Professional Development Classes
Expand your skills and learn industry-specific knowledge that can be implemented immediately in your day-to-day operations. Sign up today for the spring LumberTech classes.

Spring Classes:
- April 8-9 - Estimating 1 & 2, Fargo, ND
- April 11-12 - Estimating 1 & 2, Sioux Falls, SD
- April 16 - Yard Safety & OSHA, Ames, IA
- April 17 - Fleet Management, Lakeville, MN
- April 18 - Sales 101, Lakeville, MN
- May 1 - HR - Legal - Lien Law, Eagan, MN
- May 2 - Project Management with a Focus on Special Orders & Inventory Management, Sioux Falls, SD

Due to the flooding in many parts of Nebraska, we have cancelled the April 2-4 classes in Lincoln.

Click [HERE](#) to view the LumberTech catalog

What’s Happening
- April 8-9, 2019
  - Estimating 1 & 2
  - Fargo, ND
- April 11-12, 2019
  - Estimating 1 & 2
  - Sioux Falls, SD
- April 16, 2019
  - Yard Safety & OSHA
  - Ames, IA
- April 17, 2019
  - Fleet Management
  - Lakeville, MN
- April 18, 2019
  - Sales 101
  - Lakeville, MN

Thank you to our March Professional Development Hosts & Sponsors!

What Professional Development Training Would You Like to See NLA Offer?
NLA is conducting a survey to identify additional programs members may be looking for in organizational development, staff development, and training. Please take a few minutes to complete the survey before
April 20th. Your responses to this survey will help the NLA Education Committee determine what professional development programs to offer during the 2019-2020 season.

Click HERE to complete survey.

2019-2020 Nebraska Scholarship Recipient
Congratulations, Jake Willis of Shelby, Nebraska. Jake was selected as the 2019-2020 Nebraska Scholarship recipient.

Each year, NLDA provides academic scholarships for high school seniors entering a college or tech program related to the construction industry. NLDA also offers scholarships for Nebraska member employees to attend LumberTech classes.

Time to Order Job Site Signs!
Job site signs are an effective way to promote your company!
CORRUGATED RIGID PLASTIC SIGNS
Call 888-544-6822 to order

2019 Mill Tour Location Announcement!
NLAs 2019 Mill Tour will take us to the "Inland Northwest" - also known as the eastern Washington and Idaho Panhandle region. Recognized for its timbered mountains, jagged peaks, emerald green hillsides and pristine lakes, this trip is sure to ignite your visual senses! We’ll focus on the area surrounding Spokane, WA and Coeur d’ Alene, ID.

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.

This event is tentatively scheduled for Sunday, September 29th thru Friday, October 4th. A firm Save the Date announcement will be sent in mid-April. Full details, including pricing, itinerary, and registration paperwork will be available in late May.

Join the interest list today by contacting Jodie Fleck at (763) 595-4058 or jfleck@nlassn.org. Those on the interest list will have FIRST access to register when the materials are published in May.

(The 2018 Mill Tour sold out within two days of publication just by those on the interest list!)

Upcoming Special Events
NLA has planned some exciting events and we want YOU to join in on the fun! Check out our calendar to see what we have coming up starting in June. 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 staff for a great time.

Our newest event will be Cocktails & Crafts in Minneapolis on June 1st! Attendees will be chauffeured to a distillery, a cidery and a brewery. Register HERE, only room for 30 people!

Our golf events will be returning to Iowa and Nebraska in mid-June. There will be contests, prizes and socializing for you and your colleagues! Register HERE for Iowa and HERE for Nebraska.

Keep an eye out for the announcement of other events throughout the summer and fall, we hope to see you there!

Ask Your Representative to Cosponsor Relief from
Electronic Logging Device (ELD) Compliance

NLBMDA urges its members to take action by contacting their Representative and asking them to cosponsor the Small Carrier Electronic Device and Exemption Act (H.R. 1697), which would exempt businesses that operate 10 or fewer commercial trucks from the Federal Motor Carrier Safety Administration's (FMCSA) electronic logging device (ELD) requirement.

The legislation has been introduced by Reps. Collin Peterson (D-MN) and Greg Gianforte (R-MT), who are concerned that the ELD requirement is overly burdensome to small businesses with fleet operations and that more regulatory flexibility is needed.

For over two years, all drivers with a commercial driver's license that are required to keep a Record of Duty Status (RODS) must use an ELD to document compliance with Hours of Service rule. The ELD connects to a vehicle's engine to record driving hours, and is intended to eliminate the type of driver fatigue that can lead to crashes. Exemptions from the ELD requirement do exist for drivers who operate under the short-haul exception, or use paper RODS for not more than 8 days out of every 30-day period.

NLBMDA acknowledges the need for the ELD requirement, but believes motor carrier safety regulations should promote safety without imposing unnecessarily high cost and compliance burdens on employers and small businesses. Additionally, NLBMDA supports the ELD exemption for short-term truck rentals of eight days or less.

Please take action and ask your Representative to provide relief from ELD compliance by cosponsoring the Small Carrier Electronic Device and Exemption Act (H.R. 1697).

HR Question of the Month - Ban the Man Bun?

Provided by Federated Insurance

Question

Our employee handbook/dress code does not specifically mention a man bun. This person is in sales/merchandising. Can we ask him to not wear a man bun?

Answer

An employer can impose and enforce reasonable dress and grooming rules. Such an issue is not governed by any specific federal or state law, but rather generally is determined by each employer based on its objectives, and can include considerations such as the image the employer wishes to project to its customers, etc. As discussed below, such policies generally need to be uniform, and while limited gender-based distinctions may be permissible, the employer must be cautious before implementing gender-based grooming (including hair) and dress code requirements.

As an initial matter and with respect to long hair, an outright prohibition against men wearing it in a bun may be problematic, because a policy that is so gender-specific as this may violate Title VII of the Civil Rights Act of 1964, which expressly prohibits gender-based discrimination in employment. As well, even if such a policy is in place (and as discussed in this response, we do not recommend it), if an employee's hair style is required for religious reasons -- and some men do not cut their hair due to sincerely held religious beliefs -- the employer would still have to explore permitting the hairstyle as a reasonable accommodation, and would be unable to prohibit it absent a true "undue hardship" to the business operations if it were allowed. The EEOC's Guide on Religious Garb and Grooming in the Workplace sheds additional light on this issue: http://www.eeoc.gov/eeoc/publications/ga_religious_garb_grooming.cfm.
Note as well that there can also be employee relations issues associated with employees who may view such a policy as "over reaching," and may resent the employer's effort to control individual appearance.

Click HERE to read the entire answer.

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BUSINESS FOR SALE

ADA BUILDING CENTER is for sale due to retirement. A profitable lumberyard, Building Center has served Ada and surrounding communities for over 76 years. 7.7 acres located in Norman County on the east edge of Ada, Minnesota, on State Highway 200. 88' x 170' with 30' x 16' showroom display floor - office, shop and storage all under one roof (1,740 sq. ft. display area with 384 sq. ft. office space, 864 sq. ft. insulated shop, 11,972 sq. ft. cold storage), 44' x 97'6" warehouse with 12' x 97' 6" open lean (4,290 sq. ft. warehouse with 1,170 sq. ft. open lean). Equipment and inventory. Contact Danny or Dave at (218) 784-3661.

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

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*Spring is nature's way of saying, "Let's party".*

Robin Williams

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Confirm that you like this.

Click the "Like" button.