Get Ready! The 2020 Northwestern Building Products Expo NORTH on January 22-23 in St. Cloud, Minnesota and the 2020 Northwestern Building Products Expo SOUTH on February 27-28 in Council Bluffs, Iowa are quickly approaching. Both Expos will showcase a fun, Wild West style theme - “Saddle Up for a Great Year!” - because we really DO think 2020 will be great!

LBM professionals and guests from around the Midwest will come together at these shows to connect on the exhibit floor, in the seminar rooms, and throughout all the receptions & meal events taking place. Are you planning to be one of these participants?

NLA encourages you to register today for the Expo North and/or Expo South, where you can be part of a community that learns together, strengthen your commitment to the industry, and build on the bonds of colleagues, business associates, and friendships that keep our unique tribe strong. Wrangle up those employees and colleagues and bring them along, too. We want to see a stampede of people headed to the shows!

Click on the quick links below to get registered and make sure to check out the Expo webpage for full show details. We look forward to seeing y'all in St. Cloud and Council Bluffs!

If you have questions about these shows, please reach out to Jodie Fleck, Director of Conventions, at 763-595-4058, jfleck@nlassn.org OR Melanie Hultman, Convention Assistant, at 763-595-4045, mhultman@nlassn.org.
Women in the LBM Industry
Wednesday, January 22nd 5:45 pm – 6:15 pm
Thursday, February 27th 5:45 pm – 6:15 pm
Women have always been part of LBM businesses, but their roles are expanding. At both the 2020 Expo NORTH and Expo SOUTH, NLA will host a casual Women in the LBM Industry Meet and Greet. This first, kick-off gathering is intended to bring women together from both the dealer and supplier side to meet each other and build a professional networking community that can be used year-round for professional growth and support. Meeting location to be announced onsite. Watch for signage or ask an NLA staff member.

Wisconsin Lumber Dealers
LEADERSHIP CONFERENCE
February 4, 2020 - Wisconsin Dells
- Future Lumber Leaders Roundtable
- Educational Seminars led by Industry Experts
- Keynote Presentation - Future of Housing in Wisconsin
- Networking Lunch, Reception & Awards Banquet

Register at www.nlassin.org/events

Be sure to book your hotel room at Glacier Canyon Lodge before the discount block expires on January 4th.

Invest in Your Employees’ Long-Term Growth
I recently read in the Paddle blog – “The most progressive companies take upskilling seriously, investing heavily in learning and development. This kind of professional development demonstrates a long-term investment in an employee and pays dividends the longer an employee stays with a company. It shows commitment to fostering long-term growth and success, and it’s a win-win for everyone involved.”

Invest in your employees’ long-term growth. Register for the upcoming NLA Professional Development classes, including:
- December 3 – Fleet Management & DOT, Fargo, ND
- December 4 & 5 – Yard & Delivery Workshop, Alexandria, MN
- December 9-11 – Estimating 1-2-3, Omaha, NE
- December 13 – Future Lumber Leaders Nebraska Chapter, Waverly, NE

Click HERE to view the full 2019-2020 LumberTech class schedule.

Thank you to our November class hosts and sponsors:

Scholarships Available for Full-time Students & Employees
The Nebraska Lumber Dealers Association and the Wisconsin Lumber Dealers Education Foundation are making available financial assistance grants for member employees attending LumberTech.
classes and college/technical school scholarships to support students entering a construction-related program. Wisconsin’s scholarship is also open to those enrolling in a program that supports the lumber and building material industry or small business management. To learn more, click the links below:

**NLDA Scholarship Program**  
**WLDEF Scholarship Program**

### Snowflakes to Classroom Stakes

It was a calm and snowy day on November 13th, the type of snow that seems to take that much longer to reach the ground. While this might have been great for daydreaming, I and a dozen others were too busy learning. We attended Craig Webb’s Marketing and PR symposium hosted by BATC Housing First in Roseville, MN. The day was full of laughs, thoughtful insight, and discussion. While we learned plenty of tips and tricks from our former Pro Sales Editor-in-Chief instructor, we also ended up learning a surprising amount from one another. The atmosphere and pace of the classroom was so warm and welcoming, my hand almost couldn’t help from raising. I attended the class to represent the NLA, but also see what I could pick up and learn. By the time the class was done, I was two pages of ideas deep and had forgotten I don’t even directly work in a lumber yard. Either way, I feel very fortunate for the take-aways and for the opportunity of additional education. I encourage all to get out and take advantage of the cold season by investing in yourself or your company through NLA’s educational opportunities. Don’t believe me? Give me a call at (763) 595-4057, I’d love to chat!

*Will Claussen*

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### Featured NLA Program: Wisconsin Lift Truck

Wisconsin lift truck has new and used equipment for you to purchase, rent or lease! Featuring select forklifts with capacities between 2,000 to 80,000 lbs. with superior power and maneuverability to carry any load. Choose from 3 - or 4 - wheel options as well as gas, diesel, or electric forklifts to find the best solution for your business. Read more [HERE](#).

For more information on the Wisconsin Lift Truck Program, contact: Lindsay at 763-595-4053 or [ldutcher@nlassn.org](mailto:ldutcher@nlassn.org)

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### Final Rule: DOL Overtime Rule – Are You Ready?

On September 24, 2019, the U.S. Department of Labor announced its final rule to make 1.3 million American workers newly eligible for overtime pay. Are you ready for the changes?

The final rule updates the earnings thresholds necessary to exempt executive, administrative and professional employees from the Fair Labor Standards Act’s (FLSA) minimum wage and overtime pay requirements, and allows employers to count a portion of certain bonuses/commissions towards meeting the salary level. The new thresholds account for growth in employee earnings since the thresholds were last updated in 2004.

In the final rule, the Department is:

1. raising the “standard salary level” from the currently enforced level of $455 per week to $684 per week (equivalent to $35,568 per year for a full-year worker);
2. raising the total annual compensation requirement for “highly compensated employees” from the currently enforced level of $100,000 per year to $107,432 per year;
3. allowing employers to use nondiscretionary bonuses and incentive payments (including commissions) paid at least annually to satisfy up to 10% of the standard salary level, in recognition of evolving pay practices; and
4. revising the special salary levels for workers in U.S. territories and the motion picture industry.

The final rule is effective on January 1, 2020.
Congress Expresses Support to Resolve OSHA Crane Rule Exemption Letter

NLBMDA continues to advocate on behalf of the LBM industry and the ongoing issue of OSHA’s letter of interpretation (LOI) on the material delivery exemption. Recently, NLBMDA staff went to Capitol Hill and met with congressional offices to brief them on the issue and communicate the urgent need to address the letter.

In conversations with senior staff, NLBMDA expressed concern for OSHA’s actions to date on the issue, and the need for Congress to take action. Staff was very receptive to the issue and pledged to assist the industry where possible. There will be some additional updates on congressional action shortly.

Happy Holidays from NLA!

On behalf of the staff, volunteer boards, committees and all of our members, we wish you a safe and happy holiday season – and a happy new year!

Please note our holiday hours of operation:

- December 24, 2019 Closed
- December 25, 2019 Closed
- January 1, 2020 Closed

The office will be open and staffed on all other days, however we will have a limited staff due to vacation(s) and year-end time-off requests.

Thank you again for your continued support and enjoy this time with your family!

Classifieds

Lumber Yard for Sale

Northern Minnesota lumber yard for sale. $1.3 million in annual sales. Current inventory of $300k. Equipment includes ‘13 Ford Truck with Refurbished 18’ Trailer, 2002 18’ Single Axle Delivery Truck, ‘12 Toyota Forklift, ‘81 Clark Forklift, trailers and more. Current ownership open to outright sale of business or remaining with new buyer for up to 6 years (if needed).

For more information or to inquire about sale, please contact the NLA office to be directed to current ownership.

Lumber Dealers - If interested in submitting a classified ad that will be published online, in the Scene...in a Flash! newsletter, and Building Products CONNECTION, please contact Melanie Hultman at mhultman@nlassn.org or (763) 595-4050.

If interested in placing a display ad in the Building Products CONNECTION or the Scene...in a Flash newsletter, contact Erica Nelson at erica@pierreproductions.com or 763-497-1778.

Never approach a bull from the front, a horse from the rear or a fool from any direction.