



# January 2022 Bulletin

**WE HERE AT SSDGNY WISH YOU  
A HAPPY AND HEALTHY 2022!**

**Please Pass Me Along to Share with  
other Stations!**

## SCHOLARSHIP RAFFLE WINNERS

Thank you to all that participated in our yearly raffle that helps fund the Donald Engledrum Scholarship Award. The winner of the 2021 Scholarship Award this year is Nicole Campbell who is attending Marist College. Congratulations Nicole and good luck in your studies. The following are the winners of this year raffle drawing:

<b>Grand Prize Winner</b>	Michael Curry of Mike's Automotive, Pawling, NY
<b>2<sup>nd</sup> Prize Winner</b>	Bobby O'Keefe, New Rochelle, NY
<b>3<sup>rd</sup> Prize Winner</b>	Joe's One Stop Shop, Brewster, NY

*Congratulations to all the winners and again thank you for your support!*

## ASSOCIATION CONTEST

**CONGRATULATIONS TO THE DECEMBER 2021  
CONTEST WINNER MCLEAN WHEEL ALIGNMENT OF  
YONKERS, NY.** Please read through this bulletin for your chance to win!!! Call the office with the correct answer to the trivia question and you will be entered in the monthly drawing for a chance to receive a free month's dues; a value of \$45.00.

## ATTORNEY'S CORNER

Once again, our attention is on COVID and COVID Mandates. The Governor of New York has declared certain mandates but indicated that it was up to the counties to enforce. Not knowing which way the virus wind is blowing, if there are any vaccine mandates by either your business or within the county where you do business the following "guidelines" may be helpful.

### Religious Exemption

1. Is it an "undue burden" for your company to comply with a religious accommodation request? If so, then you avoid the next issue.

2. If an employee requests an accommodation, the employer will have to explore if the religious belief is "strongly held".
3. Does the vaccine conflict with the tenants of your own business' faith?

This has sent employees scurrying around for exemptions. For example, yesterday an employee didn't have a religious exemption, but today, in the light of day, they have had a miraculous conversion and now have a religious exemption reason. It even could be an employee's made-up religion, but if the employee has a "genuine" belief, then it is good!

Your shop's response should be consistent and tailored to what you actually do. Make sure that it makes sense.

### From the Federal EEOC

1. Employees need not use any "magic words" in seeking a religious exemption. All that is needed is to notify the employer of the conflict between the vaccine and their "sincerely held" belief.
2. Employers do not have to accept the request at face value but can make a "limited factual inquiry" as to nature or sincerity.
3. Employers do not need to accommodate if they can demonstrate "undue hardship" on the operations citing cost and/or disruption of the employer's business.
4. Employers who grant some and not others depending on the factual context.
5. Employers are not required to provide the employee's preferred religious accommodation if there are other means of eliminating the conflict and do not cause undue hardship.
6. Employers can reconsider the accommodations if the religious beliefs change as well as undue hardship changes.

You, as the employer, need to document everything. It certainly not easy being in business in our industry today. Any questions or comments should be directed to the Association and if of a legal nature, they will get the question to me for response.

Vincent P. Nesci, Esq.  
General Counsel, SSDGNY  
[vnesci@nescipc.com](mailto:vnesci@nescipc.com)

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## NYSIF ONLINE AUDIT

We are pleased to let you know that NYSIF's online Premium Audit Scheduling System (PASS) now allows workers' comp policyholders and their representatives the opportunity to schedule a virtual audit appointment at a date and time that is convenient for them. Policyholders can conduct their payroll verification and communicate with a NYSIF auditor in real time via video conference. To learn more about this visit [nysif.com/pass/](https://nysif.com/pass/).

## NYSIF PAYGO

NYSIF PAYGO is a simple way for eligible policyholders to pay their workers' compensation premium through their approved payroll processors, based on actual payroll for each pay period. Visit [nysif.com/paygo](https://nysif.com/paygo) to learn more.

Please be advised that if there was an increase in your premium after your audit was done, the difference must be paid in full or you will incur a 1% audit interest fee from NYSIF.

In order to help policyholders recover from COVID-19 business shutdown, this charge was waived last year through August 31, 2021. It has resumed since then. If you need help with your policy, you can visit [nysif.com](https://nysif.com) and click on get policy help or call Dave Horton at Marshall & Sterling at 914-474-1449.

## OFFICE HOURS

Do you get to the shop in the morning with hopes to settle issues that may arise with your business? Then realize nothing is open so you aren't able to contact businesses and before you know it the rush begins and you didn't get to settle matters. To better serve our members we will be in the office from 7am to 3pm and our phone lines will remain open until 4pm with hopes to help our early risers.



Check out our  
Facebook page  
@ SSDGNY



## CONGRESS PASSES CONTINUING RESOLUTION THROUGH FEBRUARY 18, 2022

On December 2nd, the Senate passed a Continuing Resolution to fund the government for Fiscal Year 2022 through February 18, 2022, and sent it to President Biden for his signature, thus avoiding a government shutdown.

The House passed the Continuing Resolution earlier in the day. After the Senate vote, the President signed the bill.

A continuing resolution through February 18<sup>th</sup> doesn't necessarily mean that the government must be funded at last-year's level through February 18<sup>th</sup>. Any appropriations bill enacted after December 2, 2021, and signed by the President, can provide funds for the government at any level Congress stipulates.

This includes the Build Back Better Act, an appropriations bill funding all branches of government for Fiscal Year 2022, which Democrats hoped to pass around Christmas time. They needed to reach agreement with West Virginia Senator Manchin, who was the primary obstacle to agreement.

Since then, Senator Manchin has taken his stand—he wants the Build Back Better Act thrown out entirely. *"If I can't go home and explain it to the people of West Virginia, I can't vote for it. And I cannot vote to continue with this piece of legislation. I just can't. I've tried everything humanly possible, I can't get there... This is a no on this legislation."* -Senator Manchin

The next moves legislatively are up to the President, Senator Schumer and Speaker Pelosi.

SSDA believes a budget reconciliation bill can survive because it's necessary to fund the government.

Recall that the Federal government is being funded by a continuing resolution which expires in February. Thus, a must-do bill to fund the government to the end of FY 2022 has good odds of being enacted around that time.

Congress can elect to pass another CR in February—but that means every department of government will be operating mostly on last year's funds and staff.

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## NYS PAID FAMILY LEAVE

### What's New for 2022

After a successful four-year phase-in, New York State Paid Family Leave is now fully realized, with benefits at their target levels. Read on to learn how Paid Family Leave may be able to help you and your family in 2022.

### Up to 12 Weeks of Leave

New York State Paid Family Leave provides eligible employees with up to **12 weeks of job protected, paid time off** to bond with a new child, care for a family member with a serious health condition, or to assist loved ones when a family member is deployed abroad on active military service. This time can be taken all at once, or in increments of full days.

### At 67% of Pay (Up to a Cap)

Employees taking Paid Family Leave receive **67% of their average weekly wage**, up to a cap of 67% of the current Statewide Average Weekly Wage (SAWW). For 2022, the SAWW is **\$1,594.57**, which means the **maximum weekly benefit is \$1,068.36**. This is \$96.75 more than the maximum weekly benefit for 2021.

### Same Strong Protections

Employees can take leave to care for their family members knowing New York has their backs, New York State Paid Family Leave guarantees that:

- Employees have **job protection**, ensuring they can return to the same job (or a comparable one) when they return from Paid Family Leave.
- Employees can keep their **health insurance** while on leave on the same terms they had while working.
- Employers are **prohibited from discriminating or retaliating** against employees for requesting or taking Paid Family Leave.

### Fully Funded by Employees

New York State Paid Family Leave is insurance that may be funded by employees through payroll deductions. The contribution remains at just over half of one percent of an employee's gross wages each pay period. The maximum annual contribution for 2022 is \$423.71.

Employees earning less than the current Statewide Average Weekly Wage (SAWW) of \$1,594.57 will contribute less than the annual cap of \$423.71, consistent with their actual wages. Here are some contribution and benefit examples at different income levels:

1. Employees earning \$519 a week (about \$27,000 a year) will pay about \$2.65 per week:  $\$519 \times 0.511\%$ . When taking the benefit, these employees will receive \$347.73 per week, up to a maximum total benefit of \$4,172.76.
2. Employees earning \$1,000 a week (\$52,000 a year) will pay \$5.11 per week:  $\$1,000 \times 0.511\%$ . When taking the benefit, these employees will receive \$670 per week, up to a maximum total benefit of \$8,040.
3. Employees earning the SAWW of \$1,594.57 (about \$83,000 a year) or more will pay  $0.511\% \times$  their gross wages each pay period until they reach the maximum of \$423.71. When taking the benefit, these employees will receive \$1,068.36 per week, up to a maximum total benefit of \$12,820.32.

If you receive your disability benefits through the association, please fill out the next page for your 2022 NY Paid Family Leave Annual Billing and return by the end of this month. The rates remain the same as last year. If you have any questions about the billing, please call Mandi at 914-698-5188.

## NEW YORK'S MINIMUM WAGE

All New York workers are entitled to receive at least an hourly Minimum Wage rate. This includes fast food workers, nail salon workers, tipped workers, and more.

The Minimum Wage rate varies depending on your region and is increasing every year until it reaches \$15.00.

The minimum wage hourly rates effective 12/31/2021 – 12/31/2022 is as follows:

New York City, Long Island and Westchester County:

Minimum Wage: \$15.00

Overtime after 40 hours: \$22.50

Remainder of NYS:

Minimum Wage: \$13.20

Overtime after 40 hours: \$19.80

We are in the process of getting these signs printed up and distributed to all of you.

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SERVICE STATION DEALERS & AUTOMOTIVE SERVICES OF GREATER NY, INC.  
 INTER-CITY INSURANCE FUND  
 421 WAVERLY AVENUE MAMARONECK, NY 10543 P: 914-698-5188 F: 914-698-4787

## 2022 NY Paid Family Leave Annual Billing

The maximum employee contribution in 2022 should be 0.511% of an employee's weekly wage up to the annualized New York State Average Weekly Wage of \$1,594.57.

This means in 2022 a maximum contribution of \$8.15 per week for employees earning the currently NYSAWW or above. The employee contribution is capped at \$423.71 for the year.

Example: Employee I	Salary \$35,280.	x0.511%	Annual NYPFL Premium \$180.28	Employee weekly deduction (\$180.28÷52 weeks) \$3.47
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Your station is currently enrolled in DBL through the Association with ShelterPoint Life Insurance Company. Your monthly DBL premium of \$1.80 per covered owner/employee will continue to be billed on your monthly invoice. The NYPFL is covered through your ShelterPoint policy however, the billing for this coverage will be a separate annual self-bill due by the end of the January 2022.

**To calculate the annual premium, you must use the employer/employees current salary.**

**OWNERS:** If you currently only have yourself covered under your DBL policy you must also carry NYPFL for yourself. If you do not, your DBL policy will be termed.

**Please fill in the self-bill form below and return with payment made payable to Service Station Dealers by January 31, 2022, for your annual NY Paid Family Leave coverage.**

STATION NAME: \_\_\_\_\_

Employee	Salary	x 0.511%	Annual NYPFL Premium
1		x 0.511%	
2		x 0.511%	
3		x 0.511%	
4		X 0.511%	
5		x 0.511%	
6		xo.511%	
7		x 0.511%	
8		x 0.511%	
9		x 0.511%	
10		X 0.511%	
			TOTAL:

(Please add any additional employees to the backside of this paper)

SUM of Annual Paid Wages for Employees earning BELOW \$82,917.64 \_\_\_\_\_  
 Total number of employees with Annual Paid Wages ABOVE \$82,917.64 \_\_\_\_\_

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## ARE YOU READY FOR 2022!

ARE YOUR PERMITS, LICENSES (INCLUDING YOUR OWN AND YOUR EMPLOYEE'S DRIVER'S LICENSES VALID)?

ARE YOU DISPLAYING SIGNS MANDATED BY D.M.V. AND OTHER GOVERNMENT AGENCIES INCLUDING POSTING OF LICENSED INSPECTORS AT INSPECTION STATIONS?

ARE YOU COMPLETING AND FILING THE IMMIGRATION FORMS FOR ALL NEW EMPLOYEES, "I-9"? ARE YOU COMPLETING AND FILING THE N.Y.S. "NEWLY HIRED EMPLOYEES" FORM?

ARE YOU CHECKING YOUR VAPOR RECOVERY EQUIP. & COMPLYING WITH NEEDED **5 YEAR** TEST?

ARE YOU PROPERLY DISPLAYING THE OPERATING INSTRUCTIONS FOR NOZZLES USED IN THE VAPOR RECOVERY SYSTEM?

ARE YOU PREPARED TO MAINTAIN DAILY, ACCURATE, GASOLINE INVENTORY RECORDS AS REQUIRED BY LAW (**DIP BOOKS** ARE AVAILABLE FROM YOUR ASSOCIATION)?

ARE YOU MAINTAINING THE PROPER **COLOR CODE** ON YOUR GASOLINE FILL LINES?

ARE YOU DISPLAYING THE OIL SIGN: "**WE ACCEPT WASTE OIL FOR RECYCLING**"? ARE YOU HANDLING USED OIL FILTERS PROPERLY?

ARE YOU DISPLAYING THE SIGN: "**WE MUST ACCEPT VEHICLE BATTERIES FOR RECYCLING**"?

ARE YOU MAINTAINING THE FILE OF **M**ATERIAL **S**AFETY **D**ATA **S**HEETS (**MSDS**)?

ARE YOU AND YOUR EMPLOYEES AWARE OF THE POSSIBLE HEALTH HAZARDS ASSOCIATED WITH THE VARIOUS CHEMICALS AND THE PRECAUTIONS THAT SHOULD BE TAKEN?

HAVE YOU FILED YOUR "**COMMUNITY RIGHT TO KNOW**" FORM ON STORED SUBSTANCES IN N.Y.C.? THE DEADLINE IS **MARCH 1<sup>ST</sup>**.

ARE YOU A PARTICIPANT IN YOUR ASSOCIATION'S HEALTH INSURANCE PLAN?

ARE YOU MAINTAINING A SAFE WORKING ENVIRONMENT? ARE ALL YOUR FIRE EXTINGUISHERS AND SUPPRESSION SYSTEMS PROPERLY CHARGED AND WORKING? **SAFETY IS FREE! USE IT GENEROUSLY.**

ARE YOU USING APPROVED REPAIR ORDER FORMS? ARE YOU PROVIDING **ALL** INFORMATION REQUIRED ON THE ORDER FORM BY D.M.V.?

ARE YOU A MEMBER OF YOUR ASSOCIATION SPONSORED **WORKER'S COMPENSATION** GROUP? THOSE WHO ARE RECEIVED DIVIDENDS FOR OVER **30** YEARS. ARE YOU ALSO PROVIDING **DISABILITY** INSURANCE FOR YOUR EMPLOYEES AS REQUIRED BY N.Y.S. AS WELL AS THE **NY PAID FAMILY LEAVE**?

ARE YOU IN COMPLIANCE WITH YOUR COMPANY'S **SEXUAL HARASSMENT POLICY AND TRAINING PROCEDURES**?

ARE YOU PROVIDING QUALITY REPAIRS? ARE YOU USING QUALITY PARTS? DON'T CREATE FUTURE PROBLEMS WITH A FALSE ECONOMY?

ARE YOU AND YOUR TECHNICIANS MAKING TIME FOR EDUCATION (**WORK SMARTER NOT HARDER**)?

ARE YOU MAINTAINING A CLEAN, ATTRACTIVE LOCATION? LOOK AROUND, YOU MAY BE SURPRISED. ARE YOU MAINTAINING A SENSIBLE PROFIT MARGIN? YOU **CANNOT** SURVIVE WITHOUT IT. ARE YOU PREPARED TO SIT DOWN WITH ACCOUNTANT AND REVIEW YOUR OPERATIONS?

ARE YOU PERFORMING INSPECTIONS PROPERLY? **DO IT RIGHT OR DON'T DO IT AT ALL!** ARE YOU GIVING **WRITTEN INSPECTION APPOINTMENTS**? WRITTEN APPOINTMENTS MUST BE ON YOUR LETTERHEAD.

IN N.Y.C., HAVE YOU APPLIED FOR A RETAIL **CIGARETTE LICENSE** WITH CONSUMER AFFAIRS? AND EVERYWHERE, DO YOU **CARD** FOR CIGARETTES AND ALCOHOLIC BEVERAGES?

IF YOU HAVE DUAL ISLANDS WITH *SELF SERVE/FULL SERVE*, IS THE "**HANDICAP**" SIGN POSTED?

**ARE YOU READY?** ONLY **YOU** KNOW THE ANSWER. IF YOU'RE UNSURE, CALL YOUR AREA REP. OR THE ASSOCIATION FOR HELP.



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## REFERRALS

If you know of a station that needs our services and is interested in becoming a member, refer them to us and upon signing you will receive a \$50.00 Amazon gift card. If you know of someone interested, please contact our Sales Representative Bill Griese at 914-227-0144.

## CLASSIFIEDS

**For Sale:** Powersports Dealership for sale, Motorcycles, ATVS, UTVS, Snowmobiles, Generators/power washers. Parts / Service dept. 8500 sq. ft. building on 8 acres. Rent or buy. Kawasaki and Arctic Cat, Kymco, Generac generators. We are located on the Newburgh/Marlboro NY, RT 9w. High traffic road. Check our website bigboyztoysny.com Call Tony 845-781-3082 cell.

**For Sale:** West. Cty NYS Insp. Mach. & Lic. including window tint meter. asking \$20,000 obo. Auto repair shop of over 30 years closing. All equipment & tools for sale call Ed at 914-659-0453.

**For Sale:** Auto body repair shop in Town of Clarkstown, Rockland County. In business over 50 years. State of the art spray booth able to service small trucks and school buses, mobile spray booth, new diagnostic scanning system, wheel alignment machine, solvent and water-based paint system, brand new lift. Too many new items to list. Serious inquiries only. 845-548-7064, text or leave message. Will get back to you asap.

**For Sale:** Family owned and operated repair shop for 75 years on City Island, Bronx. Est. client base – Corner lot 65ft. X 100ft. with 2 bays. Property, Building, Inspection License & Equip. Please, serious inquiries only. Call Dave Carman 646-408-4246.

**For Sale:** Est. shop that specializes in trailer repair, snowplow and salter sales, repair and parts. We also offer vehicle up-fitting. We sell and install dump bodies and hitches. The shop is geared towards landscapers and contractor's needs. We have the ability to make hydraulic hoses that we make on site. A fully stocked showroom of inventory. The shop can fit 4 vehicles inside. Equip. includes: 2 post lifts, torches, welder, tire changer, balancer, band saw, drill press, work benches & more. There is also a private office. We are very busy with pre-season plow work and sales of snowplows. Motivated to sell immediately due to relocating out of the area. Great opportunity to get in now before the snow season. Please call 845-590-5800 for more info.

**For Sale:** Various ½ " & ¾" Drive Socket Sets, extensions, 1 Lincoln Grease Gun Cartridge (**BATTERY POWER**), Miscellaneous Shop Tools and Supplies, 1 Ammco Combo Brake Lathe, Rotors and Drum and all adaptors, 1 Ammco Little Giant Brake Drum Lathe, 1 MGO Pump for Drum, 1 Elect Parts Washer, Portable Engine Crane, Engine Stand, 1 Hoppy Laser Headlight Aimer, Various Jack Stands Different Tonnage, 4 Floor Jacks Various Tonnage, 1 Snap-On EVAP Smoke Machine (**BRAND NEW**), 2012 Honda Rancher ES ATV with plow & Craftsman Ride On Lawn Mower.

**Contact: Tony Zeppieri at 914-494-8338 for pricing.**

**For Sale:** Three bay auto repair shop with parking lot and state inspection license. Located at 467 Central Park Avenue, Yonkers, NY 10704. Please call 914-375-6150 and ask for Siaka.

## WELCOME NEW MEMBERS

F & F Auto Mall Corporation  
Bronx, NY

Yonkers Service Station  
Yonkers, NY

## TRIVIA QUESTION

What will you receive if you refer a shop to us and they become a member? Call the office with an answer for a chance to win a free month's dues.

I hope you enjoyed reading this month's bulletin. If you have any questions, feel free to call the association. We are here to help you and your industry.

Regards,

*Carla Obalde*

Operations Manager