Register by April 4th for the Wisconsin Lumber Dealers Leadership Conference

This year’s conference will provide you with insightful and timely education provided by some of the industry’s finest instructors and coaches. For anyone who has had the pleasure of listening to Ken Wilbanks, you know that even an hour with Ken is priceless!

"Ken Wilbanks is one of the most inspirational speakers and coaches I know. His honest and sincere approach in teaching from his past experiences reflects the wealth of knowledge he has to offer." - Scott Enter, CEO of Wright Lumber & Millwork Inc.

Couple our amazing seminar line-up with a Future Lumber Leaders Roundtable and the opportunity to network with your peers during a cocktail reception and membership meeting/awards dinner, and you have a recipe for a great event!

Future Lumber Leaders and the Awards Dinner tickets must be pre-ordered by April 4th. On-site registration will be available for seminars and the cocktail reception, but we strongly recommend pre-registering to help us assure adequate seating and handouts.

LumberTech Classes

The summer months are quickly approaching. Sign up today for the spring LumberTech classes and go into the busy season prepared with new skills, a better understanding of OSHA/DOT requirements, and yard and fleet management ideas that can make your operation more efficient.

Other upcoming LumberTech classes:

- April 9 - OSHA/DOT for Management, Golden Valley, Minnesota
- April 10 - HR-Lien Law-Legal, Golden Valley, Minnesota
- April 12 - Special Order/Project Management, Wisconsin Dells, Wisconsin
- April 24 - Fleet Management & DOT, Columbus, Nebraska
- April 25 - Yard Safety & OSHA, Columbus, Nebraska
- May 14-16 - Estimating 123, Roseville, Minnesota
- May 16 & 17 - Business Management 2 (Financial Management 2) Golden Valley, Minnesota
**Nebraska Dealers** - Do you have employees that you would like to send to LumberTech training? The NLDA Scholarship Committee has up to 10 Employee Scholarships available. Click [HERE](#) to learn how you can apply.

**Minnesota/Dakotas Chapter Roundtable**
**Friday, April 20th 2018**
**9:00 am - 2:00 pm**
**Eagan, Minnesota**

During the April 20th FLL meeting, the group will spend time in roundtable discussions on the current business climate, operations, management ideas. With the heightened awareness of harassment issues in the workplace, company leaders need to have a clear understanding of what is considered harassment, decimation, and a hostile work environment. NLA has invited Attorney Janell Stanton, from My HR Counsel to explain what your responsibilities are as an owner/manager under the law and the harassment policies every company should have in place.

Click [HERE](#) for more information.

**Looking for Help?**

Students who attended the Expo were encouraged to fill out a quick resume form. You can view the resume summaries on the website at [www.nlassn.org/page/Resumes](http://www.nlassn.org/page/Resumes). If you would like to learn more about one of these potential employees, contact Connie Johnson [cjohnson@nlassn.org](mailto:cjohnson@nlassn.org) or (763) 595-4045 with the ID number and your contact information.

**Thank you 2017-2018 Professional Development Hosts & Sponsors**

![Sponsors](image)

**Upcoming Special Events**

NLA has planned some exciting events and we want YOU to join in on the fun!

NLA has a full plate of fun events and they kick off in April. We know it can be tough to get away from your yard, but we hope you will find time to join your fellow members and NLA’s staff for a great time. We will be returning to Principle Park in Des Moines for an Iowa Cubs game on Saturday, April 21st as they take on the Memphis Redbirds. This year we will be tailgating prior to the game. Thanks to those who joined us last year for this great suggestion. You can register now by clicking [HERE](#).

In June, NLA will host its annual Nebraska and Iowa Golf Outings. Nebraska will take place on Tuesday June 19th, with Iowa following on Thursday June 21st. We welcome all skill levels and encourage you to participate. Our generous sponsors always make sure that there are plenty of great prizes to win as well. To register for the Nebraska golf outing, click [HERE](#). To register for the Iowa golf outing, click [HERE](#).

Later in the summer we will be fishing on Lake Mille Lacs, and also returning to Des Moines for our second Wine & Whiskey tour. There is something for everyone and our events can be a great opportunity to connect with your fellow members or build relationships with clients away from the yard. Please consider joining us for an event; we think you will be glad you did. If you have any questions or would like to sponsor an event, please reach out to our office at 888-544-6822.

**2018 Mill Tour**
**September 30th - October 5th, 2018**

This year’s Mill tour will take us to [San Francisco](#) - a region known for its dense Redwood forests, iconic Golden Gate Bridge, cable cars, foggy days, crashing surf, and colorful Victorian houses. Venturing no more than 85 miles in any direction of the city, this trip is designed to fill your week with experiences rather than bus time.

Join fellow lumber yard dealers on this amazing annual tour and get educated on the lumber & building product industry in this region while also touring must-see area attractions. With 5-6 different industry related stops and a WHOLE lot of fun planned, this is a trip you won't want to miss out on.

This annual event is scheduled for Sunday, September 30th through Friday, October 5th. Pricing, itinerary, and registration paperwork will be mailed out, emailed, and posted on the website by the end of May.

If you have questions or would like to be put on the interest list, call Jodie Fleck at (763) 595-4058 or email [jfleck@nlassn.org](mailto:jfleck@nlassn.org). Spots are on a first-come, first-served basis. (Our 2017 trip was sold out!)
Winners Recap - Trade Shows 2018

There were so many prizes given away in January and February, it's hard to remember all of them!

At EXPO, we had some fierce competition at the Hammerschlagen game. We had to do a “Schlagen-Off” to determine the champion. Joe Vos of Northland Lumber ended up with a $25 Cabela's gift card and bragging rights. Chris Rue from wRight Lumber didn't have to swing the hammer to be the big winner of the 2nd day grand prize. He walked away with $500 cash, thanks to our sponsors All-Fab, Manion's, BlueTarp and Heritage Millwork!

Let's hope the Freelands from Greenfield Lumber bought a lottery ticket when they left Iowa; they won our $25 prize for the bean bag game as well as the $500 grand prize! Jimmy took home the Scheel's gift card, hopefully Rena took him out for dinner with her winnings. Our generous ILUMPAC donor, Nathan Burress of H.O. Seiffert, walked away with our hunting-themed basket full of items to keep you warm while out in the woods.

Nebraska was also packed with prizes. Kate Dittmer of Crete Lumber won a basket full of MN beers and brewery items. Art Lindberg of Schuyler Home & Building Supply took home the bean bag title as well as a $25 Orscheln gift card.

Congrats to all our winners and thank you to all those who donated to the different funds and scholarships this trade show season!

New Rules for Disability Claims Take Effect April 1, 2018

On April 1, 2018, new Department of Labor regulations regarding short-term and long-term disability plans covered by the Employee Retirement Income Security Act (ERISA) go into effect. Employers must make sure that they and their plan administrators and third party administrators are ready to comply with the new regulations.

Affected Benefit Plans
ERISA generally covers all STD and LTD plans established and insured or funded by an employer. Regular payroll practices (such as continuing to keep an employee on the books and pay his or her salary while he or she is absent due to a disability) are not covered by ERISA.

The new regulations affect the administration of STD and LTD insurance plans, as well as 401Ks and pension plans, where receiving the benefit is conditioned on disability, and where the particular 401K or pension plan (not the Social Security Administration or a long-term disability plan) determines whether the employee is disabled.

Click HERE to read entire article on www.myhrcounsel.com.

National Safety Stand-Down May 8-11, 2018

Fatalities caused by falls from elevation continue to be a leading cause of death for construction employees, accounting for 370 of the 991 construction fatalities recorded in 2016 (BLS data). Those deaths were preventable. The National Safety Stand-Down raises fall hazard awareness across the country in an effort to stop fall fatalities and injuries.

What is a Safety Stand-Down?
A Safety Stand-Down is a voluntary event for employers to talk directly to employees about safety. Any workplace can hold a stand-down by taking a break to focus on "Fall Hazards" and reinforcing the importance of "Fall Prevention". Employers of companies not exposed to fall hazards, can also use this opportunity to have a conversation with employees about the other job hazards they face, protective methods, and the company's safety policies and goals. It can also be an opportunity for employees to talk to management about fall and other job hazards they see.

Who Can Participate?
Anyone who wants to prevent hazards in the workplace can participate in the Stand-Down. In past years, participants included commercial construction companies of all sizes, residential construction contractors, sub- and independent contractors, highway construction companies, general industry employers, the U.S. Military, other government participants, unions, employer's trade associations, institutes, employee interest organizations, and safety equipment manufacturers.

For complete details and resources conducting a safety stand-down at your location, click HERE.

IRS Announces Interest on Home Equity Loans Remains Deductible
The Internal Revenue Service (IRS) announced on February 22, that in many cases taxpayers can still deduct interest paid on home equity loans. The announcement provides clarity for homeowners and ensures continued favorable tax treatment of home equity loans. This is also welcome news for remodelers.

Changes made to the tax code in December 2017 as part of the Tax Cuts and Jobs Act (Public Law No: 115-97) reduced the mortgage interest deduction cap and eliminated the specific deduction for interest paid on home equity loans. The new law lowers the mortgage interest deduction cap to $750,000. Under prior law, homeowners could deduct interest paid on up to $1 million of mortgage debt; in addition, homeowners could deduct interest paid on up to $100,000 of home equity loan debt.

In an important change to the eligibility requirements, homeowners can only claim the deduction if it is used to make improvements to a first or second home. Interest paid is not deductible if used for personal living expenses. Previously, homeowners could use the money from a home equity loan for personal living expenses and still deduct interest payments from their taxable income.

Classifieds

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| FOR SALE: Established full line Lumber Yard and Builders Hardware, east central Iowa metro, county seat, residential/commercial contractor oriented, will rent property, motivated seller due to health. |
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Place a classified ad with the Northwestern Lumber Association and we'll triple your exposure! Ads will be placed on the NLA Website immediately. Advertise for two months or more, and your ad will be printed in the next issues of the Building Products CONNECTION magazine and the SCENE - all for one price.

Click HERE for details.

Answer the riddle for 10% off your next forms order! *

*Offer good until 4/30/18. Email mhultman@nlassn.org with your answer!

If you have me, you want to share me. If you share me, you haven’t got me. What am I?

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