

# MONTHLY BULLETIN

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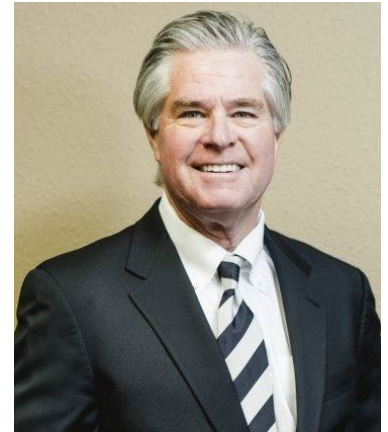
## Chairman's Corner: June Updates

**By: Tony Toohey, Auburn Toyota, Chairman, CNCDA**

Dear Member,

We hope this bulletin finds you in good health and high spirits. I am happy to share important updates and exciting news about our association's recent achievements.

I am pleased to announce that on May 22, AB 473 (CNCDA's Franchise Bill) cleared the California State Assembly, a significant milestone in our journey. This achievement highlights our collective efforts and your commitment to creating positive change. Now onto the Senate committees. Please see Kenton Stanhope's article below for more detail.



Our recently published [Q1 2023 Auto Outlook report](#) reveals a substantial 140% increase in electric vehicle (EV) sales YTD by franchised dealers compared to YTD 2022 numbers. This surge in EV sales demonstrates the strength of franchise dealers and our business model to meet growing consumer interest and adoption of EVs in California. Our ability to provide environmentally friendly alternatives is making a tangible impact on the market.

Furthermore, I am proud to share that [the F&I Compliance Manual, 7<sup>th</sup> Edition is now published on CNCDA Comply](#). This comprehensive resource was created exclusively for our members and provides vital information and guidance to ensure compliance with the latest regulations and best practices. It is a valuable tool that empowers our dealers to navigate the complex landscape of their F&I operations with the most current information available.

Looking ahead, I want to invite all interested members to join our [Annual Convention in Maui from October 8-11](#). This event is an excellent opportunity to connect, share best practices, exchange ideas, and collectively chart your dealership's course for the future. Please consider bringing members from your dealership team, as the education provided, and active member participation is crucial in developing a stronger association.

In closing, I want to express my sincere appreciation to every member for your dedication, commitment, and support. Through collaboration and your participation, we can make a lasting impact to bring positive change to California's franchised new car dealer industry.

Together, we can achieve great things.

Warm regards,

Tony Toohey  
Auburn Auto Group  
Chairman, CNCDA

**AB 473 CNCDA's Franchise Bill Update****By: Kenton Stanhope, Director of Government Affairs****AB 473 PASSED  
THE CA STATE  
ASSEMBLY!**Thank you for your  
calls and letters!

GREAT NEWS: Last month, AB 473 passed the Assembly Floor 74-0! But our fight is not over yet! The bill now heads to the Senate where it will likely be heard in Transportation Committee in the next week or so (mid-June).

BIG shoutout to all the dealer members who participated in our "Call to Action" by sending letters and making calls– it made a HUGE difference! Special thank you to Assemblywoman Cecilia Aguiar-Curry and her staff for all their hard work getting the franchise bill out of the First House.

***We still need YOUR help! On June 8, we launched another "Call to Action" for the State Senate. We need dealer principals calling and emailing their Senators. It takes less than 5 minutes but GREATLY IMPACTS our success. [CLICK HERE to help today!](#)***

Read more [AB 473 here](#). If you want to join the fight to help us pass AB 473, contact CNCDA's Director of Government Affairs, Kenton Stanhope, at [kstanhope@cncda.org](mailto:kstanhope@cncda.org) or (530) 400-8668.

**Minimum Wage Increases Effective July 1****By: Les Swizer, Legal & Regulatory Affairs Counsel**

Effective July 1, minimum wage increased in several California cities and counties. Detailed below are the areas affected by the increase. Dealers can also access a full minimum wage chart in our 2022 Legislative Summary, [available here](#).

# CA Minimum Wage

## JULY 2023 UPDATE

CITY	PREVIOUS	AS OF JULY 1, 2023
Alameda	\$15.75	\$16.52
Berkley	\$16.99	\$18.07
Emeryville	\$17.68	\$18.67
Fremont	\$16.00	\$16.80
Los Angeles (incorporated)	\$16.04	\$16.78
Malibu	\$15.96	\$16.90
Milpitas	\$16.40	\$17.20
Pasadena	\$16.11	\$16.93
San Francisco	\$16.99	\$18.07
Santa Monica	\$15.96	\$16.90
West Hollywood	\$17.50*	\$19.08

\*PREVIOUSLY \$17 FOR SMALLER BUSINESSES, NOW ONE MINIMUM WAGE CITYWIDE REGARDLESS OF BUSINESS SIZE.

## Market Adjustments and Advertising Vehicles at MSRP

**By: Anthony Bento, Chief Legal Officer**



A cardinal rule of advertising law is that dealers have a duty to sell at a vehicle's advertised price. Before the pandemic-era supply shortages, this generally didn't present a problem when a specific vehicle was advertised at MSRP, as the "manufacturer's suggested retail price" was typically the starting point of negotiation and few vehicles were sold above MSRP.

The pricing of vehicles today is often very different. Severe supply shortages for some new vehicles have led to an increase in used vehicle prices, and many

dealers have been adding market adjustments to sell new vehicles at above MSRP.

So, can a dealer advertise a specific vehicle at MSRP, when the vehicle includes a market adjustment? The answer here is not clear cut, but as a best practice, dealers should avoid advertising a specific vehicle (identified by VIN, stock number, or otherwise) at MSRP, if the dealer is not willing to sell the vehicle at MSRP.

Technically speaking, "MSRP" is not the dealer's price; it's the manufacturer's suggested retail price. However, a reasonable consumer could interpret the dealer's advertisement of a specific vehicle at MSRP as the dealer's asking price for the vehicle. Therefore, it's best practice to advertise a specific vehicle at the dealer's asking price, and not MSRP.

Finally, it's also a best practice to use a supplemental (or addendum) sticker to notate any market adjustment for a vehicle. For more information on supplemental stickers, CNCDA members can access [Chapter 50 of our recently updated F&I Compliance Manual, here](#).

## The Heat is on: New Indoor Heat Standard in the Works

**By: Les Swizer, Legal & Regulatory Affairs Counsel**



As the temperatures rise in California, heat illness is once again on the regulatory agenda at Cal/OSHA. In addition to existing regulations protecting outdoor workers, the agency has begun the process of promulgating rules to regulate indoor workplaces.

The rules as drafted, coupled with the definition of "indoor workspace" certainly include the service drive of a dealership and could potentially have the unintended consequence of including vehicles.

Below is a high-level summary of the proposed regulations:

- Any indoor workspace that exceeds 82 degrees falls under the regulations.
  - While most showrooms are likely air-conditioned, the service drive may be subject to these rules as the temperature is likely to exceed this threshold.



- Any time the temperature exceeds the threshold, a record must be taken and maintained, including the date, time, and specific location of all measurements. These records must be kept for 12 months or until the next measurement, whichever is later.
  - While this is an incredibly onerous recordkeeping activity that is not likely to be very feasible for dealers, there is an exception:
    - The employer may avoid the recordkeeping requirement by assuming the work area is one that equals or exceeds the threshold temperature or heat index and must use control measures to prevent heat illness and reduce or maintain the temperature at or below the threshold, to the extent feasible.
      - Control measures include “engineering controls” such as an air conditioning system, swamp cooler, or large fans, or “administrative controls”, such as frequent employee and break rotations or adjusting schedules to work earlier or later in the day.
- The IIPP requirements are very similar to the outdoor standard and include:
  - Planning – Develop and implement an effective written heat illness prevention plan that includes emergency response procedures.
  - Training – Train all employees and supervisors on heat illness prevention.
  - Water – Provide drinking water that is fresh, pure, suitably cool, and free of charge. Workers should be encouraged to drink at least one quart per hour.
  - Rest – Employers should encourage adequate cool-down rest breaks in the shade (for outdoor workers, the new indoor regs require an indoor cool-down area) for at least five minutes to protect themselves from overheating. Encourage workers to not wait until they feel sick to cool down.
  - Shade – When temperatures exceed 80 degrees, workers have the right to request and be provided shade to cool off at any time.
  - \*Observation – there is a new observation requirement in the proposed indoor heat standard rules requiring close monitoring of employees with signs of heat illness.

The California Chamber of Commerce (CalChamber) submitted a comment letter outlining some of the more problematic areas of the proposed rulemaking, such as the unintended inclusion of vehicles to the definition of indoor workspace, and the vagueness around employer control over heat illness breaks and observation requirements, among other issues. CNCDA supported this effort and continues to work closely with CalChamber and other industry groups to suggest amendments to these proposed regulations for both clarity and feasibility in implementation. The 45-day comment period ended May 18, 2023, when a public hearing was held with robust input from stakeholders. CNCDA will monitor the progress of the rulemaking and keep dealers apprised of any updates.

In the meantime, with anticipated triple digit temperatures all summer, it is best practice for dealers to keep their outdoor heat illness prevention plan up to date and ensure all employees are aware of it and implementing it, as the most common violation is a failure to have a written plan.

Cal/OSHA offers materials and training on heat illness prevention plans and requirements on its website, [accessible here](#). There is also more information on heat illness prevention plans on CNCDA Comply in Chapter 5 of the Employment Law Manual [available here](#). Dealers can access the proposed regulations at <https://www.dir.ca.gov/oshsb/proposedregulations.html>. If you have further questions, please feel free to reach out via our legal hotline at (916) 441-2599 or [legalhotline@cncda.org](mailto:legalhotline@cncda.org).

## Partial Sales Tax Exemption for Clean Cars 4 All Vehicles

**By: Anthony Bento, Chief Legal Officer**



Beginning January 1, 2023, through December 31, 2027, a new law provides for a partial sales and use tax exemption for qualifying zero emission and near-zero emission vehicles purchased through the Clean Cars 4 All (CC4A) program.

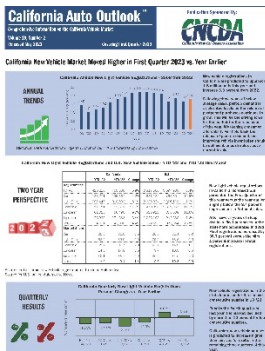
CC4A is administered by the California Air Resources Board in association with local air districts. The program allows qualifying lower-income Californians to replace older polluting vehicles with newer clean air vehicles.

If a vehicle is purchased through CC4A, the tax is reduced by 3.9375 percent. A partial exemption certificate must be issued by the qualified buyer to the dealer.

Information about this program and its partial sales and use tax exemption is available on the CDTFA's website at: <https://www.cdtfa.ca.gov/formspubs/L878.pdf>. Additional information is available on the CDTFA's website under the "Industry Topics" tab. You can access that webpage here: <https://www.cdtfa.ca.gov/industry/used-vehicle-dealers.htm#Topics>

## 1Q 2023 Auto Outlook Market Recap: New Sales Show Positive Numbers; EV and Overall 2023 Registrations Expected to Grow

**By: Autumn Heacox, Director of Communications & Marketing**



CNCDA released its first quarter 2023 California Auto Outlook report last month, showing significant improvement in new vehicle registrations compared to 1Q 2022 numbers.

Overall, 2023 projections indicate that registrations are expected to increase roughly 6.9 percent more than last year (just shy of 2021 sales numbers), despite increasing economic uncertainty in the state and nationwide. CNCDA's quarterly Auto Outlook data is sourced from Experian Automotive.

[Read the full report and press release here.](#)

## CNCDA PAC – How We Punch Outside Our Weight Class

**By: Andrea Daugherty, Political Engagement Manager**



Andrea Daugherty, Margie Lie, and Brian Maas at CNCDA's 2023 Dealer Day in Sacramento.

Strategic advocacy efforts equal a strong dealer voice in our state Capitol. These efforts simply cannot be achieved without the direct support of our dealer principals. One of the most effective tools in our tool chest is a robust political action committee.

As it becomes increasingly difficult for companies to do business in California, we must help elect candidates who understand and support your needs. The California New Car Dealers Association Political Action Committee (CNCDA PAC) is the political arm of the California New

Car Dealers Association, with the sole purpose of electing candidates who truly understand the vital role franchised dealers play in our state and their positive impact on the economy.

By receiving political contributions from dealerships throughout the state, CNCDA PAC uses those funds to support dealer-friendly officeholders and candidates running for state office. These funds are separate from dues and need your direct support to ensure this account is strong.

How You Can Help:

- If your dealership hasn't done so already, [make your PAC contribution today!](#)
- Already a donor? THANK YOU! We appreciate your support. We still need your help and hope we can count on you to join the Chairman's Club or level up with an additional contribution.
- **A personalized email will be sent to you this week with how far away you are from the next Chairman's Club level. When you get the email, please [take action!](#) A list of Chairman's Club donors will be featured in our July bulletin.**

The time to act is now as 2022 greatly impacted our PAC reserves. With redistricting causing 32 open legislative seats, we were especially active. Additionally, with your help we successfully helped elect two candidates with strong dealer backgrounds to legislative office. Nothing is more valuable than the voices of elected leaders in our state Capitol who know the dealer story from personal experience.

2024 is shaping up to be another pivotal election year and we need to refill our coffers quickly. The Primary Elections are March 5, three months earlier than non-presidential election years. [Please join your peers in making your contribution today!](#)

Questions about the PAC and contributing? Please contact Andrea Daugherty, CNCDA Political Advocacy Manager, at [adaugherty@cncda.org](mailto:adaugherty@cncda.org).

### The Showroom Update

**By: Cathy Mason, Director of Operations**



Thanks to member Future Ford, CNCDA has a new 2023 Ford Mustang Mach-E GT in The Showroom!

This 2023 Mustang Mach-E is a GT Performance Edition, gets 90/77 (city/hwy) MPG, and has an eAWD (dual motor).

[The Showroom](#) hosts events and meetings for our members and other groups in Sacramento, accommodating up to 150 people.

You can display your vehicle and advertise your dealership to CNCDA visitors and Sacramento drivers by emailing Cathy Mason, Director of Operations, at [cmason@cncda.org](mailto:cmason@cncda.org).

## **Family And Medical Leave Act and California Family Rights Act: Avoid Common Mistakes Dealers Make**

**By: John Boggs, Fine Boggs & Perkins, LLP**



If you follow the employment law article in the CNCDA Bulletin monthly, you will notice that Family and Medical Leave Act/California Family Rights Act issues are a repeating theme. This is because the FMLA/CFRA creates a minefield of problems for California dealers and because the rules are so detailed that no Human Resources professional can be expected to know all the issues, all the time. Most employment lawyers don't know the answers either.

However, having assisted California dealers for about three decades, we want to share some of the most common mistakes California dealers make when administering FMLA/CFRA leaves so you can avoid what can only be described as a staggering risk of liability if you don't do it correctly.

### ***MY EMPLOYEE IS ABSENT AND DIDN'T REQUEST A LEAVE UNDER FMLA/CFRA, SO I DON'T HAVE TO DO ANYTHING, RIGHT?***

No. An employee does not have to request FMLA/CFRA leave. If an employer has sufficient information that would lead the employer to believe that an employee may be entitled to a FMLA/CFRA leave, the employer has the obligation to designate the leave by notifying the employee in writing. An employer may also request the employee complete a written application for FMLA/CFRA leave (Request for Leave), but if the employee fails to do so or is unable to do so on account of illness or injury, the employer is not relieved of the obligation to designate the leave as FMLA/CFRA leave if you have sufficient information to warrant such a designation. You must do so within five days of learning the information that would indicate a leave might be in order.

As an example, a person calls the dealership and says "My spouse won't be in today. He/she is in the hospital, and we will let you know how things are going but he can't come to work." The caller then hangs up. What is the employer's obligation where the employee otherwise would qualify for the leave (i.e., the employee has worked more than 12 months for the employer for one or more stints, the employee has worked at least 1250 hours in the last twelve months and the employee has not used up his/her 12 weeks of leave for each 12-month period)? The obligation would be to "preliminarily designate" the absence as FMLA/CFRA and to provide the employee with a Certification of Health Care Provider form and inform the employee they have a reasonable period of not less than 15 days to return it completed by the health care provider.

### ***MY EMPLOYEE JUST CAME IN AND SAID, "WE HAVE A NEW CHILD AND I WANT TO TAKE SEVEN DAYS OFF THIS MONTH, SEVEN DAYS THE NEXT MONTH AND THEN TWO WEEKS OFF EACH MONTH FOR THE NEXT FIVE MONTHS FOR BONDING." DO THEY REALLY HAVE THAT RIGHT?***

Yes. A covered employee can take intermittent leave for "bonding" purposes with some minor limitations. As background, FMLA/CFRA leaves can be taken in three different ways: 1. Block time of



continuous leave, 2. Reduced schedule leave (a reduction in hours/days each week), and/or 3. Intermittent leave on an as-needed or as-requested basis. Employees are entitled to intermittent leave if they have a serious health condition and intermittent leave is medically necessary. Otherwise, an employee needs the approval of the employer to take intermittent leave.

However, with bonding leave, California has a special rule. It mandates that an employer must permit intermittent leave for bonding purposes with two limitations: 1. Employees may take bonding leave in separate 2-week blocks, and on two occasions, an employee make take leave in smaller increments of time; and, 2. An employee must take all bonding leave within the twelve months following the birth of the child or placement of the child in the home. And, with FMLA/CFRA, there are no “undue burden” exceptions to granting the leave. It is an absolute right!

***MY EMPLOYEE CAME TO ME AND REQUESTED FMLA/CFRA LEAVE. I SENT THE EMPLOYEE THE WRITTEN DESIGNATION INDICATING THAT THE EMPLOYEE WOULD BE REQUIRED TO USE THEIR ACCRUED VACATION AS PART OF THE FMLA/CFRA LEAVE. THE EMPLOYEE SAID I DON'T WANT TO USE IT AND E.D.D. SAID I DON'T HAVE TO USE IT. IS THAT TRUE?***

No, that is not true under most circumstances. An employer may require an employee to use vacation time during the FMLA/CFRA leave, as long as the employee is on an unpaid leave of absence for their own serious health condition. In other words, employers may force employees to use accrued paid time off, including PTO, or vacation, for otherwise unpaid leave. If the employee is taking bonding leave, for example, and is receiving Paid Family Leave from the State, the employer cannot require that the employee use his/her accrued vacation pay—the same would apply for any form of paid leave (like State Short-term disability).

Likewise, an employer may not require an employee to use paid sick leave for bonding purposes; however, the employer and the employee can mutually agree that you may use sick leave for bonding. An employer may require an employee to use paid sick leave for the employee's own serious health condition, unless the employee is receiving another form of compensation such as short-term disability from the Employment Development Department (Unemployment Department).

If you have specific questions, feel free to contact John Boggs at Fine, Boggs and Perkins LLP at 650.712.8908 or [jboggs@employerlawyers.com](mailto:jboggs@employerlawyers.com) for the latest available information.

## **CNCDA Represents California Dealers at National and International Events**

***By: Anthony Bento, Chief Legal Officer***



One of our responsibilities at CNCDA is to represent our dealer members at industry forums throughout the country. At these events, we explain how vital CA's franchised dealers are when accomplishing important policy goals, such as the transition to zero emission vehicles.

In January, I had the pleasure of speaking about the critical importance of our members' engagement in the transition to zero emission vehicles at the Bloomberg NEF

conference in San Francisco. And in May, I attended the Fourth Roadmap Conference on Zero Emission Vehicles in Portland, Oregon.

Often, there are few (if any) other dealer representatives at these conferences, while there are dozens of manufacturer representatives. It's critical for dealers to have a seat at the table during these conversations, so policies are not designed in a manner that harms our industry and consumers.

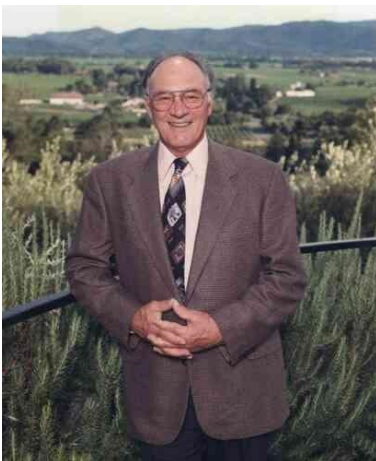
**Barawed Hired as New Administrative Coordinator**  
**By: Rebecca Matulich, Director of Education & Events**



CNCDA welcomes Stacy Barawed as a new Administrative Coordinator for the association's events, education, and operations efforts for members. In this position, Barawed will establish working relationships with high-level executives and contribute to the overall efficiency of the organization's goals to provide the best membership experience for CA's franchised new car dealers.

Previously, Barawed worked for seven years as a Sales Support Manager at Reverse Mortgage Funding, LLC in Gold River, CA. There, she provided direct support by creating reports and presentations, managing calendars, scheduling strategy meetings and events, monitoring sales contests and incentives, making travel arrangements, and acting as a multi-department liaison. Stacy can be reached at [sbarawed@cncda.org](mailto:sbarawed@cncda.org).

**Saying Goodbye to Vincent Maita, February 18, 1928 – May 2, 2023**  
**By: McKenna Bediamol, Administrative Coordinator**



CNCDA is deeply saddened by the loss of a pioneer in California's Auto Industry, Vincent Maita. Undoubtedly, a successful businessman, active community member in Sacramento, and a loving, family man, Vince Maita demonstrated what it means to live life fully. Vince started down the path into the Auto Industry when he joined his local Oldsmobile dealer and, after much dedication and work, in 1975 he became the sole owner of Sutton Oldsmobile. From this point on, Sutton Oldsmobile became Maita Oldsmobile. Over time, Maita's automotive group grew to include Toyota, Chevrolet, Kia, Suzuki, Mazda, Nissan, and Honda.

Vince also served in his community, contributed greatly to city-wide road improvements, and was involved in serving many non-profits and local community organizations. Beyond being a successful businessman, he was also an avid gardener, sharing the bounty of his harvest with employees, friends, and family. Vince is survived by his four children, Paul, Steve, Leslie, and Christine, his 6 grandchildren, and 15 great-grandchildren. Vince touched so many lives in the greater Sacramento region and beyond, always had a smile on his face and a kind word to say to everyone. His loss to the dealer community is great, but Vince Maita's legacy surely lives on.

## Industry Leaders Offer Insight at 2023 Federated Insurance® Advisory Council

**By: Federated Insurance**



This year, 19 business leaders, representing 12 industries, gathered in Scottsdale, Arizona, on February 23-25, 2023, to participate in the 33rd annual Federated Insurance Advisory Council (including CNCDA's own Vice Chairwoman, Hilary Haron representing all of California).

During this two-day session, Council members shared thoughts on various challenges and opportunities within our industry. Conversation focused on the hazards ahead, including:

- Attracting and retaining employees
- Building employee loyalty through incentive and bonus plans
- Customer service and differentiating your company among the competition
- Cyber security threats
- Evolving legal landscape around cannabis and other employment law topics
- Business succession planning
- Workplace injuries and losses

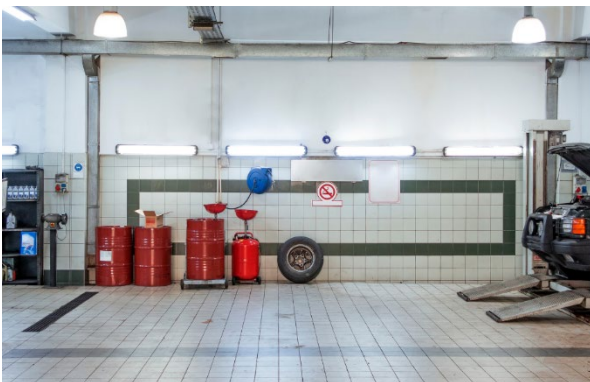
Throughout the discussion, Advisory Council members shared best practices for navigating these complex issues, often citing Federated Insurance risk management resources support and relationship with their industry association as critical to their continued success.

"We must continue to see the businesses we serve through a new lens," noted Jeff Fetters, Federated Insurance Chairman. "The Advisory Council provides us with invaluable counsel, trust, insight, and vision so that we can continue providing unparalleled protection to clients in our evolving world."

About Federated Insurance: Founded in 1904, Federated Mutual Insurance Company is a national insurance and risk management organization that serves the property, casualty, and life insurance needs of clients in select industries. The organization has more than 523 recommendations from state, regional, and national associations and buying groups and is rated A+ (Superior) by industry analyst A.M. Best®. At Federated Insurance, It's Our Business to Protect Yours.®

## Do You Have the Right EPA ID Number? Here's How You Know

**By: KPA**



California car dealers often miss one important aspect of managing hazardous waste: Should you have a **California or federal EPA ID number**? The federal EPA ID number allows you to generate both state and federal waste. It's a bit more difficult to apply for and takes more time, but here's the issue: Under some circumstances, you are required to do it.

In this article, we discuss:

- The types of waste that are problematic,
- The amount that pushes you over the limit,
- Consequences for violating the regs, and
- How to apply for a federal EPA ID number.
- Do you generate these types of waste?

California ID numbers work just fine when dealing with California-regulated waste, such as used oil or coolant. If your facility generates federally regulated waste, however, a California ID number won't cut it. The two most common types of federally regulated waste you may generate are **waste fuel**, which typically is generated when improperly mixing gasoline and diesel, and—for those of you that have body shops—**solvent-based paint waste**.

If you have either of those types of waste, the next step is to look at the amount you generate.

### How Much Do You Generate?

The U.S. Environmental Protection Agency (EPA) Resource Conservation and Recovery Act (RCRA) requires any business generating **more than 100 kilograms** of federally regulated waste in any given month to obtain a federal EPA ID number. To determine if you need a federal EPA ID number, look at the combined total of waste fuel, solvent-based paint waste, and any other federally regulated waste you generate. It may be necessary to convert gallons and pounds to kilograms.

One hundred kilograms equates to 220 pounds. Roughly speaking, a gallon of waste weighs eight pounds, so the liquid equivalent is 27.5 gallons. If you have both solid and liquid RCRA waste, add them together to determine the total waste generated.

If you believe you could or will exceed the limit, you need to **continuously monitor** your federally regulated waste. If you hit that 100-kilogram limit, immediately apply for a federal EPA ID number.

Remember that federal EPA ID numbers are site-specific, so evaluate your waste by site.

### Cost of Violation

As explained in the California Code of Regulations (see 22 CCR §§ [66272.62](#)–66272.65), the California Department of Toxic Substances Control (DTSC) takes several factors into account if they find you in violation of the law, including but not limited to:

- The characteristics of the substance involved,
- The amount of the substance involved,
- The extent to which human life or health, animal life, and the environment are threatened,
- The extent to which potable water supplies are threatened, and
- The extent of the deviation of the violation.

**The penalty can be up to \$70,000 per violation per day.**

### How to Apply for a Federal EPA ID Number

If you've determined that you need a federal EPA ID number, there is no fee to apply. But first check to make sure you don't already have one! Permanent federal EPA ID numbers usually start with CAR, and permanent California ID numbers start with CAL.



To obtain your site's permanent federal EPA ID number, you'll need to submit the U.S. EPA Form 8700-12 – RCRA Subtitle C Site Identification Form. We recommend using the U.S. EPA online tool called [myRCRAid](#) to submit your application. The online process is much quicker and easier than applying by mail.

DTSC provides step-by-step [instructions](#) for creating a myRCRAid account, as well as [instructions](#) for completing the online form to apply for the federal EPA ID number. The agency recommends watching their myRCRAid [training video](#) before you use myRCRAid for the first time.

If you want to apply by mail, [download](#) the form, complete the application, and send it with original "wet" signatures to the DTSC, Attn: RCRA Notifications, PO Box 806, Sacramento CA 95812-0806.

Luckily, you don't need both a federal **and** a California ID number. If you have obtained a federal EPA ID number, you can inactivate your current California ID number. Complete DTSC [Form 1358](#) and submit it by email, mail, or fax as indicated in the instructions.

Finally, don't forget to give your new number and associated paperwork (e.g., repair orders) to your hazardous waste hauler.

Ted Ullmann, CSP, CHMM is Team Supervisor - West at KPA. He specializes in environment, health, and safety areas that impact automotive dealers and collision repair including accident investigations, regulatory analysis, respiratory protection, stormwater management, and TCLP. You can reach him at [tullmann@kpa.io](mailto:tullmann@kpa.io).

## Events



**HR Bootcamp Part 1:  
An Exercise In Real-Life HR Dealership Dilemmas**  
**June 15, 2 PM, \$99 for Members**  
[Click here to register.](#)

I need HR help now! What should I do? Sound familiar? Going to law school doesn't make you a great litigator. Reading a human resource manual doesn't make you an HR Expert. Great HR skills are learned through real-life experiences.

Join John Boggs and David Reese from Fine, Boggs, and Perkins to learn how to deal with HR dilemmas through real-life case studies. Don't miss this one as you are sure to see case studies that you will encounter in everyday management in your California dealership.



**CNCDA 2023 Annual Convention:  
Empowering California Dealers**  
**October 8-11, Fairmont Kea Lani, Maui, Hawaii**  
[Click here to register today!](#)

We only have a few remaining rooms left! Dealership teams are encouraged to attend together to learn and grow for the success of your business. Please join us!



# UPCOMING EVENTS 2023



**STAY UP-TO-DATE**  
REGISTER FOR EVENTS BY VISITING

[www.cncda.org/events](http://www.cncda.org/events)

## Webinars:



**JUNE 15**  
HR Bootcamp  
Part I  
2:00-3:30 PM



**JULY 19**  
Cracking the Code:  
Managing Hazardous  
Waste in California  
11:00-12:00 PM



**JULY 27**  
HR Bootcamp  
Part II  
2:00-3:30 PM



**AUGUST 17**  
HR Bootcamp  
Part III  
2:00-3:30 PM



**JULY 20**  
Electrifying CA's  
Cars & Trucks  
2:00-3:30 PM

## In-Person Events:



**OCTOBER 8 - 11**  
CNCDA Annual Convention  
Fairmont Kea Lani  
Maui, HI



**DECEMBER 4 - 14**  
New Laws Seminar Series  
9:00-11:30 AM  
Various Locations

## Thank You to CNCDA's 2023 Sponsors!

Thank you for investing in CNCDA. We could not accomplish our goals without our committed sponsors' continued support, involvement, and enthusiasm. ***Interested in securing your 2023 CNCDA sponsorship? [Email Rebecca Matulich, Director of Education & Events.](#)***

## CNCDA 2023 SPONSORS

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