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Dateline: NH

a publication of the New Hampshire Automobile Dealers Association

**NHADA Family Convention
June 22-24, see pages 10 & 11**

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STAFF

Publisher Andy Crews
Editorial Director Peter J. McNamara
Managing Editor Nathaniel Stout
Design and Layout
Advertising Coordinator Lisa Lavoie
Photographer Michael Rosenblum

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Cover: Aqueous Revelry at Whales Tale — the family convention celebrates there in June.

Photo by Nat Stout

What should an employer do when there is reasonable suspicion an employee is working while under the influence?

Reasonable Suspicion Drug and Alcohol Testing

Jen Moeckel, Esq.; Cook, Little, Rosenblatt & Manson, p.l.l.c.

Recent estimates report that about 14 million people in the United States (about 10 percent of the US workforce) abuse alcohol and/or drugs. In addition to increased absenteeism, decreased productivity and other costs, employees who abuse alcohol and/or drugs may pose a safety risk to themselves, coworkers, customers and the general public. What should an employer do when there is reasonable suspicion that an employee is working while under the influence? This article will provide an overview of considerations and steps for private sector NH employers implementing and administering reasonable suspicion testing programs.

Know the Law: NH has no specific laws regarding drug testing. However, if your organization is a federal contractor or subcontractor, you should be familiar with the federal Drug-Free Workplace Act of 1988. If your employees are in safety-sensitive positions in the trucking industry or other positions regulated by the US Department of Transportation (DOT), you need to comply with the detailed DOT requirements. Multi-state employers also need to know the laws of each of the states in which they do business as state laws vary greatly on testing issues. This article is written in general terms and does not address the requirements of specific federal or state laws.

Have an Updated Drug and Alcohol and Testing Policy: Drug and alcohol testing policies should be in writing and should be updated periodically to reflect changes in the laws (such as medical marijuana) and changes in the employer's procedures. Among other things, the policy should

clearly prohibit reporting to work, or working, under the influence of alcohol or drugs, and should alert employees that the employer will require testing when there is reasonable suspicion that an employee is under the influence of alcohol or drugs.

Distribute the Policy: All employees should receive a copy of the policy and

be on notice of the reasonable suspicion testing program. Consider having a delay between the distribution of the policy and the start of testing so that employees wishing to voluntarily seek treatment to address substance abuse issues can do so.

Offer Resources to Assist Employees: A
Suspicion – continued on page 4

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Suspicion – continued from page 3

good employee assistance program (EAP) can be very helpful for employees with concerns about substance abuse. If you do not have an EAP, remind employees of other resources that may be helpful, such as your health insurance plan, community resources, etc.

Choose a Reputable Testing Facility:

When selecting a testing facility, ask a lot of questions to gain a good understanding of the procedures used, utilization of a medical review officer to review test results, the accuracy of results, and the costs. Partner with the facility in designing features of your program, such as the type of testing to be used, substances to be tested for, etc. It may also be helpful to do a dry run of a reasonable suspicion test, thinking through the logistics of contacting the facility to notify them that a reasonable suspicion test is needed right away, arranging safe transportation to the facility, determining whether someone will accompany the employee to the testing facility, arranging for a safe ride home, learning how long it will take to get test results, etc. A reasonable suspicion testing program requires prompt action as the test is to determine whether the employee is presently under the influence,

so the program works best when the logistics have been worked through in advance.

Train Managers: For a reasonable suspicion testing program to be successful, managers must be trained in observing signs of impairment as well as in the procedures to follow in the event there is reasonable suspicion that an employee is under the influence.

Obtain Information from Witnesses:

Reasonable suspicion is often reported by coworkers, so managers should be prepared to take time with any employee reporting a belief that someone is under the influence, asking what the witness observed, when, and whether anyone else witnessed it — and documenting that information.

Management Observation: While suspicion may be reported by coworkers, the conclusion that reasonable suspicion exists to believe that an employee is presently under the influence of alcohol or drugs should be made by at least two members of management — ideally managers who have been trained in observing signs of



Author Jennifer Moeckel, Esq., practices at Cook, Little, Rosenblatt & Manson, P.L.L.C., a bronze-level NHADA partner.

impairment. If two managers are not immediately available, the employee may need to be removed from safety-sensitive job functions (if any) while waiting for a second manager to become available. The managers should personally observe signs of impairment including appearance (flushed, sweating, fidgety, distracted), speech (slow, slurred), smell,

movement (clumsiness, difficulty walking), dilated pupils, watery or red eyes, and demeanor (agitated, drowsy, acting out of character). The observations should be documented and discussed immediately with Human Resources or other management responsible for making the final determination whether reasonable suspicion testing is appropriate.

Meet with the Employee: Tell the employee what has been observed and ask the employee whether he/she is under the influence of alcohol or drugs. Asking this question can sometimes eliminate the need for a test as employees occasionally admit drinking or using drugs. In that event, determine what action to take with the employee, such as disciplinary action, termination, or administrative leave, and ensure that the employee has a safe ride home. If the employee denies being under the influence, explain that a reasonable suspicion test will be required to rule out the drug and alcohol policy violation. Tell the employee that testing will not be performed without his/her consent, and explain (if true under your policy) that consent is a condition of employment so declining a test will lead to termination of employment. Assuming the employee consents to testing, have the employee sign a consent form.

Suspicion – continued on page 6

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Strategic Hiring Guideline Seminar

Avoid problems and pitfalls in the hiring process by hiring the right person — that's the first, most important step you can take in risk management: Learn how in an upcoming practical overview of the hiring process. Join us at NHADA Headquarters in Bow with Jennifer Moeckel, Esq. and Dr. Paul Carrier on April 17 to learn the best practices in hiring and drug testing in the workplace.

NHADA Workers' Compensation Trust (WCT) members are particularly encouraged to attend this seminar and bring questions and hiring anecdotes to share with the presenters and audience. For members of the trust, tuition will be paid.

Jennifer Moeckel, shareholder at Cook, Little, Rosenblatt and Manson p.l.l.c., is an expert in employment law. She authored the NHADA *Strategic Hiring Guidelines* when she was a shareholder at Devine Millimet. Ms. Moeckel assists employers across NH with employment law issues, speaks frequently on employment law issues and hosts one of the NHADA legal hotlines at the law office of Cook, Little, Rosenblatt and Manson (206-4901).

Dr. Paul Carrier has specialized in occupational health for the past 25 years. He is highly trained in such areas as the NH Division of Transportation, Hazardous Materials, and OSHA-mandated medical evaluations. He also is a certified medical review officer. Dr. Carrier will review the process for pre-placement drug testing and share some of his experiences as a medical review officer. Dr. Carrier will also discuss reasonable suspicion testing and random drug testing processes.

If you have any questions, please contact either WCT Director Pete Sheffer or NHAEF Events Coordinator Jean Conlon at 800-852-3372 or at their respective emails: psheffer@nhada.com or jconlon@nhada.com.

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Suspicion – continued from page 4

Provide Safe Transportation: Do not let an employee reasonably suspected of being under the influence drive to the testing facility, drive home from the test, or drive home from the place of employment in the event of a refused test. Decide in advance how transportation will be provided. If it will be a taxi service, contact the service in advance to learn the logistics for paying for transportation for the employee. (Will the taxi company bill the employer? Must payment be made in advance?) If you plan to have managers drive the employee, ensure the managers know the location of the testing facility and consider whether two managers should accompany the employee so that one is available to assist the driving manager in the event the employee suspected of impairment causes a distraction or other safety concern while in the vehicle.

Post-Test Instructions for the Employee: Tell him/her to take safe transportation home and not to report to work until

contacted by the employer. Inform the employee that it is possible that a medical review officer or other professional associated with the testing facility may try to contact him/her and that it would be important to answer those calls. Decide in advance whether the employee will be paid for the time away from work and communicate this to him/her. In general, hourly employees need not be paid while out of work pending test results while salaried employees would need to be paid if they had worked any portion of the pay period. An approach taken by many employers for hourly employees is to pay them for the time away from work if the test results are negative.

Receive Test Results and Administer Appropriate Action: If the test results are negative, the employee should be returned to work promptly. If the results are positive, possible actions include disciplinary action, retaining the employee under a "last-chance agreement," and termination

Suspicion – continued on page 8

Healthcare Reform: Will You “Pay or Play?”

Laurie Churchill, Field Representative

One of the key parts of the Affordable Care Act (ACA) is that, as of last January 1, you must have health insurance or pay a tax penalty unless you are exempt. Under certain circumstances, you won't have to pay the tax penalty. This is called an “exemption.”

If you have health insurance sponsored through an employer, purchased your own individual plan that is at least the at bronze level on Medicare, on Medicaid, on Children's Health Insurance Program (CHIP), on Tricare or are covered through the VA, then the requirement to have health insurance is satisfied, and no tax penalty is assessed.

If your family income is below the threshold for filing a tax return (\$10,000 for an individual or \$20,000 for a fam-

ily in 2013) or if you have to pay more than 8 percent of your income for health insurance after taking into account any employer contributions or tax credits, there is no penalty for being without health insurance. Or if circumstances affect your ability to purchase health insurance coverage, you may qualify for a “hardship” exemption. You can claim these exemptions when you fill out your 2014 federal tax return, which is due in April 2015.

If you can afford health insurance but choose not to buy it, you must pay a fee known as the individual shared responsibility payment, which in reality is a tax penalty. You'll also have to pay for all of your health care.

Open enrollment in the Health Insurance Marketplace, also known as

“healthcare.gov” ends March 31, 2014. The next open enrollment period, for 2015 coverage, runs from November 15, 2014 to February 15, 2015. Insurers won't be able to deny you coverage or charge you more due to pre-existing health conditions.

You will not have to account for your coverage until you file your 2014 federal income tax return in 2015. The tax penalty will be based on your modified adjusted gross income. The IRS will collect the tax penalty by withholding the money you get back after you've filed if you didn't buy health insurance.

The tax penalty may be higher than you think because it will be *the greater of* a fixed dollar amount or a percentage of your income.

Pay or Play – continued on page 8



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Pay or Play – continued from page 7

The penalty in 2014 is calculated one of two ways. You'll pay whichever of these amounts is higher:

- **1 percent of your yearly household income.** (Only the amount of income above the tax filing threshold, \$10,150 for an individual, is used to calculate the penalty.) The maximum penalty is the national average yearly premium for a bronze plan.
- **\$95 per person for the year (\$47.50 per child under 18).** The maximum penalty per family using this method is \$285.

The way the penalty is calculated, a single adult with household income below \$19,650 would pay the \$95 flat rate. A single adult with household income above \$19,650 would pay an amount based on the 1 percent rate. (If income

is below \$10,150, no penalty is owed.)

The penalty increases every year. In 2015 it is 2 percent of income or \$325 per person. In 2016 and later years it is 2.5 percent of income or \$695 per person. After that it is adjusted for inflation.

If you're uninsured for just part of the year, 1/12 of the yearly penalty applies to each month you are uninsured. If you are uninsured for less than three months, you don't have to pay a tax penalty.

If you buy health insurance through healthcare.gov, a subsidy/premium tax credit may help reduce your premium costs or lower your out-of-pocket expenses. If your income falls within the following ranges you will qualify for a premium tax credit. The lower your income is, the bigger your credit.

- \$11,490 to \$45,960 for individuals,
- \$15,510 to \$62,040 for a family of two,

- \$19,530 to \$78,120 for a family of three, or
- \$23,550 to \$94,200 for a family of four.

Because you live in NH, you'll use healthcare.gov to apply and enroll in health coverage. There is only one health insurance company for NH residents on healthcare.gov, and that is Anthem Blue Cross and Blue Shield. In order to keep the cost more affordable the provider network is made up of 74 percent of all the primary care physicians and 16 of the 26 hospitals in NH.

The bottom line is that if you need coverage, you can get it on healthcare.gov. If you have coverage, then no tax penalty is assessed. If you don't have any coverage, you may have to pay the tax penalty.

Contact me with any questions at lchurchill@nhada.com or 800-852-3372. 📞

Suspicion – continued from page 8

of employment. When implementing a reasonable suspicion testing program, employers should give advance thought to how these situations will be handled and should use consistency to avoid claims of discrimination or other lawsuits. If a last-chance agreement is desired, the terms of the agreement should be carefully identified. Terms might include requirements

to contact a substance abuse professional through the company's EAP or otherwise, to follow any recommendations of that professional (such as counseling or rehabilitation), to authorize the substance abuse professional to report to the employer on the employee's compliance, to agree to follow-up testing after returning to work, and the like. The last-chance

agreement should be carefully drafted so that the conditions and consequences are clear and so that it does not inadvertently undermine the at-will nature of the employment relationship.

Reasonable suspicion testing can be a useful tool in establishing and maintaining a safe and drug-free workplace. Given the many legal and practical issues surrounding drug and alcohol testing, an employer implementing or updating a policy or testing program should work closely with legal counsel and the testing facility to achieve compliance and design procedures that will work well for the specific workplace. 📞

Jen Moeckel is partner in the law firm of Cook, Little, Rosenblatt & Manson, p.l.l.c. (www.clrm.com). She can be reached at 603-621-7112 or j.moeckel@clrm.com.

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Sean Skinner



Vermont Offers More Clarity on VIN Verification Rules

Pete McNamara, President

On March 4, NHADA notified our NH membership about a recent change in Vermont registration rules, which require VIN verification (published in stories within previous member emails). We have good news to report: Vermont has further clarified the rules to permit certain NH dealers to verify the VINs.

NHADA thanks the Vermont Department of Motor Vehicles (VT DMV), in particular Captain Drew Bloom, and the NH Division of Motor Vehicles (NH DMV) and the NH Department of Safety for their assistance in educating the NHADA and its dealers on this matter.

VINs on used vehicles sold to VT residents by out-of-state dealers must be verified.

This includes any used vehicle 15 years or newer sold by an out-of-state dealer unless the vehicle has a previously issued Vermont title. A VT resident seeking to register such a used vehicle purchased from an out-of-state dealer is required to have a VIN verification prior to their registration being finalized. VINs on new vehicles do not require verification. The verification can occur before or after the sale. The car can still be registered by the customer without the verification, but they will receive a 60-day temporary registration. If the dealer delivers the paperwork instead of the customer, VT will return the paperwork with a letter seeking the VIN verification.

Who can verify the VINs?

According to the VT DMV, at this point anyone authorized to conduct VIN verification in NH will be acceptable for their process. This would include any

law enforcement officials, DMV staff or anyone else authorized and trained by NH to do them. The good news is that NH rules already authorize licensed NH dealers and inspection stations to complete a VIN verification form after a physical examination of the vehicle. (Rule Saf-C 1904.04)

NHADA would recommend that dealerships establish a written policy, which sets forth the business' internal VIN verification process, and which specifies how and when the VIN should be verified and by whom. NHADA recommends that only a select person or persons be charged with the verification process as failure to conduct the examination properly may result in

stolen or salvaged vehicles being sold.

In addition, the VINs may be verified by any law enforcement officer (VT or out-of-state) or a state DMV official. If the VIN is not verified before the sale, the owner of the car must then get the VIN verified by local police, VT DMV, or VT state police within the 60 days after the temporary plate was issued.

What do I need to do to verify a VIN?

Conduct a visual inspection: According to the VT DMV, dealers need to locate a VIN in a minimum of two locations. The public VIN and at least one other (the label on the driver's side, the parts label

VT VINs – continued on page 13

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NHADA has a long tradition of holding family-focused conventions. Lifetime friendships have been formed between NHADA members and their families. These are only a few photos of the good times with good friends at past conventions.

Yes, you are competitors, but through the association you work together toward a common goal to keep NH's automotive industry strong. A big key to our success is the strength of your relationships with each other. The camaraderie at the NHADA Family Convention builds on these relationships. Families play together and share meals. Peers learn from a keynote speaker or at the annual meeting. Friends bond on the golf course, on a bicycle ride, around the campfire, or even at a lip sync contest or riding a mechanical bull!

Don't miss the 2014 NHADA Family Convention on June 22-24 at The Mountain Club on Loon. We have a full agenda planned! Please see the insert for an overview of the numerous activities and register today! You may also download registration materials at nhada.com/convention. Please contact Jean Conlon at 800-852-3372 or jconlon@nhada.com with any questions.

We hope to see you in Lincoln, NH, in June!







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DMV Posting Fast Title Processing

The DMV staff has been working hard reduce the time it takes to process titles. For example as of March 12, 2014, the Title Bureau's backlog was as follows:

Dealer title applications sales that were received by DMV on 02-28-2014 are being issued in 8 business days and 12 calendar days.

- Registration title applications private sales sent in by NH Town & City Clerks and DMV Substations that were received by DMV on 02-28-2014 are being issued in 8 business days and 12 calendar days.
- Lienholder title applications sent in for refinancing that were received by DMV on 02-28-2014 are being issued in 8 business days and 12 calendar days.
- Salvage title applications sent in by insurance companies that were received by DMV on 03/3/2014 are being issued in 7 business days and 9 calendar days.

Please make sure to do your part by minimizing errors or blanks on the titles. Each time the DMV has to correct or return incorrect paperwork, it takes time away from processing!

New Hampshire's Law Poster And the Whistleblowers' Protection Act, RSA 275-E

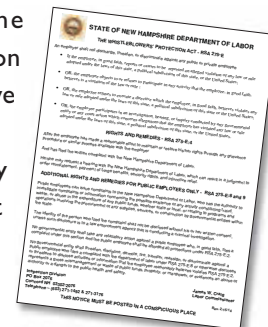
Changes were recently made to the Whistleblower Protection notice section of the required NH law poster, effective February 15, 2014.

Substantial rewording and changes by the NH Department of Labor, makes it necessary to have the required laminated NH Law Posters reprinted. We are not aware of any additional changes in the near future.

NHAD Services, Inc. - Products Division will has the newly revised NH laminated law poster. Call the Products Division at 800-852-3372, email nhadservices@nhada.com or visit this web page, <http://bit.ly/IgjSynH>, to order the NH replacement poster.

The NH law poster — and a separate federal law poster — must be posted in a conspicuous place, and be accessible to all employees. The present federal law poster did not change.

View a copy of the revised notice at <http://l.usa.gov/lcr52iq>.



VT VINs – continued from page 9

in the glove box, under the hood, etc.) If the dealer can't find two matching VINs, they need to contact law enforcement to do so.

Complete the paperwork: Dealers can fill in the VIN verification section on the VT Registration, Tax & Title

Application in section (7) or they can fill out a Vermont DMV Identification Number statement, which is form TA-VT-10(d). Both are available on the VT DMV's website: bit.ly/1ebQHF2 bit.ly/1ebQSQT

Finally, verifications done outside of Vermont must be accompanied by a letter of identification of the agent on official letterhead.

Am I mandated to verify the VIN when selling to a VT resident?

No, the selling dealer is not mandated to conduct the VIN verification. Nor do you have to have the VIN verified prior to the sale by an outside party (state police, DMV, etc.) However, having the VIN verified prior to — or at the time of — the sale would certainly be more convenient for your customer as they would avoid having to have the VIN verified at a later date.

Where can I find more information on Vermont's requirement?

The VT DMV has additional information at bit.ly/1ebTzSw.



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GM and Ford Top Executives to Keynote Auto Forum



Dennis Gaudet, NADA Director



GM's Barra and Ford's Hinrichs to Keynote NADA/J.D. Power Automotive Forum

bit.ly/1ebv8EQ

Mary Barra, CEO of General Motors Co., and Joe Hinrichs, executive vice president and president of the Americas for Ford Motor Co., are the featured industry speakers at the 2014 Automotive Forum in New York City on Tuesday, April 15.

The fifth annual Automotive Forum (bit.ly/1ebuxmq), presented by NADA and J.D. Power, includes a panel session on the luxury segment with Steve Cannon, president and CEO of Mercedes-Benz USA; Scott Keogh, president of Audi of America; David Zuchowski, president and CEO of Hyundai Motor of America; Michael Bartsch, vice president of Infiniti Americas; and Uwe Ellinghaus, Cadillac's global marketing chief. The full-day forum, hosted by the New York International Auto Show (www.autoshowny.com/splash/), also includes a macro-economic overview from IHS chief economist Nariman Behraves and an industry briefing on North America from Humphrey, and more. For the complete agenda or to register, visit bit.ly/1ebuPd5.

Enroll Today in NADA's Dealership Workforce Study

bit.ly/ZKh0a7

A major challenge facing new-car and -truck dealers is attracting and keeping talented employees. To assist dealers with this task, NADA offers the Dealership Workforce Study, now open for enrollment to NADA and ATD members. There is no cost to participate. Participating dealers will receive a complimentary *2014 Dealership Workforce Study Basic Report*, a custom report that compares the individual dealership's compensation for 60 job positions, employee benefits programs, hours of operation, work schedules, and retention and turnover to the aggregated data of other participating dealerships, both regionally and nationally; and *2014 Dealership Workforce Study Industry Report*, which

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provides an overall industry-wide analysis of the aggregated DWS data, including hiring and retention trends, an economic overview of 2013 and forecast for the future and more. Dealers can enroll at www.nadaworkforcestudy.com. For more information, send an email to WorkforceStudy@nada.org or call 800-557-6232.

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Telemarketing Violations; List
Purchased from Lead Generator**
1.usa.gov/1ebwfUU

The Federal Trade Commission on March 12 reached a \$3.4 million settlement with a company for violations of the Do-Not-Call (DNC) restrictions under the FTC's Telemarketing Sales Rule based on phone calls the company made to consumers on lists purchased from "lead generators" who had represented they had consent from the consumers for those calls. However, they did not have consent, and many of the phone numbers were on the national and company-specific DNC lists. This is a valuable reminder that dealers — not the vendor — is likely to be held liable for any DNC or similar violations related to leads purchased from a third party vendor. "Companies that use lead generators must exercise due diligence when they buy lists of phone numbers," said Jessica Rich, director of the FTC's Bureau of Consumer Protection, "or else they can be on the hook for illegal telemarketing."

Editor's note: NADA encourages dealers to not only conduct due diligence with all their vendors based on the services that vendor is providing, but to also clarify compliance obligations via contract and ensure that the dealership is protected in the event that the vendor has misrepresented its compliance efforts. For one example of this type of contractual protection, visit www.nada.org/dealerdata. ▲

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Controlling Workers' Compensation Medical Costs — Is There Light at End of the Tunnel?

Peter Sheffer, Workers' Compensation Trust Director

It should come as no surprise to NHADA Workers' Compensation Trust (WCT) members that medical costs are driving the WCT's claims costs. It is little consolation that *all* NH workers' compensation carriers, self-insured employers, and self-insured groups are experiencing the same effects from the cost of medical treatment.

On September 26, 2013 the National Council on Compensation Insurance (NCCI) State Advisory Forum asserted that NH pays 74 percent of workers' compensation benefits to medical providers and 26 percent in disability benefits to injured employees.

Nationally, the split is 59 percent

medical, 41 percent indemnity while regionally; it is 48 percent medical and 52 percent indemnity. The NCCI reported that NH's medical costs are higher than regional and countrywide averages and are increasing at a faster rate than countrywide. Many states (42 out of 50) have passed legislation implementing "fee schedules" for payments of medical costs, and those have proven to reduce those costs.

However, fee schedules alone may prove inadequate in the long term for keeping medical costs down. A few states have gone so far as to implement guidelines for the treatment of work-related injuries to control the other factor that drives medical costs: utilization. Studies have found that providers who are controlled by fee schedules may be inclined to use more services to offset the reduction in their unit cost caused by the fee schedule. The combination of a fee schedule and treatment guidelines may be the solution to escalating medical costs associated with workers' compensation claims.

NH has never had within the workers' compensation statute a fee schedule nor treatment guidelines. In 1991 a study committee was formed to consider a NH fee schedule. However, none could be agreed upon. In 2011 a fee schedule was proposed in Senate Bill 71 as sponsored by Senator David Boutin (R-District 16), but that bill was defeated.

Governor Maggie Hasson stated in her 2014 state of the State address that, "employers and workers have done their part to increase workplace safety. But medical costs are sending workers' compensation payments soaring higher than they would be through the health insurance system. It is an issue that I have heard raised by employers across the state. The House just

passed legislation creating a commission to recommend changes in the system. We must come together to reform workers' compensation so that our businesses can re-invest these dollars in growing their companies and creating new jobs."

The bill to which the Governor was referring is House Bill 255, which will establish a commission to study medical costs and payments under workers' compensation laws. If passed, the commission will be comprised of 21 members representing employers, labor, physicians, hospitals, insurance and self-insured's.

We hope that the NHADA WCT, representing self-insurance, will be appointed to sit on the committee.

The Governor and Legislature recognize that there is a problem with the medical costs associated with workers' compensation claims. We are guardedly optimistic that the shareholders involved in the workers' compensation process can put aside their differences and come to a resolution that will help control escalating medical costs.

In the meantime, NHADA WCT members must be sure to use the tools that are currently available to control costs:

- hire the right person for the job by utilizing the NHADA *Strategic Hiring Guidelines* during the hiring process,
- perform pre-placement drug testing,
- report WC claims promptly,
- call the nurse case manager for assistance with referrals to network providers,
- provide temporary alternate duty, and
- comply with all loss prevention recommendations.

NHADA WCT members, please contact me if you have any question by email at psheffer@nhada.com or by telephone at 800-852-3372. 📞

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New Hampshire's Best to Compete at Nationals

George Dykstra, NHAEF Director

From 1993 to today, the National Automotive Technology Competition has brought together the nation's best high school automotive technicians to test their skills, measure their knowledge, and challenge their ability to diagnose and repair vehicles.

The competition is designed to be robust and relevant to the real world, reflecting the knowledge and skills that our young people need for success in today's technologically advanced automotive industry.

This year, Liam Tardif and Jack Buchanan from Mascenic High School in New Ipswich are representing NH on April 22 and 23 in New York City. This is familiar territory for their automotive technology instructor, Vincent Fittante.



Winning Team (L to R): Liam Tardiff, Instructor Vincent Fittante and Jack Buchanan.

He has brought several teams to the nationals and placed in the top ten in recent years, once coming in second to a team from Canada.


This year's students will be training and competing on a 2014 Chevrolet Cruze LT. The completion requires cooperation between our automotive education foundation, community colleges and

NH's automobile dealers.

The auto technology competition was originally conceived by the Greater New York Automobile Dealers Association to help address the shortage of qualified automotive technicians and push the curriculum of technical education to a more rigorous standard, ensuring automotive students master the skills they need to succeed as lifelong learners, workers, and citizens.

This New York event and the changes to the industry that it has helped foster could required the support of an industry-wide collaboration that brings together nearly every major automobile manufacturer, retail automobile dealers, dealer associations, educational institutions, and numerous government agencies. These truly great organizations have literally changed thousands of young lives. 🚗


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2014 Unemployment Rates by Area

	Nov.	Dec.	Jan. '14
United States	6.6%	6.5%	7.0%
New England	6.4%	6.5%	TBA
Connecticut	6.9%	6.8%	TBA
Maine	6.1%	6.2%	TBA
Massachusetts	6.6%	6.7%	7.1%
New Hampshire	4.8%	4.8%	5.2%
Rhode Island	8.4%	8.9%	10.1%
Vermont	3.9%	3.8%	TBA

Safety/OBD II Inspections Statistics

Safety Inspection Results	Feb '14	Percent of Total	YTD '14	Percent of Total
Total *	108,249	100.00%	229,397	100.00%
Passed	85,839	79.30%	181,702	79.20%
Corrected	11,981	11.10%	25,528	11.10%
Rejected	6,299	5.80%	13,258	5.80%
Untested	4,130	3.80%	8,909	3.90%
OBD II Inspection Results (1996 and newer)				
Total	98,187	100.00%	207,834	100.00%
Passed	84,499	86.10%	178,486	85.90%
Rejected	9,646	9.80%	20,771	10.00%
Untested	4,042	4.10%	8,577	4.10%
* Total numbers include OBD II Inspections				
<i>Statistics provided by Gordon-Darby</i>				

NHADA Mission Statement: Since 1921, fostering a spirit of cooperation by promoting standards through education and advocacy, providing valuable services, and protecting and advancing the motor vehicle industry as an integral part of New Hampshire's economy.

Title Statistics Report Ending February 2014

New Hampshire Department of Safety, Division of Motor Vehicles

	Feb'14	Feb'13	'14YTD	'13YTD
Titles Issued for New and Demo Vehicles:	7,058	6,408	17,527	15,385
Titles Issued for Used Vehicles:	15,517	14,423	37,998	32,205
TOTAL TITLES ISSUED:	22,575	20,831	55,525	47,590
Titles Issued with a Lien:	10,917	9,607	25,612	22,010
Titles Issued with no Lien:	11,658	11,224	29,913	25,580
Salvage Titles Issued:	1,205	1,158	2,651	2,259
Salvage Tags Issued:	132	117	231	251
Titles Issued for Heavy Trucks More than 15 Years Old:	41	22	72	46
Titles Issued for Heavy Trucks 15 Years Old or Less:	119	143	285	309
Titles Issued for Trailers:	364	286	1,008	823
Titles Issued for Motorcycles:	380	363	827	765
Titles Issued for Motor Homes:	29	25	86	73

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