

# THE BUZZ

August, 2017

**PLEASE NOTE - THE KBMA IS MOVING! OUR NEW ADDRESS IS :**

**5932 TIMBER RIDGE DRIVE, SUITE 101 PROSPECT, KY 40059**

## **Open Letter to KBMA members from President Craig Miller, Miller Lumber, Augusta:**

As of July 1<sup>st</sup>, 2017, the Kentucky Building Materials Association, KBMA, has contracted with Association Professionals, AP, a Kentucky management corporation, to oversee and manage all business and operations of the KBMA. Our Executive Director, Chris Quinn, will transition to his new role as an employee with AP throughout July and August and will fully transfer offices sometime in late August. **Association Professional's office is located at 5932 Timber Ridge Drive, Suite 101, Prospect, KY 40059.** At this time, the KBMA has its current office and rental space on the market with Mark Church, a realtor in Louisville.

Association Professionals, Inc. is a full-service association management company offering professional management services to local, state, regional, and national associations and societies. The firm was established in 1986 and is owned and operated by Tom and Angela Underwood. AP operates under the philosophy that by managing a number of associations they can offer a wider range and higher quality services to each of the individual association clients than they could otherwise provide for themselves.

The decision to change paths for the KBMA hasn't come lightly and has been discussed and debated for several years. The KBMA Board of Directors voted to make this change for the financial well-being and overall strength of our association and all of its past, present, and future dealer and associate members. Even though we're changing offices, our mission hasn't changed. The KBMA is here to promote the success of the Kentucky lumber and building materials industry through education, information, advocacy, and cooperation. Our merger with Association Professionals and our new management team of Tom and Angela Underwood, and our steady leader through everything Chris Quinn, will continue our successes of the past 111 years well into the future. Our association is strong, our industry is growing, and our leadership will always steer us in the right direction.

**Scholarship winner profile page** Congratulations to all 6 winners of the KLBMD Education Foundation scholarships. The winners are Katherine Anneken - the Edwin Kelly Memorial Scholarship winner, Harrison Burchett, Tyler Boling, Ross Haney, Davis Halderman and Haley Wright.

This year there were many extremely qualified applicants and ALL should be proud of their accomplishments.

[Click here to see the profile page.](#)

### **Knowledge Central - KBMA member resource!**

Following are a couple of news items related to the Knowledge Central website. All KBMA members have a unique login and password. Once on the site members can navigate around countless training modules as well as tools to help manage company documents, employee files, and a long list of regulatory and HR compliance tools. If your company needs a new login or password, or if you've never logged in, call the KBMA and we'll walk you through the initial steps.

### **Safety Orientation - Your First (Best?) Chance to Shape Attitudes & Behavior**

Orientation is your first - and perhaps best - chance to shape new safety attitudes and behavior. It's an opportunity to you can't afford to miss.

New employees are at considerably greater risk of injury than more seasoned workers. That's because: New employees often have insufficient skills and job knowledge.

Even if they are skilled, they lack familiarity with your workplace, its particular hazards, and your specific safety practices.

New workers may be less likely to ask questions or express safety concerns.

They may be young, which means that in addition to lacking skills and knowledge, they may also be less aware of hazards and more inclined to take risks.

Statistics tell us that employees are most likely to be injured during their first few months on the job than at any other time during their employment. That's why your safety orientation program has to be efficient, hard-hitting and packed with information.

Too often, orientation is considered a necessary evil. It's not given sufficient attention by employers, who see the time employees spend at it as lost production, rather than what it really is, an investment in safety and protection.

## **The 5 Steps of Progressive Discipline**

A progressive discipline system is the best way to correct employee performance problems. It's also the best way to protect against wrongful termination lawsuits. It allows you to ensure that any employee fired because of inferior performance was treated fairly and in accordance with your company's policies.

Here's a five-step model for progressive discipline:

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

P.S. There are 5 related documents/forms pertinent to this subject available from Knowledge Central:

1. Discipline Documentation Notice
2. Discipline Problem Analysis and Corrective Action Plan
3. Employee Discipline Warning Notice
4. Follow-Up Warning Memo
5. Performance Improvement Plan

**KBMA Past President Ollie McCormick passes away**  
We are saddened to report that Ollie McCormick passed away late last month. He was 89 years old. He is survived by his wife, Elizabeth Buckner Woodford McCormick; two sons, Dan M. McCormick (Tracey) of Mt. Sterling, KY and Tom McCormick (Schoen) of Mt. Sterling, KY; four grandchildren, Graham McCormick, Alexa McCormick, Will McCormick and Jake McCormick. Ollie was KBMA president in 1972. Our sympathies go to the the entire McCormick family.

### **Executive Vice President Report from Chris Quinn, CAE**

You know about the changes taking place at the KBMA by reading the letter from President Craig Miller. I'm grateful to him and all of the leaders in the KBMA for guiding the association through very difficult waters to what we all hope is a very smooth landing in new territory.

The decision to make the changes Craig described was very difficult and a long time in the making. The main - in fact only - consideration in making these changes was the best interests of the KBMA as a whole.

I've been around for almost 18 years and that's a drop in the bucket compared to many in the industry today. Oh, the things I've/we've seen. As it stands now, there are 4 single state lumber

associations left in the country - Florida, Illinois, Oklahoma and Kentucky. Recent years have seen the consolidations of Indiana, Ohio, Michigan, Mississippi, Wisconsin, New Jersey, and the Eastern BMA which covered Pennsylvania, Maryland, Delaware and the District of Columbia. Market conditions have dictated how these associations have evolved.

Your Board of Directors years ago decided that maintaining single-state status was a high priority worthy of great effort. They have done a wonderful job of balancing fiscal prudence with the mission of maintaining products and services that benefit building material dealers in this state.

The latest step in the effort to maintain independence is to move the KBMA under an association management structure. This helps spread the overhead of maintaining a staff among many associations. It's obviously not the same as having your own staff, but from the members standpoint the transition should be almost seamless. My title will continue to be Executive Vice President of the KBMA. I'll continue to report to the Board of Directors, and will continue to meet the needs of building material dealers across Kentucky, and wherever else our members come from.

I plan to spend some time on the road in the near future, reconnecting with some old friends and making some new ones. In the meantime, feel free to call me anytime on my cell phone at 502-905-3212.

**Congleton Cup next month!**

The KBMA Congleton Cup will be played September 21, 2017 at the Gay Brewer Jr. Golf Course at Picadome. The Outing will be preceded by a box lunch, and practice areas will be open at 11:30 am. The tournament will be a scramble.

Following the outing we'll have a reception with appetizers, then we'll award prizes to the winners - foursomes and individuals. We'll also raffle off some great golf prizes. Anyone in need of overnight accommodations need look no farther than the Campbell House - adjacent to the golf course! We have secured a very special rate of \$99 per night. To book a room call 859-255-4281 and identify yourself as a KBMA member.

**ANY VENDORS INTERESTED IN DONATING TO THE RAFFLE PRIZES PLEASE CONTACT US AND LET US KNOW WHAT YOU WANT TO SHARE.**

A [registration form can be found here](#) - it is good for registering players as well as for signing up for sponsorship. Thanks to the companies who have already agreed to sponsor: **Dyke Industries and NILCO.**



## National news

### Meet with Your Lawmakers over the August Recess

Take action over the five-week congressional summer break by meeting with your Member of Congress. Congress is taking its traditional August break and will be back home until September 5. Now is a great time to contact your local House and Senate offices and invite them to tour your lumberyard. KBMA and NLBMDA staff are happy to help in providing you with the tools you need to engage your elected officials during the extended break. When you do make your appointments make sure to let us know, and after the meeting please send your pictures!

We encourage NLBMDA members to focus their outreach on the following areas:

Federal Forest Management - Provide protection to the national forest system by implementing proactive management standards intended to lessen the threat of wildfires and other risks.

Taller Wood Buildings - Accelerate the research and development of wood for use in construction projects, focusing on the construction of buildings over 85 feet in height.

Estate Tax Repeal - Full and permanent repeal of the estate tax is needed to allow family-owned businesses to more easily be passed on to the next generation.

Preserve the Mortgage Interest Deduction - As Congress and the Trump Administration explore tax reform, it is essential for continued economic growth and the health of the housing industry that the mortgage interest deduction be preserved as part of the tax code.

### Ways to Take Action During the August Recess:

1. Invite your Representatives and Senators to your lumber yard. Show them what your operation entails, how your company operates, and what your employees do on a daily basis. Yard tours are a great way for lawmakers to meet you and your employees, hear about your company's success and see first-hand how their votes impact your business. If you are willing to host a plant tour, please reference our guide to hosting a successful lumberyard tour which can be found at [www.dealer.org](http://www.dealer.org).
2. Meet with your elected officials and their staff at a local office so that you can discuss the legislative priorities with them face to face. You can look up your elected officials at [NLBMDA's Legislative Action Center](#).

3. Attend a town hall or other local events hosted by a member of Congress. These meetings may not be heavily attended and are another way for you to speak with your elected officials.
4. If you attended NLBMDA's Spring Meeting and Legislative Conference in Late-March, follow-up with staff back in the state or district.

#### **Form for electronically submitting injury, illness data available Aug. 1 from OSHA**

On Aug. 1, OSHA will launch a [web-based form](#) that will allow employers to electronically submit required injury and illness data from their completed 2016 OSHA Form 300A. The webpage will offer three options for submitting data, and includes information on reporting requirements, a list of frequently asked questions, and a link to request assistance with completing the form. OSHA published a [notice of proposed rulemaking](#) last month to extend the deadline for electronically submitting the data to Dec. 1, 2017. The proposed extension gives those affected sufficient time to familiarize themselves with the electronic reporting system, and provides the new administration an opportunity to review the new electronic reporting requirements prior to their implementation. For more information, read the [news release](#).

#### **U.S. Department of Labor to Publish Request for Information on Overtime Rule**

The U.S. Department of Labor published a Request for Information (RFI) for the overtime rule on July 26. The RFI solicits feedback on questions related to the salary level test, the duties test, varying cost-of-living across different parts of the United States, inclusion of non-discretionary bonuses and incentive payments to satisfy a portion of the salary level, the salary test for highly compensated employees, and automatic updating of the salary level tests. The RFI was published in the Federal Register with a 60-day public comment period. Instructions on submitting public comments are in the RFI. Comments may also be submitted electronically at [regulations.gov](#).

#### **Revised Form I-9 Now Available**

On July 17, U.S. Citizenship and Immigration Services released a revised version of [Form I-9, Employment Eligibility Verification](#). Employers can use this revised version or continue using Form I-9 with a revision date of Nov. 14, 2016, through Sept. 17, 2017. On Sept. 18, 2017, employers must begin using the revised Form I-9 dated July 17, 2017. Additionally, employers must continue following existing [storage and retention rules](#) for any previously completed Form I-9. The changes can be found in the revised [Handbook for Employers: Guidance for Completing Form I-9](#) (M-274).

#### **Save the Date! 2018 and 2019 Spring Meeting & Legislative Conference Dates Announced**

NLBMDA is pleased to announce that the dates and location for both the 2018 and 2019 Spring Meeting & Legislative Conference have been selected! The 2018 Conference will take place at the beautiful Renaissance Dupont Hotel in Washington, D.C. from March 19 to March 21. The 2019 Conference will also take place at the Renaissance Hotel from April 1 to April 3.

The Spring Meeting & Legislative Conference is a wonderful opportunity for members to learn about current legislative and regulatory issues, meet with members of Congress to educate your representatives about the challenges your business faces, and network with your fellow business owners and job-creators. Additional information on registration and the event program for the 2018 Conference will be released in the coming weeks.

### **Buy NLBMDA's Forklift & You Training Today!**

Do all of your employees have up to date training? LBM dealers are required to train their forklift operators initially and then every three years to comply with OSHA standards. NLBMDA makes this process easy with our [Forklift and You Training Program](#). The program is available in both English and Spanish.. Get the only forklift training specific to the lumber and building material industry that meets all OSHA forklift training requirements. All employees who operate a forklift must be trained in order to comply with OSHA standards. The Complete Kit Includes:

- An industry-specific 45 minute training DVD
- This 198 page guide is the core of the Forklift & You training program and it doubles as a 'train-the-trainer' guide, and the program to lead the trainer as they teach the operators-in-training.
- One Operator Package - The English Forklift & You Operator Package includes five Operator Workbooks (88 pages long), twelve certificates, twelve ID cards, and an employer worksheet to track certified operators.
- One Training Poster

This comprehensive training program is available to NLBMDA members for the low price of \$250.00. Non-members are able to purchase the program for the full price of \$400.00. Please [click here](#) to buy your training today!

An online profile on the NLBMDA's site is required for purchase. If you require assistance in this process, please contact Chris at [chris@kbma.net](mailto:chris@kbma.net).

### **Department of Commerce Issues Antidumping Duties on Canadian Softwood Lumber**

The U.S. Department of Commerce has announced it is placing preliminary antidumping duties (AD) on softwood lumber imports from Canada to the U.S. Antidumping duties ranging from 4.59 to 7.72 percent are being applied on softwood lumber from four Canadian companies (Canfor, Resolute, Tolko, and West Fraser). All other Canadian softwood lumber producers and exporters will pay a rate of 6.87 percent.

U.S. Commerce Secretary Wilbur Ross also announced a preliminary decision yesterday that softwood lumber products produced in the Canadian provinces of Newfoundland and Labrador, Nova Scotia, and Prince Edward Island may be excluded from the countervailing and antidumping

duties. U.S. Customs and Border Protection will continue to collect duties on products from the aforementioned provinces until a final determination on both duties is made in September.

In April, countervailing duties were placed on Canadian softwood lumber imports. In its earlier determination, countervailing duties between 3.02 and 24.12 percent were levied against five Canadian timber producers (Canfor, J.D. Irving, Resolute, Tolko, and West Fraser) with other companies paying a tariff of 19.88 percent. Combined countervailing and antidumping duties for Canadian imports now range from 17.41 percent to 30.88 percent.

[Please click here to view NLBMDA's full release.](#)

### **Welcome new members!**

We are pleased to welcome 3 new KBMA members. They are:

Kashway Building Materials  
1642 Highway 641 North  
Benton, KY 42025  
phone: 270-527-1466  
Contacts: Sky and Darren Dodson

Marion True Value  
223 Sturgis Road  
Marion, Kentucky 42064  
phone: 270-965-5265  
Contact: Wendell Coffey

Hubbards Building Supplies  
P. O. Box 73  
Russell Springs, KY 42642  
phone: 270-866.3447  
Contact: Jeff Hubbard

Kentucky Building Material Association,  
201 Townepark Circle, Suite 100, Louisville, KY 40220

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