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

There was a great turnout at Principal Park for the Iowa Cubs game on April 21st. Everyone enjoyed some food and beverages while tailgating prior to the game. It was a great kickoff to the summer fun!

In June, NLA will host its annual Nebraska and Iowa Golf Outings. Nebraska will take place on Tuesday, June 19th. Iowa will follow 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. We will also return 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.

Paula Siewert Memorial Walk - Fall 2018
We are in the beginning stages of organizing a fundraising walk that gives back to a Cancer charity. Staff, members, friends and family can all join in the fun. We will be choosing an event in Minnesota and invite all those who wish to participate. Can’t make it to the walk? Don’t worry, you can donate to the cause and we’ll make sure it gets to the charity!

Keep an eye out for all the details in the coming weeks. Plan on enjoying a little exercise, some food and fun gear.

Paula Siewert was an NLA employee for more than 30 years, including serving as President. She passed away in 2014. Paula was very active both in the outdoors as well as the community so marrying cancer-fundraising and fitness seemed only fitting.
Business Management 2 (Financial Management 2) May 16 & 17 - Eagan, Minnesota
Owners, Managers, and Bookkeepers - Join us for NLA's Business Management 2 class which will focus on advances financial management practices to help you better understand cash flow, budgeting, the real cost of doing business and managing growth.

NEW Spring Supplies & Promotional Products
We've added to our standard list of supplies and promotional products available for you. In addition to carpenter pencils and nail aprons, you can get your logo added to metal water bottles, first aid kits, car chargers, and more! Click HERE for a link to a list of popular items. Looking for something you don't see listed? Contact Melanie to request pricing on other promotional products and supplies at (763) 595-4050 or mhultman@nlassn.org.

Spring Supplies & Promotional Products
Click HERE for pricing

2018 Mill Tour
September 30th - October 5th, 2018
Attention all individuals interested in attending the 2018 Mill Tour in San Francisco this fall - registration materials will be sent out THIS MONTH via email!

Because of the very high initial interest and limited seats available, registration materials will be sent via email or posted on our website only*! Printed copies will NOT be sent out this year unless we have not hit capacity by June 1st.

What does this mean? Put simply, check your email every day starting in mid-May for your best chance to secure your seats on this exciting trip. Registration forms must be sent back with deposits immediately; they will be date-stamped as they come into the office and honored on a first come, first served basis.

If you have questions about the trip, call Jodie Fleck at (763) 595-4058 or email jfleck@nlassn.org.

*For those that have already requested to be on the "interest list", you will receive an email with the registration materials a couple days prior to the materials being mass-emailed out to the membership or posted on our website. Make sure to be prompt with your registrations!

Membership Renewal Season Now Closed
On behalf of the Northwestern Lumber Association Board of Directors and staff, thank you to all the members who renewed their membership for the 2017-18 year! Additionally, we welcome several new members!

For those 2016-17 members who have not yet renewed - it's not too late!

You can still send in your renewal information with payment for your 2017-18 membership dues. Your membership and all the associated benefits will be reinstated upon full payment of your dues.

In the meantime, those 2016-17 members who have not renewed their membership will be receiving a cancellation notice and your member benefits will cease. If not renewing was simply an oversight, please contact the NLA office to renew.

For any membership or services information, please contact Lindsay, Brett or Cody to discuss further details.

Once again, we thank you for your continued support of Northwestern Lumber Association and wish you a busy and prosperous 2018!
Why Millennials Quit

Millennials are notorious for job-hopping. These young adults, ages 21 to 34 and also known as Generation Y, change jobs three times more often than other generations. In fact, 48 percent of millennials are planning to leave their jobs within the next 24 months. Employee turnover is now costing U.S. companies an estimated $30.5 billion per year. (Yes, that's billion with a “b.”)

But why? What's causing these high rates of employee turnover and what can employers do to reduce it? As the saying goes, denial isn't a river in Egypt. The inability to retain millennials is crippling our collective bottom line, yet many employers are shoulder-shrugging and passing blame. We've heard every possible excuse for why employers can't keep their millennial talent, such as:

- It's youth rebellion. ("No worries! Job-hopping is something they will eventually outgrow.")
- It's a character flaw. ("Those millennials are such an entitled, needy, difficult-to-please generation! They have no work ethic.")
- It's a culture problem. ("We just need to add more perks, like nap rooms and Bring Your Dog to Work Day.")

Could a $30.5 billion loss really be chalked up to youth rebellion? We weren't convinced. We wanted to hear from the millennials themselves to better understand their reasons for being three times more likely to quit a company.

Article continued HERE.

NLBMDA Meets with EPA on Lead Paint Hazards

Last week, NLBMDA and other remodeling industry stakeholder groups met with the Environmental Protection Agency (EPA) regarding lead paint hazards. Later this month, EPA is expected to release its review of the rule as required under the Regulatory Flexibility Act. The meeting comes at an active period for the rule.

EPA provided an update during the meeting regarding a lawsuit requiring the agency to update its standard for lead-based paint hazards. On December 27, the Ninth Circuit Court of Appeals ordered EPA to take action. EPA must propose a new standard by June and finalize it within a year of the proposal.

In addition, the EPA Office of Inspector General (OIG) announced on March 28 that it plans to begin preliminary research to evaluate the agency's implementation of the Lead: Renovation, Repair, and Painting (RRP) program. In its recent meeting with NLBMDA, EPA also stated that it is still exploring the possibility of expanding the RRP rule to public and commercial buildings.

Finally, on March 23, EPA provided clarification regarding application of the RRP rule following natural disasters. The guidance means certified firms and remodelers do not have to record the activities related to those jobs in their files. NLBMDA has worked tirelessly on reducing the paperwork burdens for emergency renovations and continues its outreach to EPA in improving the RRP rule.

Do You "Drive S.A.F.E."?

How often do you consider that there are far more serious consequences to unsafe driving than just getting ticketed? In most states, if you killed or injured someone because of distracted driving or playing a role in a road rage incident, you could be criminally charged. If that's not bad enough, these risky driving behaviors also put your loved ones in harm's way, whether or not they are even in the vehicle with you. Think about it: What would your loved ones do if your behind-the-wheel conduct resulted in your being seriously injured or killed in a car crash, or you are sent to prison because your actions contributed to another's injury or death? Bottom line: Poor driving decisions could ruin your freedom and tear your family apart.

At some point, everyone has made a poor driving decision: speeding to make up for lost time, reading an incoming text message, driving when too tired, or letting emotions take over when encountering a "crazy" driver.

The majority of all auto crashes can be traced back to four driving behaviors: Speed, Attention, Fatigue, and Emotion. Branded "Drive S.A.F.E.,” Federated Insurance's driver awareness program helps business owners and risk managers call attention to these behaviors to help their employee drivers understand the risks each can present, and their resulting consequences.

Click HERE to read complete article.
INTERESTED IN BUYING OR SELLING A YARD?
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ron@dillon-ma.com

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.
Contact info@nlassn.org

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! *

I travel all over the world, but always stay in my corner. What am I?

*Offer good until 5/31/18. Email mhultman@nlassn.org with your answer!

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