



# Missouri NEWS

Auto & Truck Recyclers

Serving the Membership of the Missouri Auto & Truck Recycler Association

February/March 2019

## From the President

By Eben Shantz

### Being Prepared for Success

I know, I know. The title sounds like you're going to yet another rah-rah seminar to be given by another industry legend about how correct planning is all they had to do to become successful. Well this is not that talk. Quickly before your mind wanders to baseball stats, let's back it up and apply the term more simply in an everyday sense.

#### Preparation is everything.

My wife's Volvo recently needed a new battery. Simple...right? I had the yard manager pull a used one, I brought it home, and typical to my current life patterns promptly forgot about it for weeks and eventually the current weak battery gave out, so now it's an emergency.

...no problem, I got this...right?

Opening the hood, I started removing the 10mm terminal holders and low and behold I need to get my 1/4" extension to get to that battery clamp nut on the bottom. Except for....hey...where in the heck is my extension?! Wait a second, where is my entire SET of 1/4" sockets?! So after 30 minutes of tearing through the garage I had all but given up, thankfully remembering a good neighbor with a dirt bike fetish would undoubtedly have something that would fit the bill. Ok, so that's sorted.

Got the battery out and when I matched the replacement up....you got it, wrong group battery. Even after using a compatibility diagram apparently this specific model Volvo has a "premium" audio system so the battery is of

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Missouri Automobile and Truck Recyclers Association

### Missouri Auto & Truck Recyclers News

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Let's Talk Recalls . . .

## Be a Lifesaver #yankthatbag 2019 - Year of the Bounty Hunter

By *Katie Stark & Paul D'Adamo*

It's hard to look forward to 2019 without a quick review of 2018

Thanks to Auto Recyclers across North America, tens of thousands of defective Takata airbags have been removed from the Auto Recycling Industry in 2018. As an industry, we have stepped up our game to remove defective Takata airbags from resale inventory thereby decreasing the chance for someone to be injured or perhaps killed. We believe there are still opportunities out there for improvement.

### Priorities

We have three overarching priorities here at RAS to ensure most effective identification and removal of safety recalled parts from our industry. First, to have all affected Automakers participate in the buy-back program. We currently have 22 Automakers, 144 models, and 15 years of coverage. Second, continue to drive awareness and education for auto recyclers at all levels (Full Serve, Self-Serve, and Scrap) until we have 100% participation. Last, but not least, we continue to focus on developing new tools and

processes that help recyclers in this space.

### Awareness and Education

We launched the #yankthatbag campaign as part of our North American Road Tour in January. Our multimedia campaign covered a wide spectrum of material with presentations, articles, videos, social media posts, email marketing, and many phone calls. With over 45 years in the Auto Recycling Industry, RAS has developed deep roots with Recyclers, and we have built an incredible team in Rhode Island to support the Airbag Recovery Program.

## Marty Satz



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### Resources at RAS

Directly and indirectly, we have over twenty-five people working all aspects of the Airbag Recovery Program. Our Accounting, Check-In, Recall Phone Support, Shipping, IT, Compliance and Marketing teams have all contributed to making this program successful. From the administrative to executive level, RAS has invested substantial resources in helping Auto Recyclers comply with this Federal Recall while generating income from the bounty.



## Developments in 2018

During 2018, we brought on four new Original Equipment Manufacturers; Jaguar/Land Rover, Ford (Ford, Lincoln, Mercury), Mercedes Benz (MB, Sterling), and Nissan (Nissan, Infiniti). At the same time, new premium bounties were placed on certain VINs for the 2006 Ford Ranger (extra \$100) and all models under Jaguar/Land Rover (extra \$90) to encourage recyclers to remove them. In the case of the Ranger, Ford identified some airbags that were more susceptible to being defective due to manufacturing defect, and the Jaguar/Land Rover premium bounty of \$100 was put in place due to heightened difficulty of airbag removal.

## Plans for 2019

We are putting a renewed focus on the Self-Service/Scrap segment of Auto Recycling in 2019. Self-Service and Scrap yards produce large monthly turns of vehicles. I wrote an article earlier this year which addressed why Self-Service/Scrap Recyclers have an advantage over traditional full-serve recyclers. It pointed to several key variables such as Volume, Unit Pricing, Vintage, Process, Corporate Responsibility, and Return on Investment (ROI).

We have developed a mobile phone App for Self-Service/Scrap Recyclers to more efficiently manage their airbag recovery program. I affectionately refer to it as our YAPP (Yard App). We are currently testing it in the Northeast. We hope to have another OE join the program in the first quarter and to introduce several other recall program developments to bring more value to auto recyclers.

We will be putting a new twist to our “Be a Lifesaver, #yankthatbag” campaign in 2019. Stay tuned . . .

## 2019 – Year of the Bounty Hunter

*President... continued from cover*

a different size so this one won't even fit in the hole. So now we're out having the correct tools to do the job AND the correct replacement battery, so the kids will have to get to school the next day with grandma and grandpa.

Aggravating and 100% preventable...if I would have just had done some planning.

## Fortune favors the prepared. No exceptions.

We talk a lot about luck in this industry. While I certainly believe it has a role to play in all that we do, long-term having a solid business plan and executing well is really what makes all the difference. I couldn't possibly count all the times I was woefully prepared for some of the changes either the industry or myself have instituted and the general outcome was negative because I did next to zero planning for it. Preparation takes time, thoughtfulness, and planning, and frankly most of us don't make the time to do it successfully. As I get older, what has started working for me is to ONLY slow down and spend the time on planning for those larger impact projects (new facility, new dismantling processes, pay plans, etc). Since the pressure of time is already so great on each of us, I hope you have found or are finding the right balance for you when it comes to focusing on preparation in the right places. So when, you know, you just MAY have to replace a car battery and everything goes wrong, you can at least smile because you know you spent that other time wisely preparing for something that had made or will make a bigger impact long-term.

Keep those parts racks full and we'll see ya around.

-Eben Shantz  
eben@modernimports.com

# OSHA - Health and Safety Reporting

By **Cheryll Lambright**  
*Texas Automotive Recyclers Association, Executive Director*

Nothing like starting the year with some reminders. OSHA is certainly not a pleasant reminder but it is an even more unpleasant circumstance if you don't keep them on your "to do list" at the top. Primarily there are two different requirements on reporting and maintaining injury and fatality records. Fatalities and severe injuries must be reported by all employers regardless of the number of employees. But reporting injuries set up to be done on the Forms 300, 300A and 301 are for employers with more than 10 employees. This is certainly the simplified rule requirements to address health and safety requirements, but enough for you to get the picture. As always, OSHA requirements are something that this industry should take seriously at all times.

## OSHA Reporting Requirements

### For All Employers Regardless of the Number Of Employees Must Report Work Related Fatalities And Severe Injuries

All Employers, REGARDLESS of number of employees, must report the following events to OSHA:

- All work-related fatalities
- All work-related in-patient hospitalizations of one or more employees
- All work-related amputations
- All work-related losses of an eye

Employers must report work-related fatalities within 8 hours of finding out about it. Only fatalities occurring within 30 days of the work-related incident must be reported to OSHA. For any in-patient hospitalization, amputation, or eye loss employers must report the incident within 24 hours of learning about it.

### Who must report?

All employers under OSHA jurisdiction must report all work-related fatalities, hospitalizations, amputations and losses of an eye to OSHA, even employers who are exempt from routinely keeping OSHA injury and illness records due to company size or industry. An amputation is defined as the traumatic loss of a limb or other external body part. Amputations include a part, such as a limb or appendage, that has been severed, cut off, amputated (either completely or partially); fingertip amputations with or without bone loss; medical amputations resulting from irreparable damage; and amputations of body parts that have since been reattached.

### How soon must I report a fatality or severe injury or illness?

Employers must report work-related fatalities within 8 hours of finding out about them. Employers only have to report fatalities that occurred within 30 days of a work-related incident. For any inpatient hospitalization, amputation, or eye loss employers must report the incident within 24 hours of learning about it. Employers only have to report an inpatient hospitalization, amputation or loss of an eye that occurs within 24 hours of a work-related incident.

### How do I report an event to OSHA?

Employers have three options for reporting the event:

- By telephone to the nearest OSHA Area Office during normal business hours.
- By telephone to the 24-hour OSHA hotline at 1-800-321-OSHA (6742).

- By Online.  
<https://www.osha.gov/pls/ser/serform.validate>

## What information do I need to report?

Any employers reporting a fatality, inpatient hospitalization, amputation or loss of an eye to OSHA must report the following information:

- Establishment name
- Location of the work-related incident
- Time of the work-related incident
- Type of reportable event (i.e., fatality, inpatient hospitalization, amputation or loss of an eye)
- Number of employees who suffered the event
- Names of the employees who suffered the event
- Contact person and his or her phone number
- Brief description of the work-related incident

## Employers do not have to report an event if it:

- Resulted from a motor vehicle accident on a public street or highway.
- Occurred on a commercial or public transportation system (airplane, subway, bus, ferry, streetcar, light rail, train).
- Occurred more than 30 days after the work related incident in the case of a fatality or more than 24 hours after the work-related incident in the case of an inpatient hospitalization, amputation, or loss of an eye. Employers do not have to report an inpatient hospitalization if it was for diagnostic testing or observation only. An inpatient hospitalization is defined as a formal admission to the inpatient service of a hospital or clinic for care or treatment. Employers do have to report an inpatient hospitalization due to a heart attack, if the heart attack resulted from a work-related incident.

**Employers must report the event if it happened in a construction work zone.**

## OSHA Injury & Illness Form 300A Must be Posted in the Workplace From February 1 to April 30 For Employers With More Than 10 Employees

OSHA reminds employers, **with 10 or more employees**, of their obligation to post a copy of OSHA's Form 300A, which summarizes work-related injuries and illnesses in an employee accessible area such as near the Department of Labor required postings. There are three forms to this process:

1. Form 301 – Per Incident Report
2. Form 300 – Log of all incidents
3. Form 300A – Summary of Incidents

<https://www.osha.gov/recordkeeping/new-osha-300form1-1-04-FormsOnly.pdf>

## OSHA 301 Form Injuries and Illnesses Report

OSHA Form 301 is used to record work-related injuries and illnesses but is an incident specific form. A new Form 301 would be completed for each injury or illness incident. This is one of the first forms you must fill out when a recordable work related injury or illness has occurred. Within 7 calendar days after you receive information that a recordable work-related injury or illness has occurred, you must fill out this form. The information that you put on this 301 form will be put on the 300 form.

## OSHA 300 Form Log Of Work Related Injuries and Illnesses

OSHA Form 300 is used to log work-related injuries and illnesses and to note the extent and severity of each case. When an incident occurs, use the OSHA 300 Form to record specific details about what happened and how it happened. By using the OSHA produced Excel format the incidents reported on the Form 300 will automatically be tallied in the Form 300A for the annual summary.

## Post OSHA 300A Form Annual Summary

The Annual Summary Form 300A shows the totals of recorded events for the year in each category. At year-end, post the 300A summary in a visible location so that employees are aware of the injuries and illnesses occurring in their workplace. Post the OSHA 300A log in an employee accessible area such as near the Department of Labor required postings.

Keep a separate log and summary for each physical location that is expected to be in operation for one year or longer.

Listing a case on the log does not mean that the employer or worker was at fault or that an OSHA standard was violated.

For complete information and instructions go to:

<https://www.osha.gov/recordkeeping/new-osh300form1-1-04.pdf>

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**Thank you for your support!**

## Theresa's Top 5 Tips for eBay

*By Theresa Colbert*

With all of the questions I have been getting recently about eBay, I thought we should look at some of the tips and tricks that I use with my customers to increase their eBay sales. Even if you don't sell on eBay, these tips will help with your inventory process!

1. **Use keywords.** eBay does not need complete sentences and punctuation. You only get 80 characters, so you have to be picky with your words while making sure everyone understands them. Here is an example:

You might be writing descriptions that say:

**03 H2 Body Control Mod 591-6963**

This means nothing to the average eBay customer or to your Aunt Judy. I try to make my eBay titles so clear that my Aunt Judy could understand it:

**2003 Hummer H2 BCM Chassis Brain Box Computer ID 15179509**

2. **Paint codes sell parts!** I have said it a hundred times, and I will say it again! No matter where you list your parts, please include your paint codes and paint names where you can. I have a 2011 Sonata. We all call it Blue or BLU (which also means nothing to an eBay customer). Hyundai calls it Y2U Blue Sky Metallic, which is very different from the other 4 blue paint codes that they also put on the Sonata in 2011.

In this example, you might currently be writing descriptions like: **4dr, BLU, 2D1**

But for my Aunt Judy, I need to write it all out:  
**2011 Sonata Left Driver Side Fender 4 DR Blue Sky Metallic Y2U \*Light Scratches**

3. **Think outside your normal hot sellers and your geographical area!** You know, or at least I hope you do, what will sell on Car-Part.com and in your shops. The parts that sell on eBay are often very different than the ones that you sell to your regular customers. Wiper transmissions or fuel filler necks in Arizona or Florida? Nope! Not a big deal! In Michigan and Iowa? Oh, yeah! The rust there is so bad that they need these parts! When I was still at Nu-Parts, I could not give away a 22r timing cover in Chicago or Pittsburgh, but we still sold cases of them in California. No rust, so they are still driving these cars there.
4. **Research!** Research and then, guess what I want you to do? More research! Go to eBay and look up cars that you bring in. Not just the new ones! Put in the '02 Buick Regal or the '92 SAAB and see what is selling out there. One of my yards sold an AC vent for a '96 Corolla for \$29! I guess if you don't have one and you still drive that car, \$29 seems like a good deal!
5. **Feedback is king on eBay!** You do not want negative feedback! Test the parts that you say you tested. Understand that "free shipping" and "free returns" are part of eBay life, but also know that most of my yards have less than 5% returns on eBay, which is far better than what they have on local sales. Yes, once in a while, you will feel like you got taken, but the same thing happens now when a shop buys an engine brain box only to find out that it wasn't the problem –and then sends it back as "no good." Do your best to be honest on eBay and you will find out that the customers are a lot more forgiving on things like "light scratch on fender" or, "headlight is faded" as long as you tell them about it when you list the parts.



I hope each and every one of you has a blessed and happy New Year! As always, if you have any questions feel free to email me at TheresaC@Car-Part.com or you can call or text me at 859-802-2382.

Thanks for reading and have a great month! Theresa

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