Meet Our New Education and Membership Assistant: Anna Steiner

My name is Anna Steiner and I am the new Education and Membership Assistant. I want to extend a “hello” to the Northwestern Lumber Association community. I am happy to be part of such a great association and I am looking forward to assisting in any area I can. I will be working with Connie Johnson (Dir. Of Professional Development) in preparing for our educational courses, as well as helping our Regional Field Representatives with various tasks. I come primarily from a background in customer service, management, and sales, and I can’t wait to apply my skills in this new endeavor. Thank you to everyone for making me feel so welcome, and please feel free to reach out and let me know how I can be of assistance! Anna Steiner asteiner@nllassn.org 763-595-4045.

A Practical Summary and Recommendations for Complying with Minnesota’s Sweeping Wage Theft Law

Provisions requiring compliance by July 1, 2019*

*These civil provisions have an effective date of July 1, 2019, because these provisions were enacted through an appropriations bill, which takes effect on July 1 when no other effective date is specified. *

Wage Notice

Employers must provide a “wage notice” that provides the following information:

Employee-specific information

- rate(s) of pay and the basis of that pay, including whether the employee is paid by the hour, shift, day, week, salary, piece, commission, or other method and the specific application of any additional rates;
- allowances claimed for meals and lodging;
- paid vacation time, sick time, or other PTO accruals and terms of use;
- employee’s employment status, including whether the employee is exempt and on what basis;
- the list of deductions that may be made from the employee’s pay; and
- the number of days in the pay period, the regularly scheduled payday, and the payday on which the employee will receive the first payment of wages earned.

Employer information

- the legal name of the employer and, if different, the operating name of the employer;
- the physical address of the employer’s main office or principal place of business, and, if different, a mailing address; and
- the telephone number of the employer.

Click HERE to read the entire article.

Source: nilanjohnson.com By Veena Iyer

Wage & Benefit Survey

Thank you to the members that participated in the NLA Wage & Benefit survey this past fall/winter. The results of the survey are available to purchase for $99 (participants receive a free report). The report includes a summary of reported benefits being offered, wages/salary averages for over 20 common lumberyard positions as well as compensation packages being offered to outside sales staff.
HR/Legal/Lien Law Class – July 24 in Eagan, Minn
Are you protecting your business? Attend LumberTech's HR/Legal/Lien Law class and learn about human resource practices you should have in place, workplace issues that could impact your business and how to use customer and vendor contracts along with lien law to protect your business.

Click HERE to learn more and register.

Thank you, Marvin, for hosting the July 24th class.

Connect With Potential Customers by Hosting a LumberTech Class
Hosting events is an effective, inexpensive way for supplier members to support their customers and meet potential new customers. It also helps NLA to provide professional development training throughout the region.

Do you have a private meeting room that seats 10-15 people or more? Consider hosting a 2019-2020 LumberTech class or Future Lumber Leaders roundtable at your business.

Hosting an NLA Professional Development program allows you the opportunity to show off your business by providing a facility tour or a brief presentation on the products and services your company has to offer. Hosts typically take care of the meeting room set-up and provide coffee, water and soda throughout the day. If you are interested in hosting a class this fall/winter, please contact NLA Director of Professional Development, Connie Johnson at (763) 595-4045 or cjohnson@nlassn.org.

Fall Special Events
Some Hear Wine, I Hear Whiskey
Iowa's very own Wine & Whiskey tour is right around the corner. With the always-popular Iowa Distillery already on tap, be sure to stay up-to-date with this event’s time and location, as well as other fun pitstops along the way! If you have any suggestions or questions, please feel free to reach out to Will Claussen at 763-595-4057 or wclaussen@nlassn.org.

Nebraska Clay Shoot
The Nebraska Clay Shoot is soon to be firing on all cylinders again! Start prepping and cleaning your barrels because, come October, the clay shoot will be upon us. Please be sure to check for date and location updates as our annual gathering approaches. Feel free to reach out to Will Claussen (763-595-4057, wclaussen@nlassn.org) with any suggestions or questions.

In the last 90 days, our Staples members have saved:
$18 on breakroom supplies
$18 on paper
$110 on office supplies
$13 on orders $250 or more
In the 2 years since we launched the new Staples program, our users have saved $2142! What are you missing out on from the Staples program?

Participation in the Staples program is only $25 annually! Contact Lindsay to get a quote on your frequently ordered items. ldutcher@nlassn.org

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**NLBMDA Calls for OSHA to Withdraw Crane Rule Letter of Interpretation**

On June 11, NLBMDA sent a letter to the Occupational Safety and Health Administration’s (OSHA) Directorate of Construction requesting they revoke their 2016 Letter of Interpretation regarding the material delivery exemption to the OSHA crane rule.

OSHA issued the crane rule, which includes the material delivery exemption, in 2010 after extensive consideration by the agency and input by stakeholders, including NLBMDA, representing the Lumber and Building Material (LBM) sector. The Letter of Interpretation, issued in June 2016 in response to a question posed by an equipment manufacturer in November 2010, has created confusion for dealers and contractors alike regarding the final stage of the delivery process when material is boomed to the upper level of a structure under construction.

Prior to the Letter of Interpretation, dealers followed the plain meaning of the rule’s exemption for material delivery. Since then, the letter has served as a source of confusion and regulatory uncertainty for over three years, with its impact made significant by the November 7, 2018 final rule on operator training, evaluation and certification.

Read NLBMDA’s letter to OSHA [HERE](#).

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**NLBMDA Legislative Priorities Update:**

**U.S.-Canada Softwood Lumber Agreement**

Negotiations continue between the United States and Canada on a new softwood lumber agreement. Last Thursday, Canadian Prime Minister Justin Trudeau met with President Trump at the White House to discuss a range of issues including the United States-Mexico Canada Agreement (USMCA) and softwood lumber tariffs.

While softwood lumber was not addressed in the USMCA, the agreement retains dispute resolution panels which allow one of the three countries to appeal anti-dumping and countervailing duty decisions for perceived unfair trading practices.

On June 4, Canada officially appealed a World Trade Organization (WTO) panel ruling it lost on April 9, 2019 which allowed the United States to use “zeroing” to determine anti-dumping duties on softwood lumber. Zeroing calculates duties based on whether the foreign domestic price of a product exceeds its U.S. import price after it is adjusted for transportation and handling costs. This ruling resulted from a 2017 WTO case in which Canada challenged the U.S. Department of Commerce’s affirmative final determination in the anti-dumping investigation of softwood lumber products from Canada.

NLBMDA has been consistently working with the Trump Administration, Congress, and the Canadian government to find a long-term solution to the softwood lumber dispute.
Attention Lumber & Building Product Suppliers:
Trade Show Booth Registration Will Be Open in Mid-August

The annual Exhibitor Prospectus will be released next month for NLA’s upcoming 2020 conventions. The trade show element is the largest part of our conventions and we would like to invite YOU to participate! This is your chance to reserve your booth(s), snag a high-demand sponsorship, and reserve one of the few on-the-floor product demonstration spots. Don’t miss two of the BEST opportunities in the Midwest to get your products and/or services in front of hundreds of potential buyers!

Northwestern Building Products Expo NORTH:
January 22-23, 2020 at River’s Edge Convention Center in St. Cloud, MN
Note: Same great show, but on new days of the week. This is now on a Wednesday & Thursday!

Northwestern Building Products Expo SOUTH:
February 27-28, 2020 at Mid-America Center in Council Bluffs, IA
Note: This is a new event created by combining the Iowa & Nebraska Conventions into one larger show!

These booklets should hit your mailboxes around mid-August and will be available to download from our website on August 15th. Registrations will be honored on a first-come, first-served basis.

Mark your calendars for the shows, watch your mailbox and inbox for the registration materials, and begin inviting your dealers to attend. Help us make these shows GREAT!

For questions about the upcoming 2020 conventions, contact Jodie at 763-595-4058 orjfleck@nlassn.org.

2019 “Inland Northwest” Mill Tour
September 29 – October 4, 2019
SOLD OUT!

NLA’s 2019 “Inland Northwest Mill Tour” to eastern Washington and the Idaho Panhandle region has SOLD OUT in less than one week since registration opened! We are very excited to host 47 people on the trip this September/October – one of NLA’s largest annual Mill Tours to date.

To learn more about what these trips entail, read the full brochure here. Bummed you missed out on the tour this year or simply want to learn more? Make sure to get your name on our MILL TOUR INTEREST LIST. This is very important, as the trip has been filled the last few years strictly by those on the Interest List - before we were even able to open it to the general membership!

If you have questions or would like to be put on the 2020 Mill Tour Interest List*, please reach out to Jodie Fleck at 763-595-4058 orjfleck@nlassn.org.

*The location and fall dates for 2020 have not yet been established. These are typically determined in February/March each year.

Take $50 Off NLBMDA Delivery & Fleet Safety Kits!
A Business’s Success Starts with Safety
The Delivery and Fleet Safety (DFS) Training Kit is an invaluable safety tool that will help you train your
employees to be safer, more productive and more efficient. A DFS-trained driver is smarter, achieves better fuel efficiency, lowers maintenance costs, and reduced material damage. Click HERE to view preview of training.

The Delivery and Fleet Safety (DFS) Training Kit Includes:

- Industry-Specific training DVD
- Trainer’s Guide
- 10 employee handbooks
- 10 graduation certificates

From June 27 through July 8 members can get a Delivery & Fleet Safety Kit at a discounted rate of $150. Call 888-544-6822 to order!

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**Classifieds**

**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.

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**SW Wisconsin Lumber Dealer in search of:**

- 24' Box Truck with curtain sides
- Back end mount with Moffit (piggy back forklift)
- CDL Classified Truck
- White if possible

If selling, please contact Nick at 608-780-6065.

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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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*Deep summer is when laziness finds respectability.*

Sam Keen