

The Builder News

The Official Publication Of The Wolf River Builders Association

Calander of Events

June 2016

| <u>Date</u> | <u>Event Listing</u> |
|-------------|---|
| June 14 | WRBA General Membership Mtg And Sporting Clays Outing – J & H Game Farm |
| June 14 | <i>Flag Day</i> |
| June 15 | Advertising Ad Deadline - Changes |
| June 19 | <i>Happy Father's Day</i> |
| June 20 | <i>First Day of Summer!!</i> |
| June 21 | Chamber Business Connection at Navarino Nature Center, Shiocton |
| June 28 | WRBA Board of Directors Meeting Launching Pad, 5:30 p.m. |

Coming Events

| | |
|---------|--|
| July 4 | <i>Happy Independence Day!</i> |
| July 12 | WRBA Picnic and Abbreviated Membership Meeting – Park Shelter in Pella |
| July 26 | WRBA Board of Directors Meeting Launching Pad, 5:30 p.m. |
| July 28 | WBA Member Meeting Day – All are welcome to attend! |
| Aug. 9 | WRBA Golf Outing, Golden Sands Golf Course, Cecil |

Mission Statement

The Wolf River Builders Association's purpose is to associate the builders within Menominee, Oconto and Shawano Counties for the purpose of mutual advantage and cooperation; to collaborate with all fields related to the building industry for the benefit of the industry as a whole; and to assist in the accomplishment of the mutual objectives of the National Association of Home Builders and Wisconsin Builders Association.



Wolf River Builders Association

Professionals You Can Trust!

WRBA Sporting Clays Outing & General Membership Meeting

When: Tuesday, June 14th

Where: **J & H Game Farm**

W5810 J & H Road, Shiocton
715-758-8134

(See separate attachment for Sporting Clays details!)

Social/Networking: 5:45 - 6:30

Dinner: 6:30 - Meeting to follow

Progressive "Attendance" Pot at \$60

PLEASE RSVP to Diane
@ 715-853-2310 or via Email -
wolfriverbuilders@gmail.com

One meal per membership is free,
but we need your RSVP!

Any additional meals for spouse
or guests are \$15.00 each.

Interested in bringing a door prize?
Let Diane know or just bring it along!

Hope to see you there!

Check out the Member Benefits through NAHB –

<http://www.nahb.org/ma>

Progressive “Attendance” Drawing

The name drawn for the \$40 pot at the May 10th meeting held at Antler’s Supper Club in Bonduel was **John Dillenburg with Shawano Well Drilling**. John was not in attendance, so the pot for the June 14th meeting will increase by \$20 and be \$60. Sorry John!

The “Progressive” Attendance Drawing” is fairly new with WRBA. For each General Membership Meeting, each member will have a chip with a number that corresponds to their name placed in the bucket, whether you are in attendance or not.

If you are present and your name is drawn, you will win the pot! If you are not present and your name is drawn, the pot will grow by \$20 for the next meeting. Minimum pot will always be \$20.

Make sure you are there to win if your business/name is called!

Activities

The May 10th meeting was held at Antler’s Supper Club in Bonduel. Associate of the Month for this meeting was K. J. Schreiber with Titledown Flooring. He gave us information on his growing business and his location here in Shawano in the Senzig’s furniture store. Thank you for sharing your story with us K.J.!

Door prizes for the May meeting were provided by Dorothy & Ted Foster – Wolf River Habitat for Humanity, Mike Johnson – M J Electric, and Trish Kieckhafer – Stone Creations. If I missed anyone, my apologies! Thank you all for your generosity!

The June 14 meeting will be our Sporting Clays Outing along with our General Membership Meeting at J & H Game Farm between Bonduel and Shiocton. If you have not yet RSVP’d for this meeting, you may still do so on Monday.

Activities Chairperson: John Maule – 715-853-6826

Advertising

The June issue of the Shoppers Guide with the WRBA front page ads will come out on June 21st. Any additions, corrections, or changes for the June ad are due to Diane by June 15th.

Pricing for one space is \$90 per quarter (three issues--one ad/month--a cost of only \$30/month). You can also do a double ad on a quarterly basis for \$180/quarter.

As always, ad space is available on a first come, first served basis. At this point, the spaces are filled! Great news! If you would like to have your ad included in the future, let Diane know that you are interested by contacting her at 715-853-2310 or via email.

Education

Don’t forget to check the WBA website (www.wisbuild.org) for the education opportunities being offered by the area builders associations. Many offer “member” rates to all WBA members. If there is any interest for specific subjects for classes, please let Greg or Diane know and we will see what we can do. Topics do not need to be only builder related, although we will do what we can to help the builders get CEU’s!
Education Chairperson: Greg Brown – 715-526-2175

Membership –

We need to grow our membership! Please **invite member prospects** to the general membership meetings! We’ll cover dinner to give them the opportunity to see what we are all about. And we will give you a \$10 Kwik Trip Card for bringing them! We need to promote new membership and the benefits that NAHB, WBA and WRBA offer, but we also want to focus on retention within our organization as well. There are lots of reasons to maintain your membership! We’d love to hear what you find valuable in your membership...the networking? Dinner meetings? Discounts through NAHB? Contracts, Legal Hotline, or Rebate Program through WBA? Member-to-Member discounts offered at local level? Advocacy? Let us know!

Membership Chairperson: Tom Krause – 715-853-7859

Co-Chairperson: Trish Kieckhafer – 715-853-9961



DON'T FORGET TO TAKE ADVANTAGE OF THE MANY NAHB BENEFITS!

Thanks to those of you taking advantage of the discounts available through the affinity programs being offered by NAHB, WRBA has received a check for \$789.80 as a royalty payment! You benefit. WRBA benefits!! See the last page of this newsletter for a sampling of the businesses that are included.

Member of the Month

New member Steve Larson **with Universal Windows and Affordable Siding** is our Member of the Month for the June 14 meeting. Thank you Steve for stepping up and taking a turn! We look forward to hearing more about you and your business.

Member of the Month Program

WRBA would like to have more of the members present information about their business at the monthly general membership meetings. It could be general information about who you are, how your business got started, what your company does, or info on a special promotion that you are holding, a sale that you have going on, etc. If we don't get volunteers, we will be contacting members to ask that you take a turn and tell your fellow members a bit about your business! Consider it free advertising! Contact Diane today via email or phone message!

Community Service – Scholarship Recipients

The 2016 Scholarship applications were reviewed by John Maule and Bill Rapaich, and the recipients of the three \$500 awards are as follows:

- Graham Welch, graduated from Oconto High School and will be attending Fox Valley Technical College and studying Wood Product Manufacturing
- Nathaniel Laude, graduated from Shawano High School and will be attending UW-Stout and studying construction.
- Jonathan Ballestad, graduated from Bonduel High School and will be attending Fox Valley Tech, Oshkosh and studying Wood Manufacturing Technology.

Our congratulations to each of these students!



Monday Morning Review
May 18, 2016

Property Rights Bills Become Law

Recently Governor Scott Walker signed two WBA-backed bills to expand landowner property rights in Wisconsin. State Senator Frank Lasee (R-Green Bay) and State Representative Adam Jarchow (R-Balsam Lake) were the co-authors of both bills, and worked tirelessly to get both pieces of legislation passed to conclude the 2015-2016 legislative session.

One of the bills, Assembly Bill 582 (AB 582), was signed in northwestern Wisconsin at a bill signing that included WBA members Ron Derrick and Scott McCormack. AB 582 has now become 2015 Wisconsin Act 391.

2015 Wisconsin Act 391 forbids a city, village, town, or county from prohibiting or unreasonably restricting the sale or transfer of title to any interest in real property, requires political subdivisions to provide a method for landowners to receive written notice of potential action that may affect the allowable use of the landowner's property, provides that a setback line from the ordinary high-water mark established by a professional land surveyor may be legally relied upon for the purposes of development near a water body, makes changes to shoreland zoning laws related to runoff control structures and utility equipment, and requires an economic impact analysis of a proposed administrative rule to include an analysis of the ways in which and the extent to which the proposed rule would place any limitations on the free use of private property.

The provision above that allows for a professional land surveyor to determine the setback for building and remodeling near a waterway is an issue that WBA has had on its legislative agenda for the past decade.

"Municipalities in Wisconsin must notify our citizens if a zoning change is going to affect the use of their property," Governor Walker said. "This bill clarifies zoning regulations, and makes additional changes to protect the property owners in our state."

In a bill signing ceremony in Green Bay, Governor Walker was also joined by members Steve Atkins, Steve Gryboski, Pat Kaster, and Brown County Home Builders Association Executive Officer Mari Charles. Senate Bill 459 (SB 459) was signed into law, and has now become 2015 Wisconsin Act 387.

2015 Wisconsin Act 387, adds bodies of water that contain a sensitive area to the list of Areas of Special Natural Resource Interest (ASNRI), and requires each waterway listed as an ASNRI to be published on a map on the website of the Wisconsin Department of Natural Resources (DNR). It also makes changes to areas designated as ASNRI's by removing waters or portions of waters that contain endangered or threatened species or aquatic elements as defined and identified in the Wisconsin Natural Heritage Inventory, as well as waters in areas identified in a special management plan or special inventory study. Finally, the bill also modifies the legal definition of a boathouse so that they don't need to be continuously used for boat storage of a

watercraft, and additionally specifies that foundation repair is included under allowable maintenance and repair of these structures.

The provision in 2015 Wisconsin Act 387 that may have the most in-the-field significance is the change to the “practicable alternative” analysis that will require that standard to only apply to property that a landowner currently owns; it will no longer include options on land that someone does not currently hold title to (as was the process before this law change).

Thank you to all of the members and local HBA staff members who partnered with the WBA to help shepherd these two very important bills through the legislative process; it ultimately ended in huge wins for more affordable housing options in Wisconsin.

DSPS Provides Guidance on Foundation/Sill Plate Details in 321.22(10)

Since the revisions to the Uniform Dwelling Code (UDC) took effect on January 1, 2016 we have heard back from members that one issue that needed a better solution and guidance from the Department of Safety and Professional Services (DSPS) dealt with challenges with the exposure of insulation at the foundation of a home.

WBA reached out to DSPS staff and alerted them to this issue. WBA also worked extensively with member Joe Nagan of Home Building Technology Services on a simple, cost effective solution to this issue.

DSPS has signed off on a solution to this issue that will soon appear in the Uniform Dwelling Code Commentary that will be officially published by the department soon. As an added value of your membership, [we were able to obtain an advance copy of that solution that you can access by clicking here.](#)

Advocacy Group Ponders Issues for 2017-2018

In mid-April the WBA Advocacy Group met for the first time since the conclusion of the 2015-2016 legislative session, with an eye on building our agenda for the upcoming legislative session. Even though we are coming off another strong legislative session where we accomplished a great deal, there are always additional issues to cover.

To start our group meeting, we were joined by Assembly Majority Leader Jim Steinke (R-Kaukauna) to get an update from the GOP perspective on the overall highlights from the recently concluded session. Majority Leaders Steineke mentioned the passage of the state budget, Right to Work, closing the skills gap, and modernization of Wisconsin’s campaign finance laws as some legislative highlights.

With a look to the general election in November, Steineke mentioned the northwestern part of the state as the key area for assembly republicans. There will be open seats in the 67th (Rep. Larson), 29th (Rep. Murtha), and 30th (Rep. Knudson) assembly districts due to retirements. Other seats in the area are very close in the numbers and will likely be competitive as well, including the 75th (Rep. Quinn), 68th (Rep. Bernier), and 93rd (Rep. Petryk).

Some of the items that the Advocacy Group discussed and agreed should be put on the draft WBA 2017-2018 Advocacy Agenda included:

- Minor clean-up items in the “Right to Cure” law
- Changes to TRANS 233 to allow flexibilities for minor projects in highway right of ways (landscaping, signs, parking lots) that the current rule does not allow
- Find a way to assure that municipalities are not able to use “police powers” to regulate things like shoreland zoning and code changes that exceed the statewide uniform code
- Assure that municipalities are not able to require homes be constructed with new or higher code standards for one and two family homes via a developer’s agreement
- Transfer the current duties of the Building Inspector Review Board and the Contractor Certification Council to the Uniform Dwelling Code Council
- Make the statute of limitations 3 years for new construction and remodeling projects

We will again be talking about additions to the WBA Advocacy Agenda during our July 28th meeting, with the goal of presenting the WBA Board of Directors with a final agenda for approval during their meeting on October 6th.

If you have additional suggestions on issues to be discussed during our July 28th meeting, please e-mail them to Brad at bboycks@wisbuild.org.

Speaker Paul Ryan Shows Us the Money

The first full campaign finance report since Congressman Paul Ryan became Speaker of the House Paul Ryan was made available recently, showing a very impressive fundraising effort.

First reported by Wispolitics.com, Speaker Ryan showed a collective fundraising number of \$17.2 million in the first quarter of 2016, with majority of those dollars, \$11.1 million to be exact, going to the House GOP campaign arm.

In a press release promoting the recent huge fundraising haul, Susan Jacobson, Finance Director for Ryan for Congress, said: “Southern Wisconsin residents know Paul and they know what he stands for. The outpouring of support from the grassroots and conservatives has been really encouraging, and Paul is incredibly grateful. Paul will continue to provide principled representation and timely constituent service to the people of the 1st District.”

Home Builders, Others File Suit Over Silica Rule

From NAHB: Eight construction industry organizations including the Texas Association of Builders filed a petition for review today of the final crystalline silica rule by the Occupational Safety and Health Administration (OSHA) with the U.S. Court of Appeals for the Fifth Circuit.

The affiliated national organizations for these groups—NAHB, the American Road and Transportation Builders Association, American Subcontractors Association, Associated Builders and Contractors, The Associated General Contractors of America, Mason Contractors Association of America and Mechanical Contractors Association of America—will join the petition.

The construction industry raised numerous concerns regarding OSHA’s proposal, but the agency failed to address many of these issues when promulgating the final rule. In particular, the industry presented substantial evidence that OSHA’s proposed permissible exposure limit (PEL) was technologically and economically infeasible.

The groups are concerned that the agency failed to take into account this evidence and moved forward with the same infeasible PEL in the final rule. This and other final rule provisions display a fundamental misunderstanding of the real world of construction. The construction industry petitioners continue to be active participants in the rulemaking process and are dedicated to promoting healthy and safe construction jobsites.

For additional information, contact Rob Matuga at 800-368-5242 x8507.

Brad Boycks
WBA Executive Director



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Department of Labor Announces Changes to Overtime with New Final Rule

Published: June 8, 2016 – provided by *Axley Brynelson*

On May 18, 2016, the United States Department of Labor (DOL), Wage and Hour Division, announced the publication of its final rule updating overtime regulations. The new rule expands overtime laws and regulations to more than 4 million workers. The effects of the new rule will be felt by small businesses and large corporations alike.

What are the changes under the new rule?

The Fair Labor Standards Act (FLSA) guarantees a minimum wage for all hours worked and limits those hours to 40 hours per week without being paid overtime. The FLSA exempts certain categories of employees from minimum wage and overtime requirements, including salaried employees employed in executive, administrative and certain professional capacities (the “white collar” exemptions).

The revised overtime pay regulations will increase the salary threshold for the white collar overtime exemptions from \$455 a week (\$23,600 annually) to \$913 a week (\$47,476 annually). The new regulations permit employers to count nondiscretionary bonuses, incentive payments and commissions toward up to 10% of the required salary level, as long as the amounts are paid on a quarterly or more frequent basis. “Catch-up” payments at the end of the quarter are also allowed. The salary threshold that must be paid to highly-compensated exempt (HCE) employees to maintain exempt status also increased, from \$100,000 annually to \$134,004 annually.

Going forward, the salary threshold for overtime will be automatically adjusted every three years, beginning January 1, 2020. Increases will be published by the Wage and Hour Division 150 days in advance of the effective date of the increases.

Keep in mind that in addition to increases in the amount of salary that must be paid, employees must still meet certain tests regarding their duties and the manner in which salary is paid in order to be classified as exempt and ineligible for overtime. These requirements were not changed by the new rule.

When will the new rule take effect?

The threshold increase from \$23,660 to \$47,476 and from \$100,000 to \$134,004 will occur on December 1, 2016. Employers should take steps to insure that their compensation structures comply with the new rule prior to that date.

What issues will the new rule cause for businesses?

The new rule presents a challenge for businesses, especially small to medium-size businesses. Employers will have to make decisions like whether to raise salaries to at or above the new thresholds to maintain exempt status, to pay overtime in addition to an employee's current salary, or to convert employees to hourly and pay overtime. Employers will also have to decide whether newly non-exempt employees will be expected to have the same workload and work overtime or a reduced workload to maintain hours at or below 40 hours a week. With this, employers may decide to lower compensation to be made up for with overtime, or keep base salaries the same. Newly non-exempt employees will also need to comply with timekeeping requirements.

Additionally, employers are going to have to address the loss of status often associated with a salary. Many employers will view their salary as a "graduation" or something they "earned" after years of punching a clock or after achieving a certain level of education. Many of these employees may not have "punched in" for many years, if ever. Employers will need to address any necessary restructuring to their compensation policies, as well as have these potentially difficult conversations with employees about their new, non-exempt status.

Bottom Line

Employers will need to adjust their current compensation policies to compensate exempt and newly non-exempt employees compliant with the new rule. Employers should proceed quickly but cautiously to complete these tasks before the December 1, 2016, deadline, and are well advised to consult with legal counsel to help navigate these issues.

For more information about Department of Labor Announces Changes to Overtime with New Final Rule, contact Attorney Eric R. Hunt at ehunt@axley.com or 608.260.2489; Attorney Leslie A. Sammon at lsammon@axley.com or 608.283.6798; or Attorney Gesina (Ena) M. Seiler at gseiler@axley.com or 608.283.6787.

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currently updated. Before relying on any legal information of a general nature, please consult legal counsel as to your particular situation. While our attorneys welcome your comments and questions, keep in mind that any information you provide us, unless you are now a client, will not be confidential.



Celebrate with Cellcom

June not only signals the start of summer, but the start of Cellcom's annual Customer Appreciation Celebrations. Celebrations are one of the many ways Cellcom thanks its customers and give back to the communities it serves. Each summer, the company hosts more than 40 events at its locations across Wisconsin from June 6 – July 29. To see when the fun heads to your neighborhood, visit www.cellcom.com/events.

Cellcom's customer Appreciation Celebrations feature free food and beverages for all attendees and a small prize with registration. There are multiple chances to win additional prizes and accessories as well as great deals on products. Bring a non-perishable food item for 25% off select accessories.

Visit www.cellcom.com/celebrations to see what phone discounts are being offered!

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Cellcom is an innovative wireless company that provides nationwide service for its customer base throughout Wisconsin and Michigan, with nearly 70 retail and agent locations. Cellcom is respected for its long-standing reputation of delivering extraordinary customer care, being a strong community partner, and for its renowned network, which is customized to its rural markets. As a subsidiary of Nsight, Cellcom is part of a family of companies offering complete telecommunications services.

Mielke Theater Sign

The WRBA Board of Directors has learned that the Mielke Theater is looking for help with financing through donations of materials, labor, etc for the new sign they will be putting up. If anyone is interested, I will try to get more details on this project as well as what sort of time frame they are looking at.

Help!! Rugs Missing!

Two of the rugs/runners used by the curtain company for our Home Show to cover the extension cords in the aisles have come up missing. If anyone knows anything about the whereabouts of these rugs, please let Diane or Cap know. We will be charged for the rugs if not found.

WRBA Membership News

WRBA Members Renewed – Welcome Back!

- Wolf River Habitat for Humanity
Affiliate member – Dorothy Foster
- Luisier Drilling Inc.
Representative: James Meyers
- M J Electric
Representative: Mike Johnson
- Shawano Well Drilling Inc.
Representative: John Dillenburg

Members – Renewal Due April

- Denkins Drywall, Inc – Jeff Denkins
- Menards – Gene Braatz
- Wolf River Media – Chris Kennedy

Members – Renewal Due May

- SCHS Trades Program – Greg Brown

Members – Renewal Due June

- Wolf River Habitat for Humanity
Affiliate Member – Ted Foster

Members – Renewal Due July

- J C Santy Construction LLC – Brad Santy
- Contractors Choice Lumber LLC – Brenda Thomas

There are no renewals due in August.

Non-Renewing Members

The following member has either allowed their membership to lapse with NAHB or have opted to not renew their membership. If you see this past member, please encourage them to renew today.

- Valley Cabinet, Inc. – Mike Stoller
- Valentine, Inc. – Bob Valentine

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Membership Dues — Installment Payments

If desired, you may make installment payments on your membership dues renewal. You may split the payment up into two or three payments, with the final payment due by your renewal date. There will be no refunds if dues are not paid in full. And one payment in full when due is always an option!

Wolf River Builders Association 2015/2016 Board of Directors

| | |
|------------------------|---|
| President | John Maule Maule Construction LLC 206 E. Freeborn Street Cecil, WI 54111 715-745-2256 |
| President- Elect | Bill Rapaich Top Shelf Builders Inc. W8043 County Road M Shawano, WI 54166 715-524-2016 |
| Treasurer | Don Pedersen KerberRose, S.C. 115 E. 5 th Street Shawano, WI 54166 (715) 526-9400 |
| Secretary | Cap Wallrich Wallrich Agency 300 E. Green Bay St. P. O. Box 90 Shawano, WI 54166 715-526-2156 |
| Past President | Mark Flunker - Wolf River Habitat for Humanity (715-584-5995) |
| Builder Directors | Mary Huntington – Crossroads Custom Cabinetry (715-526-3261) Trish Kieckhafer – Stone Creations of WI (715-526-8690) |
| Associate Directors | Tom Krause – Cellcom (715-853-7859) Bill Gorman – Gorman Plumbing (Deceased) Tammy Brzeczowski – Dynamic Designs Unlimited (920-822-4450) |
| State Directors | John Maule – Maule Construction LLC Bill Rapaich – Top Shelf Builders Inc. |
| Executive Officer | Diane Montour Email: wolfriverbuilders@gmail.com Website: www.wolfriverbuilders.com Ph: 715-853-2310 |

COMING EVENTS:

August 9 – Golf Outing @ Golden Sands G. C.

September 13 – Election of Officers

October 11 – Installation of Officers

November – No Meetings

December 13 – Regular General Member Meeting

January – Christmas Party/General Member Meeting

National Association of Home Builders

Put your membership to work now.

Money-saving discounts that benefit you, your business, and your family



and many more...



nahb.org/MA