



Scene *...in a flash*

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August 2009, Vol. XVI, No. 8

September 18, 2009

NLA Investment Committee &
 NLA Executive Committee
 Meetings
 Lake Okobojo, Iowa

September 19, 2009

NLA & NLI Board Meeting
 Lake Okobojo, Iowa

September 23, 2009

Nebraska Golf Outing
 Broken Bow, NE

September 24, 2009

Nebraska Board Meeting
 NE Clay Shootout
 Broken Bow, NE

October 1, 2009

Iowa Board Meeting
 Location TBD

October 4-8, 2009

2009 Mill Tour
 Spokane/Coeur D'Alene

October 7, 2009

Hawkeye-Husker Golf Outing
 Logan, IA

October 8, 2009

Hawkeye-Husker Clay Shoot
 Woodbine, IA

Routing Slip

Pass this around to others in your company for their information.

Federal Minimum-Wage Increase Effective July 24, 2009

The federal minimum-wage to be paid by covered employers is \$7.25 an hour effective July 24, 2009. These employers include:

- businesses that produce or handle goods for interstate commerce;*
- businesses with annual dollar volume of \$500,000 or more; and
- certain other businesses, including hospitals and nursing homes; private and public schools; and federal, state and local government agencies.

There are both state minimum-wage

laws and federal minimum-wage laws. In cases where an employee is subject to both the state and federal minimum-wage laws, the employee is entitled to the higher of the two minimum wages. Minnesota is NLA's only state that has laws different than federal:

Minnesota

- Large employer (enterprise with annual receipts of \$625,000 or more) \$6.15/hour
- Small employer (enterprise with annual receipts of less than \$625,000) \$5.25/hour

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Fall Special Events

Broken Bow, Nebraska Golf On Wednesday, September 23rd, plan to join your friends, colleagues, and coworkers for the annual Nebraska Fall Golf Outing at Broken Bow Country Club. The scramble starts at 1:00 pm.

Broken Bow, Nebraska Pre-Shoot Dinner If you don't golf and plan to arrive early for the sporting clay the next day, join us for the Pre-Shoot Dinner at the One Box Gun Club at 6:00 pm. It's only \$15.00. Warm up for the next day's event with trap/skeet shooting following dinner.

Broken Bow, Nebraska Sporting Clay Bring your shotgun to the One Box Gun Club on Thursday, September 24th for the Broken Bow Sporting Clay. Afterwards, enjoy lunch. If you have not been at this club, you are missing a real treat.

The Iowa-Nebraska Challenge Golf Match The Hawkeyes have challenged

the Cornhuskers to a golf outing on their turf at Missouri Valley Country Club in Logan, Iowa. Big bragging rights are at stake here in this 18-hole, best ball match. Due to course limitations, sign-up will be limited to the first nine foursomes from each state that sign up. You won't want to miss this one, which features a 12:30 pm shotgun start on Wednesday, October 7th.

The Iowa-Nebraska Challenge Clay Shoot This is a chance to get even or sweep the first challenge events. The Hawkeyes have challenged the Cornhuskers to a shooting match at the Lazy H Hunt Club in Woodbine, IA, on October 8. Renew friendships or make new ones at 8:00 am. The 100-target clay shoot will begin with a shotgun start at 9:00 am.

Please see attached for more details on any of the events or call Guy at (763)595-4055/800-896-5133

SD Unemployment Insurance Surcharge Kicks In

The South Dakota Department of Labor (DOL) predicts that its Unemployment Insurance (UI) Trust Fund balance will drop below \$11 million on September 30. An employer surcharge of 1.5% will be assessed effective October 1. This surcharge is in addition to any other unemployment contributions paid by employers.

It is expected to remain in effect in 2010 because DOL predicts the Trust Fund balance to be at a negative \$6.6 million at the end of this year. For complete details, go to the DOL's web site <http://dol.sd.gov/ui/uitaxemployerupdate.aspx>.

2009 Mill Tour



There is still space available on the Spokane/Coeur d'Alene Mill tour October 4-8, 2009. Come see this beautiful part of the country with fellow lumber yard owners, managers and spouses. Go to our web site at www.nlassn.org to view the flyer with detailed information on the industry tours, excursions, hotel accommodations and the registration form. Call Sally Means at (763) 595-4058/ (800) 896-5134 with any questions. Sign up today to ensure a spot on the tour and discover why so many participants return every year—it's a great group and lots of fun.

There's Still Room at the Roundtable

There are still three openings for the NLA Fall Roundtable, scheduled for October 22-23 at Freeborn Lumber in Albert Lea, Minnesota. You'll experience 24 hours packed with give and take discussion of business issues guided by experienced facilitator Ron Salvatore, plus enjoy the camaraderie of your peers.

We are extending the deadline until August 24. The total cost is estimated at \$500. We require a deposit of \$150.00 to hold your place. Go to www.nlassn.org and click on education to get detailed information. Contact Suzanne Lechtman at 800-469-8744.

'Red Flags' Rule

The Federal Trade Commission (FTC) announced it will delay enforcement of the Rule until November 1, 2009.

The Red Flags Rule is an anti-fraud regulation, requiring "creditors" with covered accounts to implement programs to identify, detect, and respond to the warning signs, or "red flags," that could indicate identity theft. The definition of "creditor" includes any entity that regularly extends or renews

credit – or arranges for others to do so – and includes all entities that regularly permit deferred payments for goods or services. Accepting credit cards as a form of payment does not, by itself, make an entity a creditor.

The FTC's Red Flags web site, www.ftc.gov/redflagsrule, offers resources to help you determine if you are covered and, if you are, how to comply with the Rule.

Federal Minimum-Wage Increase...continued

Additional Federal Laws

- A training wage of \$4.90 may be paid to new employees under the age of 20 during their first 90 days of employment.
- Small employers with annual sales volume of less than \$500,000 and not engaged in interstate commerce* may pay \$5.25 per hour.
- Federally covered employers businesses with annual dollar volume of business of \$500,000 or engaged in interstate commerce* must pay \$7.25 per hour.

Visit www.dol.gov or call (612) 370-3341 if you have questions regarding the federal minimum-wage law or call your State Department of Labor.

* According to Blacks Law Dictionary (8th Edition), Interstate Commerce is defined as: "Trade and other business activities between those located in different states; esp., traffic in goods and travel of people between states." Case law further defines the term interstate commerce. If your business wishes to get a more detailed explanation of the term, it is important to consult an attorney.

Sales Reps Questions

NLA staff is hearing plenty of questions about outside sales reps. With so much turbulence among the industry, with the flurry of name changes, layoffs, rehires, yard closings and yard openings, is this affecting reps at your business? (Or you, if you are a sales rep.) Are you worried about losing revenue if a top salesperson leaves? Have you changed

how you compensate sales reps? To help us all learn the state of things, ProSales is launching a new survey [http://www.surveymonkey.com/s.aspx?sm=WtQvO4P3KR6eZeAFC2oIwg_3d_3d] on sales reps. It takes only 5 minutes to complete, and individual results are confidential. Only people who take part will get the full results.

NLA Elections

The ballots have gone out for the election of new board members for Northwestern Lumber Association. If

you have not done so, please fax your ballot to our office at 763-595-4060.

NLA's 2009 Iowa & Nebraska Fall Outings

Raffle for shotgun at each sporting clay location

Golf & Pre-Shoot Party - Wednesday, September 23

Broken Bow Country Club (2 miles W of Broken Bow on Hwy 2)
1 pm Golf Outing 9-Hole Scramble

One Box Gun Club (5 miles SW of Broken Bow, NE on Ryno Road)
6 pm Pre-Shoot Party, Trap & Skeet Shooting*, Dinner

*Targets for evening skeet/trap are not included in pricing - \$5 per 25

Sporting Clay - Thursday, September 24

One Box Gun Club (5 miles SW of Broken Bow, NE on Ryno Road)

8 am Shoot Registration, Coffee, Rolls

9 am Shotgun start (100 Bird Event)

Noon Post Shoot Party: Lunch, awards, and door prizes

Broken Bow Golf/Pre-Shoot Party includes dinner	Mbr Golf \$55	Mbr golf team \$220	NonMbr golf \$70	NonMbr golf team \$260	ONLY Pre-shoot dinner - \$15	TOTAL
1.						
2.						
3.						
4.						
TOTAL for golf/dinner						
Broken Bow Sporting Clay includes lunch	Mbr Shoot \$55	NonMbr Shoot \$75	Side games \$20	ONLY shoot lunch \$15		
1.						
2.						
3.						
4.						
TOTAL for Sporting Clay/lunch						
GRAND TOTAL Broken Bow						

IA-NE Golf Challenge - Wednesday, October 7

Missouri Valley Country Club, 2455 Hwy 30, Logan, IA

12:30 pm 4-person best ball scramble, 18 holes, dinner, awards & door prizes

IA-NE Sporting Clay Challenge- Thursday, October 8

Lazy H Hunting Club, 3351 220th Street, Woodbine, IA

8 am Shoot Registration, Coffee, Rolls

9 am Shotgun start (100 Bird Event)

Noon Post Shoot Party: Lunch, awards, and door prizes

IA-NE Golf Challenge includes dinner	Mbr Golf \$70	Mbr golf team \$260	NonMbr golf \$85	NonMbr golf team \$320	ONLY shoot dinner - \$25	TOTAL
1.						
2.						
3.						
4.						
TOTAL for golf/dinner						
IA-NE Sporting Clay Challenge	Mbr Shoot \$55	NonMbr Shoot \$75	Side games \$20	ONLY shoot lunch \$15		
1.						
2.						
3.						
4.						
TOTAL for Sporting Clay Challenge/lunch						
GRAND TOTAL IA-NE Challenge						

GRAND TOTAL FOR FALL OUTINGS _____ \$5/person late fee Broken Bow after 9/15; \$5/per person late fee IA-NE Challenge after 9/29

Enclosed is a check OR charge my Credit Card (circle one): MasterCard or Visa

Acct. #: _____ Exp. Date: _____ CSV Code: _____

Name: _____ Company: _____

Address: _____

City/State/Zip: _____ Zip: _____ Phone: _____

Mail or fax to: Northwestern Lumber Assn., 1405 Lilac Dr. N, Suite 130, Minneapolis, MN 55422 Fax: 763-595-4060

Contact Guy Marzano for questions: 763-595-4055/800-896-5133; e-mail: gmarzano@nlassn.org