

RON IPACH HEADLINES TRAINING DAY

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TRAINING DAY REGISTRATION FORM

SEE PAGE 11

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Training Day 2017

on March 4.

See pages 9-11

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New
Year**

COMPARING TAX REFORM PLANS

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THE OUTLOOK FOR REGULATORY ROLLBACKS

SEE PAGE 7

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EDITORIAL

Comparing Tax Reform Plans

by Roy Littlefield

The stars are
aligning for
the most likely
opportunity for
comprehensive
tax reform
that we've seen
in years.

...it is possible
that we will see
a major overhaul
of the Internal
Revenue Code
before the
end of 2017
or early 2018.

The stars are aligning for the most likely opportunity for comprehensive tax reform that we've seen in years. Because the Republicans will control both chambers of Congress and the White House and because House Speaker Paul Ryan (R-Wisconsin), Chairman Kevin Brady (R-Texas) of the House Ways and Means Committee and Chairman Orrin Hatch (R-Utah) of the Senate Finance Committee are all committed to comprehensive tax reform, it is possible that we will see a major overhaul of the Internal Revenue Code before the end of 2017 or early 2018. Already Chairman Kevin Brady is talking about moving ahead with tax reform during the first 100 days of the Trump administration.

Moving quickly on tax reform may very well prove to be easier to accomplish than one might think. The House Republicans issued the 35-page Tax Reform Blueprint in late June (right before the Republican convention) which was one of 6 papers released as part of Speaker Ryan's "better way" agenda. The House Blueprint is intended to be revenue neutral (taking into account dynamic scoring). Staffers on the Hill are already taking the House Blueprint and putting it into legislative

format. As reflected in the following charts, the tax plan presented by Donald Trump is, on its face, quite similar to the House Blueprint. Because both the House Blueprint and the Trump plan have only been set forth in policy papers rather than in actual legislative language, it is too early to know what many of the details will look like. Of course, when dealing with simplification of the tax code, the devil is always in the details.

These charts have been put together for this editorial to provide a side by side comparison of the two plans. It identifies the "big ticket" items and is not intended as a summary of all that is in the plans – particularly in the House Blueprint. Keep in mind the Trump Plan is not nearly as detailed as the House Blueprint. Both have a major goal of real simplification of the tax system so that most taxpayers will actually be able to do their own taxes. In the words of Chairman Brady – "[w]e're going all in for growth with the lowest tax rates in modern history for every type of business... we're proposing for families and individuals a tax code so clear and simple, more than 95% of Americans will be able to file using a simple postcard-style system... We're going for big, bold,

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INDIVIDUAL TAXATION CHANGES

Trump Tax Plan

House Tax Reform Blueprint

3 tax rates 12% for married couples filing jointly with taxable income below \$75,000
25% for married couples filing jointly with taxable income between \$75k and \$225k
33% for married couples filing jointly with taxable income above \$225k

Income thresholds for single filers is half the above levels

Head of household rates eliminated

There is a 0 bracket – taxpayers in the 10% bracket today will pay lower taxes under this plan than current law

Standard deduction increased to \$30k for joint filers and \$15k for single filers

Personal exemptions eliminated

Itemized deductions capped at \$200k for joint and \$100k for single filers

Capital gains tax remains the same at max rate of 20%

3.8% tax on net investment income eliminated

The Trump Plan says: “[it] will repeal the death tax, but capital gains held until death and valued over \$10 million [presumably per couple] will be subject to tax [some words appear to be missing here] to exempt small businesses and family farms. To prevent abuse, contributions of appreciated assets into a private charity established by the decedent or the decedent’s relatives will be disallowed.” Note the Trump plan includes no mention of repealing the Generation-Skipping Transfer (GST) tax or gift tax.

It is not clear whether the Trump plan intends to have cap gains on assets valued over \$10m taxed at death, or that the first \$10m of capital gains would not be taxed. It is not clear if there would be a carryover basis or a step up in basis for the first \$10m of assets.

Dependent care savings accounts available – contributions up to \$2k a year – benefits available for families with children with joint income up to \$500k and for individuals with children with income under \$250k – Government match of up to \$1k per year for lower-income families as an incentive to establish these accounts.

Spending rebates for childcare expenses to certain low-income taxpayers through the Earned Income Tax Credit (EITC).

Above-the-line deduction for children under age 13 capped at state average for age of child and not be available to joint taxpayers with total income over \$500k (or individuals with children over \$250k).

Same

The blueprint states that there is no income group which will see an increase in their Federal tax burden

Standard deduction increased to \$24k for joint filers, \$18k for single with a child and \$12k for single filers

Personal exemptions eliminated

Individuals and families can deduct 50% of net capital gains, dividends and interest income, so that such investment income will be subject to a tax rate of 6%, 12.5% or 16.5% depending on the individual’s tax bracket

Same

Estate and GST tax repealed

The Blueprint is silent on whether gift tax is repealed

The Blueprint states that “the death of a family member... no longer will be a taxable event.”

It is unclear whether the Blueprint retains the current step up in basis

Increased child tax credit of \$1500 (first \$1k will be refundable)

Earned Income Tax Credit (EITC) will be retained

INDIVIDUAL TAXATION CHANGES CONTINUED

Trump Tax Plan

House Tax Reform Blueprint

Alternative Minimum Tax (AMT) repealed

Same

Medical device tax repealed

Cadillac tax repealed

Mortgage interest and charitable contribution deductions will be preserved for those itemizing

"To help lower the cost of coverage, our plan (A Better Way Health Care June 22, 2016) proposes to cap the exclusion [for employer provided health insurance] at a level that would ensure job-based coverage continues unchanged for the vast majority of health insurance plans."

Current tax incentives for savings (e.g., IRAs) will be maintained but the House will "examine existing tax incentives for employer-based retirement and pension plans in developing options for an effective and efficient overall approach to retirement savings."

Carried interest taxed as ordinary income



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BUSINESS TAXATION CHANGES

Trump Tax Plan

House Tax Reform Blueprint

Business tax rate drops from 35% to 15%

Active business income from pass-through entities and sole proprietors capped at 25% but income which is “reasonable compensation for services” taxed as regular personal income up to the 33% rate.

C corporations taxed at a flat 20%

Corporate AMT eliminated

Same

Repatriation of offshore corporate profits taxed at a 10% rate

Current system where US corporations pay US taxes on income earned abroad would be changed to a “territorial” system where US corporations would not pay a US tax on dividends from their foreign subsidiaries.

Repatriation of offshore corporate profits taxed at 8.75% rate to the extent the assets held in cash or cash equivalents – otherwise taxed at 3.5% (companies can pay over an 8 year period)

Provides for border adjustments exempting exports and taxing imports, regardless of where produced.

3.8% tax on net investment income eliminated

Not clear but seems intent is to repeal

“Most corporate tax expenditures would be eliminated”

Research and development tax credit would be retained

Most “special interest deductions and credits” would be eliminated, including the deduction for net interest expense

Research and development tax credit would be retained.

Manufacturers allowed to expense capital investments and lose deductibility of corporate interest expense.

Businesses permitted to expense investments in tangible and intangible property (except land)

Not addressed

Net Operating Losses (NOLs) could be carried forward indefinitely cannot be carried back.

Business tax credit for on-site childcare would be increased from \$150k to \$500k a year. Employer contributions towards an employee's childcare expenses can be excluded from the employee's income.

game-changing, leapfrog tax reform.” Wherever there are blanks in the charts is where the applicable plan does not seem to deal with the particular subject.

In addition to the changes summarized in these charts, the House Blueprint calls for a dramatic change to IRS’ structure so that there would be 3 major units – families and individuals, business and a “small claims court” unit.

The biggest question that has been raised is how such major tax reform be accomplished with a Senate so closely divided that neither party holds the requisite 60 votes needed to break a filibuster. The answer is that the process will likely involve the use

of budget reconciliation. The advantage to reconciliation is that passage only requires a simple majority of 51 votes so that the minority party is not able to filibuster it. Reconciliation can take place only once a year and can only include provisions that have a budgetary effect. A major disadvantage of the reconciliation process is that, if the provisions would lose revenue beyond the budget window (typically 10 years, but could be longer), then the provisions must expire at the end of the budget window. You may recall that the 2001 tax act, which repealed estate taxes, sunsetted after 10 years because of this rule – known as the Byrd Rule. The Byrd rule requires that 60 Senate votes are needed if the provisions would lose revenue beyond the budget window and any one senator can invoke the Byrd rule.

There are many unknowns (in addition to the actual language of such tax reform) facing a successful tax reform effort. For instance, and perhaps most importantly, how strongly will the Republican budget hawks fight against the huge projected loss of revenue of such massive tax reform?

As an aside, it is estimated that the cost of estate tax repeal is relatively minuscule – roughly 3% or less of the estimated cost of the entire proposal over a 10 year period. Estimates of the total cost vary significantly and depend, in large part, on whether one takes into account the pro-growth aspects of the plan and how much it is assumed this growth will be – but numbers between \$5 - 7 trillion over a ten year period for the Trump plan have been projected with the House Blueprint coming in at roughly half that amount. This fact alone would increase the chances of the House Blueprint plan winning over the Trump plan.

Back to unknowns – it is also unclear as to how strong a priority tax reform will be compared to other Republican priorities such as replacement and repeal of the ACA, immigration, and infrastructure.

If it turns out that tax reform is one of the major priorities for the Republicans then it is within the realm of possibility that it could be effective as early as January 1, 2018. It is likely that a number of the provisions would be phased in over several years. That said, it is unlikely that the estate and possibly gift tax provisions would be phased in over a 10 year period like it was in 2001. Rather, it is

more likely that these provisions would be phased in earlier so that people would get use to repeal and the provisions would have a better chance of being made permanent before the end of the 10 year window (assuming they were passed through reconciliation).

A few final thoughts for those of you concerned about estate and gift tax issues, including the proposed regulations that were issued under Internal Revenue Code Section 2704 which would artificially inflate the value of family-owned businesses, making it much harder to transfer them to the next generation - first, the experts seem to be unanimous in thinking that the 2704 proposed regulations will never see the light of day and will be withdrawn. Consistent with this, Cathy Hughes, a tax lawyer in the Treasury Department's Office of Tax Policy, stated at a public forum last week that she did not think the proposed regulations will be issued any time soon and that they know they have to make them "right." There was some concern that the final regulations would be issued before January 20th but, based on this admission by Ms. Hughes, that scenario seems very unlikely and more than likely that the proposed rules will be withdrawn. *TIA was a major player in bringing the unacceptable problems that the proposed regulations would cause for small businesses to the attention of a number of key players on the Hill, at the Office of Advocacy at the SBA and at the Treasury.*

As far as planning for transfers of closely held and family-owned businesses, at the moment there is a great deal of uncertainty since estate planners and business succession planners have no way of knowing whether there will be a gift tax, whether there will be a step up in basis, whether death will be a realization event for capital gains above a certain amount and so forth. Last time we had a repeal of the estate tax, we did not have a repeal of the gift tax. The reason was that Congress was concerned that if gifts were not taxed that there could be a significant amount of income shifting within families. They were concerned that "rich" parents would gift assets to the children who had lower income tax rates and then if the parents needed the assets back, the children would merely gift the assets back up to the parents. Today with the gift tax exemption at \$5.45 million, it would seem that the repeal of the gift tax would not have as much significance as it would have back when the threshold was lower, though families could choose to place assets into irrevocable trusts so that if and when estate taxes got reinstated at some point all of these assets would be beyond the reach of that tax.

While the climate looks good for tax reform there is reason to exercise some restraint on our optimism – there have been several times in the past where it looked like reform was possible just to see it all fall apart. In the past many taxpayers were not okay with trading off some of their favorite deductions for the promise of lower tax rates – particularly because lower rates tend to creep up over the years but deductions taken away are usually gone forever. Until we see the actual legislative language there is no way to really know what is in store for our members or how the tax reform process might unfold. Stay tuned... ♦



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ON THE LEGISLATIVE FRONT

Trump, New GOP Congress Laying Groundwork for Regulatory Rollbacks

by Roy Littlefield IV
Government Affairs Assistant

Regulations have crippled American businesses and WMDA/CAR is encouraged that in 2017 we can tackle these issues in Washington, D.C.

Businesses across America, large and small, have been hit hard by regulation and government bureaucracy. We have seen government agencies for the past several years writing overarching and restrictive laws, regulations, and procedures on businesses. The changes, sometimes drastic, have caused some business owners to lay off staff, suffer great financial losses, and in some cases, even causing bankruptcy and closure of the business.

The agencies have been able to enforce these laws and regulations by their massive enforcement agencies. In 2016, OSHA conducted 40,000 inspections across America, in many cases at service

station and repair shop locations, fining dealers tens of thousands of dollars for inconsequential violations. In years past, we saw enforcement teams giving warnings and a notice of 30 days to fix violations before a fine was issued. But because of the size of the agencies, the fine money has become a necessity for self-funding.

On a positive note, President-elect Trump and Republicans are quickly making plans to roll back a slew of Obama administration regulations in early 2017.

Trump has said he will halt all regulatory activity as soon as he's in the Oval Office. The President-elect's plan includes a

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moratorium on new rules, as well as a vow to repeal recently published regulations that were pushed through in the final year of the Obama administration.

Trump's plan has been met with enthusiasm from Republican lawmakers who are already laying the groundwork. House Republicans are crafting a list of regulations for Trump to undo. The list already tops 200, with Rep. Mark Meadows (R-N.C.) saying it was intended to help the new president "hit the ground running on day one."

Topping the Republican's list are the Labor Department's new overtime rules, the Environmental Protection Agency's Waters of the U.S. rule, the Labor Department's financial adviser rule, and the Federal Communications Commission's net neutrality rules. Republicans are also pressuring agencies to halt their regulatory work in the waning days of the Obama administration.

Republicans also say they are worried about a flood of so-called "midnight regulations" before Obama leaves office. We are already seeing President Obama using executive orders to preserve all he can of his legacy before leaving office.

Despite Republican warnings, federal agencies under Obama are aggressively ramping up regulatory activity to ensure their most important rules are finalized. WMDA/CAR has been monitoring this situation closely.



We have already seen some regulations fail to take effect including the new overtime regulations, and we suspect that under a Trump administration that law will never take hold. We expect to see a large roll back of other regulations and we are hopeful for a downturn in inspections taking place in our businesses.

Others, including House Speaker Paul Ryan, have spoken out against regulations, saying that for every new regulation, two previous regulations must be removed.

Regulations have crippled American businesses and WMDA/CAR is encouraged that in 2017 we can tackle these issues in Washington, D.C. We will need your help and expertise, so please stay involved and march with your fellow service station and repair shop owners when it matters most! ♦



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Ron Ipach Headlines Training Day

by Kevin Rohlwing
WMDA Staff



Ron Ipach
is a Marketing and
Management Expert
with Repair Shop Coach.

*"I learned back
then that you
can be the best
at what you do,
but if you don't
have customers,
you don't have
a business."*

– Ron Ipach

The automotive maintenance and repair industry has changed in so many ways that it is impossible to list them all. From increased competition to the simple fact that vehicles are more reliable and less likely to break down, owners and managers are constantly challenged to grow their business. In many cases, the people who are responsible for running the business (owners and managers) are experts when it comes to the nuts and bolts of fixing cars, but they do not have the same comfort level regarding marketing and business development.

Ron Ipach with Repair Shop Coach has been helping automotive repair facility owners reach their dreams for more than 20 years. His proven strategies have helped people increase car counts, improve profitability, and most importantly, create free time outside the business. Too many owners are literally chained to the shop because they don't have systems in place to keep the best customers and recruit new ones that will remain loyal. All of their time is focused on fixing the cars in the bays and that is not the formula for success.

Marketing is the key and Ron is one of the industry's leading experts. The good news is that you don't have to take my word for it, because there are countless owners who are happy to provide testimonials. Here are just a few:

"Ron doesn't just teach us how to do his ideas, but he shows us how to have confidence in developing our own ideas as well. I used to have two or three promotions going every month; now I have 30. There's a whole bunch of potential clients out there and you are not touching them

if you are not marketing."

"I would advise others to get over your reluctance to marketing. Everything that you do is marketing; how you present yourself, how you act in the community – everything! If you resist it, it will likely work against you, but if you accept it then it will greatly work to your benefit."

"I first met Ron in 2006. He said try this; if you don't get 10 new things I'll give you your money back. All of a sudden it was three hours later and I had taken 34 pages of notes."

I've always said that when your business isn't growing, it's dying because status quo is not the recipe for success in today's lightening-fast economy. Flat sales will eventually catch up if there aren't enough months where sales and profits increased. In a perfect world, owners are focused on growing the business, so they don't need to be in the shop all day every day. Even if an owner is living that dream in a perfect world, the eternal struggle is to retain and recruit good customers.

I knew what I was doing; I knew I was at the repairs. So, I realized the problem wasn't me being able to do a good repair; the problem was my ability to get customers. I learned back then that you can be the best at what you do, but if you don't have customers, you don't have a business. Based on that, I just kind of dove into marketing, head first into it. – Ron Ipach

Ron started in the business with a small windshield repair company and

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- Next-Gen Car Count Strategies to Keep Your Bays Full – Ron Ipach
- Create Your Shop's WIN Numbers

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turned it into a million-dollar empire because he learned how market to the right customers. Consumer options for automotive repair and maintenance have never been greater. People have choices so the key to long-term success is keeping your best customers and attract others with the similar potential for a relationship.

Ron has perfected techniques to help owners improve car counts while increasing profits and he will be at the Community College of Baltimore County – Catonsville on March 4, 2017. For many owners and managers in the Washington DC, Maryland and Delaware area, this might be the best chance to spend a few hours on a Saturday morning with an industry leader in automotive repair marketing.

The purpose of Training Day is to provide WMDA/CAR members with a cost-effective and accessible educational

forum in the Mid-Atlantic. By reaching outside our geographical area to bring in speakers like Ron Ipach, we're trying to create a new standard for automotive aftermarket training.

WMDA/CAR represents the independent shop owners who have to be the best at what they do in order to survive. Even if the marketing tactics of Ron Ipach lead to the perfect world, you still have to keep up with technology and the latest industry trends.

Training Day 2017 is the start of a new approach for providing independent automotive repair and maintenance businesses with the services they need to grow and succeed. Ron Ipach as a featured speaker is the perfect example of another value-added membership benefit from WMDA/CAR. ♦

Save the Date

WMDA/CAR Training Day

March 4, 2017 • 9:00 a.m.–4:00 p.m.

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Non-Member Rates:

\$169.00 First Registrant/\$159.00 Each Additional Registrant

MORNING SESSIONS

1. Next-Gen Car Count Strategies to Keep Your Bays Full

9:00 a.m. – Noon

For Owners & Managers

Instructor: Ron Ipach, Marketing Expert with Repair Shop Coach

2. Team Building Excellence

9:00 a.m. – Noon

For Owners, Manager & Techs

Instructor: TBA

3. Are You Ready for Reprogramming Using J2534?

9:00 a.m. – Noon

For Owners, Manager & Techs

Instructor: TBA

AFTERNOON SESSIONS

4. Create Your Shop's WIN Numbers

1:00 p.m. – 4:00 p.m.

For Owners & Managers

Instructor: TBA

5. The Art of the Courtesy Check

1:00 p.m. – 4:00 p.m.

For Owners, Manager & Techs

Instructor: TBA

6. Advanced TPMS Diagnostics

1:00 p.m. – 4:00 p.m.

For Techs

Instructor: Kevin Rohlwing, Tire Industry Association

ALL-DAY SESSIONS

7. Essential Oscilloscope Know How

9:00 a.m. – Noon & 1:00 p.m. – 4:00 p.m.

For Techs

Instructor: Dan Marinucci, Electrical Testing Specialist & Industry Journalist

Additional \$60 for Oscilloscope Workbook

8. Maryland State Inspection

9:00 a.m. – Noon & 1:00 p.m. – 4:00 p.m.

For Techs

Instructor: TBA

9. Basic Electrical

9:00 a.m. – Noon & 1:00 p.m. – 4:00 p.m.

For Techs

Instructor: TBA

Please check course(s) of interest.

MORNING

AFTERNOON

ALL-DAY

Attendee #1 _____

1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐

Attendee #2 _____

1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐

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A Division of the WMDA

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The Political Action Committee
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KIRK'S KORNER 2016 Year in Review

by Kirk McCauley
Director of Member Relations & Government Affairs

EMV Delayed Until 2020

EMV was scheduled for outside card readers by October of 2017 and now MasterCard, VISA, AMEX, and Discover have all bought into a delay until 2020. There are some pros and cons regarding whether you should delay if the opportunity to act sooner comes?

Pros

- More time to sort through options and possibly save some costs on hardware.
- More time for testing of software.
- In three years time the mandates could change again?

Cons

- Will the low life's that install skimmers find it easier to target you than to attack EMV equipped readers?
- As more and more outside readers become chip enabled will your customers rotate to what they see as a more secure network for their financial information and their gas purchases?
- Will your proprietary software provider require you to install as soon as it is ready or might you lose some incentives if you don't? Or even be debranded?

Stage II

This was the year that Stage II finally could be done away with.

WMDA/CAR and MAPDA had meeting after meeting with MDE to come up with the final rule. I am very proud that the decommissioning could be started three years sooner than MDE wanted and without installing electric charging stations as a condition. You do need to follow decommission protocol and maintain Stage II regulations until you do.

Legislative

Legislative review of bills from 2016 is on the legislation section of our website at www.wmda.net so I won't bore you with them even though we have some major victories and hard work of members that testified.

Bill #	Bill Description	Position	Outcome
HB0000	Criminal Law - Display of Material Harmful to Minors - Restrictions	Oppose	Defeated
HB0075-SB0024	Tobacco Taxes - Healthy Maryland Initiative	Oppose	Defeated
HB0016	Motor Fuel Tax Rates - Consumer Price Index Adjustment - Repeal	Support	Defeated
HB0029-SB0020	Tobacco Tax - Premium Cigars - Rate	Oppose	Defeated
HB0090-SB0008	Civil Remedies for Shoplifting and Employee Theft	Oppose	Defeated
HB0042-SB0027	Motor Fuel Suppliers and Retail Service Station Dealers - Promotion - Sales	Support	Passed
HB0094	Public Health - Hydraulic Fracturing Chemicals - Information & Fund	Oppose	Defeated

2017 is shaping up to being a battle royal again on employee benefit bills. I have already seen three sick leave bills and a family leave bill similar to the District of Columbia bill I talk about below. Paid sick leave will be the liberal's priority bill and I think it will pass in some form.

Our job will be to try and come to a compromise that our repair shops, service stations and convenience stores can live with. I don't like saying that, but that is the reality that we have to work with.

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Montgomery County Sick Leave Bill

Montgomery county council passed a sick leave bill that affects all businesses with some provisions that were written by council members who have no idea how to run a business. The problems they have created for businesses that operate in multiple counties is considerable.

We will try to attach a preemption clause to any sick leave bill that is brought up in the Maryland legislature this year to override Montgomery county law. Most likely mission impossible, but we will make a 100% effort.

District of Columbia Has Passed Bill 21-415 – “Universal Paid Leave Act of 2016”

This will be the most liberal paid leave act in the country paid for by employers, providing up to eight weeks for a parental leave event for the birth of a child, adoption or foster care. Those same parents (if both worked in the District of Columbia) would also be eligible for two weeks of sick leave.

The qualifying family leave part of the bill gives employees up to six weeks of paid leave to take care of or give companionship to a broad range of family members, plus two weeks of sick leave.

The leave will all be paid for by the EMPLOYER through a payroll tax of .62% of total payroll. As of this writing, Mayor Bowser has not decided if she would sign the bill or veto it. She could also do nothing and the bill would pass on to congress for approval either way. Yes, congress could stop this bill if they choose, but it is extremely rare for them to do so. This bill started out as 16 paid weeks when we first testified and then was cut to 11 weeks and in its final form to eight weeks.

Our concerns are costs to members and the loss of employees for up to two months. There will be no way to verify someone going home to another state or country for family care or a six-week vacation, paid for by the employer. WMDA/CAR also thinks that .62% of payroll will not be enough to set up a program, administer, police the program and pay out benefits. Over 60% of district employees are not residents. When the finances do not add up, guess who will have to up the anti.

We can only hope in a year of extremely rare events that congress puts the thumbs down on a bill that will pick the pockets of small business.

Looks like the program will not start collecting payroll taxes until July of 2019 and actually start the program in July of 2020.

Delaware

Delaware was quiet this year, but we look for the social bills and a gas tax bill in 2017. ♦

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LEGISLATIVE & REGULATORY INFORMATION



WMDA/CAR
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TRASH/DUMPSTER BROKER

Premier Waste

Premier Waste Group
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WEBSITE DESIGN & MANAGEMENT



Net Driven
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