



ATRI News

September/October 2009

Update on Illinois Mercury Switch Removal Program

by Becky Jayne

Switch Removal is Mandatory in Illinois – In case you haven't heard, mercury-containing convenience light switches and anti-lock brake assemblies must be removed from end-of-life vehicles before the vehicles are flattened, crushed or otherwise processed for recycling. Vehicle recyclers are required by state law to remove mercury switches from end-of-life vehicles, unless the area around the switch is too damaged prior to the vehicle recycler receiving the vehicle.

Vehicle crushers, scrap metal recyclers and others that process vehicles also have a responsibility to ensure that mercury switches have been removed from an end-of-life vehicle, even if they have been received from a vehicle recycler. This should be done by inspecting vehicles prior to flattening or crushing. If mercury switches haven't been removed crushers, scrap metal recyclers or other processors must remove the switches unless the area around the switch is too damaged when it is received.

Mercury switches must also be recycled properly. The mercury switches can be recycled through the End of Life Vehicle Solutions (ELVS) Corporation. This is a free program created by the automobile manufacturers. ELVS will provide vehicle recyclers with a storage bucket, shipping labels, waste accumulation stickers, as well as cover shipping costs. After submitting a bucket for

recycling, participants will receive a replacement bucket. For more information about this program, visit www.elvsolutions.org.

The removed mercury switches are considered "universal waste" in Illinois. Participants in the ELVS program should put the waste accumulation sticker on the bucket and write the date the first switch was put in the bucket on the sticker. Only mercury switches should be put in the bucket. Under Illinois law, switches may be stored for only one year. Buckets must be returned within one year from the date the first mercury switch was put in the bucket, even if bucket only contains one switch.

Auto makers are now required to reimburse vehicle recyclers \$2 for every mercury switch submitted and \$6 for every anti-lock brake sensor submitted. To receive reimbursement, you must complete a W-9 form and include a removal log documenting the switches in the bucket. The log must include information on the year, make, model of each vehicle that contained a mercury switch, as well as the number of switches removed from each vehicle. A removal log will be provided with each new bucket you receive.

Annual Reports due August 15, 2009 - Vehicle recyclers, crushers, scrap metal processors or oth-

Mercury Switch continued on page 8 ...

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The ATRI News is published six times per year for the Auto & Truck Recyclers of Illinois. None of the material in this publication necessarily reflects the opinion of ATRI, its officers, directors, staff, members or its Publisher. Statements of fact and opinion are the responsibility of the author alone.

Articles and letters suitable for publication will be published in the next scheduled newsletter as space permits. Material should be sent to:

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Articles may be edited for length and format.

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President's Perspective

Joe Watson, ATRI President

As I write this, the first couple vehicles from the now famous Cash for Clunkers program, are being processed. Everything I read from the recyclers' point of view is that this program stinks, we are processing vehicles for dealers as a favor, and that the only reason to participate is to create relationships for future sales. I would venture to say that if your facility processes very late model vehicles, I understand that stand point. These vehicles definitely do not fit within your purchasing parameters, however for those of us who process mid-range vehicles, this is a good program. Don't get me wrong, the restrictions on the engines and the 6 month time limit for harvesting parts from the vehicle are just that, restrictions, and who likes when we have restrictions imposed on us? But if you examine the program; we are



receiving nice quality vehicles, which were driven by people who can afford a new vehicle, which ran before the dealerships disabled them. Looking at the big picture and weighing the pros and cons of the program, I will go out on a limb and state that 'I believe the Cash for Clunkers Program will be good for the Auto and Truck Recyclers of Illinois'.

The Central Midwest Convention & Trade Show (April 30- May 1), this is a concept that should really take off. Held in Des Moines IA, 2010, nine (9) states are being invited to partner together to create what plans to be one of the best conventions in recent history. The Central Midwest Convention and Trade Show will be a family friendly (YES family friendly – bring the kids) event, will have networking events, educational programs for employee and employer alike. This is a convention for recyclers by recyclers; if you have ideas for what you would like to see at the convention, pass them along to us or join the convention committee.

We need your voice, and if you have issues; we need to know about them. There is nothing more boring than debating a hot topic with someone who agrees with everything you say. Now is the time to join, now is the time to get involved, now is the time.

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Executive's Viewpoint

Michelle Lechner, Executive Director

It's really hard to believe that the summer is coming to an end already. I guess with so much going on in the auto recycling world these days the old adage "time flies" is true, not that it has been real fun though? WOW! Cash for Clunkers, NMVTIS, is your head spinning? I am sure it was during the time period when there were so many unanswered questions.



It seems just around every corner in this ever-changing industry there is a new challenge ahead. I know many of you are thinking greener and greener all the time and I have to agree it is a good direction to move in. You will see an article from the IEPA in here about the changes in the storm water permits and everything you need to know about the mercury switch removal program. We are lucky to have a state program since the national

one has dried up. I hope all of you are participating in the program, as it is mandatory.

I have some other very exciting news to share with you. It is my pleasure to introduce to you "*The Central Midwest Convention & Trade Show*" Brought to you by IA, IL and IN. In the past IL participated in another event with MN and WI. The thought is that the distance was

just to great between the states so we are doing something new and hopefully you will agree, better for us. We do feel with the three of these states, along with an invite to all surrounding states of the host state, we can put on an event that you will want to return to year after year. This event will rotate between IA, IL and IN with the first one being held in Des Moines, IA April 30/May 1st of 2010. Please mark your calendars and watch your

mail for details. What more can I say? "**Come to the Best in the Central Midwest**".

Lastly, I want you all to know that ATRI has a voice in Illinois and we are heard. If you are not on board with us, please join. Proudly hang an ATRI cling-on in your window and be one of the yards that make's a difference. See, it is politically correct these days to be a member of your state association and always know we are here to serve you. There is strength in numbers, and we are finding that out as more and more of you come aboard.

**Mark your calendars on
April 30 & May 1, 2010
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The Central Midwest
Convention & Trade Show**



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...Mercury Switch continued from cover

ers removing mercury switches from end of life vehicles must complete an annual report and submit it to the Illinois EPA by August 15, 2009. Information to be included in the report includes:

1. the number of mercury switches the vehicle recycler, vehicle crusher, or scrap metal recycler removed from end-of-life vehicles;
2. the number of end-of-life vehicles received by the vehicle recycler, vehicle crusher, or scrap metal recycler that contain one or more mercury switches; and
3. the number of end-of-life vehicles the vehicle recycler, vehicle crusher, or scrap metal recycler flattened, crushed, shredded, or otherwise processed for recycling.

The Illinois EPA mailed the 2009 Annual Report Forms to facilities in mid-June. If you did not receive one please contact me at either Becky.Jayne@illinois.gov or 217-524-9642.

National Vehicle Mercury Switch Removal Fund Depleted – The automakers created a national fund for voluntary switch removal programs. States were notified July 17, 2009 that fund has been depleted. However, this does not affect the requirements the Illinois mercury switch removal program. Under Illinois law, auto manufacturers are required to reimburse \$2 for every switch removed and \$6 for every anti-lock brake sensor removed, until January 1, 2011 (see below).

Revisions to Storm Water Permit - Requirements – The permit affecting industrial facility storm water discharges (commonly known as Illinois General NPDES permit) was recently amended and renewed on May 1, 2009. A new requirement of this permit is that mercury-containing convenience lighting switches and anti-lock brake assemblies must be removed and appropriately recycled from end-of-life vehicles in a manner that will prevent mercury from entering storm water discharges. For more information or questions about changes to the stormwater permit requirements, please contact IEPA's Bureau of Water Permit Section at 217-782-0610.

Illinois Switch Removal Reimbursement ends January 1, 2011 - The Illinois Mercury Switch Removal Act (415 Illinois Compiled Statutes 97/) expires January 1, 2011. After that date, auto makers will no longer reimburse vehicle recyclers for removing mercury switches. However, they will still provide buckets, labels and pay for shipping costs. Even though the Illinois law expires, mercury switch removal will still be required under the Illinois General NPDES permit requirements for storm water discharges from industrial activities.

Becky Jayne is an Environmental Protection Specialist with Illinois EPA. If you have any questions about the Illinois Mercury Switch Removal Program, please contact her at either Becky.Jayne@illinois.gov, or 217-524-9642.

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**Anonymous
Day by Day**



Illinois Green CAR: A Prescription for “Compliance Fatigue Syndrome”

by David Kendziorski

Illinois Green CAR Program Manager

Auto recyclers face a complex and unwieldy system of government regulations that are costly and time consuming. These regulations help protect the environment, ensure worker safety, prevent fraud, and mandate lawful business and financial practices. Though well intended, rules that are implemented without regard to business processes almost always lead to inefficiency, useless red tape, and unnecessary expense.

Many recyclers are tired of increasing and ever-changing regulations. They have hit a state of what we might call, “Compliance Fatigue Syndrome” (CFS): a condition of weariness that can result from prolonged and repeated restrictions on the way they do business. CFS can be exasperated by poor and confusing rule explanations, and by inconsistent and unfair enforcement. The troubled economy also worsens CFS as recyclers deal with slim profit margins, increased salvage costs, staff cutbacks, and cash-strapped customers.

Recyclers with this condition can become reluctant to embrace compliance programs such as Illinois Green CAR because they may view regulators as the ‘enemy’ and seek to avoid enforcement, rather than focusing on excellent compliance.

These recyclers are mistaken. Recyclers who try to stay ‘under the radar’ invite regulatory agencies to tighten restrictions, require more documentation and paperwork, and increase inspections. Ignoring or avoiding regulatory requirements also further damages the image of individual companies and the auto recycling industry.

Participating in Illinois Green CAR can be the easiest and best way to combat CFS. Here’s why:

- Regulatory requirements are simplified and

condensed down to a few easy to follow ‘standards’

- Participants are kept informed about new and upcoming regulations (that may be addressed by new standards)
- Professional compliance assistance (including onsite guidance) is provided
- The transparent, credible program builds trust in the industry, which is invaluable when promoting industry interests and negotiating future regulatory programs
- Program participants receive recognition for their efforts to go beyond compliance and adopt industry-leading practices

Compliance does not generate revenue, but it is an essential activity for successful businesses. Consider Illinois Green CAR as a way to boost your company’s image, avoid enforcement actions, and protect the environment and the health of your workers. For more information about the Illinois Green CAR program, contact Michelle Lechner at 877.880.2874 or illautorecyclers@aol.com.



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Illinois Green Certified Automotive Recycler (Illinois Green CAR) Application Form

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I wish to apply for Illinois Green Certified Automotive Recycler (Illinois Green CAR) certification.

I agree to meet the Illinois Green CAR standards.

I agree to participate in the Illinois Green CAR auditing program to verify compliance with the Illinois CAR standards.

I agree to pay the Illinois Green CAR membership fee as established by ATRI.

I agree to comply with the following guidelines:

- Be a member of ATRI, and meet the membership requirements.
- Appropriately display applicable Illinois Green CAR program identity and promotional materials. I agree to surrender same if ATRI membership is canceled or terminated.
- Improve my effectiveness as a business person and professional automotive recycler either through business courses and seminars offered by ATRI, or by recognized colleges and universities.
- To not knowingly purchase and/or sell automotive parts of questionable origin. An Illinois Green CAR member should take pride in his industry and business, thereby enhancing quality, customer service and confidence.

I understand that as the automotive recycling industry changes, the requirements to be an Illinois Green CAR member may also change, I agree to incorporate any such changes in my business. If I fail to do so, my Illinois Green CAR membership will be subject to termination.

Business Owner Signature: _____ Date: _____

Staff Use Only: _____ (date received by ATRI)



Legislative Report

It has been a slow legislative month at the state level. We must continue to dialogue with the State Attorney office to advance our issues. On the bright side NMVTIS is active and we can now report the vin's of crushed vehicles for transport to the shredder. There must be some positive aspects to this and we should really think this through as we continue our discussions.

On the bright side those members who have participate in the ATRI supported ELVS program were first on the list to be identified as CARS end of live disposal facilities. This is an example of great work by our leadership team and Michelle to create an opportunity for our membership. Keep in mind that

the ELVS participation is only on criteria for an authorized CARS disposal facility.

I did have the opportunity to attend the Annual Legislative Summit. A key objective was to bolster the legislative and advocacy efforts of ARA at the state level. As ARA continues to play a stronger supportive role to the member's states' legislative efforts, the Legislative Advisory Committee will identify potential legislative issues that may affect the industry, create advocacy rules of engagement and enhance the association's grassroots infrastructure.

There was a presentation defining the goal and objectives of ARA as it relates to state legislative action and support. The outline, pending approval,

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was mentioned at the meeting to be an excellent planning document for affiliate organizations to use to create their own legislative programs at the state level.

Recognizing the issues of our state and new regulations which will go into effect at the auctions and allow unregulated out of state buyers access to Illinois Total Loss Salvage, I advanced the concept discussed at the ARA Board meeting to eliminate the Salvage Certificate.

I will mention that there was a heated discussion on the issue and strong opposition from many at the meeting. After debate the proposal did stand on the ARA issues list and further discussion will be encouraged. I believe this is a national issue and ATRI has a unique opportunity to take a leadership position on this issue.

James Watson
ABC Auto Parts

Door Storage Solution

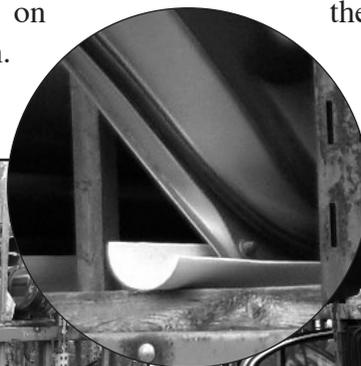
We all know that the best place to store a door is still on the vehicle. Once a door is removed the chances that it gets damaged is greatly increased. One of the problem areas of damages was the lower lip from the door racks, we solved this by bolting a 1x1 on the horizontals. This worked well, however for rear doors, or shorter doors, they always fell between the horizontals. On a visit to B Auto in St. Louis we saw how they used a metal bridge like a rain gutter between the horizontals. We really liked the design, but had concerns for our outdoor racks and rubbing metal on metal, and wanted a lower cost solution. We experimented with and imple-

mented 10 foot by 3 inch PVC cut into 37 inch sections, and cut them down the middle on a table saw to form a plastic channel. For water drainage we drilled a hole in the middle, and screwed the halves onto the 1x1 horizontals with deck screws to prevent the screws from rusting. Our doors now slide into the racks easier, without falling down. We do however anticipate some breakage in the winter due to the PVC getting brittle. The cost for implementing this is about \$1 per slot for the PVC plus the labor to install them. Our salesmen like it, the people putting the doors away like it, and our racks look much nicer.

Joseph Watson



Old door storage



New door storage solution



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**A congratulations
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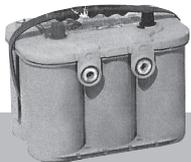
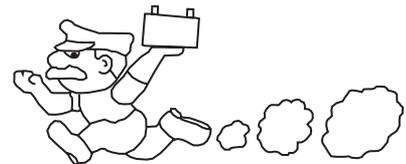
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understand how it can help you keep your business operating?

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have without the loss. Rent for a temporary location, phone service, advertising, etc. All of this assumes, of course, that you do want to continue operating while the repairs from the fire detailed above are being completed.

Time Element Coverage: it just might make the difference for your business!

Submitted By:

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Are You Prepared To Lead The Way Into 2010 & Beyond - Part 2

Excerpt from *Cracking The Personality Code*

By Dana & Ellen Borowka, Authors of *Cracking The Personality Code*

Our friends and colleagues, Suzanne and Dwight Frindt shared the following ideas in our book, *Cracking The Personality Code*. The Frindts are the founders of 2130 Partners, a leadership development and education firm that facilitates focused vision, inspired teams, and sustained commitment for its clients.

Understanding the Role of Your Body

Studies have shown that to learn a new physical skill takes 300 repetitions for muscle-memory to be developed and 3,000 repetitions for the skill to be “embodied.” In a similar way, the Frindts believe that for intellectual learning to take root, it must be practiced repeatedly. In addition, there are key physical components that impact intellectual learning, especially when someone is faced with stress.

Without awareness of these physical components, it’s almost impossible to learn to address distress differently. The Frindts are finding that the physical aspects of being in an emotionally distressed state are as important as the feelings themselves. These two elements are inextricably linked.

Ignoring or overlooking the physical manifestations of emotion limits our ability to manage emotional distress.

Research into brain physiology is now giving us valuable understanding of the physiological dimension of our emotional reactions. This fundamental information is extremely useful for business leaders. For example, let’s look at a physical process sometimes referred to as “limbic hijacking.”

The limbic system is the part of the brain associated with emotion and memory. Within the limbic system are the amygdalae, two almond-shaped clusters of neurons whose primary responsibilities include scanning for danger and warning us of impending threats. A limbic hijacking occurs when the amygdalae are triggered, producing physical sensations of distress. Some common signals of the amygdalae’s work include sweaty palms, tense shoulders, dry mouth, and “butterflies in the stomach.” As the intensity of distress rises, the strength of the physical signals increases—and our rational, cognitive powers diminish.

A Biological Early Warning System

In their role as instinctual guardians, the amygdalae are part of our biological early warning system. They help ensure our physical survival by triggering four simple reactions: fight, flight, freeze, or appease. They respond instinctively, with lightning speed—much faster than the thinking portions of our brain.

For our early ancestors, who were dealing with a natural world that presented many real, life-threatening dangers, this function was essential to



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survival. But in today's corporate workplace, amygdalae reactions can often hinder instead of help.

Here's why. The amygdalae react instinctively, nearly instantaneously. Unfortunately, they can't differentiate between a real or imagined threat. They also can't distinguish between a physical threat and one generated by words or our own thoughts. And when the amygdalae send their warnings, they set powerful forces in motion throughout the body. Adrenaline and cortisol are released, raising heart rate and blood pressure. Blood drains from "less important" areas (such as our thinking brain) and goes to those areas needed for physical defense. We become a reactionary machine: on guard, on edge.

"Not the best state for thoughtful discourse, creative problem-solving or associative collaboration," notes Dwight Frindt.

Post-Stress Mess

That's just the beginning. There are also the after-effects. If we were running from a bear in the woods like our ancestors, that extreme physical effort would consume much of the excess adrenaline and cortisol released by the amygdalae's warnings of danger. Because of that, soon after the danger had passed, our heart rate and blood pressure would drop, and we would return to a more relaxed, thoughtful state.

In the office, this doesn't happen. On a typical working day the amygdalae may perceive many "threatening" situations. And even though these "dangers" take the form of spoken words or private thoughts rather than outside physical threats to our survival, they still trigger the same biological reactions. We get hyped up in self-defense mode with nowhere to run off the floods of adrenaline and cortisol.

Without a release, our heart rate and blood pressure stay high, other physical sensations continue, and we experience protracted stress. At a

minimum, we're frustrated, distracted, and unproductive; we're certainly unable to be our most creative. In high-stress environments where perceived threats occur even more frequently, people may end up missing work altogether due to physical illness or needing a "mental health day." Under these conditions, the risk of burnout is high.

The amygdalae and limbic system, along with the brain stem, form what is commonly called the "old brain." In fact, the brain stem is sometimes referred to as the "reptilian brain" because it can be found in all vertebrates, including reptiles and mammals. It has to do with our most basic functions: breathing, sleeping, blood circulation, muscle contraction, reproduction and self-preservation. Coupled with the limbic system's early warning system of danger, the reptilian brain provides a powerful image and an important clue in how behavior manifests during distress.

"Picture the angry team leader raging in a team meeting," says Dwight Frindt. "It doesn't take a great leap from there to imagine everyone around the table instantly transformed into iguanas, geckos, and gila monsters, each caught in their own reaction and defensive/offensive posturing. It is hard to imagine that many executives actually intend to have their companies managed by a group of reptiles. Yet this kind of behavior is regularly triggered and allowed to persist."

Given the primitive, instinctual physical reactions associated with being upset, it's no wonder



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that all those advanced conceptual-learning approaches are not very helpful in reducing the effects of emotional distress. The information we learn in those training workshops are accessed and processed in the cerebral cortex, the “new,” rational part of the brain. But as we’ve seen, when we get upset we begin functioning from an entirely different place, a different part of the brain.

So how do we bridge the gap between the thinking and feeling brain? How do we make use of both our higher reasoning and our emotional passion that fires so much of our inspiration and creativity? How do we do so in a way that minimizes reactivity and distress while increasing productivity and shared pride of ownership?

Leaders can use the answers to get more of their own thoughtful time back and enhance their ability to focus on critical business issues. Team

members can use the answers to raise their individual and collective productivity in ways that enhance their lives rather than increasing their stress. In both cases, people are able to move from an experience of trying to survive to one of thriving.

The Frindts propose that leaders start by working on themselves. The truth is organizations look to their executives to set the tone. If those executives are highly reactive, in all likelihood their organizations will be, too. On the other hand, if leaders learn to identify and clear their own emotional distress first, they’ll be more productive, they’ll trigger less stress within their teams, and they’ll be much better equipped to support team members in navigating their own emotional reactions.

Dwight and Suzanne Frindt have seen it time

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and again. As leaders begin to experience the benefits of their increased ability to “de-stress” emotionally, it becomes an obvious investment to train others. Just as mounting stress can create its own snowball effect in a team, team members can begin to build a new kind momentum of converting distress to eustress (healthy, productive stress—as in the excitement of pursuing a challenging goal). The more individuals there are who can identify and clear their own emotional distress, the easier it becomes for other colleagues to join them in maintaining a balance of thoughtful productivity and emotional engagement. It’s a process that, when fully committed to, can transform a culture.

While lasting change takes time and continuous practice, there are a few simple, critically important steps that can begin to immediately repair the damage of emotional distress. These diagnostic and intervention steps are both conceptual and physical. They give your intellect the information and your body the tools to change both experience and behavior.

To request the “5-Step Recipe for Identifying and Clearing Distress” go to: <http://www.crackingthepersonalitycode.com/IdentifyingClearingStress.php>

Dana Borowka, MA, CEO and Ellen Borowka, MA, COO of Lighthouse Consulting Services, LLC have over 25 years experience in the area of business and human behavioral consulting. They have been helping organizations both nationally and internationally in raising the hiring bar through using in-depth work style assessments. They are nationally renowned speakers and radio personalities on this topic. They have built a well recognized organization that provides expert interpretation of in-depth work style assessments during the hiring process, providing a variety of workshops and assisting those with communication challenges. They are authors of the book, “Cracking the Personality Code”. To order the book, please go to www.crackingthepersonalitycode.com.

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