WBMA’s Winter Programs Covers Three Member States
WBMA kicked off its winter program season in Eugene, OR with Introduction to Building Material Sales and an Estimating Workshop. The Intro and Estimating courses were also recently held in Olympia, WA and are scheduled for Boise, ID April 5, 6, & 7, 2016 at the Red Lion Hotel.

January welcomed Bill Sharp for his 2-day Customer Service and Sales Management Course along with a Contractor Sales Program. February offered programs on Management of Special Order Processing and Yard and Delivery with Ken Wilbanks.

Bill Sharp focused on providing exceptional customer service and working with others to increase customer satisfaction. Attendees also had the opportunity to network with fellow industry professionals during roundtable discussions.

WBMA would like to thank Greg Schmitt of Simpson Door Company for providing lunch and a tour of their facility.

Bill’s Contractor Sales program addressed how to handle the tough situations such as...how to find new accounts, sell quality over price, cross sell additional products to established accounts.
**Introduction to Building Material Sales**  
*April 6th - Boise, ID*  
*February 16th - Olympia, WA*  
*November 16th - Eugene, OR*

Introduction to LBM Sales is a full day program directed towards employees newer to the industry or others who have been around awhile but have not received formal training.

Whether from a retail store, contractor dealer or wholesale distributor, this session provides a basic understanding of building material operations, customer service and how products sold every day are used.

**WBMA's Estimating Workshop**  
*April 6 & 7th - Boise, ID*  
*February 17 & 18th - Olympia, WA*  
*November 17 & 18th - Eugene, OR*

This full 2-day workshop will address basic blueprint reading with an actual set of working drawings, use of architectural scales and joist/truss layout scales. Attendees will also be introduced to various residential construction methods, estimating formulas, symbols, identifying lines and sectional views.

Additional areas to be covered will include: material allocations, floor layout, wall framing, roof system, siding and exterior trim, insulation and wallboard.

**Management of Special Order Processing**  
*February 23rd, 2016 - Olympia, WA*

Instructor Ken Wilbanks brought the totality of the special order opportunity into the spotlight educating participants into a margin producing mindset, measurements and benchmarks for targeting optimum gross margin achievement in every special order, detailed checklists for all costs associated with a special order and receiving best practices that stop losses from mishandling.

**Yard and Delivery Managers Workshop**  
*February 24 & 25th, 2016 - Olympia, WA*

Ken Wilbanks devoted two dynamic days to understanding the essential best practices and providing powerful tools to ensure stellar performance within each separate, yet interrelated, area of yard and delivery operations.

We wish to thank Greg Grieder, Larry Stevens and Tim Walsh of International Wood Products in Tumwater, WA for hosting a tour for the participants in the Yard & Delivery Managers Workshop.

Visit www.wbma.org for registration forms
WBMA Offers Compliance Made Simple

WBMA is excited to offer a comprehensive on-site compliance assessment which includes an initial safety walk through, workplace hazard assessment, employee hazard communications and review of record requirements, OSHA 300 Logs, emergency and fire prevention action plans to name a few.

Tom Rider has completed extensive training in regulatory compliance since joining the WBMA staff and is now a Certified Occupational Safety Specialist. His focus is on providing WBMA members with industry specific guidance to help provide a safe working environment and ensuring compliance.

WBMA can also provide ongoing support for regulatory compliance and employee safety in numerous areas such as:
- DOT Compliance
- Hazard Remediation
- Record Keeping/Document Review
- Continue OSHA 300 reporting
- New Hire Training
- Safety Committee Meeting and Presentations
- Quarterly Inspection….

Contact Tom Rider at tom@wbma.org for additional information.

Changes at Bridger Forest Products

Effective February 1st, Bridger Forest Products made the SECOND biggest decision in their career - to sell their business to OrePac Building Products. All employees have been retained and Mike Hull and Steve Comer will continue with the company for at least three years.

Bridger Forest Products is thankful for the many years of support and is confident of the continued great service their customers are accustomed to.

NLBMDA Legislative Conference

April 18-20, 2016 - Washington DC

This conference is an incredible opportunity to remind legislators of the importance of our industry and advance the advocacy agenda of NLBMDA. It also provides a chance to educate yourself on a variety of legislative topics, network with industry colleagues, and experience first-hand the legislative process and the impact that you can make for a better future.

If you are interested in attending, please contact Casey Voorhees at casey@wbma.org. WBMA schedules all the legislative appointments and will provide talking points for the meetings.

Scholarship Deadline Reminder

March 25, 2016 is the deadline to submit applications for the 2015-16 Link Educational Scholarship awards. This year the fund will be awarding four $3,000 scholarships.

An eligible candidate is:
- An employee with three years’ full-time employment with a WBMA member firm or a dependent of an employee who has three years’ employment with a WBMA member firm.
- Will have a high school diploma or equivalent by August 1, 2016.
- Is attending or plans to attend an accredited two-year or four-year school of higher education or an accredited vocational school, with the intent of the candidate to earn a degree or satisfactory certificate of completion of a vocational program.

Applications are available for download on WBMA’s homepage at www.wbma.org

Safety Managers Workshop

April 28, 2016 - Olympia, WA

The role of a safety manager is essential in developing, implementing and maintaining a workplace culture that incorporates safety into day to day production.

WBMA’s Safety Managers course will help those tasked with facilitating safety programs by focusing on best safety practices and:
- Understanding key OSHA/State regulations
- Looking at the top OSHA violations and how to eliminate the risk factors in your yard
- Analyzing the cost of accidents on your bottom line
- Creating and/or updating required written programs
- Bridging the communication gap between management commitment and employee involvement
- Record keeping & reporting
- Creating systems that work
- Identifying hazards
- Making safety meetings work
- Communicating hazards and promoting employee reporting of near misses
- Conducting facility inspections
- How to incentivize safety without discouraging reporting
- What to do if OSHA/State shows up for an inspection
Washington SB6482 Does Not Move Forward For a Vote

Prior to mid session bill cut-off deadlines, Washington member’s lien rights were put in jeopardy. SB 6482 had passed the Senate Committee on Commerce & Labor and had moved to the Rules Committee. If passed, this bill would have drastically changed lien rights by:

- Limiting the amount of liens to actual costs
- Requiring a written notice to the homeowner and the contractor when payment is 30 days late

SB 6482 sought to modify an effective existing law with language that would have been detrimental to business - especially construction suppliers - and consumers who it sought to protect. For our members who regularly file liens - especially in construction trades - this bill had major negative consequences.

Fortunately, SB 6482 did not move forward for a vote of the Washington State Senate. This effectively defeated the bill for this year’s legislative session. WBMA will continue to monitor any activity and keep members informed. It is anticipated that some form of this bill may arise again in future legislative sessions.

We thank everyone who participated in helping to defeat what was well-intentioned but poorly crafted legislation that would have added an unnecessary expense for member companies, made more work for credit managers, and been confusing to consumers.

Oregon Paid Sick Time Law Takes Effect

The new sick time law took effect on January 1, making Oregon the fourth state in the nation to adopt a statewide regulation.

Employers with 10 or more employees (6 if in Portland) must provide 40 hours of paid sick leave. Those with fewer than 10 must provide 40 hours of unpaid “protected” leave.

Employers must provide employees quarterly notices reflecting the amount of accrued and unused sick time. (BOLI Website has sample quarterly notice) Employees accrue one hour of sick leave for every 30 hours worked, up to a maximum of 40 hours accrued leave. Sick leave is paid at the employee’s regular rate of pay for the workweek in which the employee uses the paid sick time.

Employees may use accrued sick time in one hour increments, unless the employer permits the employee to use sick time in increments of less than one hour. An employee may use protected/paid leave for the following purposes:

- Mental or physical illness;
- Preventive medical care;
- Care of a family member;
- Care for an infant or newly adopted child under 18 years of age (within 12 months after birth/placement);
- Dealing with the death of a family member within 60-days of notice of death of family member;
- Seeking legal or law enforcement assistance for the employee or employee's family member that includes preparing for and participating in protective order proceedings or other civil or criminal legal proceedings related to domestic violence, harassment, sexual assault or stalking, or in the event of a public health emergency including closure of place of business or school or child care due to a public health emergency.

The BOLI website has a Q&A section and sample notices as required: http://www.oregon.gov/boli/WHD/OST/pages/index.aspx