



Nailed It!

Pointed News for You

Southern Building Material Association

August 2010

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Mike Christian, Massey Builder's Supply to Chair SBMA Board. The new Board of Directors will take reins at SBMA's annual Summer Conference Dinner, July 31, 2010 in Virginia Beach, Virginia. Mike Christian, Massey Builder's Supply will become SBMA's Chairman. Mike and his wife Mary Ann have two children, Will and Lauren. He is active in the Rotary Club of West Richmond, West Richmond Businessmen Association, and on the Board of Independent Builders Supply Association. Mike has served on SBMA's board, most recently he has been treasurer and is a member of SBMA Roundtables.

Meet SBMA's New Board of Directors 2010-2011

The Executive Committee: **Chairman, Mike Christian**, Massey Builder's Supply, Richmond, VA; **First Vice Chairman, Patricia Jones**, Jones Lumber Co., Henderson, TN; **Second Vice Chairman, Leon Huneycutt**, Locust Lumber, Locust, NC; **Third Vice Chairman, Jon Stier**, Stier Supply, Columbia, SC; **Immediate Past Chairman, Todd Merriss**, Dixie Lumber, Easley, SC.

The Board, North Carolina: *Dwight Simmons, Mountain Lumber Company*, Boone, North Carolina; *Bryan Strickland, Guy C. Lee Building Materials*, Shallotte, North Carolina; *Scott Warren, Garris Evans Lumber*, Greenville, North Carolina; *Toliver Parks, Parks Building Supply*, Fayetteville, North Carolina; **South Carolina:** *Greg Gregory, Builders Supply Company*, Lancaster, South Carolina; *Lou Hutchins, GBS Lumber Inc.* Mauldin, South Carolina; *Mike Toune, Wm. T. Miller Lumber*, Camden, South Carolina; *Chris Yoder, Yoder's Building Supplies*, Fair Play, South Carolina; **Tennessee:** *Jay Piovarcy, Parkes Lumber Co.*, Lawrenceburg, Tennessee; *Joe Allen, Anderson Lumber Co.*, Alcoa, Tennessee; *Brent Stewart, Stewart Builder Supply*, Brentwood, Tennessee; *Eddie Crosslin, ProBuild*, West Smyrna, Tennessee **Virginia:** *Mike Moore, T.W. Perry*, Gaithersburg, Maryland; *Richie Siewers, Siewers Lumber & Millwork*, Richmond, Virginia; *Brandt Mitchell, The Lester Group*, Martinsville, Virginia; *George Hooper, W.F. Paulett & Son, Inc.*, Scottsville, Virginia.

And We Thanks Our Outgoing Board Members:

Steve Smith, G.W. Smith Lumber Company, Lexington, NC; *Van Isley, Professional Builders Supply*, Morrisville, NC; *Rob Powell, Smith-Phillips Lumber*, Winston-Salem, NC; *Thad Shuler, Southern Lumber & Millwork*, Charleston, SC; *Jon Stier, Stier Supply Co.* Columbia, SC; *Tony Dement, Forcum-Lannom*, Dyersburg, TN; *Bruce Shelton, Capps Home Building Center*, Moneta, VA; *Rob Taylor, Taylor Brothers*, Lynchburg, VA. We thank you all for your time and support of SBMA!

Postage Rates to Increase 2 Cents January 1, 2011

Southern Building Material Association

**MANAGEMENT
NEWSLETTER**

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From our Members



**Mayor, Berlin G. Myers,
Sr Honored with Bronze
Bust**

June 28 was a big day in Summerville, South Carolina. Berlin G. Myers, Sr. was



honored with a bronze likeness.

At 93, and the Mayor, his image has been immortalized. The sculptor will be located between the old and new town hall buildings at 200 South Main Street. Town administrator, Dennis Pieper said he couldn't think of a more deserving person for this honor. "He is truly a public servant. His heart is Summerville." Congratulations, Berlin from everyone at SBMA.

Family and Friends,

It has been a hot July and the training is kicking up a notch, I completed the 36 North Triathlon, and did my first 100 mile ride in a day, my goal is to up my mileage for the Tour to Tanglewood to 150 miles or more, by completing the 100 mile optional loops the first day, and at least the 50 miler on Sunday. I've completed several training rides with last Sunday being a 53 miler in the Uwharrie Mountains just south of High Point, with a nice Category 5 climb (I can't fathom the Tour de France

riders' misery with Category 1 climbs several days in a row). Being a bigger biker I went ahead and committed an error by signing up for the Hurt, Pain, & Agony ride on the 24th of July which is a 75 mile mountain romp. I should have some good legs come the Tour to Tanglewood. Thanks to all who have already signed on for support this year. We added the superhero flair to our team banner. Can't wait to unveil the Team Jersey for this year's 25th Anniversary Tour to Tanglewood.



Everyone has been so generous in helping me reach my \$1500 goal the last few years (I am 27% of the way there with a little over two months to go) and Team Hammertime has risen over \$17,000.00 to find a cure. I hope you all will join me again in celebrating this great event and cause. I have attached this years fundraising letter and also my web links below. As always I will continue to send out team and individual updates as we progress toward our end goal on September 25-26, 2010. We have an unprecedented 18 riders already signed up and committed to the cause this year. Stay tuned for the unveiling of our newest jersey as the theme for the event this year is "Superheroes". Help me by being your own Superhero and contributing any amount to the cause. We all know it has been an incredibly tough year for many,

especially my friends in the construction business, but we can all look forward to brighter days. Thanks in advance for your help and support of Team Hammertime. Stay tuned for updates as we train this summer. If you wish, you can send your contribution to:
National MS Society
2211 W. Meadowview Rd. Ste 30
Greensboro, NC 27407
(Be sure to include Chris Yenrick's name)

For MS We Ride,

Chris Yenrick

Georgia-Pacific recently completed the purchase of oriented strand board and related facilities in Allendale and Clarendon, S.C., and Englehart and Earlton, Ontario, from Grant Forest Products. *ProSales*

Stock Plans National Expansion of Floor Unit, Hires HD Supply Exec to Run It

ProSales

Stock Building Supply Holdings announced it plans to expand nationally its Coleman Floor business unit and that it hired former HD Supply executive Steve Wilson to serve as the installed sales unit's director. Coleman currently consists of three branches, all in North Carolina. Stock's announcement didn't say where Coleman Floor would expand.

Bucking the Trends: Smaller Homes

Pro Dealer

The average size of a new house is down more than 80 square feet from the peak in 2007. Today the average house is 2,438; down from the peak of 2,251 square feet. The new single-family homes completed in 2009 had fewer bedrooms than previously. After increasing for almost 20 years, the proportion of single-family homes with four bedrooms or more topped out at 39% in 2005; it was 34 % last year. The proportion of single-family homes with three bedrooms increased from 49% to 53% between 2005 and 2009.

The decline is related to such things as there are more first-time home buyers, a desire to keep energy costs down, smaller amounts of equity in existing homes to roll into the next home, tighter credit standards and less focus on the investment component of buying a home. Many of these tendencies are likely to continue affecting the new home market for an extended period."

New single-family homes also had fewer bathrooms. The proportion of homes with three or more bathrooms was 24% last year, a decline from the peak of 28 % in both 2007 and 2008. The percentage of single-family homes with two bathrooms increased from 35 to 37 last year, and the percentage with 2.5 bathrooms was at 31% for the third consecutive year

Do You Twitter?

Potters Ace Home Center, an 18 store chain, is using Twitter, YouTube and e-mail blasts to stay close to customers. The store's e-mail contains coupons and helpful tips on home projects, including Tips from the Toolbox.

Do YOU Twitter?

Ten Proven Methods to Pass Your Business to the Next Generation

The HORN, April 2010

Source: Mike Henning, Henning Family Business Center

1. Plan and follow a successor's career development program.
2. You and your family members need to know the value of your estate.
3. Devise a will and update it every 3-5 years.
4. Use a trust to shield your estate from taxes.
5. Maintain an emergency plan in case of an accident, illness or death
6. View the business as a challenge, not a gift.
7. "Fair" is that which everyone accepts as being "fair."
8. Use business dollars to create "Fairness."
9. Non-active should share in what Dad/Mom build, but not in what their brother/sister built.

10. Communication is the “key” and hold regular family meetings.

Four Elements of Worthwhile

Meetings *Enterprise Excellence*

To make meetings worth the time you and your staff invest in them, include these elements in every session:

- **A clear purpose.** If you take the time to schedule a meeting, you should have a clear idea of why you all are there. Possible reasons for meeting involve times when you have a problem to solve, a decision to make or the need to inform or to be informed.

- **Full participation.** Why ask people to come to a meeting if you do not expect or want them to participate? Call on people individually if they don’t speak up on their own. Ask them for an opinion, listen to them and be prepared to hear and process differing opinions.

- **A wrap-up.** Summarize at the meeting’s end. Remind participants why the meeting was worthwhile and that you met your goals for the session. Define the decisions the group made and the next steps assigned and agreed to.

- **Minutes.** Create and distribute minutes – a written record – that set out agreements, decisions and actions. Easy access to that information will prevent misunderstandings. Be sure to include a request for attendees to review the minutes, correct inaccuracies, recommend changes and add agenda items for the next meeting.

What’s the Best Way to Make a Decision? *Mike Henning*

Here are the four most common approaches to making decisions:

1. “**Reframing**” is the best approach, but in a recent study it was found to be used only 12% of the time. The starting point for reframing is that anything is possible. If sales don’t meet expectations, maybe the manager should change expectations. Reframing



lets the manager “set new norms” for the company.

2. “**Target**” decision making means setting new goals in the process. This tactic keeps the manager’s options open to a whole range of means to achieve your end.” This is the method used in 29% of decisions.
3. The “**problem**” method races to find the causes – such as low morale or motivation – of distress symptoms such as poor sales. The drawback with this approach is that although the “causes” may only be other symptoms, they often are considered to the exclusion of other possibilities.
4. The “**idea**” method, which ironically could be termed the “Bright idea” approach, takes a similar shortcut to improving performance. In this case, the manager may say, “Sales are poor; I know, let’s do more discounting!” Yet there may be little evidence that discounting is the issue.

The problem and idea approaches to decisions are more constraining but are used in nearly 60% of decisions. We favor the “reframing” method because “the broader the search for solutions, the better the results.”

You Never Really Know *Federated Insurance*

Sometimes you may be tempted to take shortcuts or overlook background checks on prospective employees, if you know them and feel they are trustworthy. But, you never really know.

Even though you use a hiring checklist for new employees and try to gather all the right information, you might miss something. Just because an employee’s motor vehicle record (MVR) shows no violations you cannot assume the driving record is spotless. If you don’t ask to see the driver’s license or check the number, you may not get an accurate MVR.

In some states, Social Security Numbers are used as drivers’ license numbers. The Social Security act allows any state to use

the Social Security Number (SSN) to establish identity. However, individuals or the state may change drivers' license numbers for a variety of reasons.

Always ask to see the driver's license! Be sure to look at the license. Check to see if the driver has changed license numbers and use the current number and state of license when requesting MVRs. When an old license number is submitted, the MVR report may show "license expired." This may result in a dispute over the individual's status and cause unnecessary delays. It's important to follow up on reports that seem unusual. It may be a simple error – or it could be cause for concern.



There are conditions for furnishing and using consumer reports such as MVRs for employment purposes. Employers can get a consumer report on a prospective employee **if the individual provides consent**. To help comply with the Fair Credit Reporting Act (FCRA) requirements, you should have prospective or current employees sign a "notice" and/or "release" form before ordering MVRs.

You can obtain MVRs from local law enforcement centers, your State Department of Motor Vehicles, a consumer-reporting agency, or an MVR vendor. Insurance companies can order MVRs for underwriting purposes, but may not provide copies or release the information to employers. However, the insurer can let you know whether the driver meets its standards for acceptability.

It is always important to check the MVR of any prospective employee who may drive a company vehicle. In most cases, ordering the report is a simple matter, especially if you have an MVR program in place. However, anytime you receive a questionable report or one that shows "expired license" it pays to investigate further. You just never know.

Teach workers to anticipate unexpected machine hazards *J.J. Keller*

Virtually all equipment with moving parts should be considered to be potentially dangerous, and machine safeguards are used

to protect employees. OSHA rules (29 CFR 1910.212) require that guarding "protect the operator and other employees from hazards such as those created by point of operation, ingoing nip points, rotating parts, flying chips and sparks."

However, workers should understand that not all hazards may have been anticipated, identified, and guarded. Sometimes even a subtle change in how a machine is used can expose operators and other employees in the area to new hazards.

An effective hazard recognition process provides the best protection against previously unanticipated risks. Each worker is a key player in the hazard recognition process, and all employees should:

- Know how to recognize, inspect, and properly adjust machine safeguards.
- Always think about potential hazards before they operate equipment. Workers should be aware of all moving parts and potentially dangerous work areas, and they should know to not reach into equipment if they aren't certain that it's safe.
- Be aware of their co-workers' actions. If they see someone doing something they think may be dangerous, they should speak up.
- Anticipate the unexpected. Workers shouldn't assume that safeguards and warning signs always completely eliminate all potential hazards.
- Know how to report hazards.

Effective hazard recognition requires cooperation between managers and workers. Management must ensure that workers are trained to recognize potential hazards in their work areas, and workers must know that management will respect a worker's decision to evaluate and report a potentially dangerous situation.

OSHA recently announced that the Agency will place increased focus on the four leading causes of workplace fatalities, which are **falls, electrocutions, caught in or between, and struck by**. You can expect OSHA compliance personnel to pay closer attention to these issues when conducting inspections in both general industry and construction. Further, under certain targeting and emphasis programs, these types of hazards can even bring OSHA to your door.

But, what can you do to prepare? What can be done to prevent or control these Big Four hazards?

Falls

OSHA requires that fall protection be provided at four feet above the lower level in general industry, five feet in maritime, and six feet in construction. However, regardless of the fall distance, fall protection must be provided when working over dangerous equipment and machinery.

Also, be diligent when it comes to working in personnel platforms lifted with forklifts and similar vehicles; these must be approved and fall protection and other safeguards must be in place. Similarly, make sure employees have the correct tools for the job (e.g., ladders, scaffolding, and scissor lifts) and that they use and maintain this equipment properly. And, always be diligent with good housekeeping procedures and maintenance of walking-working surfaces.

Electrocutions

Exposure to electrical energy can occur in a variety of ways — through contact with an object as seemingly innocuous as a broken light bulb to an energized overhead power line. Make certain workers are trained in safe practices for the work they will perform and that electrical installations are in accordance with codes.

Also, make sure tools, equipment, and cords are in good condition; that repairs and installations are made only by qualified personnel wearing proper personal protective equipment and clothing; and that lockout/tagout procedures are in place as appropriate. Be extra cautious in damp locations and when working near energized lines.

Caught in or between

To prevent this hazard, make sure machine safeguards are in place; moving machine parts can pose serious danger. In addition, loose clothing, jewelry, or long hair can be caught in moving parts leading to serious injury. In construction work, trenches and excavations pose caught-in hazards.



Lockout/tagout is a must when servicing equipment, as the unexpected energization of equipment can trap workers between moving parts.

Struck by

To prevent struck-by hazards, make sure workers have safe operating distances and are separated from machinery and equipment.

Also, keep material handling equipment, including forklifts, cranes, and conveyors, in good working order and ensure that only trained employees operate the equipment. Make sure all workers are aware of the areas where moving equipment operates, and, where possible, separate pedestrian traffic.

Falling objects can also pose struck-by hazards, a particularly dangerous hazard in the construction industry. Make sure workers are stacking and storing materials properly and that toeboards are in place, as appropriate. Also, for construction workers, and others that work around traffic, utilize proper barricades and warnings to protect workers, as well as provide workers with high-visibility clothing.

And, remember that tools and operations, such as grinding or using compressed air, can send projectiles flying with great force. Separate workers as much as possible, provide adequate guarding, ensure the use of personal protective equipment, and maintain and inspect equipment.

Focus on the hazards in your workplace

While this article provides information on ways to prevent and control common sources of the Big Four hazards, there are numerous other ways these hazards can occur in individual workplace operations. It takes a solid hazard assessment and recognition program to identify and control the specific hazards in each workplace.