

NOZZLE & WRENCH



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INSIDE THIS ISSUE:

- >> EXPO Photos
- >> Juul Settles Probe Over Underage Vaping and Fights for Right to Continue Sales
- >> DOL Issues Proposed Rule on Independent Contractors

KIRK'S CORNER

Annual Expo & Awards



By Kirk McCauley,
Director Of Member
Relations &
Government Affairs

Friend of Industry

This year's Friend of the Industry award went to James Parsons of Lynott, Lynott and Parsons.

Jim is a protege of the legendary Harry Storm and is now carving out his own legacy as an honest straight shooting attorney, with a wealth of knowledge in representing WMDA and CAR members.

- Member of Year/Community Hero Award** – Micael Goitom, Plaza BP
- Manager of the Year: C-Store** – Sharon Thomas, Azan Petro services
- Manager of Year: Repair Shop** – David Askwith, AutoStream Car Care
- Technician of the Year** – Brandon Guest, Choisser's Automotive Services

Keynote note Speaker

Delegate Brooke Lierman is now Brooke Lierman Comptroller Elect of Maryland and was our speaker at awards dinner. Comptroller Elect Brooke Lierman knows who we are, and who we are not (Big Business). Small businesses depend on the comptroller's office for open communication and a working relationship. Brooke beat out Hartford County executive Barry Glassman, a worthy opponent, and a true gentleman.

The legislative and executive branch will be controlled by one party in Maryland with Wes Moore winning Governor's Race and Anthony Brown winner in Attorney General race. House Speaker Adrienne Jones and Senate President Bill Ferguson also won.

Customer Service Contest Winners 2022

Contemporary Convenience Award of Excellence

Chesapeake House Travel Plaza	Fazal Sirhandi
Landover Hills Tiger mart	BJ Singh & Mansoor Anvari
Birdie's – Hughesville	NSR- Nasir, Sajid, Riaz
Waugh Chapel Mart	Metin Omar
Thompson Creek Dash In	Khawaja Amin
Marlboro Village Shop	Ather Chaudhry
Willard Dash In	Greg Grevey
Onley Sunoco APlus	Kenneth Wilhelm

Legacy Convenience Stores

Hob's CMF	Carl Hobson /June Hoskins
Piney Orchard BP	Mel, Janet, and Russel Sherbert
Beltway Crown	Majid Hussain
Randallstown CMF	Daljeet Singh
Route 40 Sunoco	Riaz Ahmad
Dorsey Shell	Manjit Singh & Davindaur Kaur
Clifton Park Exxon	Shabeen Aulakh



Continues on page 4

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TABLE OF CONTENTS

KIRK'S KORNER

Annual Expo & Awards Cover

PRESIDENT'S MESSAGE 8

NEWS FROM WASHINGTON

Legislative Update: IRS Provides Tax Inflation Adjustments for Tax Year 2023 14

Editorial: DOL Issues Proposed Rule on Independent Contractors 16

ALSO IN THIS ISSUE

EXPO & Awards Dinner photos 9

Juul Settles Probe Over Underage Vaping and Fights for Right to Continue Sales..... 12

WMDA/CAR Endorsed Membership Benefits & Service Providers 18

ADVERTISERS' INDEX

Carroll Motor Fuels 16

CMR Insurance Agency LLC/Erie Insurance 15

Havoline 7

Parts Authority Inside front cover

Petroleum Marketing Group 13

Spigler Petroleum Equipment, LLC 6

The Wills Group..... Inside back cover

WMDA PAC Back cover

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The Expo, Awards and Legislative – Industry Forum were a huge success because of our members, board of directors and volunteers, who without their efforts, this one day event would not be possible.

Bayed Stations Award of Excellence

Bowie Shell	Ron Ciuffetelli
Flower Hill Liberty	Chuck & Troy Parcelles
Potomac BP	Brian Hanna
Darnestown Liberty	Alex Diaz & Aldo Carbonaro
St Barnabas Shell	Ehtsham Zia
Lake Liberty	Mario Bruno

Bayed Stations - Robert Eastham Award

Mitch and Bill's Exxon	Mike Mitchell
------------------------	---------------

Gas & Go

Pikesville CMF	Johny Joseph
Frederick Shell Car Wash	Joe & Melissa Parsley
Orleans Street Sunoco	Sultan Mahmood

Repair Shop Award of Excellence

Choisser's Import Auto	Robert Choisser
Superior Auto Service	Dave Taggart
BA Auto Care	Brian England & Sandi Weaver
Auto Clinic of Maryland	Ken & Scott Steinbach
Hillmuth Certified Auto - Glenwood	Hillmuth Family
AutoSteam Car Care - Clarksburg	Rick Levitan & Doug Grills
Rising Sun Motors	Mike Warshauer
Buckley's Auto Care - Wilmington	Greg Buckley
Schnauble Automotive	Lewis Schnauble

Highest Rated Repair Shop

Walt Eger's Auto Service	Bruce Spencer
--------------------------	---------------

Harry T Murphy Award - Suppliers Best

Carroll Motor Fuel	Joppa CMF - Zain & Rubina Nazir
Ewing Oil	Gude Drive Liberty - Jay Pasha / Mansoor Anvari
Global Partners	Savage Exxon - Mike Duncan
Petroleum Marketing Group	BP Travel Center - Ather Chaudhry
Sunoco	Maryland House Travel Plaza - Fazal Sirhandi
Wills Group	Crossroads Dash In - Christina Hook

The Expo, Awards and Legislative – Industry Forum were a huge success because of our members, board of directors and volunteers, without their efforts, this one day event would not be possible. Director of Operations Swapna Sripada, a tireless

perfectionist, laid the groundwork including hundreds of details, agendas, selling vendor tables and sponsorships and much more. When I walked into the room for legislative forum I thought, this is the wrong room. Yes, I knew Swapna had organized everything,

but the tables had chilled bottles of wine, white tablecloths. I thought this must be the wrong room, of course I was wrong. LOL, another example of the person that imitates a Swiss Army Knife, and along the way plans and sets up a successful event.

Legislative – Industry Work Group Forum

We had 17 panel members who represented or regulated different parts of our member businesses. Director of Field Enforcement Comptroller's Office on Motor Fuel, Program Manager of Oil Control - MDE, and Chief of Weights and Measures, Jim Parsons WMDA/CAR attorney, members Billy Hillmuth, Ken Quasney, Riaz Ahmad, Nasir Cheema/Bob Weber, From MAPDA Mike O'Halloran, SSDA/ Tire Industry Roy Littlefield, Darrell Diehl DDM Insurance, Mike Bennett ATI, WMDA/CAR President JR Rosenberger, and president to be Sandi Weaver.

We had 25 attendees that were not on the panel, and I wish there had been more. We put this together (first one since 2014) to hear about new regulations, any violations that regulators are seeing, and how we could help correct through communications with membership, legal and legislative issues that WMDA/ CAR should be looking at and give insight into what's working, and what's not. Following was a Q&A from panel and all those in attendance.

MDE - New Regulations Review

At WMDA/CAR legislative & Industry work group at Martins West Chris Ralston Program Manager – Oil Control indicated he would have a regulation change review ready for Ad-Hoc meeting



WMDA/CAR ANNUAL EXPO & AWARDS DINNER 2022

on the 27th. MDE is continuing to develop UST & AST system guidance documents as well. Once they are completed, we will send them to you. [Click here to see the review of regulation.](#)

Right to Repair

Our members of repair facilities are very concerned with “Right to Repair” and the Legislative-Industry Forum Work Group talked about Federal legislation that has been proposed and best way to become involved in that decision. The federal bill H.R. 6570 introduced in February of 2021 would assure access to repair tools and information, including access to on board telematics that has had Massachusetts tied up in court since 2020. Below is the latest on the Massachusetts case and the foot dragging by a federal judge.

Massachusetts has a right to repair law and passed an amendment to include “Telematics” in 2020. The amendment passed with 75% approval. The Alliance for Automotive Innovation who represent car manufacturers challenged the law in federal court.

Federal Judge Woodlock

Two procedural orders issued on September 14, 2022, by the Massachusetts federal court in Alliance for Automotive

Innovation v. Healy suggest that a public decision in that case is unlikely to be forthcoming until October 2022 at the earliest. The case involves a challenge by the Alliance for Automotive Innovation, a trade association representing manufacturers in the automotive industry, to recent changes to the Massachusetts Right to Repair Law. Those changes, adopted by Massachusetts voters via a ballot initiative in November 2020, require that commencing with Model Year 2022 (MY22), vehicles sold in Massachusetts using telematics systems be equipped with “an inter-operable, standardized and open access platform” to enable customers and independent repair shops to access mechanical data from those systems. In his first procedural order, Judge Douglas Woodlock ordered Auto Innovators and the Massachusetts Attorney General to conference and file on or before October 7, 2022, a single document setting forth areas of agreement regarding construction of the Right to Repair Law and separately stating areas of disagreement. In his second procedural order, Judge Woodlock ordered the parties to each file a declaration on or before October 7, 2022, setting forth the efforts each has made to implement the requirements

of the Right to Repair law. The judge also ordered the parties to appear for a virtual hearing on September 21, 2022, to discuss “further steps for evidentiary development regarding the parties’ respective efforts” to implement those requirements. – Seyfarth Shaw LLP

A ruling in favor of Massachusetts Attorney General Maura Healey would grease the track for a federal law. WMDA/CAR will start working on state legislators to file in support of federal law and SSDA-AT will be working on federal legislators. This has added importance for repair members with EVs coming on line, along with new technology.

DC Tobacco Flavor Ban - ESD Ban on Sales

The Flavored tobacco and Flavor ESD ban took effect October 1, 2022, as did prohibited sales of ESD products within one quarter mile of middle or high school. Repeated requests for clarification on issues have been frustrating to say the least. DCRA (Department of Consumer and Regulatory Affairs) said enforcement will begin on Oct 1, 2022, and any questions as of October 1st should addressed to Department of Licensing and Consumer Protections (DLCP) enforcement Unit. Questions that were asked and not answered

were resent to DLCP. Here it is November, and no answers.

- When is the effective date of the flavored tobacco ban - we were told enforcement would begin October 1, 2022?
- Have you developed any regulations that are pending for approval? Do you plan a regulatory change?
- Will you be contacting tobacco retailers directly or by correspondence?
- Will you be advising the public by press release or other notice?
- Who is the primary regulator/contact who can answer questions around individual products? Specifically, sweet tobacco. Is sweet tobacco a flavor?
- Where can consumer complaints be directed?
- Have you had any contact or conversation with DCMPD about the increase in crime and how to assist retailers with the new law? Does a retailer call the police to respond or DLSP when there is a problem such as selling tobacco products on the streets?
- How is distance from schools measured?

Fuel supply

We are seeing big swings in fuel prices at racks up and down the East coast, depending on where supply is coming from. Wilmington Delaware Rack is much higher than Fairfax and Baltimore. K-1 product, and diesel is sky high, both are in short supply. Products are being exported to Europe. Bulk carriers that would normally be moving up the Delaware river to the Port

of Wilmington are in transport to Europe. With heating oil season upon us, fuel supply could get critical. Wilmington Rack reflects a supply shortage.

Another sign of supply shortage is Baltimore, Fairfax, and

Wilmington racks are inverted (unbranded higher than brand). No excess product to sell as unbranded. How long will it last? Crystal ball gets a little clouded on that subject. ■

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¹ Lower carbon intensity on a lifecycle basis compared to PRO-DS SAE 0W-20 viscosity grade; lifecycle analysis based only on cradle-to-gate analysis and doesn't include carbon intensity for end-of-life or any in-use aspects of the lifecycle analysis.

² Based on Modified Sequence VIF Fuel Economy Retention Test @ 340 hours using SAE 0W-16; compared against Havoline PRO-DS SAE 0W-16

³ Based on unsurpassed Sequence IIIB result on PRO-RS 0W-30.

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PRESIDENT'S ADDRESS



Sandi Weaver
BA Auto Care, Inc.

I am honored to be President of WMDA/CAR and humbled by all those who have reached out to offer their knowledge and wisdom.

Seven years ago I attended the CAR Summit at Part Authority. Ken Quasney was leading a round table discussion on topics that were affecting our industry. His passion to resolve these issues and the eagerness of those who attended ignited a fire in me to do the same. The next month I was sitting with CAR committee and started my journey with WMDA/CAR. A year or so later I was asked to join the board and graciously accepted. When JR took over as President, I was asked to be the Secretary and I furthered my goal of doing what I could to push the industry forward. Now as President I plan to do so much more.

First, I'm going to meet with those who came to me with ideas, listen to what they want and get a plan in motion to make it happen. This includes Right to Repair, working with local trade school and working to get an apprenticeship program available to all WMDA/CAR members. This is a lot to take on but I know with help, we can make great headway.

Second is legislation. Kirk is one of the most influential people we have and we need to support him. When Kirk calls to see if you can come testify, please do and if you can't, see if someone else you know can. The amount of bills Kirk has swayed in our favor are numerous and have benefited every member at one point or another. If there is a bill you are concerned about, reach out to Kirk or me. Your input and support makes all the difference.

Lastly, we have some new and exciting things happening this year. We can't announce them just yet but I can tell you that Expo 2023 will be a must attend event.

To those who haven't let your concerns or ideas known yet, please take a few minutes and email me (sandiw@wmda.net). The board is here to support you and your business. If we don't know what's important to you, we can't help so reach out today. ■



I'm going to meet with those who came to me with ideas, listen to what they want and get a plan in motion to make it happen.

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Juul Settles Probe Over Underage Vaping and Fights for Right to Continue Sales

Brought to you by James L. Parsons, Jr., Lynott, Lynott & Parsons, P.A.

In early September of 2022, Juul Labs Inc. entered into an agreement to pay at least \$438.5 million in a settlement with more than 30 states to resolve the allegations that Juul marketed its product to underage users. The agreement was the result of an investigation begun in 2020 by 39 states. Under the settlement, Juul is prohibited from showing individuals under 35 in its marketing, product placements in film and television, advertising on billboards and social media, and selling Juul-branded merchandise and funding education programs in schools. Some of the settlement money has been earmarked for programs to combat underage tobacco use. Juul denied any wrongdoing and stated that it voluntarily had stopped the marketing and sales practices that are prohibited in the agreement.

In 2018, Juul rose to the top of the e-cigarette market, but was criticized by government and school officials, who blamed the “sleek” design of the vaporizers, their fruity flavors, and Juul’s marketing for the surge in underage vaping. The company tried to regain the trust of government officials and the public by limiting its marketing, and in 2019 Juul stopped selling sweet and fruity flavored products. The use of e-cigarettes by underage individuals has fallen since the U.S. raised the minimum purchase age for tobacco products to 21 and barred the sale of sweet and fruity e-cigarette refill cartridges, and Juul has now lost its status as the most popular e-cigarette among middle- and high-school students.

It has been reported that since last year, Juul has agreed to pay a total of \$87 million in settlements with four other states that sued the company, including Louisiana, Arizona, North Carolina and Washington state, and thousands of other lawsuits against Juul are pending.

In June of 2022, the Food and Drug Administration ordered Juul to pull its products from the U.S. market. Juul filed an appeal of that decision, and the FDA has suspended the ban pending the appeal. The Association for Convenience and Fuel Retailing (NACS) has filed an amicus brief in the appeal, arguing that the removal of JUUL products would “wreak havoc” on the convenience store industry, endanger jobs and interfere with small businesses’ ability to operate. The case is pending in the United States Court of Appeals for the District of Columbia. The court agreed to delay Juul’s case until the FDA completes its reevaluation of JUUL products.



Some of the settlement money has been earmarked for programs to combat underage tobacco use.

In its court filings, Juul claimed that the FDA had overlooked thousands of pages of data the company had submitted, along with Juul's evidence that the public-health benefits of Juul's e-cigarettes as a less-harmful alternative to cigarettes



outweighed their potential risks. Later in September of 2022, Juul filed a separate suit against the FDA based upon the FDA's refusal to disclose documents supporting its June 2022 Order banning Juul's products. Juul claims that the documents would show whether the FDA conducted a legally required balancing of the public health benefits and risks of its products, including claims they help smokers quit cigarettes, and whether the agency's reasoning was scientifically sound. On October 21, 2022, Juul made its administrative appeal of the FDA's decision available to the public, a move considered to be a change from a defensive to an offensive strategy.

Retailers of e-cigarette products should monitor the pending litigation, as the outcome may have significant repercussions on the e-cigarette industry, and the sale of e-cigarettes in convenience stores. ■

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IRS Provides Tax Inflation Adjustments for Tax Year 2023



By Roy Littlefield IV

The Internal Revenue Service today announced the tax year 2023 annual inflation adjustments for more than 60 tax provisions, including the tax rate schedules and other tax changes. Revenue Procedure 2022-38 provides details about these annual adjustments.

New for 2023

The Inflation Reduction Act extended certain energy related tax breaks and indexed for inflation the energy efficient commercial buildings deduction beginning with tax year 2023. For tax year 2023, the applicable dollar value used to determine the maximum allowance of the deduction is \$0.54 increased (but not above \$1.07) by \$0.02 for each percentage point by which the total annual energy and power costs for the building are certified to be reduced by a percentage greater than 25 percent. The applicable dollar value used to determine the increased deduction amount for certain property is \$2.68 increased (but not above \$5.36) by \$0.11 for each percentage point by which the total annual energy and power costs for the building are certified to be reduced by a percentage greater than 25 percent.

Highlights of changes in Revenue Procedure 2021-38

The tax year 2023 adjustments described below generally apply to tax returns filed in 2024.

The tax items for tax year 2023 of greatest interest to most taxpayers include the following dollar amounts:

- The standard deduction for married couples filing jointly for tax year 2023 rises to \$27,700 up \$1,800 from the prior year. For single taxpayers and married individuals filing separately, the standard deduction rises to \$13,850 for 2023, up \$900, and for heads of households, the standard deduction will be \$20,800 for tax year 2023, up \$1,400 from the amount for tax year 2022.
- Marginal Rates: For tax year 2023, the top tax rate remains 37% for individual single taxpayers with incomes greater than \$578,125 (\$693,750 for married couples filing jointly).

The other rates are:

- 35% for incomes over \$231,250 (\$462,500 for married couples filing jointly);
- 32% for incomes over \$182,100 (\$364,200 for married couples filing jointly);
- 24% for incomes over \$95,375 (\$190,750 for married couples filing jointly);
- 22% for incomes over \$44,725 (\$89,450 for married couples filing jointly);
- 12% for incomes over \$11,000 (\$22,000 for married couples filing jointly).
- The lowest rate is 10% for incomes of single individuals with incomes of



The Inflation Reduction Act extended certain energy related tax breaks and indexed for inflation the energy efficient commercial buildings deduction beginning with tax year 2023.

GOVERNMENT AFFAIRS

- \$11,000 or less (\$22,000 for married couples filing jointly).
- The Alternative Minimum Tax exemption amount for tax year 2023 is \$81,300 and begins to phase out at \$578,150 (\$126,500 for married couples filing jointly for whom the exemption begins to phase out at \$1,156,300). The 2022 exemption amount was \$75,900 and began to phase out at \$539,900 (\$118,100 for married couples filing jointly for whom the exemption began to phase out at \$1,079,800).
- The tax year 2023 maximum Earned Income Tax Credit amount is \$7,430 for qualifying taxpayers who have three or more qualifying children, up from \$6,935 for tax year 2022. The revenue procedure contains a table providing maximum EITC amount for other categories, income thresholds and phase-outs.
- For tax year 2023, the monthly limitation for the qualified transportation fringe benefit and the monthly limitation for qualified parking increases to \$300, up \$20 from the limit for 2022.
- For the taxable years beginning in 2023, the dollar limitation for employee salary reductions for contributions to health flexible spending arrangements increases to \$3,050. For cafeteria plans that permit the carryover of unused amounts, the maximum carryover amount is \$610, an increase of \$40 from taxable years beginning in 2022.
- For tax year 2023, participants who have self-only coverage in a Medical Savings Account, the plan must have an annual deductible that is not less than \$2,650, up \$200 from tax year 2022; but not more than \$3,950, an increase of \$250 from tax year 2022. For self-only coverage, the maximum out-of-pocket expense amount is \$5,300, up \$350 from 2022. For tax year 2023, for family coverage, the annual deductible is not less than \$5,300, up from \$4,950 for 2022; however, the deductible cannot be more than \$7,900, up \$500 from the limit for tax year 2022. For family coverage, the out-of-pocket expense limit is \$9,650 for tax year 2023, an increase of \$600 from tax year 2022.
- For tax year 2023, the foreign earned income exclusion is \$120,000 up from \$112,000 for tax year 2022.
- Estates of decedents who die during 2023 have a basic exclusion amount of \$12,920,000, up from a total of \$12,060,000 for estates of decedents who died in 2022.
- The annual exclusion for gifts increases to \$17,000 for calendar year 2023, up from \$16,000 for calendar year 2021.
- The maximum credit allowed for adoptions for tax year 2023 is the amount of qualified adoption expenses up to \$15,950, up from \$14,890 for 2022. Items unaffected by indexing: By statute, certain items that were indexed for inflation in the past are currently not adjusted.
- The personal exemption for tax year 2023 remains at 0, as it was for 2022, this elimination of the personal exemption was a provision in the Tax Cuts and Jobs Act.
- For 2023, as in 2022, 2021, 2020, 2019 and 2018, there is no limitation on itemized deductions, as that limitation was eliminated by the Tax Cuts and Jobs Act.
- The modified adjusted gross income amount used by joint filers to determine the reduction in the Lifetime Learning Credit provided in § 25A(d)(2) is not adjusted for inflation for taxable years beginning after December 31, 2020. The Lifetime Learning Credit is phased out for taxpayers with modified adjusted gross income in excess of \$80,000 (\$160,000 for joint returns). ■



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DOL Issues Proposed Rule on Independent Contractors



By Roy Littlefield III

The U.S. Department of Labor (DOL) has issued a proposed rule to clarify who is an independent contractor under the Fair Labor Standards Act (FLSA).

The DOL is proposing to rescind a 2021 rule in which two core factors – control over the work and opportunity for profit or loss – carried greater weight in determining the status of independent contractors.

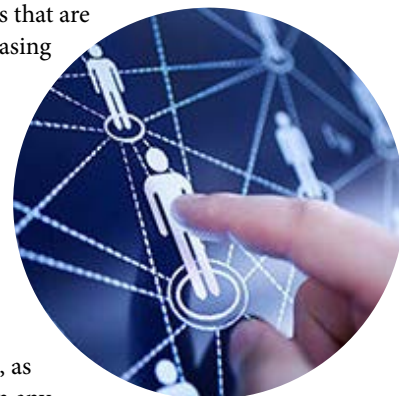
The 2021 rule, which is still in effect, made it easier for employers to classify workers as independent contractors, rather than as employees.

Employers interested in explaining the effect the proposed rule would have on their businesses will have until November 28, 2022, to submit their concerns and arguments to the DOL.

After the comment period closes, it is believed that the DOL would issue a final rule sometime in the second half of 2023, or perhaps in early 2024.

Under the new proposed rule, employers would use a totality-of-the-circumstances analysis, in which all of the factors do not have a predetermined weight. The six factors the DOL would look at are:

- Opportunity for profit or loss. If a worker can set or negotiate his pay, accept, or decline jobs, choose the order or time of performance, engage in marketing to expand the business, and hire others, purchase materials or otherwise invest in the business, the worker is more likely to be an independent contractor. However, deciding to do more work or accept more jobs is not indicative of contractor status. It is unclear how the ability to “accept or decline jobs” indicates contractor status, while the decision to “take more jobs” does not.
- Investments by the worker and the employer. Investments that are “capital or entrepreneurial” in nature, such as those increasing the worker’s ability to do different types or more work, reducing costs or extending market reach are indicative of contractor status. However, investing in tools to do the job indicate employee status. It is not clear how this factor would be applied in jobs that do not require any significant investment beyond a computer and internet connection. This factor also embraces the idea that the worker’s level of investment should be compared to the business’ investments. The utility of the relative-comparison factor is at best unclear and at worst illogical, as nearly every business will have invested more overall than any individual worker, and it would change the nature of the employment relationship based not on the worker’s activities or the work done, but simply on the size of the business engaging the worker.



After the comment period closes, it is believed that the DOL would issue a final rule sometime in the second half of 2023, or perhaps in early 2024.

FFLSA

- Degree of permanence of the work relationship. When the working relationship is indefinite or continuous, it indicates employee status. When the work is definite in duration, nonexclusive, project-based, or sporadic “based on” the worker providing services to other businesses, it is indicative of contractor status. When the work is project-based or sporadic for some other reason (such as the nature of the business), then it does not indicate contractor status.
- Nature and degree of control. This factor looks at various indicia of control over the work and the economic aspects of the relationship. Importantly, control that is merely reserved, but not exercised, still counts as “control.” Also notable is the DOL’s statement that control exercised to ensure compliance with “legal obligations, safety standards, or contractual or customer service standards may be indicative of control.” Prohibiting a subcontractor from engaging in unlawful discrimination, requiring it to follow safety rules or flowing down compliance clauses, would therefore appear to undermine contractor status.
- Extent to which the work performed is an integral part of the employer’s business. This factor weighs in favor of employee status when the work is “critical, necessary, or central to the employer’s principal business.” It is unclear what role a contractor could play that would not be “critical, necessary, or central to the

employer’s business.” For instance, external accounting and marketing functions, both historically areas for independent contractors, would seem to be both “critical” and “necessary.”

- Skill and initiative. This factor looks at whether the worker uses “specialized skills” in performing the work, and whether those skills “contribute to business-like initiative.” Being highly skilled in the substance of a particular field (such as engineering, journalism, or hospitality)

does not seem to be the kind of “skill” contemplated. Rather, skill in running an independent business is what matters.

The DOL then includes a catch-all provision stating that additional factors may be relevant “if the factors in some way indicate whether the worker is in business for themselves, as opposed to being economically dependent on the employer for work.”

If employers have any questions or concerns, we recommend they contact us to ensure compliance. ■



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ELECTION 2022:

- ✓ **In 2022 our businesses received 3 months of retail sales tax relief**
- ✓ **Lottery agents received increase in agent fees**
- ✓ **Untold amount of saving on bills that did not pass**

- **Ban on menthol cigarettes** in District of Columbia means there will be copycat bills in Maryland and Delaware this year.
- California **bans gas powered cars** by 2035, will Maryland be next?
- Baltimore council members want to **ban new service stations** in the city, ban plastics, Styrofoam & sugary drinks. They have shut down many retailers with pad locks on doors, blaming business for crime. Police are telling our retailers you are on your own, hire security guards. They need to focus on crime, not plastic bags. The absurdity of actions like this underscores the need for new legislators.
- Labor and employee bills in all three jurisdictions would add thousands of dollars in **payroll cost** per year. While we have been successful in stopping or amending most bills, they will all be back this year.
- **Right to Repair/Telematics** – New cars manufactured are installing devices in vehicles that send information over wireless networks to dealerships automatically.

As absurd as some of these bills are, they are real and affect all our members. These issues will be or already are in the legislative process. We need legislators who support retail business, do not be on the side lines.

Support your PAC and PROTECT your business.

We suggest \$150 per location however, any amount is welcome.

Please send contributions to: WMDAPAC 1532 Pointer Ridge Place, Suite F Bowie, MD 20716

Your fellow business owners and PAC officers,
Rick Agoris, *PAC Chairman*
Riaz Ahmad, *PAC Treasurer*

