congratulations to the following board members who were elected or re-elected to serve on the 2004 Board – Bob Constant, Kevin Browning, Greg Kelly, Dan Fogle, Andy Pollino, Ryan Tunison and Kris Cesena. Later on in the day the ASC Board of Directors met and elected its officers for 2004. Congratulations to Dan Biggs who will move into the position of President, Bob Constant was selected as First Vice President, Dan Fogle will serve as Treasurer and Kevin Browning will serve as Secretary. Carol Bartels will of course continue in the capacity of Immediate Past President and will continue to serve as chair of the Government Affairs Committee.

After the elections members adjourned to the AMI training seminar led by Mitch Schneider, “Total Customer Relationship Management – A Primer.” This high energy, fast paced seminar was jam packed with information about how to best handle your customers and was well received by those in attendance.

The President’s Banquet on Saturday evening was a nice opportunity for ASC Members to get together and relax. Recognition and Awards were given to outgoing board members, committee chairs and those ASC members nominated by their chapters as Chapter Member of the Year. The following members were chosen by their chapters to receive Chapter Member of the Year awards—Chapter 7 (Tri-Counties)—Bob Barkhouse; Chapter 10 (So. Los Angeles)—Eloise Hall; Chapter 17 (San Luis Obispo)—Jack Dewar; Chapter 20 (Mt. Diablo)—Ryan Tunison; Chapter 23 (Peninsula)—Kris Cesena; Chapter 24 (San Diego)—James Justus; Chapter 25 (Fresno)—Zarkis Matirosian; Chapter 31 (High Desert)—Duane Carlson; Chapter 32 (Hemet)—Pat Donovan; Chapter 34 (Sacramento)—Roy Joerger; Chapter 48 (North Orange County)—Ken Fox; Chapter 52 (Central Coast)—Pat McDonald. Congratulations to those chapter

members who make such a positive contribution in their local area and to the membership as a whole.

The newly elected board members were also sworn in as were the new officers. Robert Salerno did a wonderful job as master of ceremonies. President Bartels was presented with a special plaque to



Presidents Banquet—Association leaders enjoying the President’s Banquet

thank her for her service and also a digital camera in appreciation for her efforts on ASC’s behalf.

The ASC Board of Directors met on Sunday to conduct the business of the association. In addition to a special presentation by Marty Keller regarding the BAR sunset review process the board was also provided with preliminary information gathered by the Long Range Strategic Planning committee in regards to our proposed affiliation with ASA. These philosophical discussions are continuing and more information will be provided as it becomes available.

All in all, it was another positive and successful meeting. More photos are available on our website at www.ascca.com. Thanks to all those who took the time to participate and let their views be heard. We appreciate the input from the membership and your involvement in your association. As we handle the clean up from this meeting we are already looking forward to next year. If you were unable to come to San Diego this year, we hope you set aside time in your next years schedule to make sure you are able to come and put some of your energy and your talents into your association. The 64th Annual Meeting and Elections will be held October 8–10, 2004 at the Embassy Suites in San Luis Obispo. Together we continue to make a difference. ASC truly is Your Partner, Your Resource, Your Voice.



“The New President is Sworn In,” from left to right – Bob Constant, Dan Biggs, Kevin Browning, Robert Salerno

(continued from page 10)

Tax Increase

- Requires the Workers’ Compensation Insurance Rating Bureau to determine the cost savings achieved in the 2003 workers’ compensation reform legislation. Requires each insurer to certify that its rates reflect those cost savings. Provide that these certifications shall be made available to the public on DOI’s web site

What About the January 1 Rate Increase?

- July 1 — the WCIRB recommended a premium rate increase of 7.2%
- July 30 — the Bureau recommended an additional 12% increase on top of the 7.2%.
- October 8 — the Bureau recommended (not yet enacted) repealing the 12% increase and reducing the 7.2% rate increase 2.9 percent. These recommendations are based on Bureau calculations of the cost saving elements of the recently signed workers’ compensation reform legislation.
- October 24 — “Our economy cannot recover unless more jobs are created to stimulate the state’s revenue stream,” Garamendi said. “Businesses cannot create jobs when they are burdened with the enormous weight of this dysfunctional system. The Governor-elect and I are in very close agreement on that, and we also have similar ideas on how to deal with the problems of WC.”

The Garamendi Plan

In his October 22nd keynote speech to the Los Angeles Treasurers Club he outlined the following:

During the second phase of WC Reform he will direct the Department to tackle the highly subjective and unfair permanent disability rating system; reinvigorate efforts to combat fraud; work to institute 24-hour care as a health care substitute for multiple coverages already provided by employers; and work to reform the State Compensation Insurance Fund, which has experienced overwhelming growth in recent years due to the collapse of more than two-dozen workers’ compensation carriers. (For details additional details log on to www.insurance.ca.gov).

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Summary of Senate Bill 2

(Burton/Speier)

Mandatory Health Care Coverage (“Pay or Play”)

SB 2 [Authors Senators: Burton (D) and Speier (D)] mandates employers to either:

- Pay 80% of their employees' health insurance costs *OR*:
- Pay an assessed “Fee” which goes into a state run health insurance purchasing pool

SMALL employers: 2 to 49 “persons” are exempted

- *Employers with 20 to 49 employees do not have to comply unless a tax credit is enacted*
- *The tax credit must be equal to 20% of the employer's net cost of the assessed fee*

MEDIUM employers: 50 to 199 “persons” (20-199 if tax credit is passed) are required to:

- **Offer coverage** for employees beginning January 1, 2007
- **Pay at least 80%** of the employee's cost *except for low wage employees*
- **Pay at least 95%** of the low wage employee's cost – *see below*

AB 1672 Guaranteed Acceptance rules and Rate Adjustment Factors apply.

LARGE employers: 200 or more “persons” are required to:

- **Offer coverage for employees and their dependents beginning January 1, 2006**
- **Pay at least 80%** of the employee's cost *except for low wage employees*

- **Pay at least 80%** of the *employee's dependents' cost*
- **Pay at least 95% of the low wage employee's cost** – *see below*

AB 1672 Rate Restrictions and Rate Adjustment Factors do not apply.

The new State Purchasing Pool will be:

- Administered by the **MRMIB** which created and ran the original HIPC program
- Funded by **employer paid fees and employee contributions**

The Managed Risk Medical Insurance Board MRMIB will:

- Have broad “emergency” regulatory authority (until 2010) to write its own operating rules
- Not be regulated by any other state agency including in the DOI or DMHC
- Develop regulations to implement the program
- Establish minimum coverage requirements, co-payments and deductibles
- Contract with licensed commercial health insurers to provide coverage
- Coordinate Healthy Families and Medi-Cal enrollments

Employer fees must fund insurance premiums and the MRMIB's administrative costs

Employee (Enrollee) means a “*person*” who works **at least 100 hours** per month for any individual employer and has worked for the employer for 3 months.

Temporary Agencies and Seasonal, Migrant and Farm Workers are included

“**Low wage earners**” are defined as employees earning less than **200% of Federal Poverty Level**

When this bill takes effect, a family of 4 earning less than \$40,812 will qualify as a “*low wage earner*”

Employers who purchase qualifying commercial group health coverage can avoid paying a fee or participating in state purchasing pool!

Minimum Qualifying Benefit Levels

A minimum benefit level including prescription drug coverage is mandated:

- MRMIB pool coverage presumably must meet DOI or DMHC standards, but questions remain
- Qualifying PPO coverage must meet Insurance Code requirements (DOI)
- Qualifying HMO coverage must meet Knox-Keene requirements (DMHC)
- Union benefit plans are deemed to qualify
- PERS coverage are deemed to qualify
- University of California student plans are deemed to qualify
- Current MEWA benefit plans are deemed to qualify
- Future MEWA benefit plans will need to meet DOI or DMHC standards
- Access discount plans; disease-only and other non-comprehensive

(continued on page 14)



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Shannon Blakeman: Workers Comp 916/609-8396
Lorraine Stevens: Package 916/609-8402
Chuck Coppage: Manager 916/679-2951

(continued from page 13)

Senate Bill 2

benefits will not qualify, but can be offered in addition to the qualifying benefit packages

- Employers may continue to offer Defined Contribution menu options such as PacAdvantage, CaliforniaChoice & Flexscope)

Enforcement

- MRMIB will operate the new state purchasing pool
- EDD will require proof of qualifying coverage from groups insured through commercial, private sector plans
- Employers who do not purchase commercial coverage and do not pay their "fees" into the state purchasing pool will be fined twice the amount of the their "fee"
- There are penalties for avoidance by employers — civil and criminal
- Last minute business changes will become suspect (i.e., 1099 employees, non-common ownerships, avoidance of hiring that last employee etc.)

Future Challenges to SB 2

- The FEE in the bill is in reality a new tax on both employer and employees, but was approved only by a majority vote. The state Constitution requires a two-thirds majority to increase taxes
- This bill may be pre-empted by the Federal Employee Retirement Income Act (ERISA) which prohibits states from passing laws regulating employee benefit plans

Recommendations

- **Stay informed.**
- There will be court challenges and additional legislation that may significantly impact SB 2
- There is plenty of time to pass a tax credit *eliminating the exemption for groups of 20-49*
- The original intention of SB 2 was to include all employer groups with 2 or more employees
- **Plan ahead and avoid last minute restructuring** that can appear to be an attempt at avoidance
- **Document** your business plan and your hiring practices

(continued on page 14)

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(continued from page 14)

Senate Bill 2

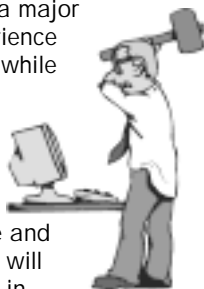
• If you have any questions regarding SB 2 call or e-mail us

Remember, employers who purchase qualifying commercial group health coverage can avoid paying a fee or participating in state purchasing pool!

If you would like a quote on your employee benefit program give us a call (800) 562-2467; Bill Taylor x 23 or e-mail wtaylor@cimsga.com.; David Fear x 16, dfear@cimsga.com; Mike Fear x 12, mfear@cimsga.com.

When you purchase your employee benefits through CIMS — your association benefits as well!

The ASC website (www.ascca.com) is currently undergoing a major revision. You may experience some glitches or delays while we update a number of files and indexes. We apologize in advance for any inconvenience this may cause, but the effort to improve the site and offer some new features will make it worth it! Thanks in advance for your patience!



Chapter Meetings & Contacts

- Antelope Valley** (19) — Meetings: Varies, call for info. Mbr Info: Dan Fogle at (661) 273-4123.
- Bakersfield** (58) — Meetings: 4th Wed. 7:30 pm, place varies. Mbr Info: Michael Elliot at (661) 845-2274.
- Butte Area** (4) — Meetings: Varies, call for info. Mbr Info: Doug Dirks at (530) 891-4972.
- Central Coast** (52) — Meetings: 3rd Weds. 7:00 pm, place varies. Mbr Info: Bob Constant at (831) 394-2620.
- Central Valley** (27) — Meetings: 2nd Tues., 6:30 pm, Early Dawn Cattle Co, Modesto. Mbr Info: Robert Raduechel at (209) 575-6326.
- Coachella Valley** (30) — Meetings: 2nd Tues, 6:30 pm, Augua Caliente, Rancho Mirage. Mbr Info: Fred Divine at (760) 343-1226.
- East Bay** (16) — Meetings: 2nd Tues., 7:00 pm, The Englander Restaurant, San Leandro. Mbr Info: Ron Bessette at (510) 774-3394.
- Foothill** (5) — Meetings: 1st Tues. 6:30 pm, Brookside Country Club, Pasadena. Mbr Info: Chuck Chatham. (562) 928-1725.
- Fresno** (25) — Meetings: 2nd Thurs., 7:00 pm, Ramada Inn, Fresno. Mbr Info: Ray Rasmussen at (559) 855-2398.
- Gold Country** (36) — Meetings: 2nd Tues., 6:30 pm, place varies. Mbr Info: Robert Brocke at (530) 477-5712.
- Hemet** (32) — Meetings: 2nd Tues., 6:30 pm, Sizzler, Hemet. Mbr Info: Phil Fournier at (909) 927-2102.
- High Desert** (31) — Meetings: last Tues, 6:30 pm, Location varies. Mbr Info: Walt Carnwright at (760) 245-5777.
- Inland Empire** (14) — Meetings: 3rd Tues., 7:00 pm, Royal Cut Restaurant, Ontario. Mbr Info: Glenn Davis at (909) 946-2282.
- Long Beach** (18) — Meetings: 3rd Tues. (no mtg July & Aug), 7:00 pm, Colonial Cafe, Long Beach. Mbr Info: Sam Baayoun at (562) 433-5523.
- Merced** (33) — Meetings: 3rd Tues. 7:00 pm, Place varies. Mbr Info: Kelly Velasco at (209) 826-6409.
- Mid Cities** (1) — Meetings: Varies, call for info. Mbr Info: Russ Okimoto at (562) 926-7317.
- Mt. Diablo** (20) — Meetings: 3rd Thurs. 7:00 pm, place varies. Mbr Info: Barbara Livingstone at (925) 837-1000.
- Napa/Solano Counties** (9) — Meetings: 2nd Tues. 7:00 pm, Palby's Restaurant, Vallejo. Mbr Info: David Whittington at (707) 648-3299.
- North Orange County** (48) — Meetings: 3rd Weds., Embassy Suites, Brea. Mbr Info: Jo Ann Fischer at (714) 773-0949.
- Orange Coast** (50) — Meetings: 2nd Thurs. 7:00 pm, Irvine Marriott, Irvine. Mbr Info: Rita Thomas at (949) 855-0590.
- Orange County** (49) — Meetings: 3rd Thurs. 7:00 pm, Sterling Suites Hotel, Anaheim. Mbr Info: Ken Hamilton at (714) 535-4100.
- Peninsula** (23) — Meetings: Last Tues. 7:00 pm, place varies. Mbr Info: Vallerie Williamson at (408) 264-9495.
- Redding** (99) — Meetings: 3rd Thurs. 7:00 pm, place varies. Mbr Info: Tim Morlock at (530) 244-4423.
- Sacramento** (34) — Meetings: 4th Tues. 7:00 pm, location varies. Mbr Info: Carol Bartels at (916) 383-2076.
- San Diego** (24) — Meetings: 3rd Tues., 7:30 pm, Handerly Hotel, San Diego. Mbr Info: Stuart Terry at (619) 287-9626.
- San Fernando Valley** (11) — Meetings: 3rd Tues. 6:30 pm, Odyssey Restaurant, Granada Hills. Mbr Info: Marilyn Schanley. at (818) 768-3656.
- San Francisco** (21) — Meetings: last Weds. 6:30 pm, Delaney St. Restaurant. Mbr Info: Paul Grech at (415) 474-7323.
- San Joaquin Valley** (6) — Meetings: 2nd Thurs. 6:30 pm, place varies. Mbr Info: Andy Pollino at (209) 472-9866.
- San Jose** (42) — Meetings: 2nd Weds. 7:00 pm, Lou's Village, San Jose. Mbr Info: Valerie Williamson at (408) 264-9495.
- San Luis Obispo** (17) — Meetings: 3rd Weds., 7:00 pm, place varies. Mbr Info: Smitty Price at (805) 546-9892.
- Santa Barbara** (8) — Meetings: 3rd Wed. 7:00 pm, place varies. Mbr Info: Rachel Barajas. at (805) 682-9441.
- Santa Clarita** (3) — Meetings: Varies, call for info. Mbr Info: Kevin Browning. at (661) 251-6736.
- Santa Cruz** (15) — Meetings: 3rd Tuesday. 7:00 pm, Hindquarter, Santa Cruz. Contact: Nate Smith at (831) 476-1332.
- Santa Rosa** (28) — Meetings: last Tues. 7:00 pm, Michele's Restaurant, Santa Rosa. Mbr Info: Barbara Baker at (707) 546-4280.
- South Bay** (1940) — Meetings: 3rd Thurs. 7:00 pm, place varies. Mbr Info: Peter Alper at (310) 328-1981.
- South Los Angeles** (10) — Meetings: 4th Thurs., 7:00 pm, Margarita Joens Restaurant, Los Angeles. Mbr Info: Les Morris at (323) 778-1014.
- Tri-County** (7) — Meetings: Varies, call for info. Mbr Info: John Mallen at (530) 671-2115.
- Tulare-Visalia** (26) — Meetings: 1st Mon., place varies. Mbr Info: Jammie Hammond at (559) 688-4713.
- Ventura County** (2) — Meetings: 2nd Tues. 6:30 pm, place varies. Mbr Info: Kathy Riggs at (805) 983-8100.
- West Los Angeles** (12) — Meetings: Varies, call for info. Mbr Info: Dee Cherko at (310) 837-0446.

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ASC-CA Calendar

MEETING/EVENTS SCHEDULE

2003

Dec. 9, 2003 ASCIS Management Committee Meeting
..... Sacramento, CA

2004

Jan. 10, 2004 Board of Directors/Chapter Representatives
Orientation Workshop
Embassy Suites Sacramento, CA

March 27-28, 2004 ASC Team Weekend
Embassy Suites Sacramento, CA

March 29, 2004 AALC Legislative Day at the Capitol
Sacramento Convention Center and
State Capitol Sacramento, CA

June 2004 (Date TBA) ASC Team Weekend Location TBD

Aug. 23-27, 2004 ASC 3rd Quarter Committee Meetings
..... Conference Call

Aug. 31, 2004 3rd Quarter Board of Directors Meeting
..... Conference Call

Oct. 8-10, 2004 ASC Annual Meeting and Elections
Embassy Suites San Luis Obispo, CA

All Events Listed Subject to Change

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