Summer & Fall Special Events
A Busy Kick-Off Week for Special Events
The summer’s special events got underway on Saturday, June 10th as NLA hosted members at 'The Duck Pond', home of the Madison Mallards baseball team. The sun was shining bright and all in attendance enjoyed a perfect day at the ball park, capped off with a large firework display.

Right on the heels of the baseball game, NLA then held our annual Nebraska Golf Outing on Tuesday, June 13th in Lincoln, Nebraska followed immediately by the Iowa Golf Outing in Ames, IA on Thursday, June 15th. This year was a fortunate one as both days provided cloudless skies, a little humidity, and enough wind to stay comfortable yet make for exciting play!

Thank you to all the sponsors and members who helped make these events possible and memorable.

What’s Coming Up
Please mark your calendars and REGISTER for the following upcoming NLA events this summer and fall:

- August 23rd - Minnesota Fishing Outing on Lake Mille Lacs in Isle, MN
- September 27th - Nebraska Clay Shoot in Grand Island, NE
- September 30th - Iowa Wine and Whiskey Tour in Des Moines, IA
- November 8th - 3rd Annual Paula Sievert Memorial Clay Shoot in Hugo, MN

To register for the Fishing Outing, click HERE. Registration for the fall events will be posted at our website, www.nlassn.org, soon.

If you have questions on any of the above events, reach out to Brett Brokaw at 763-595-4057 or Cody Nuernberg at 763-595-4052.

New Professional Development Classes Coming This Fall!
With the re-launch of the LumberTech program this October, NLA will be adding several new classes which can be taken individually or as part of a LumberTech Certificate/Diploma program. New classes will include:

- Fleet Management & DOT
- Yard Safety & OSHA
- Customer Relations & Practical Selling
- Special Order & Project Management
- HR/Lien Law/ Legal
- Construction 101

The Business Management classes have been expanded to include more financial reporting, margin management and inventory management techniques.

More information on these classes as well as the Blueprint Reading & Material Take-off; Estimating 123; Yard & Delivery and Contractor Sales classes will be available in August. Watch your mail, email, and the NLA website for details on all the NLA professional development opportunities.

We want to hear from you!
Planning is in full swing for the 2018 trade shows and we want your input. An important part of all our shows is providing valuable professional development opportunities. We would like to know what seminar topics would be beneficial to you, your employees and your business. Click HERE to participate in our quick survey of seminar topics. The survey will be open for comments until July 7th.
Manager Mistakes that Spark Lawsuits

Lawsuits by employees against their employers have grown tremendously in the past decade. Whether the lawsuit has merit, it will cost you time and money - money that is better spent on customers and employees that deserve it. What's even worse, laws such as the federal overtime law and the Family and Medical Leave Act, have been known in more recent years to allow employees to sue their supervisors directly, meaning hard working manager's personal assets could be at stake!

Click HERE for the rest of the story.

House Republicans Pass Bill to Repeal Much of Dodd-Frank

On June 8th, the House of Representatives voted largely along party lines to repeal significant parts of the 2010 Dodd-Frank financial law. The 2010 Dodd-Frank law was originally made to prevent the types of financial practices that led to the economic crisis in 2008. Dodd-Frank’s provisions included increased capital requirements for the nation’s largest banks and more stringent disclosure regulatory standards for financial institutions. The measure would remove much of the regulations.

Republicans believe that with the repeal, it will spur economic growth. In the past, they have argued that the law’s passage had placed too many regulations on community banks and restricted access to capital.

Democrats argue that repeal of the law will lead to a future financial crisis occurring again.

We dropped to under 50 employees, does FMLA still apply?

**Question:** Our company recently made some changes, and we no longer have more than 50 employees. How do we handle our prior FMLA obligations (50 or more employees)? Do we have to wait a certain time period before we no longer are required to provide FMLA leave?

**Response:** Yes, if an employer drops below the 50-employee threshold typically required for Family and Medical Leave Act (FMLA) coverage, indeed there is a certain time period that an employer must wait before it ceases being a covered employer for purposes of the Act. The employer will need to comply with its obligations under the FMLA as to any eligible employees, until such time as it is no longer a covered employer.

The FMLA covers all public sector employers, but only those in the private sector employer that are "engaged in commerce or in any industry or activity affecting commerce," and that employ "50 or more employees for each working day during each of 20 or more calendar workweeks in the current or preceding calendar year." Thus, employers do not become covered by the FMLA the moment they reach the 50-employee threshold. Rather, they must wait 20 weeks at that employee count, to ensure that they have had 50 or more employees "for each working day during each of 20 or more calendar workweeks in the current or preceding calendar year" before coverage under the FMLA is triggered. By the same token, the moment an employer dips below the 50-employee headcount requirement, it does not suddenly lose coverage. Indeed if the employer had 50 or more employees in at least 20 weeks in the current year (and they do not need to be consecutive), the employer would stay covered by the FMLA for the remainder of the current year, even if it is never at or above the 50-employee threshold. Only when the employer can safely say that it has not had at least 50 employees for either 20 weeks in the present year or 20 weeks in the prior year will it cease to be considered a covered employer for FMLA purposes.

Here is an example. A company has 80 employees at the beginning of 2017 but on October 31, 2017, it lays off half of its workforce, leaving the employer with just 40 employees. Although it does not have 50 or more employees for the remainder of the year, it will stay covered by the Act for the rest of 2017 because it had 50 or more employees for at least 20 weeks earlier in the "current" calendar year. As well, although the employer has only 40 employees moving in to 2018, it will remain a covered employer for all of 2018 -- even if it never hires another employee -- because it had 50 employees for at least 20 workweeks in 2017, which at that point is the prior calendar year. In this example, it would not be until 2019 that the employer would cease to be a covered employer under the FMLA, assuming it does not increase its headcount, and it will have to comply with its FMLA obligations until then.

For more information, please click HERE for the electronic version of the FMLA regulation and HERE to view the Dept. of Labor employee guide.

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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.

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.

Please email Cover Letter and Resume to: bobbr9280@gmail.com

One customer well taken care of could be more valuable than $10,000 worth of advertising.
Jim Rohn