2014 Link Scholarship Recipients
This year's recipients will each receive $2,500 toward their college expenses. Thank you to everyone, past and present, who have supported our scholarship fund.

  Kenna Fosnacht - Rochester Lumber, Rochester, WA
  Sophie Kangas - ProBuild, Longview, WA
  Connor McCauley - Frontier Building Supply, Freeland, WA
  Ariel Miller - Pacific Building Center, Blaine, WA

Dues Invoice
Last year, WBMA changed our dues invoicing from a calendar year basis to correspond with our fiscal year July 1 - June 30. Invoices for the 2014-15 fiscal year will be mailed in early June. We appreciate your continued support of the association’s activities and encourage you to take advantage of all we offer our membership.

Industry-specific training, regulatory interpretation & compliance assistance, accident prevention & safety programs, operational expense surveys, networking opportunities with fellow dealers & suppliers, roundtable groups for profit improvement, product resource listing, money saving programs on insurance, credit card processing, advertising specialties & apparel, and business forms all help improve your bottom line and provide a positive return on your membership investment.

Your WBMA membership also includes membership with the National Lumber and Building Material Dealers Association, headquartered in Washington, DC.

WBMA is your source for industry information. If you have others in your company you would like to be on our email distribution list please send a message to Stephanie Masters, stephanie@wbma.org to be included.

LBM Executive:
Greg Brooks, The Building Supply Channel, Inc.
Permits Edition, 1Q 2014. The media is buzzing about the so-called flat housing market, but in reality, markets are all over the board this year: Some are booming, others are a total bust, and in many cases, single- and multifamily activity are moving in opposite directions. Find out what’s going on in every market in the U.S. with our quarterly permits edition — plus, track performance vs. your competitors in 15 key product categories with our new market share estimator. Follow this link: http://lbmexecutive.com/wbma/
Alicia has been in Human Resources in Washington since 2004 primarily on the retail side of the building materials industry. Please feel free to contact her directly at alicia@realpeopleperson.com

Safety Didn’t Pay, Would There Be So Many Incentives?

Regardless of which state your business is located in, your worker’s compensation insurance rates are going to be lower if you have fewer injuries. Safety should be your top priority every day at work, and it should be a part of your company culture. A culture of safety means doing the right thing even when no one is looking. If your safety culture involves a scramble when an OSHA inspector walks on site, you’ll have to fix that before anything else. Still accidents happen and not everyone is perfect…so what can you do after an injury occurs to minimize the impact?

Helping an employee return to work after a work related injury is one of the best things you can do for your business, the employee, and your worker’s compensation insurance rates. Washington has a great extra financial incentive for getting your employee back to work; they’ll pay 50% of their wages! The WA State Labor and Industries website has a great employers guide here that it is absolutely worth the read.

If you have an employee who was injured, it’s always going to be in your best interest to get the employee back to work. Having a few light duty job descriptions at the ready can make it a cinch (sweeping, dusting, clerical work, phone answering, inventory counting). It may seem silly to pay someone to come back to work and do some menial task that you wouldn’t have otherwise hired someone for, but it can have a very positive affect. First, a person who is working and feels a purpose will recover much more quickly than someone sitting on the couch at home feeling sorry for themselves. Second, although you may be paying someone for a job that doesn’t necessarily warrant what you’re paying, it’s going to keep your worker’s comp insurance rates in check. Having a worker out and collecting time loss payments will negatively affect your rates for several years. In WA, there is a claim-free discount available after 3 years without a compensable claim (a claim involving time-loss or a permanent disability award). The discount can save employers between 10 and 40% from their base insurance rate. A single compensable claim, no matter how small (one day of time loss) will eliminate your claim free discount and restart your 3-year calendar at zero.

If you really can’t stomach the idea of paying someone their regular wage to count inventory when they used to be your most productive builder, have no fear. Although it would still count as time loss, and affect your rates, you can pay the employee a wage commensurate with the light duty job you’ve given them and they can collect a portion of the difference from their worker’s compensation. I would give this option some serious thought though, if your state offers claim-free discounts or wage reimbursement plans, then why turn something into a compensable claim when it’s not really necessary?

Injuries on the job can affect the bottom line in so many ways; insurance costs or worker’s compensation rates, potential lawsuits, and lost productivity. Lost time and productivity will also affect your customer service, especially in a smaller company. Having a good safety program in place that encourages worker’s to return to work can help reduce those costs but it can also help employee morale. Workers who know that their company cares about safety and empowers them to share the responsibility of maintaining a safe work environment feel they can make a difference. When employees feel empowered and involved in the company, their morale and productivity will increase and they’ll pass that culture along to new employees. With the affect it has on the bottom line, you should be just as concerned with your safety record as you are with your service record, and the care that goes into creating and maintaining the cultures of both.
FMLA Update

The Family and Medical Leave Act (FMLA) is one that you might not be affected by since only employers with 50 or more employees have to comply (most of the time). You might want to take a look though, to be sure either way.

Covered Employers:
- Private-sector employer, with 50 or more employees in 20 or more workweeks in the current or preceding calendar year, including a joint employer or successor in interest to a covered employer;
- Public agency, including a local, state, or Federal government agency, regardless of the number of employees it employs; or
- Public or private elementary or secondary school regardless of the number of employees it employs.

If you have recently grown your business and now meet the FMLA requirements then you’ll want to go do some reading about the requirements or attend an FMLA seminar because there is a lot of nuance to get right. One thing is certain though, once you meet the requirements you’ll have another poster to add to the company bulletin board where you should have all of your other required posters like minimum wage, equal employment opportunity and worker’s compensation rights. The FMLA poster was updated in February of 2013, but a lot of employers missed that notice and still have the 2009 update (or even later) up on the board. You can always find free, up-to-date posters on federal websites: [http://www.dol.gov/whd/](http://www.dol.gov/whd/). There is no need to buy those all-in-one laminated posters from the various companies who cold-call and scare you about the newest posting requirements.

Basic Provisions:
- FMLA protection is not paid leave, it is job protection.
- Available to employees after having been employed with a covered employer for 1 year and worked 1250 hours in the most recent 12 month period.
- Employee must be returned to the same, or equivalent position, wage, and benefits upon return from leave.
- Employee must suffer no adverse actions for having taken the leave.
- Employer must maintain employee’s health coverage during the leave.
- Leave can be taken intermittently when medically necessary.
- The employer is allowed to require employees to exhaust all paid time off first (PTO, Vacation, Sick Leave) and to run that time concurrently with the FMLA leave.
- May run FMLA concurrently with leave associated with an L&I claim.
- Note that additional time off is granted to military families in certain circumstances.

There are a lot of things to know about how to properly administer FMLA leave, if you are a covered employer or you are getting close to that ever important 50 employee threshold you really ought to read into the laws further or request the assistance of an HR professional.

**NLBMDA's Washington Update Webinar June 11, 2014 - 11:00 am - 12:00 pm PT**

Join the NLBMDA government relations staff for an update on legislative and regulatory issues that could impact your business. The webinar is a benefit of membership and is FREE for NLBMDA members only. From tax reform and energy efficiency to proposed regulatory changes, learn about the issues that could impose new operational challenges. Director of Legislative Affairs and Grassroots Activities Ben Gann will discuss NLBMDA's progress on the Innocent Seller's Fairness Act, the EPA Lead Rule, Online Sales Tax Fairness, & Energy Efficiency Legislation.

Regulatory Counsel Frank Moore will review the status of OSHA's regulatory agenda, including its inquiry into the crane rule for operator certification, as well as the most recent statistics on OSHA's most frequently-cited standards for the LBM sector.

Executive Vice President Jonathan Paine will talk about the value of having members of Congress visit your lumber yard over the August recess. Jonathan will include tips on how to best run a tour and how a yard visit can benefit your business and the industry.

[https://www1.gotomeeting.com/register/851973641](https://www1.gotomeeting.com/register/851973641)
**BPRA Knowledge Central**

Knowledge Central is an online compliance training, testing and performance tracking system and is **available at no additional cost to WBMA members** through our affiliation with the Building Products Retailers Alliance (BPRA).

Knowledge Central is also a human resources management system comprised of dozens of forms, documents, manuals and other pertinent materials that together comprise nearly 7,000 pages of a dynamic content. More than online training and an HR toolset, Knowledge Central is a risk management tool that provides unparalleled protection against a potential catastrophic loss.

The robust Knowledge Central training curriculum currently contains over 200 training modules covering the gamut of federal regulatory compliance: FMLA, ADA, OSHA, Title VII, I-9 Training, etc. It also contains sales training, Safety Data Sheet cataloging and management, required state and federal postings, links to the employers benefits provider(s) and important websites, and access to a variety of reports that keep the employer informed on each employee's training. Knowledge Central is a business tool that enables firms to properly train every employee (including management), and at the same time insulate their company from the day-to-day risks associated with running their business.

To view a video describing Knowledge Central click here [http://www.bpretaileralliance.com/](http://www.bpretaileralliance.com/)

Contact Casey Voorhees at the WBMA office (casey@wbma.org or 360-943-3054) for questions or to receive your company log-in information to access the program. Knowledge Central is brought to you exclusively by WBMA and BPRA as an included benefit of your membership.

**WBMA and Bell-Anderson Insurance Partnership**

The joint partnership between WBMA and Bell-Anderson Insurance provides a complete line of insurance products geared towards building material professionals. Not only will WBMA members benefit from the coverage knowledge Bell-Anderson Insurance’s experienced agents are equipped with, but members will also experience the perks of working with an independent agency who has access to a broad range of insurance carriers – ensuring that you receive the right coverage at the most competitive rates.

Bell-Anderson Insurance will work closely with building material dealers, wholesale distributors, specialty suppliers and manufacturers throughout the WBMA’s five state region to provide tailored coverage solutions for both business and personal insurance needs, including:

- Commercial Property, General Liability, Umbrella & Vehicle – including WMBA’s Indiana Lumbermen’s Mutual Dividend Program
- Workers Compensation
- Employment Practices Liability
- Bonds
- Group Health, Life & Dental
- Disability & Supplemental Benefits
- Health Savings Accounts
- Personal Lines with special program rates for you and your employees – including Home, Auto, Renters, Personal/Valuable Articles, Life & Health, Umbrella, etc.

George Kupets, Senior Vice President of Sales at Bell-Anderson, is directing this specialized program exclusively for WBMA. Interested in learning more? Contact Bell-Anderson Insurance today for a complimentary review of your current insurance program!

georgek@bell-anderson.com

206-465-3298 Mobile / 800-442-1281 Toll-Free
**Summer Employment Reminders**

Summer weather often brings about the question of “can my employees in the yard wear shorts?” Personal Protective Equipment (PPE) regulations do not specifically address this issue on your premises, however once an employee sets foot on a jobsite they fall under the construction standards which require long pants. Although it is not required, it has always been recommended that yard employees wear long pants due to the nature of hazards that exist in most lumberyards.

Remember when hiring part-time summer help that an employee must be a minimum of 18 years old to drive forklifts, operate saws and other power equipment.

Washington State has specific heat regulations which affect building material dealers when temperatures reach 89 degrees and above, including availability of water and extra break time. On our website we have PowerPoint presentations that can be used for employee and supervisor training, as well as FAQ’s. See [www.wbma.org](http://www.wbma.org) under regulations.

**Welcome Vandermeer Forest Products**

5110 196th St SW #200 - Lynnwood, WA 98036

Dave Staudacher - 425-774-3544
dstaudacher@vandermeerfp.com

[www.vandermeerfp.com](http://www.vandermeerfp.com)

Vandermeer Forest Products, Inc. is a regional distributor of high quality building products in the Pacific Northwest. Founded by Frank Vandermeer in 1972, VFP began as a distributor of lumber, studs and plywood to lumber yards and industrial accounts in Washington and Oregon. Today they distribute many leading products to customers in Washington, Oregon, Alaska, Idaho, Montana and Hawaii in the US and British Columbia and Alberta in Canada.

**Memorium - Lawrence "Larry" Holden Humphrey**

Lawrence (Larry) Holden Humphrey died peacefully on April 19, 2014 in Tacoma, WA. After a long and successful career with Weyerhaeuser Company, Larry built Humphrey Lumber, a successful wholesale lumber company in Lakewood, WA. He served for many years on the board of the National Wholesale Lumbermen’s Association.

Aside from family and friends, community was important to Larry. He served on many boards including The Red Cross, Annie Wright School, Pierce Transit, Community Healthcare, Northwest Commercial Bank and Lakewood Historical Society. Larry served for six years as a member of the original Lakewood City Council, and he was an active in Little Church on the Prairie.

Most of all he loved his family, especially his wife Natalie. A devoted husband and father, he leaves behind wife Natalie Humphrey, daughters Laurie Humphrey and Dede Powell (Pat), sons Lance Humphrey (Shaina) and John Humphrey as well as many grandchildren.

In lieu of flowers, please consider a contribution to Northwest Parkinson’s Foundation, LewyBody Dementia Research, Community Healthcare or Little Church on the Prairie Endowment Fund.