



The Association For
Automotive Aftermarket
Professionals

NEW YORK STATE AUTOMOTIVE AFTERMARKET ASSOCIATION

NEWSLETTER

The Association For Automotive Professionals

Serving the Automotive Aftermarket Since 1949

The Times Are a Changin'

By the time you read this, the joyous giving atmosphere of the holidays, along with most New Year's resolutions, will have all but vanished. We will be back to rude behavior, road rage and bad habits in this "it's all about me" world that we live in.

While some of these negative things never seem to change, the time in which we live seems to be rapidly changing. Our industry and our personal lives are constantly impacted by these changes. Those who refuse to adapt will be left behind.

One of the biggest challenges at NYSAAA is to inform and remind you of changes occurring in our businesses and our industry. Beginning January 1, 2018 there are a couple of impactful changes taking effect.

The first, is the NY State Paid Family Leave Act and the second, is the next stage of minimum wage increases that will take effect on December 31, 2017. We have included information on both of these articles in this newsletter for your reference.

You only have to look at the minimum wage to see how things that negatively affect your business come about from rapid change.

In 2009, our minimum wage in New York was \$7.25 an hour. By the time you read this, the new minimum wage for 2018 will increase to \$10.40 an hour for most of the state. That is an increase of 44% in just nine years. On Long Island and in Westchester County, the new rate will be \$11.00 an hour or a 52% increase.

Hardest hit is the Metro NY City area where the increase is to \$13.00 an hour, an 80% increase. In just a year from now, NY City will see \$15.00 an hour, representing an increase of 107% in just 10 years. In 2009, the Federal minimum wage was the same \$7.25 as New York's minimum wage.

Now in 2018, the Federal minimum wage is still that same \$7.25 an hour.

Our Governor and a great number of politicians, believe that business, both large and small, have been hoarding their profits and not spending their big cash reserves. The minimum wage hike was their idea of how to force business to put some of that money back into the economy.

January
2018

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In my opinion, all this will accomplish is putting a record number of small businesses out of business. Two million people left the state of New York in 2017. The continued schedule of increases in minimum wage, as well as people leaving our state, are changes you are guaranteed to see in future years.

In addition to these January 1 changes, only a month later the new IRS Tax Reform Act will kick in. In 2014 the tax code was 74,608 pages. It is unlikely that will change dramatically. However it appears that all of us, personally, as well as all businesses, will be impacted in some way.

Only time will tell just how much change will be brought about by the new law. One thing that is for certain is that this will bring about change. What major changes can we anticipate in future years?

Toyota/Lexus as well as Volvo have set a goal to have an all-electric fleet by 2025 or just seven years from now. Ford announced earlier this year that it would invest one billion dollars over the next five years on self-driving cars and a year ago GM spent one billion dollars to acquire Cruise Automation.

Last August, Uber spent \$680 million on Otto, a self-driving car startup led by former Google engineers. Automation will certainly play a larger and larger part in vehicles in the near future.

As far as competition goes, the word is that O'Reilly Auto Parts will be expanding into the state of New York in the near future. That could certainly bring major changes to your marketplace.

NYSAAA has been impacted in recent years by all the rapid changes taking place in our industry. Historically our industry was primarily a 3 step distribution system made up of privately owned WD's and Jobbers. As you are aware, our industry has been moving in a two-step direction, controlled by large public corporations.

Carl Icahn has recently initiated a distribution channel that provides distribution from the manufacturer (Federal Mogul) directly to the installer (Pep Boys). Here in upstate NY we have seen a huge transition from traditional distribution channels.

Twenty years ago, we had a thriving group of WD's spread across the region. Now twenty years later, Avro, Molin, Middle Atlantic, Tier, Republic and EASCO are just a distant memory. These were all active members supporting our Association.

Through the guidance and vision of our volunteer board of directors, we have changed with the times in order to remain a viable Association for our members. We have had to radically reduce staff and have implemented numerous cost cutting measures to make sure that we are here for you our members.

If your business is to survive all the changes that will be forth coming, I believe it must start with you, the owner. Good leadership will be critically important in the future as reacting to future changes will be imperative. Your business plan must be rock solid and constantly reviewed and modified as needed.

You may also want to have a plan A, B and C all dependent on just what changes come your way. One thing that won't change, in spite of automation, is that people will still do business with people.

Your employees may well determine the future of your business. Having knowledgeable employees working together as a team, with all the tools they need to provide outstanding customer service, may be the key to survival.

When it comes to leadership, I am reminded of an article I recently read about the most famous billionaire business people in the country. They were asked what they attribute their continued success to. They all felt their daily routine was most critical.

They have created a daily routine and they rarely deviate from it. Most start their day at sometime between 3:30 A.M. and 5:00 A.M. Some felt they needed more sleep, but the majority of them seem to only need to sleep an average of six hours a day.

While they all had their own truly unique routine, they all stressed that organization was essential. In addition they all agreed that exercise, meditation, reading and quiet alone time were important parts of their daily routine.

If rapid change in the world in which we live and conduct business is unavoidable, we then must all learn how to change ourselves. You might start with your own daily routine and then expand it into as many places in your business and personal life as you can.

There is no question that change is the future. We at NYSAAA will continue to enact change when necessary, as well as keeping you informed of the changes you will need to be aware of in the future.

We thank you for all your support throughout the years. We wish you the very best in 2018, a year that appears to be full of change.

Bullet Points on the Implementation of the Paid Family Leave Act

About Paid Family: New York State Paid Family Leave provides you with a structure to help employees care for their families. Studies have shown that paid leave increases employee retention and workplace morale, which cuts hiring costs.

Paid Family Leave is provided through an insurance policy fully funded by employee payroll deductions. Employees will apply for leave through your insurance carrier, who will pay their benefit directly to them.

The New York State mandated Paid Family Leave (PFL) Act becomes effective on January 01, 2018. Here are a few of the important regulations:

- Employers that have to provide DBL, must also provide PFL
- All employees covered under DBL, will also be covered under PFL
- Employees need to give 30 days' written notice for a foreseeable leave
- Withholding payroll deductions for Paid Family Leave is optional



Benefit Description:

New York Paid Family Leave is an employee benefit that mandates job-protected paid leave to address family-related issues, such as:

- Bonding with a newly born, adopted or fostered child after birth or placement
- Caring for a family member with a serious health condition
- Assisting loved ones with needs related to a family member's military service

Eligibility:

Full-time employees with a regular work schedule of 20 or more hours per week – are eligible after 26 consecutive weeks of employment.

Part-time employees with a regular work schedule of less than 20 hours per week – are eligible after working 175 days, which do not need to be consecutive.

Paid Family Leave Benefits Schedule:

<u>Effective Dates:</u>	<u>Leave Time:</u>	<u>Benefit Amount and Maximum:</u>
January 1, 2018	Up to 8 weeks	50% of employee average weekly wage
January 1, 2019	Up to 10 weeks	55% of employee average weekly wage
January 1, 2020	Up to 10 weeks	60% of employee average weekly wage
January 1, 2021	Up to 12 weeks	67% of employee average weekly wage

Policy Information:

New York Paid Family Leave will be added as a rider to existing statutory disability policies. The PFL premiums will be billed separately.

Standalone Paid Family Leave policies may be purchased by employers who self-insure their DBL plans. These customers must notify the Worker's Compensation Board.

Premium Calculation and Payment:

The Paid Family Leave policy will have the same billing term as your current Statutory Disability policy and will be based on individual employee wage and status. This will require at some point, an accurate employee census.

Claims Information: Each type of Paid Family Leave will require unique documentation and verification. There will be a total of five (5) claim forms to accommodate all of these variations.

\$15.00 per hour Minimum Wage for New York State - Stage 2 of 3



The New York State Budget that was approved on April 1, 2016 contained the steps for the gradual increase of New York States' Minimum Wage from \$9.00 per hour to \$12.50 or \$15.00 per hour, depending on what part of the state in which your business is located and where you work.

For workers in New York City employed by large businesses (those with at least 11 employees) the minimum wage will increase by \$2.00 to \$13.00 per hour at the end of 2017, then another \$2.00 next year to \$15.00 on 12/31/2018.

For workers in New York City employed by small businesses (those with 10 or fewer employees) the minimum wage will increase by \$1.50 to \$12.00 per hour at the end of 2017, then another \$1.50 next year and another \$1.50 the year after that, until reaching \$15.00 on 12/31/2019.

For workers in Nassau, Suffolk and Westchester counties, the minimum wage will increase by \$1.00 to \$11.00 per hour at the end of 2017, then another \$1.00 each year thereafter, until reaching \$15.00 on 12/31/2021.

For workers Upstate, in the Albany, Syracuse, Rochester and Buffalo regions, the minimum wage will increase by \$0.70 to \$10.40 per hour at the end of 2017, then another \$0.70 each year thereafter, until reaching \$12.50 on 12/31/2020, after which it will continue to increase to \$15.00 an hour on an indexed schedule to be set by the Director of the Division of Budget in consultation with the Department of Labor.

As the New Year approaches and the changes have been completed, an updated All-in-One Labor Law poster covering the regulations for both the State of New York and the Federal Government, will be released. The Association office will have an ample supply available for sale at a fair price, well below the \$36.95 currently being offered by those annoying mailings.

A Revised Minimum Wage Form LS 207 for December 31, 2017 to December 30, 2018 is available on our website: www.nysaaa.com, by email: mlord@nysaaa.net or by calling the Association office at 315-437-0094.

On the Department of Labor website: www.labor.ny.gov, under Laws and Regulations and then Minimum Wages, is a wage rate schedule detailing these increases, as well as other information concerning the minimum wage for the fast food industry, tipped workers in the hospitality industry and farm workers.

How to Communicate Effectively during the Sales Process

In theory, sales is pretty simple: communicate the right way, with the right people and you'll make sales. It's in practice that most people complicate the issue. So how do you keep it simple?

Assuming you're selling something where someone has to deal with you for any length of time, in other words, you're not selling batteries at Walmart, you need to get several points across. **One:** you care, **two:** you're trustworthy, **three:** you understand their problem and **four:** you're competent and can solve their problem.

That said, effective communication begins with mindset. First, you must be completely sold on and have confidence in your product, your company and yourself. Next, you have to have empathy for the people you're selling to and you must put them first, before your company, your product, the sale and even before you.

If you enter the sales conversation with confidence, caring and compassion, putting the other person's needs first, you're off to a good start. Next is preparation. You need to know your product, the competition, how to identify the needs, wants and desires of the prospect, how to present your product, how to answer objections and you must be able to close the sale.

Once you have the proper mindset and are prepared to sell, here are the other communication rules to follow:

Rule 1: Be honest and authentic.

Rule 2: Agree with people. Never argue or debate. Rarely will you get anywhere by beginning a conversation by disagreeing with someone. When you push back, most people dig their heels in even further. Start by agreeing, let them be right, build some rapport and then start to shift the conversation.

Rule 3: Listen well. The better you listen, the more people will like you because most of us are not listened to during the day. While we are speaking, the other person is thinking about what they're going to say.

Especially on initial calls, you want to be listening far more than you speak, about 70 % to 80 % of the time. Take notes if necessary and make sure you actually hear what is being said. Read between the lines and wait five seconds after someone is done talking, before you speak.

Rule 4: The most important part of communication is the mindset of the audience. What is going through their brain? What are they thinking? If they think it's green and you think it's red, you'd better figure out why they think it's green and how you may be able to educate them as to why it's actually red. If you're going to connect and communicate effectively, you need to be able to see things from their viewpoint.

Rule 5: People listen to their favorite radio station (WIIFM) what's in it for me? Focus on the other person and what they are interested in. Why should they be listening to you? Why should they care about what you're saying? Use "you" versus "I" language and ask good questions to find out what's important to them.

Rule 6: Always speak in benefits. Never give a feature without the resulting benefit. Again, what does the feature mean to them? How does it save them time, money, effort, energy, headaches or make their life better?

Rule 7: Be extremely responsive and answer client-prospect communications as quickly as possible.

Also answer calls and e-mails at night and on the weekends.

Rule 8: Do what you say you'll do, when you say you'll do it. Then go one more step and go above and beyond, doing more than you promised.

Rule 9: Everything affects your communication and how people hear you. You will be judged by what you wear, how you speak, the car you drive, the pen you use and everything else that the senses can pick up.

Rule 10: Make sure your body language, facial expressions, eye movements, tone of voice and words match the point you're trying to get across. Most of communication is non-verbal.

Rule 11: Don't use industry-speak, jargon, acronyms or words the other person is not familiar with.

Rule 12: Speak intelligently about your product or service. If you don't know the answer to a question, be honest and then follow up with an answer as quickly as possible.

Rule 13: Deliver important communication in person and don't delegate it.

Rule 14: Document communication when necessary.

Rule 15: Be scripted and know exactly what to say in each and every prospect and client situation. Role play and practice your scripts constantly with others and yourself.

Rule 16: In most cases too much communication is better than not enough.

Rule 17: Don't wait to communicate. When there is a potential issue, the more time passes, the worse the situation usually gets.

Rule 18: Always follow an e-mail with a phone call or text message (whichever they prefer) and sometimes a physical mailing. You can't assume they saw your e-mail.

Rule 19: Communicate based upon facts, not assumptions. Clear up assumptions by asking questions. An e-mail in all capital letters may mean it's easier to proof read e-mails before they go out, not that the person is mad at you.

Rule 20: Communicate based upon facts, not opinions. "It's cold in the room", is an opinion. "It's 65 degrees" is a fact, in that it can be proven to be either true or false. When people start to argue opinions such as religion and politics as facts, that's when we end up in wars. When someone says, "I can't sell in my territory because of our pricing structure". The first question to ask is, "Is that a fact or an opinion?"

Rule 21: No negative talk. Prospects don't want to hear about bad traffic or the latest bad news on the radio. Keep prospect and customer interactions positive and upbeat. People like to do business with positive people.

Source: John Chapin, a motivational sales speaker and trainer. www.completeselling.com



New Refrigerant Sales Restrictions Take Effect January 01, 2018

The sales restriction is established by EPA regulations under Section 608 of the Clean Air Act. Only EPA-certified technicians are allowed to purchase ozone-depleting-substances used as refrigerants. Technicians may be certified under either the Section 608 or Section 609 technician certification programs.

The sales restriction covers refrigerants contained in cylinders, cans or drums, except for the sale of small cans of substitute refrigerants for use in motor vehicle air conditioners. This sales restriction does not include refrigeration and air-conditioning equipment or components that contain refrigerants.

Requirements to Purchase Refrigerant:

The following people can buy any type of ozone-depleting refrigerant or substitute refrigerant starting January 01, 2018.

- Technicians who have earned the Section 608 Technician Certification.
- Employers of a Section 608 certified technician or the employers' authorized representative, when the employer provides the refrigerant wholesaler with written evidence that they employ at least one properly certified technician.

The following people can buy refrigerant found acceptable for use in a motor vehicle air conditioner (MVACs).

- Technicians who have earned Section 609 Technician Certification.

Only Section 608 certified technicians can purchase refrigerants intended for use with stationary refrigeration and air-conditioning equipment. Section 609 certified technicians cannot purchase refrigerants that are intended for use with stationary equipment, regardless of container size.

EPA is not restricting the sale of "small cans" containing less than 2 pounds of substitute refrigerants (e.g., HFC-134a) for use in MVACs.

Wholesaler Responsibilities when Selling Refrigerant:

Wholesalers that sell either ozone-depleting or substitute refrigerants must retain invoices that indicate the name of the purchaser, the date of the sale and the quantity of refrigerant purchased. Wholesalers that sell refrigerant for resale are legally responsible for ensuring that their customers fit into one of the categories of allowed purchasers under the sales restriction.

Although the regulation does not specify precautions that wholesalers must take to verify the intent of individuals purchasing refrigerant, EPA recommends that wholesalers obtain a signed statement from the purchaser indicating that they are purchasing the refrigerant only for eventual resale to certified technicians.

Requirements for Sales of Small Cans of Refrigerant (less than 20 lbs.) to Wholesalers:

- Sellers must obtain a written statement from the wholesaler that the small cans are for resale only. The statement must indicate the purchasers' name and business address.

Recordkeeping Requirements for Refrigerant Retailers:

Individuals or companies that sell refrigerants must comply with EPA recordkeeping requirements. It is important to note that all records related to the sale of refrigerants must be kept for a minimum of three years.

Requirements for Sales of Large Cylinders to Service Technicians:

- The seller must keep an invoice listing the name of the purchaser, date of sale and quantity of refrigerant purchased.
- The seller must either see a Section 608 or Section 609 technician certification card.
- Uncertified buyers purchasing on behalf of a shop, the seller must see evidence that at least one technician at that shop is certified, including a copy of the certification.
- Section 609 technicians may not purchase hydro chlorofluorocarbon, R-22.
- The seller must keep a copy of the purchasers' technician certification on file.
- The purchasing facility must notify the seller if a certified technician is no longer employed.

The seller is then prohibited from selling refrigerant to the shop.

Requirements for Sales of Small Cans of Refrigerant (less than 20 lbs.) to MVACs:

- The seller must see the technicians' Section 609 certification card. Only Section 609 certified technicians can purchase small cans of chlorofluorocarbon, R-12.
- Section 608 certified technicians may not purchase these cans.

Requirements for Sales of Small Cans of HFC-134a (2 pounds or less):

- EPA is not restricting the sale of small cans of HFC-134a or other EPA approved non-ozone depleting substitutes for MVACs. Starting on January 01, 2018, such small cans must be manufactured with a unique fitting and a self-sealing valve to reduce emissions.

Section 608: Applies to technicians who maintain, service, repair or dispose of equipment or appliances that could release ozone depleting refrigerants into the atmosphere.

Section 609: Applies to technicians or any person who repairs a motor vehicle air conditioning (MVAC) system for consideration of payment or barter.

Source: www.epa.gov

Customer Retention – Keeping Customers Happy



Today's consumers have a lot of choices. Just one bad experience can drive even your most loyal customers to the competition, which severely impacts customer retention.

The Cost of Unhappy Customers: We live in what many have dubbed the 'switching economy.' In 2013, poor customer experiences caused more than half of consumers to switch companies they did business with. A survey found what frustrates customers most is difficulty contacting a business, long hold times and having to repeat their issue multiple times.

These are issues that can be easily resolved but often aren't. In fact that same survey found that 81 % of the respondents said there was something the company could have done to keep them from making the change.

The Secret to Customer Happiness: If unhappy or even slightly satisfied customers are leaving, what can you do to make them stay? The secret to creating happy customers isn't really a secret at all. Businesses need to show customers that they are more than just a name and a number in a spreadsheet. Actions speak louder than words, so here are five things you can do to show them that you care.

- 1. Have an Open Line of Communication:** No one likes to be on hold waiting to speak with someone in customer service and with advances in technology, they no longer have to. There are numerous chat solutions that give customers a direct line to someone who can help them. Live chat is a more effective tool to support your customers than phone.
Instead of being able to help just one customer at a time, your employees could now help multiple customers at once. This speeds up time to resolution and reduces overall support costs, while also keeping your customers happy.
- 2. Don't Make Customers Repeat Themselves:** In other words, listen to your customers. Nothing can be more frustrating than having to repeat yourself time and again when trying to resolve a problem. Train your staff to be respectful, maintain eye contact when in person and restate what the customer said to lessen confusion. This will help move conversations along and mitigate frustration that can arise when customers feel like their concerns aren't heard.
- 3. Take Customer Feedback Seriously:** On a related note, if your business is collecting feedback through surveys or online reviews, you should take that feedback to heart and respond when appropriate. Online reviews are a good way to identify problems your business is having and correct them. Customers will notice if you're listening and responding to feedback-especially negative feedback. Customers who saw a brand respond to a negative review were more than twice as likely to make a purchase, than customers who saw a negative review and the brand did not respond.
- 4. Avoid Playing Hot Potato:** Your employees aren't going to always have the right answer for the customer. This doesn't mean they should immediately look to pawn them off if they don't. It can be very frustrating to be passed from employee to employee when trying to resolve a problem. If the employee can easily find the answer, they should stay with the customer until they do so. If the issue is more complex, take down the customer's contact information and follow up as soon as the answer is found or the problem is resolved.
- 5. Be Honest and Transparent:** Most customers will understand if something goes wrong, especially if the business is willing to admit they made a mistake. Communicating honestly with customers will help foster trust and increase customer retention. Being open and honest will show that you have nothing to hide and that you are looking out for their best interests.

Conclusion: The principles that help you create happy, loyal customers aren't rocket science. What it boils down to is following the golden rule. Treating customers the way that you would like a business to treat you. Doing so will create a tremendous amount of goodwill, but you can't count on that goodwill lasting forever.

You need to continuously look for ways to improve your business and find ways to delight your customers. If you do that, you stand a good chance of keeping your customers around for a very long time.

Source: <https://blog.podium.com>

Icahn Automotive Group Acquires B.S. & F. Auto Parts in New York City

Icahn Automotive Group announced that one of New York City's leading auto parts supplier for the past 37 years – B.S. & F. Auto Parts and its team – are now part of the Icahn Automotive Group. Icahn acquired the company, which has one store, on November 29, 2017.

Based in the Bronx, owner Joe Ferrer, who started working in his father's auto parts business at age 11, said he owes his success to his commitment to his customers. Ferrer said he lives by the credo that his customers always come first.

Ferrer has become the Regional Vice President of the Commercial Division for Icahn Automotive Group in the New York City metropolitan area. Pep Boys, Auto Plus and B.S. & F. have an excellent opportunity to drive the commercial growth in the region, according to Icahn.

Ferrer and his business were featured in the Amazon Prime reality show, "Hard Parts: South Bronx", available on Amazon Prime. The show demonstrates Ferrer's commitment to having a well-stocked inventory of parts, and the lengths to which he will go to solve his customers' automotive problems.

About Icahn Automotive Group LLC

Icahn Automotive Group LLC was formed by its parent, Icahn Enterprises L.C. to invest in and operate businesses involved in aftermarket parts distribution and service. Its businesses focus on providing premium automotive parts and services at a great value.

The businesses of Icahn Automotive Group consist of Pep Boys, an automotive aftermarket retail and service chain and Auto Plus, an automotive aftermarket parts distributor.

Source: Aftermarket Business World

2018 Standard Mileage Rates for Business, Medical and Moving Purposes

On December 14, 2017 the Internal Revenue Service issued the 2018 optional standard mileage rates used to calculate the deductible costs of operating an automobile for business, charitable, medical or moving purposes.

Beginning on January 1, 2018 the standard mileage rates for the use of a car (also vans, pickups or panel trucks) will be:

- 54.5 cents for every mile of business driven, up 1 cent from 53.5 cents in 2017
- 18 cents per mile driven for medical or moving purposes, up 1 cent from 17 cents in 2017
- 14 cents per mile driven in service of charitable organizations.

The business mileage rate and the medical and moving expense rate each increased 1 cent per mile from the rates in 2017. The charitable rate is set by statute and remains unchanged.

The standard mileage rate for business is based on an annual study of the fixed and variable costs of operating an automobile. The rate for medical and moving purposes is based on the variable costs.

Taxpayers always have the option of calculating the actual costs of using their vehicle rather than using the standard mileage rates.

A taxpayer may not use the business standard mileage rate for a vehicle after using any depreciation method under the Modified Accelerated Cost Recovery System (MACRS) or after claiming a Section 179 deduction for that vehicle. In addition, the business standard mileage rate cannot be used for more than four vehicles used simultaneously.

These and other requirements are described in Rev. Proc 2010-51. Notice 2018-03 contains the standard mileage rates, the amount a taxpayer must use in calculating reductions to basis for depreciation taken under the business standard mileage rate and the maximum standard automobile cost that a taxpayer may use in computing the allowance under a fixed and variable rate plan.

Social Security Changes Coming in 2018

A higher tax cap: Workers will contribute 6.2 percent of their earnings to Social Security until their income exceeds \$128,700 in 2018, up from \$127,200 in 2017. Those that earn more than the taxable maximum will not have those earnings taxed by Social Security or used to calculate retirement benefits.

Larger earnings limits: Retirees who work and collect Social Security benefits at the same time, will be able to earn slightly more in 2018. Those who are younger than their full retirement age can earn up to \$17,040 in 2018, \$120 more than in 2017, before they will lose a benefit dollar for each \$2 earned above the limit.

For those who will turn their retirement age, but have not reached their birthday in 2018, the earning limit will be \$45,360, up from \$44,880 in 2017. Earnings above the \$45,360 will lose a benefit dollar for each \$3 earned above the limit.

Once you turn your full retirement age there is no penalty for working after claiming retirement benefits and your benefit will be recalculated to give you credit for any withheld earnings.

An older full retirement age: People who turn 62 in 2018 will need to wait longer to claim their full retirement benefit than existing Social Security retirees. The full retirement age for those born in 1956 is 66 years and 4 months, for those born in 1955 is 66 years and 2 months and for everyone born between 1943 and 1954, 66 years and no months.

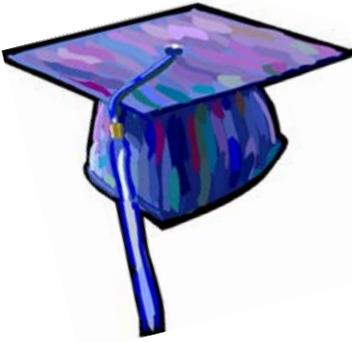
The full retirement age will increase in 2 month increments in subsequent years until it reaches age 67 for everyone born in 1960 or later. Workers with an older full retirement age will also have less opportunity to boost their benefits through delayed claiming, as there are fewer months between the ages of 67 and 70 to earn delayed retirement credits.

Medicare taxes for 2018: Workers will contribute 1.45 percent Medicare tax on the first \$200,000 in earnings for a single person, \$250,000 for joint returns and \$125,000 for married taxpayers filing a separate return. There will be an additional 0.09 percent Medicare tax assessed on all earnings over the limits listed above.

Bigger payments: The average monthly Social Security payment is expected to increase by \$27 to \$1,404 in January 2018. Couples who are both receiving benefits will see their payments climb by an average of \$46 to \$2,340. The maximum possible Social Security benefit for a worker who begins collecting benefits at full retirement age will be \$2,788 up from \$2,687 in 2017.

To get a personalized estimate of your future benefit, you will need to create an online my Social Security account at www.ssa.gov.

Source: money.usnews.com



Automotive Aftermarket Scholarships

Thinking about an automotive aftermarket career? Good choice! Servicing or supplying parts to more than 296 million vehicles in the U.S. and Canada can be a rewarding career. An automotive scholarship can help pave the way.

Scholarships are available for full time students attending a U.S. or Canadian college or ASE/NATEF certified post-secondary school for automotive, heavy duty or collision repair technicians and to students in business, marketing, engineering or other major courses of study.

The University of the Aftermarket Foundation (UAF) and more than 16 additional collaborating organizations, including NYSAAA, award automotive scholarships each year. Your on-line application will automatically be considered by every organization where you meet their qualifications.

More than 2,800 scholarships have been awarded by University of the Automotive Foundation and all of the collaborating organizations since 1998. To complete the on-line application, please visit the UAF website at: www.automotivescholarships.com.

New York State applicants can use the NYSAAA link on the website as listed above. The Board of Directors and the Scholarship Committee has awarded one or two scholarships every year since 1990, now a respectable twenty-seven years in a row. **The deadline to apply is March 31, 2018.**

Through the University of the Aftermarket Foundation, there were a total of 235 scholarships awarded totaling some \$345,850.00. The funding of these Scholarships was made possible by an existing Grant and additional donations and pledges from various companies and organizations, including Federated, Gates, Northwood, Pronto and Standard Motor Parts.

The collaborating organizations funded 109 awards for \$135,500.00 dollars and are mainly comprised of the numerous State Associations throughout the United States and Canada.

Included in this amount are the John J. Lorenzen and Debbie J. Tranello Memorial Scholarships that were awarded to Kendra Collings and Daniel Sweeney by your New York State Automotive Aftermarket Association.

New York State Automotive Aftermarket Association Scholarships

John J. Lorenzen and Debbie J. Tranello Memorial Scholarship Funds

These funds are to financially assist those persons wishing to continue their education beyond the secondary level in pursuit of a career in the Automotive Aftermarket, which encompasses the replacement parts distribution industry and the high tech diagnostic repair industry. To be eligible for these scholarships, an applicant must be:

- A high school senior who has a good academic standing and is currently involved in a class which may be related to the automotive industry.
- Enrolled or planning to enroll full time in an accredited college or university and working or planning to work toward an Associate or Bachelor's degree.
- A high school graduate or holding a GED certificate and currently employed in the Automotive Aftermarket Industry.
- A high school graduate or holding a GED certificate and are recommended by a current NYSAAA member.
- Committed to a career in the Automotive Aftermarket Industry and enroll in a college or a university that will prepare a student for such a career.

There will be a minimum of one scholarship awarded each year. The dollar amount will be determined by the yearly contributions and will be made payable to the enrollment verified University.