



NAEDA Update

NORTH AMERICAN EQUIPMENT DEALERS ASSOCIATION e-newsletter

Wednesday, January 08, 2014

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[Analytics Vital to Good Decision Making for Birkey's Farm Store](#)

For Birkey's Farm Store, having store data readily available in the way of true analytics has been a significant improvement for business decision making. "We believe that putting the right information in people's hands is vital to making good business decisions," said CEO Mike Hedge. To facilitate the process, Birkey's updated its dealer management system.

[Read more](#)

HAPPY NEW YEAR FROM NAEDA

Consider a contribution to NAEDA's Equipment Dealers Foundation

NAEDA's Equipment Dealers Foundation (EDF) was created to provide grants to meet the industry's need for training resources, career advancements and scholarships. Through the years, the EDF has expanded its efforts to help dealership employees affected by natural disasters. Moving forward, your support is needed for research, grants and scholarships to continue to enhance our industry.

When faced with a disaster, the EDF has been able to step in and help. The EDF has financially aided a number of dealers and dealer employees, thanks to the generous support of dealers, manufacturers, suppliers and affiliated associations.

The purpose is not to replace insurance coverage or the entire business economics; rather, the efforts through "bridge grants" of up to \$2,500 help put food on the table, replace toothbrushes and toothpaste, put gas in the vehicle and generally help individuals get their everyday routine back as quickly as possible. To date, the EDF has provided more than \$200,000 to assist disaster victims.

In 2012 and 2013, EDF has offered a matching scholarship program in conjunction with dealers and affiliate associations, with the goal of helping dealers train the next generation of employees. These scholarships, coupled with the other matching grants of the sponsoring dealer and affiliate associations, were used to help students interested in the equipment industry attend schools and receive training so they can be a part of our industry after graduation. To date, 145 matching scholarships have been awarded to students.

Now is where you can help. In order for EDF to assist when disaster strikes again—and it will—and to help do research and provide important industry data and education, and provide scholarships to students excited about our industry, we need your continued support. Please consider a generous donation to the NAEDA EDF as we close out the year.

Please visit our website at <https://www.naeda.com/SupportEDF/EDFFoundationOnlinePayment.aspx> to contribute online.

Thank you.

NAEDA Update Official Sponsor

From the NAEDA Office

Here's what we told Congress NAEDA has lobbied hard for its positions on tax reform.

WOW! Congress adjourned in December with a two-year budget deal. Who would have thought that was possible, given the fact that they are even more unpopular than the president who is going to sign this deal. Just remember Congress will be back in Washington in January to discuss a host of unfinished business after their return and the elections next fall.

One item that caught our attention, prior to the adjournment, was the Senate Finance Committee's proposals to overhaul America's tax code. Those proposals, many of which are not friendly to dealers, caused NAEDA to respond before adjournment and submit "requested actions" to the committee for their consideration. The requested actions are summarized below. A complete copy of NAEDA's comments to the Senate Finance Committee is available by contacting me for a copy at williamsm@naeda.com.

Tax Code Reform

► Make permanent the bonus depreciation and Section 179 provisions enacted under

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Legislative & Regulatory News

Senate confirms Yellen at Fed

The Senate on Monday voted 56-26 to confirm Janet Yellen as the first woman to lead the Federal Reserve.

Eleven Republicans joined Democrats present on Monday in voting to confirm Yellen, who will face more scrutiny than perhaps any central bank leader before her when she formally takes the reins this month from the retiring Ben Bernanke.

Yellen will be in control of an institution that has just begun unwinding years' worth of unprecedented stimulus for the economy while seeing its regulatory workload explode under the Dodd-Frank financial reform law.

[Read more...](#)

Source: The Hill

Farm Bill conference meeting possible

Thursday has been circled on the calendar since the House of Representatives left down Dec. 13. With the House returning to session on Tuesday, it's expected --- well, it's possible anyway --- that the farm-bill conference leaders could call a Thursday meeting for the full group of conferees.

We'll see.

After all, conferees left before Christmas vowing to get a farm bill done in January. If that's the case, then the principal negotiators from the House and Senate agriculture committees should get those calls out for a meeting quickly because the House calendar will once again be working against them. The House is in session four days this week and four days next week. Congressmen are out the week of Jan. 20. They return Jan. 27-29 before GOP members hold a planning retreat at the end of the month. That translates into seven days of floor time for the House in January after this Friday.

[Read more...](#)

Source: DTN Progressive Farmer

Climate to be 2014 battlefield

Climate change and energy will be a major policy battleground in the 2014 midterms, advocates on both sides of the issue promise.

Republicans like Senate GOP Leader Mitch McConnell (Ky.) plan to go on the attack against President

The Small Business and Work Opportunity Tax Act of 2007, the Economic Stimulus Tax Act of 2008 and the American Taxpayer Relief Act of 2012.

► Change the farm and ranch equipment assigned class life to five years for depreciation purposes. This will match the same assigned class life of construction equipment.

► Modify the current depreciation schedules for buildings and their contents to accurately reflect actual lifetime usage rates and specialty uses to match the industry's needs.

► Do not repeal Last-in, First-out (LIFO) accounting method.

► Delete IRC Section 263A of the IRS Code.

NAEDA has been consistent in asking for these tax measure changes, or no changes in some cases, over the last few years. We fully believe that Congress may try and tackle tax reform once they return from the holiday recess, but not certain as to that outcome or the timing of such actions.

That will make the 2014 fly-in scheduled for April 2-3 so important. It will be that one-on-one dealer contact with your representatives and senators that will play an important role in any tax reform programs, particularly the ones mentioned above. So, please get the dates on your calendar and plan to attend this, our 11th Annual Fly-in, in Washington, D.C.

Two other items remain on our congressional agenda for the new session that we hope Congress will tackle after their holiday recess. One is the farm bill and the other one is the Water Resource Development Act of 2013.

Farm Bill

On the farm bill, bills have been passed in both the House and Senate that are now in conference committee for reconciliation. They appeared to be close to an agreement prior to adjournment, so we hope the final differences will be ironed out and a farm bill agreed to shortly after Congress returns in January.

In a joint congressional letter sent by AEM, AED and NAEDA this fall, we have said:

"Too often policy makers fail to

Obama's climate action plan, which they have dubbed a "war on coal." They're backed by conservative groups like the American Energy Alliance, which is already airing campaign ads attacking Democrats such as Rep. Nick Rahall (W.Va.) for supporting a carbon tax.

[Read more...](#)

Source: The Hill

State minimum wages will exceed the federal minimum of \$7.25 an hour in 21 states on Jan. 1

The retail-worker strikes that swept the nation in 2013 did not move Congress to raise the minimum wage, but a growing number of states are taking action.

The minimum wage will rise in 13 states this week, and as many as 11 states and Washington, D.C., are expected to consider increases in 2014, according to the National Employment Law Project. Approval is likely in more than half of the 11, says NELP policy analyst Jack Temple.

[Read more...](#)

Source: USA Today

Tax reformers see hope in budget deal

Congressional tax writers, left reeling after a string of setbacks to tax reform, say ratification of the budget pact could give them new momentum next year.

Senate Finance Chairman Max Baucus (D-Mont.) and House Ways and Means Chairman Dave Camp (R-Mich.) have seen their efforts stymied and criticized in recent months.

But the budget deal struck this week includes no new revenues from ending tax breaks, giving them free reign to pursue full-scale rewrite of the tax code.

[Read more...](#)

Source: The Hill

NAEDA comments on Senate tax reform plan targets

NAEDA submitted comments to the Senate Finance Committee on December 16th that listed a set of requested actions that the committee should consider as part of their Cost Recovery and Accounting Discussion Draft Comments. NAEDA's requested actions were:

- Make permanent the bonus depreciation and Section 179 provisions enacted under The Small Business and Work Opportunity Tax Act of 2007, the Economic Stimulus Act of 2008 and the American Taxpayer Relief Act of 2012.
- Change the farm and ranch equipment assigned class life to five years for depreciation purposes. This will match the same assigned class life of construction equipment.
- Modify the current depreciation schedules for buildings and their contents to accurately reflect actual lifetime usage rates and specialty uses to match industry's needs.
- Do not repeal Last-in, First-out (LIFO) accounting method.
- Delete IRC Section 263A of the IRS Code.

A copy of the letter sent can be read [here](#).

IRS issues 2014 standard mileage rates

The Internal Revenue Service set the 2014 optional standard mileage rates used to calculate the deductible costs of operating an automobile for business, charitable, medical or moving purposes.

Beginning on Jan. 1, 2014, the standard mileage rates for the use of a car (also vans, pickups or panel trucks) will be: 56 cents per mile for business miles driven; 23.5 cents per mile driven for medical or moving purposes; and 14 cents per mile driven in service of charitable organizations. The business, medical, and moving expense rates decrease one-half cent from the 2013 rates. The charitable rate is based on statute and did not change. 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.

Source: IRS

fully appreciate the impact farm programs have beyond the farm gate. America is the world's leader in agricultural equipment manufacturing and is responsible for the livelihoods of many Americans who have no connection to production agriculture. According to an economic analysis conducted by Global Insights, 250,000 jobs in all 50 states are directly and indirectly supported by the agricultural equipment industry. The security of these jobs is largely dependent on the health of the U.S. agricultural sector, and completion of the 2013 farm bill will help ensure the long-term vibrancy of the agricultural economy and demand for agricultural equipment. Continued delays or more extensions are simply not acceptable."

Water Resources

The Water Resource Development Act of 2013 is also important to us and to agriculture. This bill makes a \$12 billion investment in the nation's ports and inland waterways infrastructures (locks and dams). Passage of this bill would enable activities at ports and waterways that contribute more than \$649 billion annually to the U.S. GDP and sustain more than 13 million jobs.

Those pieces of legislation, H.R. 3080 and S. 601, have been passed and are now waiting on conference committees to resolve the differences between the two bills. One thing we also like about these bills is the fact that they try to streamline coordination among 18 different federal agencies, congressional jurisdictional committees, and they prioritize projects and cut red tape on the projects. All of which everyone agrees needs to be done.

As you get a chance to see and visit with your representatives and senators, don't forget to mention these items to them. They need to hear from their constituents in order for them to justify their votes on these issues, as well as others.

MIKE WILLIAMS is vice president for government relations with the North American Equipment Dealers Association (NAEDA).

To read this article in full, click [here](#).

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Industry & Manufacturing News

ECHO Incorporated announces Tim Dorsey as new President

Chicago, IL (1/6/2014) - Effective January 1, 2014 Tim Dorsey becomes the second American President of outdoor power equipment manufacturer ECHO Incorporated, a subsidiary of Yamabiko Corporation of Japan. He replaces retiring President Dan Obringer.

Dorsey has worked for ECHO for 18 years in a variety of positions including the last seven years as Vice President of Systems and Logistics. As a member of the Executive Team, Dorsey played a key role in the company's growth and profitability over the years.

"The transition in leadership to Tim will be seamless," says Obringer. "We have a great Executive Team and Tim has been a key member for the last seven years. Our business has grown tremendously and I expect this momentum to continue and ECHO to grow and prosper under Tim's leadership."

Obringer, who has served as President for the past five years, will remain in an advisory capacity for the next year.

Dorsey and his family live in Cary, IL. He is a graduate of DePaul University.

ECHO Incorporated is a leading manufacturer of professional-grade, high performance outdoor power equipment for professional and residential use. The corporation markets its products through independent dealers under the brand names ECHO, Shindaiwa, ECHO Bear Cat, and Cray. It also markets the ECHO brand through The Home Depot. The company is based in the Chicago suburbs. Visit www.echo-usa.com to learn more.

Source: [ECHO](#)

AGCO Announces the retirement of Senior VPs

DULUTH, Ga.--(BUSINESS WIRE)--Dec. 20, 2013-- AGCO, Your Agriculture Company (NYSE: AGCO), a worldwide manufacturer and distributor of agricultural equipment, today announced the retirement of Senior Vice Presidents, Randy Hoffman and David Caplan. The announced changes will be effective on December 31, 2013. "As highly respected business professionals in the industry, we extend our well wishes, appreciation and gratitude to Randy and David for their many years of inspirational leadership and personal dedication to AGCO," said Martin Richenhagen, Chairman, President and CEO of AGCO. "Both men have left a lasting impact on the agricultural industry as well as supporting AGCO as a global leader in the market."

Randy Hoffman, Senior Vice President, Global Sales & Marketing and Product Management, joined AGCO in 1995 and has been instrumental in the growth of the company through key management positions ranging from regional marketing manager to Senior Vice President. He led the development of multiple global brand strategies, expansion of AGCO's presence into new and emerging markets and spearheaded the implementation of AGCO's Sustainability strategy. He also laid the groundwork for AGCO's successful launch of the Challenger® brand.

David Caplan brought more than 20 years of purchasing, logistics and manufacturing operations experience when he joined AGCO as Senior Vice President of Materials Management Worldwide, in 2003. David effectively realigned the structure of and implemented new processes within AGCO's purchasing organization. Among many other accomplishments, David also supported significant cost-savings initiatives in North America and launched AGCO's Global Purchasing Excellence initiative.

Challenger® is a registered trademark of Caterpillar, Inc. and is used under license by AGCO.

About NAEDA Update

North American Equipment Dealers Association

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The North American Equipment Dealers Association provides educational, legal, legislative, and financial services to approximately 5,000 retail agricultural, construction, large property/rural lifestyle, and outdoor power equipment dealers in the United States and Canada.

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You must be a paid member of a NAEDA-affiliated association for your subscription to be accepted.



ABOUT AGCO

AGCO, Your Agriculture Company (NYSE:AGCO), is a global leader focused on the design, manufacture and distribution of agricultural machinery. AGCO supports more productive farming through a full line of tractors, combines, hay tools, sprayers, forage equipment, tillage implements, grain storage and protein production systems, as well as related replacement parts. AGCO products are sold through five core machinery brands, Challenger®, Fendt®, GSI®, Massey Ferguson® and Valtra®, and are distributed globally through 3,150 independent dealers and distributors in more than 140 countries worldwide. Founded in 1990, AGCO is headquartered in Duluth, Ga., USA. In 2012, AGCO had net sales of \$10 billion. www.AGCOcorp.com

[Source: AGCO](#)

DTN forecasts top Ag stories for 2014

Anyone can tell you what the top stories were in the past year. It takes true forecasting abilities to tell readers what the biggest stories will be over the next year.

After consulting market analysts, political insiders, economists, an Ouija board and the Heritage Foundation, here are the most likely farm policy stories you can expect to see DTN/The Progressive Farmer reporting on in 2014:

[Read more...](#)

Source: DTN Progressive Farmer

Manufacturing in U.S. to trade balance in Brazil: Global economy

In the global economy this week, data will probably show U.S. manufacturers are expanding at a faster rate than their counterparts in China and Europe. Growth at American producers held close to the highest level since early 2011. Elsewhere, Brazil may post its smallest annual trade balance in more than a decade. And price pressures are starting to build in parts of Asia as economies strengthen.

[Read more...](#)

Source: Bloomberg

Download equipment tags and other materials for "Look Before You Pump" campaign

The OPEI Ethanol Education and Consumer Protection program, Look Before You Pump, debuted at GIE+EXPO in late October. If you are a dealer, seller, retailer or manufacturer of outdoor power equipment, you may access valuable "Look Before You Pump" materials to help educate users of OPE on appropriate fuel selection in the face of higher ethanol blends entering the marketplace. [Download and print equipment hang tags, fact sheets, posters, videos and more](#). Materials are available in English and Spanish. [Get more information on the ethanol situation](#).

Canadian News

Saskatchewan leading fight to end oilseed restrictions

Saskatchewan is leading the battle for western provinces when it comes to oilseed producers and processors against Quebec. Quebec currently has restrictions on the sale of things like coffee creamers, margarines and dessert toppings. "If we don't have a foundation of free trade here at home within Canada, that puts us on our back foot," explained Saskatchewan's minister responsible for trade Tim McMillan.

[Read more...](#)

Source: CKOM

Beef industry leaders urged to unite for common good

The leaders of Canada's fractured beef sector need to work together and the rest of the industry needs to chip in more dollars for marketing and research, says a new report from a high-level task force. "We need to think as an industry, not just as sector components," said marketing specialist Kim McConnell, one of a trio of respected industry veterans who have spent the past year consulting players in the sector from across the country.

[Read more...](#)

Source: Grainews

Agriculture bill aims to boost crop varieties, enhance trade and R & D

Nine pieces of Canadian food and farm legislation are facing significant changes with the tabling of the federal government's Agricultural Growth Act Monday. The legislation, Agriculture Minister Gerry Ritz said at press conference in Winnipeg, is designed to "modernize" and "streamline" seven acts under the control of the Canadian Food Inspection Agency and two monitored by Agriculture and Agri-Food Canada.

[Read more...](#)

Source: iPolitics

2014 bullish year for beef, pork farming in Canada

Canadian livestock producers will see a bullish year in 2014, probably the best in more than a decade, the Farm Credit Corp. predicts. "I think agriculture will be a great place to be in 2014," agricultural economist James Bryan of the FCC, a major agricultural lender with a portfolio worth more than \$25 billion.

[Read more...](#)

Source: Sun News

Agriculture Minister looks ahead to challenges facing Canada in 2014

If Agriculture Minister Gerry Ritz could have one wish come true in 2014, it would probably be to somehow squeeze politics out of farming and trade. In the coming months, Canada will be heading to the World Trade Organization to lay the groundwork for possible sanctions against the United States over country-of-origin meat-labelling rules (COOL) that are bleeding Canadian beef and hog producers. Ritz said the looming trade war could be avoided if U.S. policy were based on fairness and science instead of to harvest votes.

[Read more...](#)

Source: Canadian Press

FCC economist eyes 5 big agricultural issues in 2014

Flattening land values, trade deals and disputes, U.S. politics and economy, sagging equipment sales, and the bounce-back in beef are the five key agricultural issues to watch in 2014, says Farm Credit Canada chief agricultural economist J. P. Gervais.

[Read more...](#)

Source: Leader Post

COOL battle to heat up in 2014

The battle against a controversial U.S. meat labelling law will heat up in 2014, as Canadian cattle and hog producers take their fight to the courtroom, the legislative boardroom, and the halls of the World Trade Organization. For Canadian livestock groups — who say they lose more than \$1 billion annually as a result of COOL, the U.S. Department of Agriculture's mandatory country-of-origin labelling program — the year ahead will be pivotal.

[Read more...](#)

Source: Calgary Herald

Wheat board appeal moves ahead despite ruling that struck down several claims

The group Friends of the Canadian Wheat Board says it is moving ahead with a multibillion-dollar lawsuit against the federal government despite a court ruling in the fall. The lawsuit is over legislation that removed the wheat board's marketing monopoly on western wheat and barley sales.

[Read more...](#)

Source: The Chronicle Herald

Paying down debt Canadians' priority, poll finds

Paying down debt remains the top financial priority of Canadians, although a new poll says slightly fewer have made it their top pick compared with the previous two years. The poll, conducted for CIBC by Harris/Decima, found that 16 per cent of respondents said lowering debt was their No. 1 priority for 2014.

[Read more...](#)

Source: Vancouver Sun

Weather woes in Canada: Blizzards, blackouts, deep freezes

Winter is keeping its relentless reign in Eastern Canada. As Ontario readies for another winter storm and the Prairies face extreme wind chill warnings, tens of thousands of Newfoundlanders remain without power in the wake of Friday's blizzard.

[Read more...](#)

Source: CBC News

NAEDA, Association & Program Partner News

Minimizing the cost of your processing account

The cost of accepting card payments is driven primarily by interchange, which is set by card associations like Visa®, MasterCard®, Discover® Network and UnionPay. They charge interchange fees to offset the costs associated with the card payments network. Interchange fees are evaluated quarterly based on an analysis of industry costs and economic conditions. Although interchange fees are applied to all credit card processors equally, they fluctuate in amount based on a variety of factors.

The interchange rate you pay can be affected by factors you can control as well as those outside of your control. For example, you can't control the type of card presented or whether the cardholder earns miles or rewards for using the card, but you can control the way your account is configured, how the transaction data is entered into the terminal, and the time of settlement versus time of authorization.

You must make sure your payment operations are set up to help your transactions qualify at favorable rates. Card Associations quote the lowest rate for a transaction, assuming that a number of requirements (which vary according to the card type, the type of business accepting the card payment, and the transaction channel) are met. If one or more of these requirements are not met, the transaction is categorized at a more expensive interchange level. This is referred to as a "downgrade."

[Read more...](#)

Source: Elavon

2014 Dealer Manufacturer Relations Survey link to come soon

NAEDA is once again conducting its annual Dealer Manufacturer Relations Survey. This year we have received cooperation from several manufacturers and are expecting a significant increase in responses from members and non-association members. However, only dealers who are members of NAEDA and their affiliate associations will receive the results of the survey.

The survey asks dealers to rate the manufacturers that they do business with in important categories regarding Products (quality, availability, technical support), Parts (availability, quality, return policy), Communication, Warranty and Marketing/Advertising support. Responses are compiled anonymously and distributed to manufacturers and NAEDA dealer members for comparison, analysis and review.

The NAEDA Dealer Manufacturer Survey has been one of the association's most important and successful endeavors and in 2014 we are continuing to build on this success to again recognize the manufacturers that have done an exemplary job in the key areas correlated to a dealer's operational model. The NAEDA Dealer's Choice award recognizes these companies and NAEDA's Dealer Manufacturer Relations Survey will be the format and data used to determine the 2014 recipients.

The Internet link to the survey will be sent to dealers via email soon. Please take a few moments to click the link to participate in this important industry survey. Each dealer can rate up to five manufacturers that they represent.

Is your Dealership Affordable Care Act Compliant?

KPA Webinar, January 9th

Major Components of the Health Care Reform

Now that the Affordable Care Act has been implemented, you need to make sure that your dealership is compliant. This webinar will provide a general overview of the Health Insurance Marketplace, major components of the Affordable Care Act, and steps you need to take to stay compliant.

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major components of the Affordable Care Act, and steps you need to take to stay compliant.

Can't attend at this time? Register anyway!

If you are unable to attend the webinar at this time, please register anyway and you will be sent a link to a recording of the webinar along with the presentation slides.

Date: Thursday January 09, 2014

Time: 9:00am - 10:00am Pacific

10:00am - 11:00am Mountain

11:00am - 12:00pm Central

12:00pm - 1:00pm Eastern

If you have any questions or feedback, please contact Becky Ross at brross@kpaonline.com, (866) 356-1735



Presenter:

Kathryn Carlson

Vice President, HR Management Products, KPA

Kathryn Carlson is the Vice President for KPA's HR Management products. Kathryn has over 25 years of human resources management experience and is a certified HR professional. For the past 13 years Kathryn has focused on developing HR software and programs to improve efficiency, reduce risk, and ensure compliance for companies ranging from small businesses to international corporations.

Dealership Time Off

by Kathryn Carlson, KPA, VP of HR Management Products

The winter holidays are quickly approaching, which means many employees will be requesting time off. For some companies, the holidays offer a lull in business, making it a great time for employees to take vacations. Dealerships can be different; often times, for dealers, the holidays are actually the busiest period of the year. How can you balance good employee relationships against business needs? As you consider upcoming vacation requests now is a good time to review your paid time off policy.

Consider the following:

Do you offer PTO to all of your employees or just full-time employees?

In years past, only full-time employees were generally offered paid time off (PTO). However, many dealerships have changed their policies. Currently, part-time employees are now a larger part of the work force, which forces the need to offer them PTO. Recent policies frequently offer adjusted portions of what benefits full-time employees may receive to part-time employees. Research by the Bureau of Labor Statistics notes that 35% of part-time employees receive paid vacations. How does this factor into your dealership?

Do you allow for accrual of vacation time or just grant the time?

Vacation accrual varies and is based on what works best for individual dealerships. Choosing the method for your dealership is dependent upon your individual needs. The most common vacation accrual methods are as follows:

1. Month-to-month accrual: this method earns employees an exact amount of vacation per month and is based on a fraction of their yearly amount of vacation time. This is a valuable method for employee retention.
2. Number of months worked: this method bases the vacation period on the number of months worked and is not available until the next calendar year. This method enforces that vacation time is based on long-term, continued employment.
3. Full year's vacation: this method allocates an entire year's worth of vacation on January 1. This is the simplest method of vacation distribution as it does not require tracking of accrual, but does often result in prepaid vacation benefits.

Is the number of your paid time off days competitive in the local labor market?

In an effort to retain employees, it is important to make certain that your PTO is competitive in the dealer market. Vacation time is a benefit, and if employees feel that they may have a better opportunity elsewhere the enticement of a better vacation and benefit packages may lure them away. Benefits can help break a job offer tie when the position and salary are similar.

Is your policy in compliance with state laws?

Paid time off is a benefit, which means that it is not required under federal law. However, some states do have

requirements regarding granting and administration of paid time off. Before making any changes to your vacation policy, make sure that they adhere to your state's requirements.

For more information vacation and paid time off policies, contact hrm@kpaonline.com.

This article is provided by KPA, a recommended partner of your State or National Association providing HR Management software services for Auto, Heavy Equipment/Agricultural, Motorcycle, RV, and Truck Dealers. If you have additional questions, please contact KPA at info@kpaonline.com or 800.853.9659.

Digital edition of the Equipment Dealer Buyer's Guide available

For years the North American Equipment Dealers Association has published the Equipment Dealer Buyer's Guide for dealer members and associates. This annual directory of equipment industry manufacturers, suppliers and distributors is a sought after publication that dealers reference year round.

Dealers are no strangers to incorporating new technology in the operation of their business and to meet the ever increasing technological needs of their customers. In today's digital world, we have received requests that the Buyer's Guide be provided in a digital format so that it can be viewed on-line on their computers and mobile devices. We are therefore pleased to introduce and debut our on-line digital version of the NAEDA's 2013 Equipment Dealers Buyer's Guide.

All of the editorial information, company and product listings appear in the new digital version just as in the printed edition. However, the digital versions is more interactive with live links to company contacts and websites with the potential for embedded video displays, slide shows, and blow-in cards from companies and advertisers.

We suggest you bookmark this link, digital.naeda.com so you can access the digital edition of the 2013 Equipment Dealer Buyer's Guide throughout the year, and share it with your customers, clients, and colleagues.

Whether you prefer print or pixels, our goal is to provide you with the industry's best reference manual for companies, products and services catering the equipment dealer.

Share your input with NAEDA's OPE Dealer Council

Do you have topics or issues you would like the [NAEDA](#) OPE Dealer Council to address at its February 3, 2014 meeting? If so, contact [Joe Dykes](#) or any member of the council now. Click [here](#) for contact information.

Topics to submit might include issues affecting your store and actions of a distributor, manufacturer and or other supplier. They might involve warranty problems, Internet problems or other management issues you face.

Also, let us know if you have heard about issues other dealers have expressed to you. Be sure and include the state or province where the issues are occurring in your message so the council can know if it is a local, state, provincial or national issue. The council wants to know about issues affecting your dealership so they can be addressed by them directly and help get them resolved.

Tip of the Month



[Tip of the Month: Consider your Content](#)

Keep track of your content. Track your content to understand what is and isn't successful for your dealership. Which posts get the most views, likes, shares, or comments? Use this information to create the voice for all of your posts.

[KPA On Demand Webinar Recordings](#)

Free KPA Webinars

[Is your Dealership Affordable Care Act Compliant?- January 09, 2014](#)

[How to Maintain Accurate Personnel Files- January 30, 2014](#)

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