



Scene...In a Flash

June 2017
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Registration Is Now Open for the 2017 Maine Mill Tour!

Register today for the 2017 Mill Tour to Maine! Visit a variety of building material manufacturers, retail lumber yards, sawmills, and more while also enjoying the sights and attractions of the Northeast with old and new friends.

Click on the link below to access the informational brochure, which lists day-by-day details, pricing, inclusions, and more. (Hard copy brochures are going out in the mail next week.)

[Registration Brochure](#)

Can't wait until the hardcopy reaches you in the mail to register? We completely understand! Simply click the link below for the registration form and mail it in to the NLA office with your \$250 per person deposit to secure your spot.

[Registration Form](#)

Don't delay - because of hotel availability, there are limited spots available for this tour!

For questions, contact Jodie at (800) 896-5134 or jfleck@nlassn.org.

2017 Special Events

It's time to get outside and enjoy the summer! We hope that you will join us out in the sun for one of our annual events. We will be catching some rays at the Madison Mallards Baseball game on Saturday, June 10th. Then it is time to hit the links with our Nebraska and Iowa golf outings on June 13th and June 15th. Be sure to register so you can take part in these exciting events.

Madison Mallards Baseball
Saturday, June 10th

Nebraska Golf Outing
Tuesday, June 13th
Registration Deadline: June 7, 2017

Iowa Golf Outing
Thursday, June 15th
Registration Deadline: June 7, 2017

1st Annual NLA Fishing Outing
Wednesday, August 23rd
Registration Deadline: August 10, 2017

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What's Happening

June 10, 2017
Madison Mallards Baseball
Madison, WI

June 13, 2017
Nebraska Golf Outing
Lincoln, NE

June 15, 2017
Iowa Golf Outing
Ames, IA

August 23, 2017
NLA Fishing Outing
Mille Lacs Lake, MN

Get ready for National Safety Month!

Sign up now, and get free access to a poster, tip sheets and more to help spread safety messages on the following topics with your co-workers, family and friends:

- Week 1: Stand up to Falls
- Week 2: Recharge to Be In Charge
- Week 3: Prepare for Active Shooters
- Week 4: Don't Just Sit There

Go to <http://safety.nsc.org/nsm> to sign up for free downloadable materials to promote safety.

NATIONAL
SAFETY
MONTH 2017

October 1-6, 2017
Maine Mill Tour

Join Our Mailing List!

Like us on
Facebook!



Follow us on
Twitter!



Can You Make Changes to Time Cards?

You already know you have to pay nonexempt employees for all time they actually work. But, what if they punch in early on their time records or record that they worked later than they actually did?

The short answer is Yes. While the Fair Labor Standards Act (FLSA) requires you to pay nonexempt employees for all hours actually worked and to keep accurate records of working time to ensure proper payment, the law and its implementing regulations do not specify that you cannot change an employee's time records if they are not accurate. In fact, it is the employer's obligation to ensure that any records are true and correct.

Click [HERE](#) for the rest of the story.



HR Question: Position Changed. What Do We Do With The Employee?

Question: We hired an employee last year. The company was looking for someone with a certain background. However, since then, our company has changed directions and will no longer require someone of this caliber. We will be keeping the position but changing the rate and experience to less than what the current employee is at. Can we terminate for these reasons? If not is there another way that we can handle this?

Response: The employer is well within its rights to restructure any one or more positions within the organization to better meet the needs of the company. You indicate that although the employer hired an employee last year with a certain background, since then the company has changed directions and will no longer require someone of that caliber. Essentially, you advise that the employer is looking to lower the requirements of the position, and with it, the rate of pay. There is no law that prohibits the employer from proceeding with this course of action if there are legitimate business justifications for its decision. If the incumbent is employed at will, there is no law that requires the employer to retain him or her if the position has been downgraded and the employee is now over-qualified (and overpaid) for the newly-revised role. To this end, absent a contract that governs otherwise and assuming no policy or past practice is to the contrary, the employer can seek to terminate the employment relationship on these grounds and then seek to hire someone with lower qualifications, to be paid less. That said, to minimize adverse employee relations issues and/or a potential claim, the employer may want to consider giving the employee the

right of first refusal; presumably he or she is still qualified for the new role (if, perhaps, over-qualified). If so, we recommend explaining to the employee the reason for the employer's decision to downgrade the position and describe the employer's vision for the new role and new direction, along with its new and lower rate of pay. If the employee is amenable to the arrangement, the employer should be clear what is expected of him or her in the new role, and what the rate of pay will be. If he or she is not (or if there is a legitimate business reason why the employer is not amenable to offering the incumbent the opportunity to remain employed, albeit at a lower rate of pay), the employer should candidly let the employee know that it will terminate the employment relationship. The employer can then seek to recruit a candidate who better meets the new criteria for the revised position.

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To learn more about the Federated Employment Practices Network®, contact your local Federated Marketing Representative, or visit <http://www.federatedinsurance.com>.

Ask Your Lawmakers to Support and Pass the Timber Innovation Act (H.R. 1380, S. 538)

NLA & NLBMDA urges its members to **take action by contacting their Representative and Senators** and asking them to support and pass the Timber Innovation Act (H.R. 1380, S. 538.). The legislation advances construction of tall wood buildings to help reduce its costs and increase its economic benefits.

The Timber Innovation Act seeks to increase the use of wood in construction in the following ways:

- Authorize the U.S. Department of Agriculture's (USDA) Tall Wood Building Prize Competition annually over the next five years;
- Create federal grants to support outreach, research and development, and education with the purpose of accelerating the use of wooden tall buildings;
- Authorize USDA to work with states in implementing a program of education and technical assistance for mass timber applications.
- Establish a performance driven research and development program for advancing tall wood building construction in the United States; and,
- Advances in technology, safety, and engineering, combined with the use of new timber products such as cross-laminated lumber, have made wood a more attractive option for construction of new buildings between seven and 14 stories tall. The flexibility of wood makes it a good building material for earthquake safety or high wind requirements, and is an environmentally responsible option as it has a lower carbon footprint than other building materials.

The bill has strong support from over 100 groups, including builders, architects, forest land owners, wood products manufacturers environmental groups, state forestry associations and labor unions.

Please **take action** to support the Timber Innovation Act. If you have any questions regarding this issue, please contact Ben Gann, NLBMDA's Vice President of Legislative and Political Affairs, at ben@dealer.org.



2018 NLA CONVENTIONS - SAVE THE DATES -

If you haven't already heard, NLA is making big strides to make our conventions "must-attend" events. Why? Because suppliers and dealers alike have asked for it. We're listening and we're taking action.

Back in mid-April, NLA held a meeting with almost 30 NLA member dealers and suppliers. We spent several hours brainstorming on how to get more people to the events and get people to look forward to them each year. Many ideas were discussed and some will be implemented as early as the upcoming show season. This will not happen overnight, but you will see small changes in 2018 and even more changes in the years following.

Of course, nothing will make a bigger difference than YOUR participation in these events. Plan for them now. If you're a supplier, add the exhibit booth cost to your budget and get registered in August when the Prospectus is released. If you're a dealer, mark the dates on your calendar now and strategize how you can get as much of your staff to the convention(s) as possible. And for everyone...SPREAD THE WORD.

We're very excited for our upcoming conventions and want to make sure you are as well! Watch your email and mailboxes for more information on our conventions throughout the planning process.

For questions, contact Jodie at (800) 896-5134 or jfleck@nlassn.org.



Classifieds

Overson Lumber is offering **FOR SALE** its yards in St. James, Jackson, Westbrook and Wabasso, and it's design center in New Ulm. Contact Mark Wright 410.215.7150 or wright.mark@oversonlumber.com.

INTERESTED IN BUYING OR SELLING A YARD?

Sell to your employees
Cash to stockholders
Low cost plan.
For details contact Ron Dillon-913-888-800
ron@dillon-ma.com

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.

Building Materials Sales/Assistant Store Manager - Central Iowa Location.

We are looking for an individual who will provide Superior Customer Service. Develop and maintain face to face relationships with our customers. Coordinate & Supervise delivery schedules. Help manage day to day operations of a retail building materials lumber yard. Generate, place and confirm purchase orders with suppliers via web based applications. Promote sales of Building Materials using Social Media Marketing avenues.

As a member of our team, you can expect a supportive family environment, along with the tools and training required for your personal growth and success of the company. With this career opportunity, you will be offered a competitive wage, comprehensive benefit package and the potential for advancement to store manager. Salary Range \$38,000 - \$48,000.

Essential Skills:

- Prior Construction or Building Material Sales experience preferred but not necessary.
- Business related college degree highly preferred.
- Outstanding communication and interpersonal skills.
- Must have strong math skills and be detailed oriented.
- Must be comfortable using web based pricing and ordering applications.
- Ability to multitask, prioritize and manage time efficiently.
- Ability to expedite the resolution of customer problems to maximize customer satisfaction.
- Social Media Marketing experience is a plus.

Click [HERE](#) for details.

Please email Cover Letter and Resume to: bobh9280@gmail.com

Those people who think they know everything are a great annoyance to those of us who do.
Isaac Asimov

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