

Lumber Industry News **EXPRESS**

Member Information, Events, and Industry News



Mid-America Lumbersmens Association

Volume 22, Number 4, April 2023



Road Roundup

Happy Spring from MLA!

Last month you likely read that MLA Regional Field Manager Mike Lindblom has accepted a new job within the LBM industry – marking the end of his 4 year career with MLA. We wish Mike nothing but the best in his new adventures and know that we will see him “in the trenches” very soon!

With Mike’s departure, we are actively searching for a new Regional Field Manager to work with and support our members (and non-members) moving forward. We hope to find someone soon and look forward to a new beginning with a new teammate.

In the meantime, Cody and Melanie will serve as our main contacts for our members. Registrations/sponsorships for events as well as any of your member needs will be handled by them. In addition, and thanks to our partnership with Northwestern Lumber Association, NLA Regional Field Manager Tony Cook will be stepping in from time to time to help Cody and Melanie. Tony, Melanie and Cody can all be reached at (800) 747-6529.

We are a little over a month away from the 2023 MLA Swing into Spring hosted by MLA and the Missouri Activities Committee. This year’s event will take place May 11-12 at Margaritaville Lake Resort in Osage Beach, MO. We hope you will join for 2-days of industry networking and fun! There is something for everyone at the lake (and via this event) and we look forward to seeing our members there!

We hope you have a wonderful April!

Upcoming Events

April 20, 2023

[OSHA at the Door: Be Prepared Webinar](#)

May 10-12, 2023

[Swing Into Spring](#)
Osage Beach, Missouri

May 16, 2023

[Women in the LBM Industry](#)
[Lunch & Learn](#)
Online meeting

May 18, 2023

[LBM Market Watch Webinar](#)
Online meeting
Registration Coming Soon



MLA Member Vote: We Need Your Vote!

In the coming days – if not already – MLA retail members will be receiving a letter from the MLA Board of Directors about a proposed action re: the Association and its operations moving forward.

Please watch for this letter and respond as soon as possible.

Background

For the past 134 years, MLA has served as our regional trade association and has worked diligently to ensure that our industry and the states of Arkansas, Kansas & Missouri are represented and that our members are provided with value and added resources for their annual investment. We have accomplished so much since our inception, and we are very proud of our current offerings including hosting some of the best networking events in the region & our industry leading education offerings.

But like many organizations in our industry, the time has come for the Mid-America Lumbersmens Association to consider what is next. As we all know, running an organization is expensive and time consuming. Like our fellow dealer and supplier members, the industry continues to contract and/or merge to provide new opportunities and greater efficiencies.

Proposed Action

This past fall, our Board of Directors began considering next steps for MLA.

Following numerous meetings and considering all of the options available, the Board – together with the Northwestern Lumber Association Board of Directors – has come to the decision to merge our organizations under one larger umbrella.

Pending a vote by our membership, MLA and Northwestern Lumber Association will merge under the Northwestern Lumber Association name effective September 1, 2023.

Your Vote is Needed

Per our by-laws, we kindly ask that each member company vote on this measure. Each member company will receive one vote which must be submitted by the main contact from the organization. An affirmative vote by 2/3 of our membership – based upon the ballots returned – will approve the measure. We must receive responses from five percent (5%) of our membership to meet the quorum requirement.

Ballots are due no later than May 15, 2023.

Please use the ballot enclosed with the letter and/or [CLICK HERE](#) for a pdf copy of the ballot.

Note: Ballots may only be returned by Retail Members and must be completed by the main contact and/or shareholder.

Should you have any questions about this matter or any other matter related to MLA, please communicate them with either (or both) our Executive Vice President Cody Nuernberg (800) 747-6529 or MLA President Brett Thorne at (816) 876-9499.



Share Your Ideas on our Professional Development Survey

Help us plan fall & winter education programs

We are asking for your feedback on educational programs you would like to see the association offer this fall and winter. The information gained from this survey will help the association in planning programs that will benefit you and your team members.

Please click [HERE](#) to take the survey.

Swing Into

Spring

May 10 – 12, 2023

Osage Beach, Missouri

Golf, fishing, cornhole, and steak/chop fry!



Join Us For Swing Into Spring!

Join us at the Margaritaville Lake Resort and The Oaks Golf Course for this annual fun-filled event!

Start out on May 11th for a morning of some of the best bass fishing in the state! After fishing, enjoy networking around the resort and prepare for the annual Corn Hole Tournament and Steak/Chop Fry!

Come one, come all... and come hungry and join us for an afternoon of camaraderie and laughs as we crown the 2023 MLA Corn Hole Champions.

Stay for dinner and drinks as we serve up steaks, pork chops and all the fixins! New for 2023, your dinner registration will include 3-hours of OPEN BAR!

Wrap up the 2023 event on May 12th with our 2023 Swing into Spring Golf Tournament!

Retail Dealers - Click [HERE](#) for details and PDF registration form. Click [HERE](#) to register online.

Vendor/Sponsors - Click [HERE](#) for details and PDF registration form.

LBM Market Watch Webinar

Thursday, May 18th 12:30 pm - 1:45 pm
Pre-registration required



OSHA at Your Door Safety Training with OECS

Most companies are NOT PREPARED for an OSHA visit. What if an inspector turns up at your door? How would you handle it? Learn how to build a world-class safety culture for your business with the help of our endorsed safety experts at OECS. Get started with the upcoming safety webinar.

[OSHA at the Door: Be Prepared – April 20, 2023](#)



Women in the LBM Industry Lunch & Learn Online meeting - Tuesday, May 16 - 11:45 am - 12:45 pm

Grab your lunch and take an hour away from work to meet with your colleagues from around the region. Our 2023 Women in the LBM Industry Lunch & Learns kick off again on May 16th. Group members will share stories, ask questions, and find support from the other women working in the LBM industry. Teri Trask of T2 Training returns as our group facilitator to share ideas that can help in both your professional and personal journeys. **Thanks to our generous sponsor, Pennsylvania Lumbermens Mutual Insurance, we can offer this program at no charge**, but pre-registration is required. This program is open to Northwestern Lumber Association and Mid-America Lumbermen Association members. Click [HERE](#) to register.



OSHA Fines to Increase as Multiplier Goes into Effect Louise Esola, Business Insurance

The U.S. Occupational Safety and Health Administration (OSHA) will start fining employers for each instance of a violation beginning in late March 2023. As a result, 10 construction workers lacking hard hats, for example, could potentially mean a \$15,625 fine times 10, or \$156,250. The "instance-by-instance" penalties have been in place since 1990, though they currently apply only to violations deemed "egregious." The new program, announced Jan. 26 with a 60-day waiting period before enforcement, is intended to improve accountability among employers that repeatedly violate workplace health and safety rules, the U.S. Department of Labor said.

The program won't apply just to repeat offenders, with legal experts noting that virtually every employer is on notice. This is "fully consistent with this administration in that this is part of the broader initiative to increase enforcement against employers," said Andrew Brought, a Kansas City, Missouri-based attorney with Spencer Fane LLP. The new enforcement tool will also apply to such things as injury recordkeeping, with the potential for substantial fines for insufficient logs.

MLA Endorsed Vendor



OSHA + Environmental Compliance Systems

MIDWEST'S LEADING WORKPLACE SAFETY CONSULTANTS

Providing workplace health and safety consulting services for small to mid-sized manufacturers and construction companies



Featured Program: NLA's Bankcard Credit Card Processing Program

With so many bankcard processing companies after your business, make the decision easy and use NLA's credit card processing service!

In partnership with Midwest Hardware Association, NLA leverages the combined purchasing power of its members with 300+ businesses.

We provide competitive rates, better service, and the fastest turnaround time for payments on Visa, Mastercard, Discover, and American Express.

For more information on NLA's BankCard Program, or for a free cost comparison, contact Mac Hardin in our bank card office at (612) 750-2988.



MLA & Federated Insurance Celebrate 20 Years of Partnership

2023 marks MLA's 20th year of partnership with Federated Insurance!

As one of the premier providers of property, casualty, life, disability and business insurance services to the LBM industry, MLA is proud to partner with Federated Insurance for all of your insurance needs.

Members have entrusted Federated Insurance for more than a century due to their commitment and expertise in insuring LBM retailers and suppliers. Unlike many insurance companies, Federated Insurance focuses its insurance services on key industries and invests a large amount of its resources to ensure they know and understand the LBM industry as much as you do.

Over the years, Federated Insurance has also made a strong commitment – both of their time and financial resources – to ensure that your association is strong and vibrant.

On behalf of the members of Mid-America Lumbermen's Association, we thank Federated Insurance for their 20 years of partnership and look forward to serving the industry and our members for many years to come!

To learn more about Federated Insurance or to talk with your dedicated marketing representative, please visit www.federatedinsurance.com.



2023 Mill Tour The Adirondacks and Upstate New York

Join Northwestern Lumber Association and your LBM peers for a relaxing and worry-free, yet well-paced, educational experience that allows you to immerse yourself in the beauty of our 2023 Mill Tour destination – The Adirondacks and Upstate New York – on Sunday, September 24th to Friday, September 29th.

Click [HERE](#) to read more.



HR Question of the Month: Training Time? From Federated Insurance

Question

When we hire non-exempt employees, they don't really perform any "work" for the first few days on the job. All they do is complete training and fill out paperwork. Do we need to pay them for this time, since they aren't actually "working" yet?

Answer

The federal Fair Labor Standards Act (FLSA) defines the term "employ" to include the words "suffer or permit to work." The U.S. Supreme Court has stated that employees subject to the FLSA must be paid for all time spent in "physical or mental exertion (whether burdensome or not) controlled or required by the employer and pursued necessarily and primarily for the benefit of the employer." Thus, employees would most likely be entitled to pay for time spent training and filling out paperwork at an employer's request.

Continue reading at www.federatedinsurance.com



What News Do You Have?

What's happening in your area? Is there an industry event, company or employee milestone, or even a business tip you'd like to share with your fellow members? Send them our way! We are always looking for meaningful content to include in the newsletter. You can send your news to melanie@themla.com. Thank you.

Safety Training at Your Fingertips

LEARN MORE



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It's Our Business to Protect Yours

www.themla.com

