



# Northeast

# DEALER

The Newsletter of NORTHEAST EQUIPMENT DEALERS ASSOCIATION, INC.

## URGENT - New York Dealers

### DOL Commissioner to Lower OT for Farmworkers, Minimum Wage Increase Announced

New York State Labor Commissioner Roberta Reardon accepted the Farm Laborers Wage Board Report today and its recommendation to lower the farmworker overtime threshold to 40 hours. The threshold will drop in four-hour increments beginning at 56-hours in 2024.

New York Farm Bureau President David Fisher issued the following statement recently:

*"This is a difficult day for all those who care about New York being able to feed itself. Commissioner Reardon's decision to lower the farm labor overtime threshold will make it even tougher to farm in this state and will be a financial blow to the workers we all support.*

*Moving forward, farms will be forced to make difficult decisions on what they grow, the available hours they can provide to their employees, and their ability to compete in the marketplace. All of this was highlighted in the testimony and data that the wage board report and the commissioner simply ignored."*

New York Farm Bureau would like to thank all of our members who have engaged on this issue and maintained a steadfast defense over the past three years. As President Fisher said in his dissent to the wage board report, the cards were stacked against agriculture from the very beginning, but we fought hard all along the way. New York Farm Bureau also greatly appreciates our partners in the Grow NY Farms coalition. We were passionate in our effort and spoke with one voice to represent the diversity of agriculture in the state. Our work did not go unnoticed. We will continue to advocate for our members and all of New York agriculture.

Grow NY released this statement today following the decision:

*"New York's agriculture community is deeply disappointed in Commissioner Reardon's ill-informed decision to lower the overtime threshold for our family farms. This decision threatens the security of our food supply, the retention of our skilled farmworkers, and the future of New York's farms. If Gov. Hochul has the ability to step in and stop this damaging decision, she must do so immediately."*

Compounding the today's overtime decision, Commissioner Reardon is moving ahead with raising the minimum wage in upstate New York.

*continued on page 4*

## IN THIS ISSUE

November 2022 | Vol. 24 No. 283

- 3 Observations from the Field
- 6 In Memoriam - William H. Potter III
- 8 Solutions for Ag's Labor Crisis
- 10 2022: The Last Year of 100% Bonus Depreciation
- 12 New IRS Guidance for Estate Taxes
- 16 Section 179 & Bonus Depreciation
- 20 EEOC Releases Updated Poster

## ADVERTISERS

- 2 Haylor, Freyer & Coon
- 5 AgDirect / Farm Credit System
- 7 Fastline Marketing Group
- 9 Custer Products
- 11 Alpha Expense Management
- 13 New York Farm Show
- 14 Bernstein Shur [Free Legal Advice]
- 17 OPOC US Care Center
- 19 PGP Energy
- 21 HBS Systems
- 24 Federated Insurance



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2019-2020	35.0%
2018-2019	40.0%
2017-2018	40.0%
2016-2017	35.0%
2015-2016	30.0%
2014-2015	20.0%
2013-2014	15.0%
2012-2013	15.0%
2011-2012	5.0%

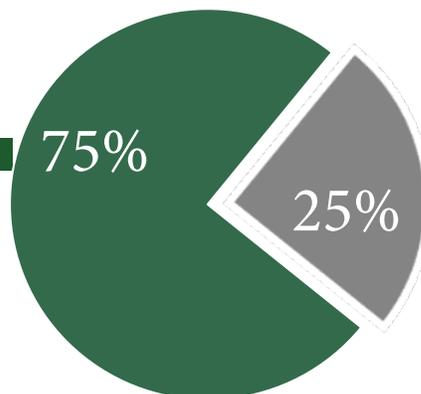
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# Observations from the **FIELD**

Last month's article focused exclusively on **right-to-repair (modify)**. Unfortunately, it is a complicated issue that is not going away anytime soon as much as dealers, manufacturers, legislators, and equipment owners would like to see it resolved with consideration for all concerned.

We continue to receive reports from dealers that parts staffs have been asked (most often via phone) to sell a diagnostic tool either by a customer or an advocate posing as a customer. Often, the parts person will mistakenly (mainline manufacturer) tell the caller, "I'm sorry I can't sell you that tool" providing yet another opportunity for the advocates to recruit another voice for their campaign or fodder for legislative testimony. Either way the interaction is a loss for our dealerships, customers, and the industry.

As an industry we have not done a very good job educating our staff and customers about the diagnostic tools, subscriptions, and the associated parts/equipment required. I recognize November and December are two of the busiest months at dealerships (harvest, hunting, holidays, yearend, etc.) but I want to ask again that "we" prioritize time to ensure that:

- **our dealerships have educated sales, parts, and service staff**
- **established a standard operating policy regarding the sale of diagnostic and specialty service tools (consider identifying a single POC for sale of diagnostic tools)**
- **develop products/programming in support of customers who have purchased diagnostic tools (like our precision Ag sales teams)**

It might be naïve of me, but as I look at the "software" industry and the number of companies selling training and support I wonder if there is something to be learned from their lessons learned in combination with our own experience with precision Ag technology.

Workforce development continues to be a focus of NEDA's efforts with a particular focus on partnering with educators and administrations on the development of professional development opportunities and outreach to teachers, students, guidance counselors, parents, and industry partners. **I am happy to report that NEDA has submitted another grant request for continuing education opportunities focused on diesel, hydraulics, and electrical/control systems. In addition, a request for support of the development and implementation of skills competitions focused on those same subjects.** Hopefully both requests will be looked on favorably.

As the legislative calendars end, we often see a flurry of activity in legislatures. Please take some time to check out our updated legislative tracking report on the association's website. The report function features an interactive states map and the ability to sort legislation by category. It is @ <https://www.ne-equip.org/legislative-update/>.

Please also consider contributing to NEDA's legislative fund and ensuring that NEDA can continue this important work on your behalf!



**TIM WENTZ**  
Field Director / Legislative  
Committee Chairman  
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# ASSOCIATION NEWS

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## URGENT - New York Dealers continued from page 1

**NYS DOL issued the following statement:**

"The New York State Department of Labor (NYSDOL) today announced next steps in the state's \$15 minimum hourly wage phase-in. Commissioner Roberta Reardon issued an Order calling for the minimum wage rate in counties outside of New York City, Long Island and Westchester to rise by \$1 per hour, from \$13.20 to \$14.20, following a statutorily required economic analysis conducted by the New York State Division of the Budget (DOB). The division's analysis found evidence of pressure for wages to rise in the midst of a continued pandemic-driven labor shortage. Currently, the minimum wage rate in New York City, Long Island, and Westchester County is \$15 per hour, having reached that level following phased-in annual increases pursuant to statute.

***The Commissioner's Order will be enacted through rulemaking and is subject to public comment before a final decision is made. NYSDOL announced the start of the public comment period for New Yorkers to weigh in on the recommendation and invited New Yorkers to share feedback by e-mailing [regulations@labor.ny.gov](mailto:regulations@labor.ny.gov) by Dec.11, 2022. If accepted, the wage increase would take effect on Dec. 31, 2022.***

~ Courtesy of New York Farm Bureau

Email: [info@nyb.org](mailto:info@nyb.org) – Phone: 518-436-8495

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This seminar's objective is to help your risk manager learn the exposures specific to your industry, connect with peers from across the country and apply these best practices within your business.

You can learn more by viewing a brief video about the Risk Management Academy. To reserve your spot in the upcoming session or for more information, please contact [drm@fedins.com](mailto:drm@fedins.com) or call (800)533-0472 Ext. 455-5958. Or, visit [Federated's website](https://www.federated.com).

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How the program works for you: After the one (1) free initial limited legal assistance counseling session, if questions require additional research by the law firm, the dealer will be expected to pay the legal fees associated with this work. When this occurs, **the dealer will be notified in advance – before legal charges are incurred.**

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## *In Memoriam*

### **William H. Potter III**

William H. Potter III, 79, of Middletown, NJ passed away recently. Born in Red Bank, NJ he resided in Middletown as an owner of **W.H. Potter & Son Lawn Care & Garden Center**, also known as the Potter's Farm. He loved to appreciate his tractors like any good farmer would.

He was an Elder at Middletown Reformed Church, served on the boards of Monmouth County Board of Agriculture, Monmouth County Agriculture Development Board & the Board of Fairview Cemetery. **He was President of Penn-Jersey Farm Equipment Dealers Association in 1994.** He was a lifelong member and leader of the Monmouth County 4-H program and the New Jersey Farm Bureau.

He is predeceased by his parents William H Potter Jr. and Marguerite Potter. William is survived by his beloved wife of 57 years Marlys Barrett Potter, their children William Potter IV (Jennifer) and Wendy Potter-Levens (Herb); and many others as well as his brother Robert Potter.

In lieu of flowers, please make a donation in William's name to the Middletown Reformed Church, Middletown, New Jersey.



### **MARK YOUR CALENDARS. . .**

**NEDA local dealer meetings coming up soon!!!**

**JANUARY 23, 2023**

Grantville, Pennsylvania – Visit [ne-equip.org](http://ne-equip.org)

**JANUARY 25, 2023**

Liverpool, New York – Visit [ne-equip.org](http://ne-equip.org)

**JANUARY 27, 2023**

Concord, New Hampshire – Visit [ne-equip.org](http://ne-equip.org)

## **MEMBERSHIP RENEWAL**

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# SOLUTIONS FOR AG'S LABOR CRISIS

Farmers and agricultural leaders talk about ways they are trying to solve labor challenges.

No farms, no food. But without an adequate workforce, American producers cannot raise the goods needed to feed a hungry nation.

Agriculture leaders discussed ways to overcome this challenge during the recent National Association of State Departments of Agriculture annual conference in Saratoga Springs, N.Y.

The four-day event brought together several hundred people, including USDA Secretary Tom Vilsack.

Carrie Castille, University of Tennessee senior vice chancellor and senior vice president, moderated a panel called "Public-Private Need for Careers in Agriculture."

"I am sure all of you have heard from growers and farmers in your state that, 'I do not have any labor. The H-2A program is too hard to use. Nobody understands us. Nobody understands who and what we need on our farms,'" said Maureen Torrey of Torrey Farms Inc., a large vegetable and dairy operation with 14,000 acres and 4,000 cows in western New York.

More than 56% of farms use the H-2A program, which allows foreign laborers to do temporary ag work such as fruit picking. Torrey's farm employs 180 local people and brings in an additional 240 H-2A workers each year.

"Our biggest issue is that it's only seasonal," she said. "Workers can only be here 10 months. We need these people on our dairy farms full time. We need them in our packing sheds for apples, onions and potatoes, full time. Mushroom farmers in Pennsylvania need them."

The House of Representatives has approved legislation that would extend the length of stay for H-2A and H-2B (nonagricultural) workers. "We need to have the Senate pass a similar bill," Torrey said. "It is very important to have partners. That is the only way we get to be successful."

In Pennsylvania, the state departments of agriculture and education have bridged a gap and are working closely to **promote "Ag for All"** to entice people from diverse backgrounds to consider farm-related careers.

"Agriculture needs to understand how curriculums work. Education needs to understand what the language is, what experiential learning and hands-on training is all about," said Stephon Fitzpatrick, executive director of the Pennsylvania Commission for Agriculture Education Excellence. "Agriculture is a people business. We want to ensure that everyone has access to this industry. We do a lot of development with youth organizations like Future Farmers of America."

But it is also important to engage teachers and industry leaders to ensure schools are doing what is needed to provide agriculture with the people it needs.

Caelynn Prylo, dean for continuing education and workforce innovation at SUNY Adirondack Community College, said the state's many community colleges do their best to meet workforce needs in their respective regions.

"Ag is driving the workforce in Warren, Washington and Sara-

toga counties," Prylo said. "It is a large economic driver as well. We work with farmers in our area and listen to them. We listen to county legislators to hear what programs are needed to support the ag industry."

The State University of New York system has 88 undergraduate ag-related programs, from agricultural business to animal husbandry. SUNY Adirondack has its own on-campus farm and greenhouse operation. This benefits agricultural students and exposes students in other disciplines to the value of agriculture, too, Prylo said.

SUNY Adirondack has also adopted innovative ways to get more people interested in ag. A few years ago, for example, it hosted an "Arms to Farms" project to help military veterans pursue agricultural careers. The intensive weeklong program gave service members a chance to meet with farmers, see what opportunities exist and obtain training.

Ohio-based Great Lakes Cheese works with high schools, technical schools, and universities to secure the workers it needs, said Mara Kamat, the company's vice president of human resources. The firm is pursuing plans for a \$550 million, state-of-the-art cheese manufacturing plant that will employ 350 people in Franklinville, just south of Buffalo.

But the family-owned company's most important strategy is a highly successful employee stock ownership plan that gives workers a 20% stake in the business.

"That ownership culture really enables us to retain people for the long term," she said. "A 20-year hourly employee making \$40,000 has over \$1 million in their ESOP account today. Employees own our business, so when they see opportunity for improvement, they make that improvement. They go the extra mile because they know at the end of the day that's money in their pocket, not just the company's. It is an incredibly powerful recruiting and retention tool. We are always looking for opportunities to make employees feel more connected."

~ Article courtesy of American Agriculturists magazine  
Paul Post | Oct 13, 2022



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**Feb. 23, 24, 25, 2023**



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# 2022: THE LAST YEAR OF 100% BONUS DEPRECIATION

Most businesspeople are familiar with section 179 and bonus depreciation. Both tools allow additional deductions up-front on an asset. For instance, the purchase of \$100,000 of used equipment, without the use of section 179 or bonus depreciation, would be depreciated over a seven-year period.

Two notable differences between the methods for farmers are that section 179 does not apply to general purpose barns, where bonus depreciation does, and that only \$1,080,000 of section 179 can be used in 2022 (up to a \$2.7 million dollar threshold). Bonus depreciation has no dollar limitation on how much can be taken. Also, section 179 can be applied to some of the asset's purchase, whereas bonus depreciation applies to the entire asset.

For example, a farmer can decide to take only \$40,000 of section 179 on the asset above, leaving \$60,000 of the purchase to be depreciated over a 7-year period. On the other hand, if bonus depreciation were used, the entire \$100,000 would be depreciated in the first year, leaving nothing for future years. Notably, for certain fruit and nut-bearing trees (i.e., orchards and vineyards), 100% bonus depreciation is permitted to be taken in the year of planting or grafting under a special provision (Section 179 is not permitted until an asset is placed in service, which would depend on commercial viability of the crop in this example).

The good news is that there is continued flexibility in 2022 when choosing between section 179 and bonus depreciation. In 2023, there will still be the flexibility to decide which tools to use, but the calculation will get harder due to a phase-down of bonus depreciation. 100% bonus depreciation will begin to phase down in 2023, at which point it will only be 80%. In other words, that \$100,000 piece of used equipment would get \$80,000 of bonus depreciation in 2023 with \$20,000 being depreciated over a seven-year period.

Bonus depreciation will drop after that according to the following schedule:

- 60% in 2024
- 40% in 2025
- 20% in 2026
- 0% after December 31, 2026.

Keep in mind that not all states follow the same section 179 and bonus depreciation rules as the federal tax code. It may make sense to tax plan earlier this year as the phase-down of bonus depreciation could influence decisions on the farm.

**Contact Us** to be connected with a Farm Credit East Tax Specialist for more information.

Tags: business management, business management, business management, business plan, expenses, expenses, tax planning, taxes.

~ Article courtesy of Farm Credit East Tax Specialist, Dario Arezzo, 6-2-2022

<https://www.farmcrediteast.com/en/resources/todays-harvest-Blog/2022-the-last-year-of-100-percent-bonus-depreciation>

See related article on page 16

## How to Deal With Inventory Issues With Customers and Prospects

BY JOHN CHAPIN

### 1. Keep in mind that all other industries are experiencing the

**same shortage in inventory.** Unless someone is living under a rock, they know this. Simply say to the prospect or customer, "Joe, as you know, cars, computer chips, every single industry is dealing with inventory issues right now."

2. **Over communicate.** If someone is waiting for a machine, reach out to them often, to let them know the status. Even if you do not know, call people, and let them know you do not know. This let us people know you have not forgotten about them. The last thing you want is someone chasing you down for answers. Be proactive with communication.

3. **Under promise, over deliver.** If the manufacturer says 3 months, tell the customer 4 or even 5 months. If the manufacturer misses the 3-month window and it takes six, adjust your number to 8 or 9 months.

4. **This is the first time something like this has happened in 50 years.** A lot of people know this, but some do not. Most people have never seen this before and are not used to it. You must let people know the gravity of the situation. This is another reason you must communicate with people.

5. **If you know people are going to have to wait long periods to get equipment they order, be proactive and make sure they know this so they can order early.** If someone is going to need equipment in the spring, have them order it in the fall, or even summer, to ensure they have it for the spring. Even if you are not sure whether a particular customer will need something, this is a good excuse to reach out and have a conversation.

See the reminder of his 16 methods and article at: <https://www.ne-equip.org/wp-content/uploads/2022/08/How-to-deal-with-inventory-issues-with-customers-and-prospects.pdf>

John Chapin is a motivational sales speaker, coach, and trainer. For his free eBook: 30 Ideas to Double Sales articles, go to [www.completeselling.com](http://www.completeselling.com). John has over 34 years of sales experience as a number one sales rep and is the author of the 2010 sales book of the year: Sales Encyclopedia (Axiom Book Awards). also, the largest sales book on the planet (678 pages). 508-243-7359 [www.completeselling.com](http://www.completeselling.com)

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Website: [alpha-tem.com](http://alpha-tem.com)



*Every Dollar Counts!*



# New IRS Guidance for Estate Taxes

**NEW RULES:** IRS rules now allow a deceased spouse's unused estate tax exemption to be added to the surviving spouse's exemption amount. **This process is called portability.**

I am bringing some good news regarding estate taxes and the IRS. Recent guidance will make it easier for surviving spouses to preserve unused estate tax exemptions after one spouse passes away.

Let us do a quick estate tax refresher. Pretend Billy died in September 2022 and is survived by his spouse, Irene. For dying in 2022, Billy receives \$12.06 million in federal estate tax exemption. If Billy is worth less than \$12.06 million upon his death, no federal estate taxes are due. For each dollar over the exemption threshold, it is a 40% tax rate. The exemption amount is indexed to inflation and increases each year.

Billy's estate ends up with a value of \$7 million, leaving \$5 million in unused estate tax exemption. Luckily, IRS rules allow Irene to file an estate tax return for Billy and add his unused \$5 million exemption amount to her estate tax exemption amount. This process **is called portability**, and it could help save Billy and Irene's heirs from costly estate taxes.

Under past IRS guidance, Irene had nine months from the date of death to file for portability, or 15 months if you requested an extension. Furthermore, the portability election required a comprehensive return to be assembled. That means appraisals, date of death values and accurate numbers were required to move the unused exemption from Billy to Irene.

New IRS guidance issued earlier this year is designed to help surviving spouses make the portability election. Instead of a 15-month filing timeline, surviving spouses can claim the unused exemption within five years of a spouse's date of death.

Furthermore, the IRS relaxed the filing standards for the return, including no requirement for appraisals and amounts on the return can be rounded down to the nearest \$250,000. The new rules apply to deaths that occurred on or after July 8, 2022.

This new set of guidelines can provide immense flexibility for families looking to manage estate taxes. Going forward the safest route for surviving spouses is to elect portability, preserve the unused exemption and maximize protection for family members. Keep in mind the higher estate tax exemptions sunset at the end of 2025 and will shrink to about \$7 million to \$8 million per person.

As always, consult with your tax and legal professionals for the best course of action for your business and family.

Conklin is an attorney and new owner of Wright & Moore Law Co., LPA – Ryan Conklin | Sep 28, 2022

~ Article courtesy of American Agriculturist

## Kenect / Friendemic

Kenect, a texting platform, used by dealerships to communicate with their customers, generate reviews, produce leads, collect payments, and increase revenue, has announced that it has completed the acquisition of Friendemic, a leading provider of online reputation and digital communication software solutions for powersports dealerships and manufacturers. This transaction brings together two companies with the shared mission of connecting businesses with their customers.

With this combination, Kenect will have nearly 8,000 customers across North America. Friendemic customers will now have access to Kenect's world-class texting, payment collection, and communication tools.

"Putting Friendemic and Kenect together creates one of the best digital communication platforms on the market," says Friendemic CEO, Steve Pearson. "We're thrilled for how this will advance the capabilities available to our customers and the industry."

## EDITOR'S NOTE: QUESTIONS AND COMMENTS APPRECIATED FROM OUR READERSHIP

As editor of your monthly newsletter, I **want to encourage you and all our dealer members and readers** to reach out to me directly and let me know what you want to read about or not to read about in this publication, your monthly **Northeast Dealer** Newsletter.

This newsletter is custom-made for your dealership and our sponsored Associate members. We thank you for reading the newsletter and we hope you have a great November. Please, let us know what suggestions you feel would improve your newsletter on subjects interested to your dealership.

Art Smith, editor of the Northeast Dealer newsletter, email: [sja1203@gmail.com](mailto:sja1203@gmail.com) or phone 717-258-8476.



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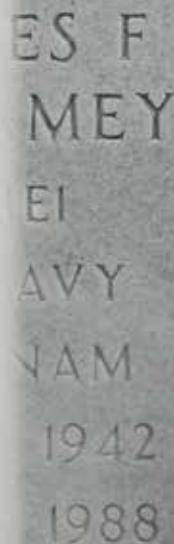
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# Business and Tax Advisory

BY BART BASI  
and  
ROMAN BASI

While at its simplest  
form, working capital  
is current assets  
and fewer current  
liabilities, there are  
some differences when  
it comes to working  
capital in an M&A  
transaction.

## Section 179 and Bonus Depreciation

When planning to purchase or financing a new or used vehicle for your business, you may be eligible for a great tax benefit in doing so. Section 179 of tax deduction allows a taxpayer to deduct a portion of the cost of the vehicle within the first year of use. To do this, you need to meet the requirements of Section 179 of the Internal Revenue Code. Before you jump the gun and finance a new supercar, there are a few rules that you need to be aware of. First, every vehicle is not eligible for the Section 179 treatment. Vans, pickup, and heavy SUVs being used for business for more than 50% of the time and exceeding 6,000 lbs. gross vehicle weight are eligible.

Obvious vehicles that are used solely for business purposes with no potential for personal use also qualify. An example of this would be a box delivery truck with no passenger seating or a classic cargo van. You could also include vehicles such as a hearse or an ambulance, which have almost no value for personal use. Let us move on to the price limits of Section 179. The **limit for 2022** allows for up to \$1,080,000 in eligible equipment to be deducted, with the "total equipment purchased" by a business being \$2,700,000. If the equipment exceeds that amount, the deduction then calls for a reduction in the deduction on a dollar-for-dollar basis.

Many business owners are surprised when they learn you do not have to purchase a vehicle outright to qualify. The tax deduction also qualifies on vehicles that are being financed. It also surprises taxpayers when they learn that the vehicle does not have to be brand new. If the vehicle is new to your business and meets all the other requirements, it is eligible for Section 179. Business owners need to make sure not to confuse Section 179 with bonus depreciation. Bonus depreciation is meant to be taken after the Section 179 deductions.

It is typically used by large businesses that spend more than the spending limits for Section 179 during the year. Another great thing about bonus depreciation is that businesses with a net loss in a given tax year qualify to carry forward the bonus depreciation to a future year. New and used heavy SUVs, pickups, and vans acquired and put to **business use in 2022 are eligible for 100% first-year bonus depreciation**. The only requirement is that the vehicle has more than 50% business use. If you happened to purchase in a prior year and want to claim the Section 179 deduction, unfortunately, that is not permissible.

To qualify for the Section 179 deduction in any given tax year, the equipment must be acquired and placed into service between January 1 and December 31 of that given tax year. On the bright side, Section 179 can be used every year. It was made to be a permanent part of our tax code. This last step is very crucial for business owners to note. Section 179 is NOT automatically applied. To receive the benefit of the deduction, the taxpayer MUST elect Section 179 treatment on their tax return.

Form 4562 must disclose the acquisition in the year the vehicle is obtained to take the deduction. If business owners are purchasing/financing new vehicles for their company and are not knowledgeable about taking the Section 179 deduction (and Bonus Depreciation), then they are simply leaving money on the table for the company. These tax benefits could save tens of thousands for their business. If you are a business owner and have any questions regarding Section 179, bonus depreciation, or would like to discuss any other tax benefits you may be missing out on, reach out to the professionals at The Center for Financial, Legal, and Tax Planning, Inc at our website, [www.taxplanning.com](http://www.taxplanning.com) or by phone at (618) 997-3436.

~Article courtesy of The Center for Financial, Legal, and Tax Planning

**See related article on page 10**



The impact (value) of the association's legislative advocacy, work-force development, and Industry Relations work can easily be overlooked. Our efforts cannot be accomplished without significant financial investment, support, and grassroots participation. If we're to continue that work, we are going to need your help participating in and financially supporting our legislative work, association governance/direction, and program development. We need your help recruiting new members, participating in legislative visits, giving testimony, contributing financially to the legal/legislative fund, association governance/direction, and program development!

**When you REAP the benefits of membership, your PROFITS will follow!** Call Ralph Gaiss at 800-932-0607 for questions and support.

# U.S. DOL Proposes Rule on Independent Contractors

On Thursday, October 13, the U.S. Department of Labor published a **Notice of Proposed Rulemaking (NPRM)** that would provide guidance on classifying workers and seek to combat employee misclassification under the Fair Labor Standards Act.

The NPRM proposes to repeal the Department's prior regulation issued under the Trump administration (an earlier attempt at repeal was held improper by a federal district court) and replace it with a regulation it claims is more aligned with judicial precedent. Unlike the Trump-era rule, which gave weight to core factors to be used in determining economic dependence, here "the Department is not proposing the use of 'core factors' but instead proposes to return to a totality-of-the-circumstances analysis of the economic reality test in which the factors do not have a predetermined weight and are considered in view of the economic reality of the whole activity." This will make demonstrating independent contractor status more difficult.



"While independent contractors have an important role in our economy, we have seen in many cases that employers misclassify their employees as independent contractors, particularly among our nation's most vulnerable workers," said Secretary of Labor Marty Walsh. "Misclassification deprives workers of their federal labor protections, including their right to be paid their full, legally earned wages. The Department of Labor remains committed to addressing the issue of misclassification."

More information on the NPRM is available [here](https://www.dol.gov/newsroom/releases/WHD/WHD20221011-0) – <https://www.dol.gov/newsroom/releases/WHD/WHD20221011-0>

Comments will be accepted through November 28, 2022.

~ Article courtesy of TANY, NY Truckers Assn.

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Electrical cords and other equipment commonly used at your business can cost you millions if they spark a fire – which is why Federated is sending member clients three industry-specific fire prevention resources in advance of National Fire Prevention Week (October 9-15, 2022).

We strongly encourage all members to take action during National Fire Prevention Week to identify fire hazards and bolster fire prevention practices at their businesses:

- [Download an Electrical Cord Safety Guide](#) to learn more about the fire hazard posed by overburdened and damaged electrical cords.
- [Download a sample Fire Prevention and Safety Checklist](#) to assist you in regularly evaluating your business for potential fire threats.

Thank you for helping prevent a deadly and devastating fire at your business.

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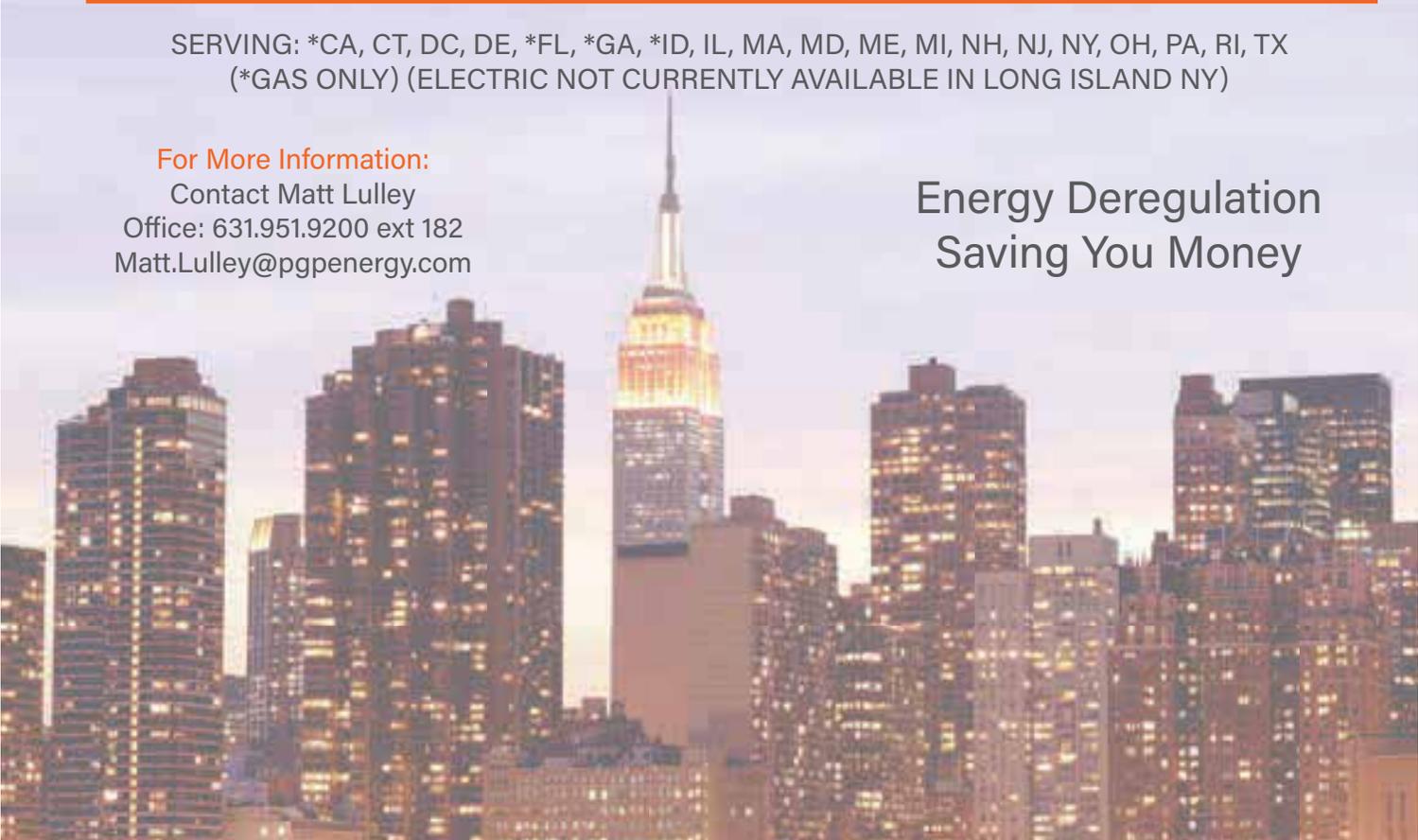
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# EEOC Releases Updated "Know Your Rights" Poster

## Covered Employers Required by Law to Display Poster at Work Site

On October 19, 2022, the U.S. Equal Employment Opportunity Commission (EEOC) released the 'Know Your Rights' poster, which updates and replaces the previous "EEO is the Law" poster. Covered employers are required by federal law to prominently display the poster at their work sites. The EEOC's web page for the poster provides information about where to post it. The poster also includes a QR code for applicants or employees to link directly to instructions for how to file a charge of workplace discrimination with the EEOC.

A few the laws that the EEOC enforces require covered employers to post a notice describing the Federal laws prohibiting job discrimination. The poster summarizes these laws and explains that employees or applicants can file a charge if they believe that they have experienced discrimination. The poster shares information about discrimination based on:

- Race, color, sex (including pregnancy and related conditions, sexual orientation, or gender identity), national origin, religion,
- Age (40 and older),
- Equal pay,
- Disability,
- Genetic information (including family medical history or genetic tests or services), and includes
- Retaliation for filing a charge, opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding.

"The new 'Know Your Rights' poster is a win-win for employers and workers alike," said Chair Charlotte A. Burrows. "By using plain language and bullet points, the new poster makes it easier for employers to understand their legal responsibilities and for workers to understand their legal rights and how to contact EEOC for assistance. The poster advances the EEOC's mission both to prevent unlawful employment discrimination and remedy discrimination when it occurs."

The new "Know Your Rights" poster includes these changes:

- Uses straightforward language and formatting.
- Notes that harassment is a prohibited form of discrimination.
- Clarifies that sex discrimination includes discrimination based on pregnancy and related conditions, sexual orientation, or gender identity.
- Adds a QR code for fast digital access to the how to file a charge webpage.
- Provides information about equal pay discrimination for federal contractors.

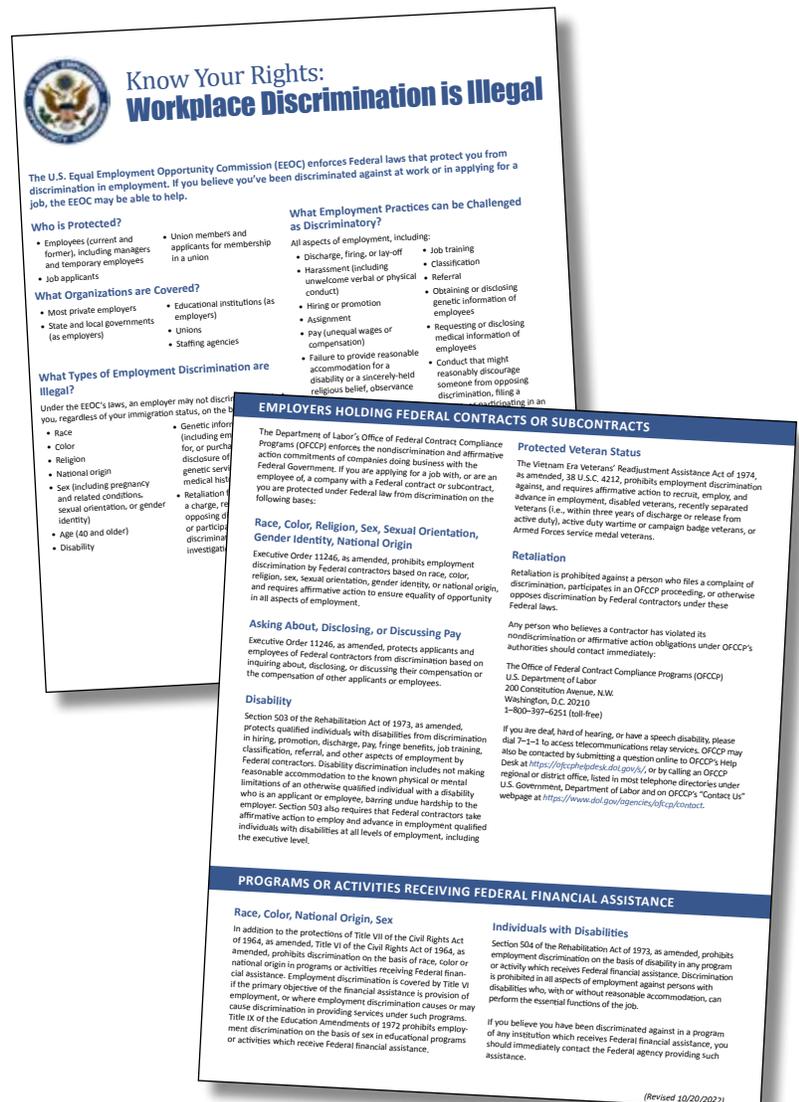
The poster is available in English and Spanish and will be available in additional languages later.

The posters should be placed in a conspicuous location in

the workplace where notices to applicants and employees are customarily posted. In addition to physically posting, covered employers are encouraged to post a notice digitally on their websites in a conspicuous location. In most cases, electronic posting supplements the physical posting requirement. In some situations (for example, for employers without a physical location or for employees who telework or work remotely and do not visit the employer's workplace on a regular basis), it may be the only posting. Covered employers are subject to fines for noncompliance.

The Americans with Disabilities Act (ADA) requires that notices of Federal laws prohibiting job discrimination be made available in a location that is accessible to applicants and employees with disabilities that limit mobility.

The EEOC advances opportunity in the workplace by enforcing federal laws prohibiting employment discrimination. More information is available at [www.eeoc.gov](http://www.eeoc.gov)

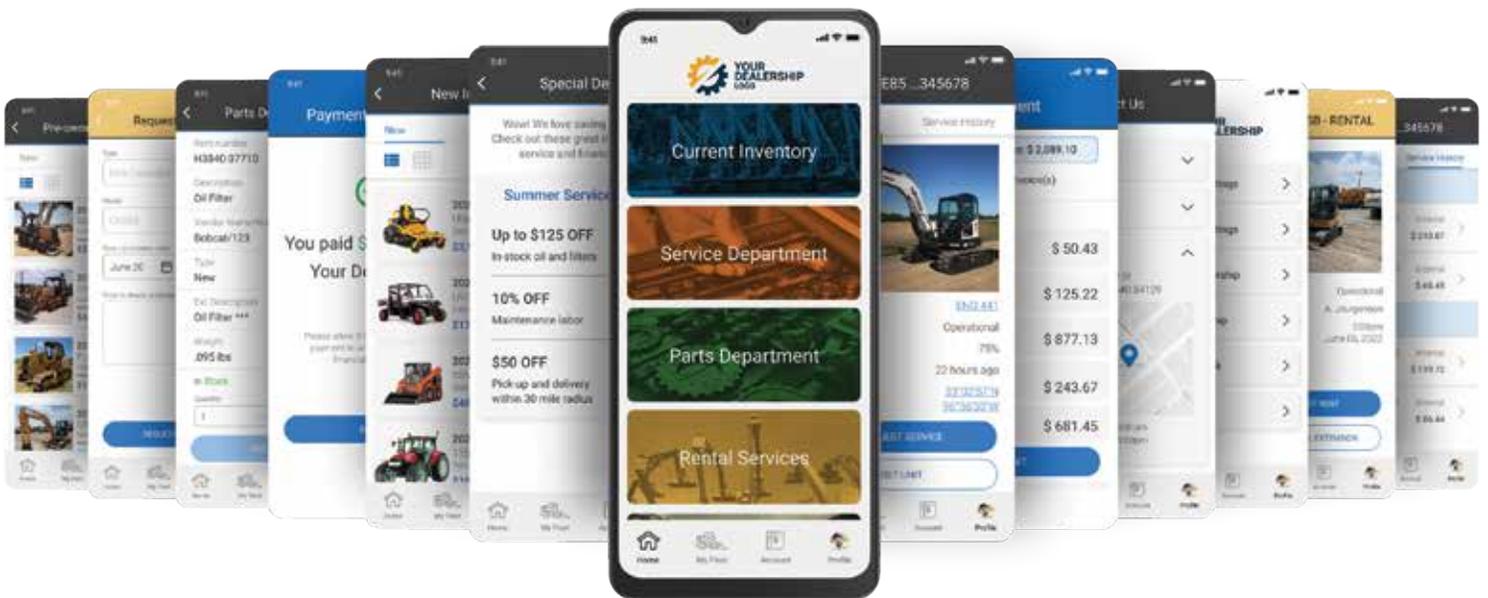


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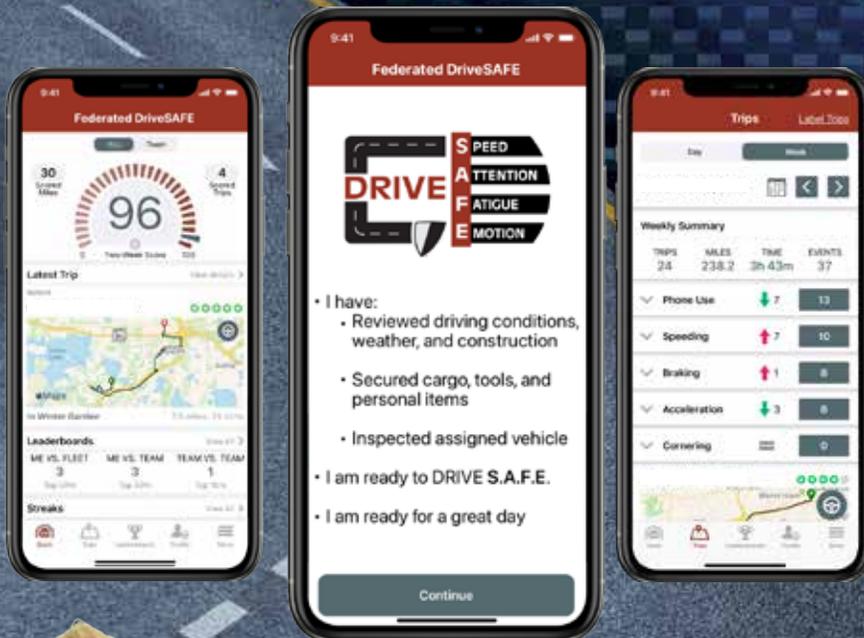
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