

NATIONAL

FRAME

B U I L D E R

M A G A Z I N E

MAY 2022
Vol.3 No.2



LEGALLY SPEAKING

Accident Investigations
PART 2

BUSINESS MANAGEMENT

Drug testing in the age of
marijuana normalization

BUSINESS MANAGEMENT

Preventing Jobsite
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7. I shall faithfully **stand behind the work I perform** and the products I sell in accordance with manufacturers' recommendations and warranty.
8. I shall, in good faith, furnish to the proper building authorities all certifications regarding professional or structural engineering and loading standards that are required of me.
9. I shall **encourage my fellow employees, my fellow members** of the National Frame Building Association, and my colleagues to adhere to this Code of Ethics.

Help grow your business by joining this distinguished group of post-frame builders.



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ACCIDENT INVESTIGATIONS - PART 2

In the last issue of the NFBA Magazine, I talked about accident investigations and promised a Part II on that topic. However, some timely information needs to be shared with the NFBA Membership. So, I am going to take this opportunity to provide you with pertinent information after attending an OSHA American Bar Association OSHA/MSHA Law Conference this spring.

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Preventing Jobsite Tool Theft

Tool theft eats away at a company's profit margin, and it strikes right at the core of a trade worker. Using these tools is how skilled workers demonstrate their value and talent. Losing one hurts.

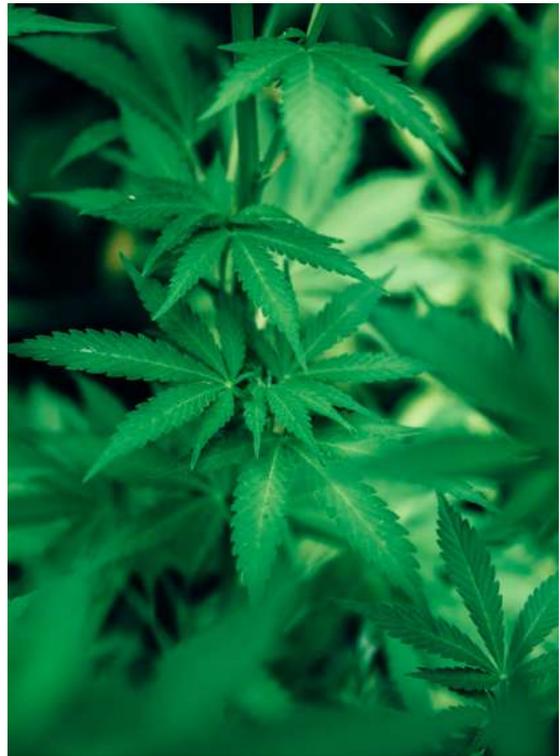


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Drug testing in the age of marijuana normalization: You have more options than you think

As organizations struggle to find ways to hire and keep qualified employees and statistics about marijuana use soar, some employers have started asking:

- Should we stop drug testing?
- Can we just test for marijuana?
- Could we stop doing random testing?
- What would happen if we accommodated marijuana use?



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FIND US   

Hello & Welcome



2022 has already been quite a year...and it's not over yet. There are still eight whole months of unknown to look forward to and NFBA wants to be your resource for keeping your post-frame business running smoothly and efficiently, and for keeping your employees and jobsites safe.

We are all in this fight together and sharing resources with your fellow contractors is just one way to be a part of the solution. Whether it is industry-specific best practices or merely a suggestion, NFBA is always looking for well-written magazine articles, educational webinar or speaker suggestions, and helpful information from just about any reliable resource. Who better to look to than our own readership? As you come across any helpful information in your day-to-day activities, please consider sharing that resource with NFBA Staff. It can be as simple as a quick email or phone call and NFBA will vet that resource and take all the necessary steps to share it legally and efficiently with the Membership in a timely manner.

This sharing of information can work the other way as well. Don't have a resource on-hand but need help finding a solution to a problem or new situation? Your Association is here to help! Just send it my way and we will do our best to get you the information you need.

Remember, one of the biggest benefits of being a part of an organization as widespread as the National Frame Building Association is the likelihood that someone else has already been through what you are going through now. If you are not currently an NFBA member, I strongly suggest you take a few minutes to consider the benefits of joining. Now is a perfect time to gain an extra ally for your business and give us a try.

Until next time, stay safe and healthy.

Rachel Pinkus
Editor



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visit www.nfba.org/index.php/members-landing

A MESSAGE FROM

MARK BILLSTROM

PRESIDENT, NFBA BOARD OF DIRECTORS

Winter is behind us, and spring is here. Spring weather takes many forms, not all good, but we can count on warmer weather ahead. That means building season is ramping up to full capacity, especially for those of us who reside in colder climates. In the post frame business, and many others, it has been difficult to know what challenge we will face next. You have likely experienced the recent price volatility of our primary building materials; wood and steel. Hiring, whether for manufacturing or construction, continues to be difficult. The positive for all of us though is that the demand for post-frame construction materials and construction services is still strong. We can be motivated to work through the challenges, knowing that people need and want the buildings that we build.



I encourage all NFBA members to keep a focus on employee safety as we get into this construction season. Safe work practices in general are important, but don't forget about specifics that can change from site to site. An emergency action plan may be necessary depending upon conditions. The NFBA is your safety information resource. We provide you with toolbox safety talks that you can use as part of your regular safety and/or job site meetings. If you would like to strengthen your safety program, remember that the NFBA has a safety program template that is available for your use, as an NFBA member. You can even take it one step further by submitting your application for the annual Gail Miller Excellence in Safety Award. This is one of the many honors that are recognized each year at the NFBA Expo.

Maybe one of your tasks this time of year is providing training to new employees? The NFBA is there for you again. The NFBA Post-Frame Construction Curriculum is available to you as a supplement to your standard hiring and training methods. It covers the basics, and some not-so-basics, of building post-frame buildings. The program includes a textbook, a student workbook, an instructor manual, and an optional on-line certification. It is a great resource to quickly bring a new employee up to speed on post-frame. For details or to purchase the curriculum, contact Morgan Arwood at marwood@nfba.org or (800) 557 6957.

If it's not on your calendar already, make a note that the 2023 NFBA Conference & Expo will be February 22-24 in Louisville, KY. We look forward to seeing you there.

Best wishes to you for a safe and prosperous spring and summer in 2022.

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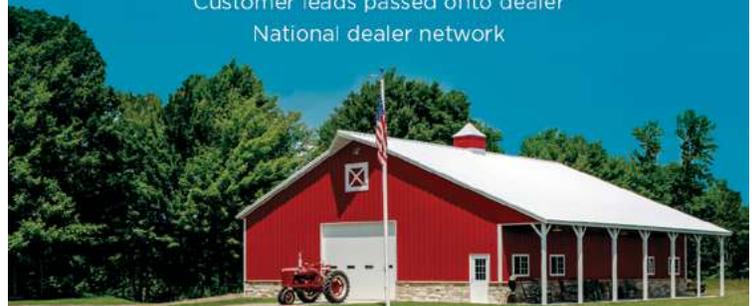
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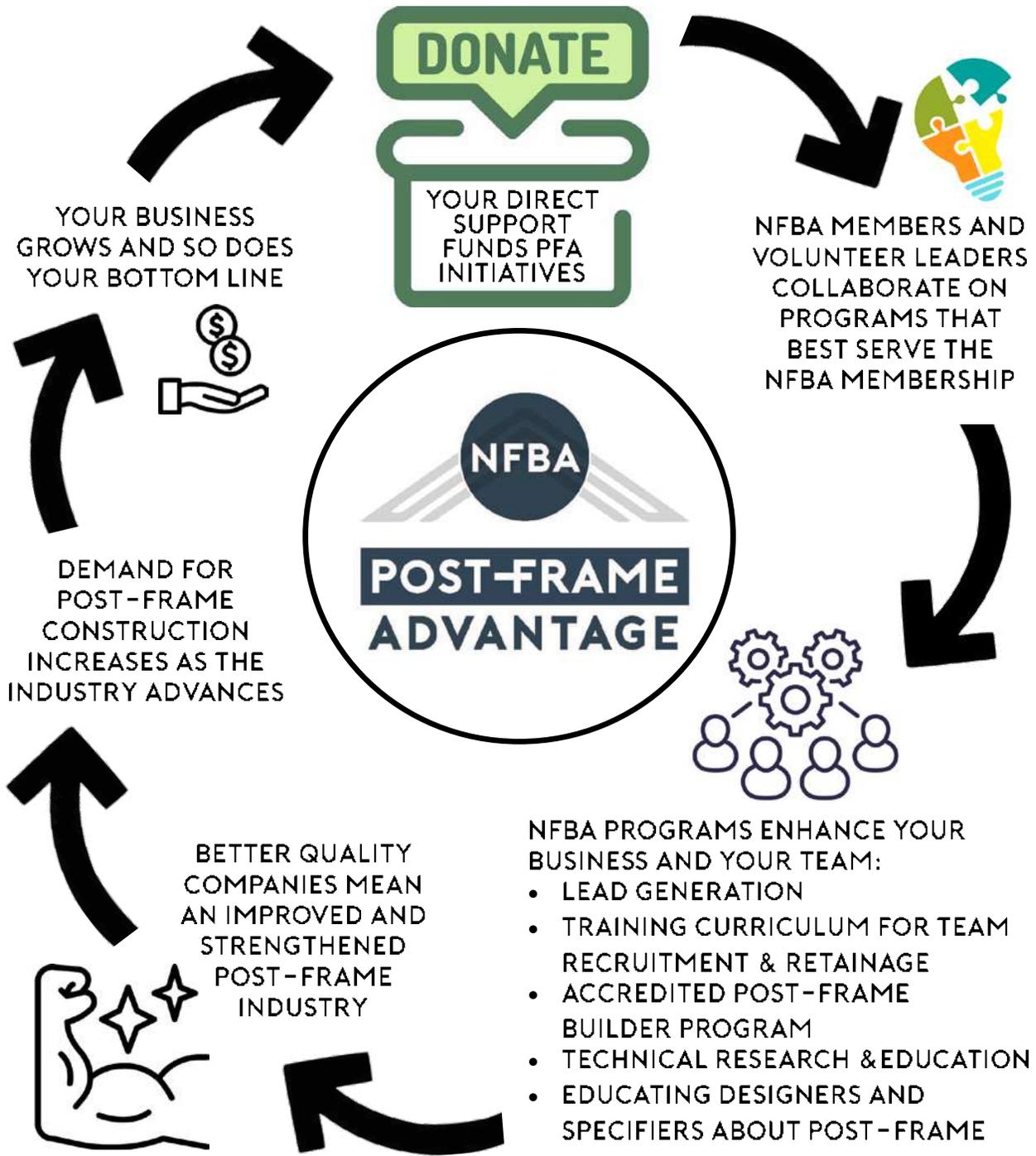
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NFBA TECHNICAL & RESEARCH COMMITTEE UPDATE

Timothy R. Royer, P.E.
CHAIRMAN



In January the Technical & Research Committee (T&R) met during the NFBA Expo in Nashville, TN. The T&R committee is made up of engineers, post frame builders, material suppliers, and academia who are involved in the design of post-frame buildings or involved in research and education supporting the post-frame building industry. The Committee serves as an advisory committee to the NFBA Board of Directors relative to technical issues facing the Association and Post-Frame Industry. The committee is charged with overseeing and conducting a broad range of technical and research activities for the benefit of the post frame industry and members of NFBA..

The T&R Committee maintains and updates several documents that are critical to the structural design and building code approval of post-frame buildings. One of these documents, EP486.3 “Shallow Post and Pier Foundation Design” (ANSI/ASAE/NFBA EP486.3 SEP2017 (R2021)), has recently been approved with a new name that includes the NFBA designation. While this may seem like a minor change, for the first time the National Frame Builders Association will be listed as a reference the appendix of the IBC. Two additional documents, EP484 and EP559, are currently under similar name change review and will also be included in the IBC when the review process is complete.

Another code related initiative of T&R Committee is the proposed relocation of the reference to the EP486.3 “Shallow Post and Pier Foundation Design” in the IBC. Currently, IBC references EP486.3 in the wood design chapter under allowable stress design in Section 2306. We feel strongly that this is the wrong place for a foundation design reference and building code officials have questioned its use and application because of this location. A proposal has been drafted to move this reference to Section 1807.3 “Embedded posts and poles”. This review takes place in late March 2022 in the form of a hearing at the International Code Council’s meeting. If approved, this change will take place in the next printing of the IBC.

Recently, Dr David R Bohnhoff, Ph.D., P.E. has completed a major rewrite of EP559 “Design Requirements and Engineering Properties for Mechanically-Laminated Wood (Mechlam) Assemblies”. In this revision of EP559, Dr. Bohnhoff has provided much more detail and more applications for nail laminated wood frame assemblies that are used for the design of posts for post-frame buildings. This version of the standard has been submitted to the American Society of Agricultural and Biological Engineers (ASABE) for peer review and approval. The revised standard will be available after it has been approved by ASABE and ANSI.

Another document that is currently under review by the committee is the Post-Frame Building Design Manual (PFBDM). The current version of the PFBDM was approved for publication in 2015 and an updated version is being prepared. This updated version will include a new chapter titled “Purlin and Girt Design” and possibly chapters on mechanically laminated wood posts, connections, and truss bracing. This updated version of the PFBDM will capture building code changes and other changes to post-frame building design procedures that came into effect since current version was published. The goal of the committee is to have this new version of the PFBDM available for publication in a few years.

Lastly, the monthly technical webinars that are offered by NFBA have been written and provided by Dr. Harvey Manbeck. After many years of faithful service to the post-frame industry, Dr. Manbeck is retiring. In his place the T&R Committee asked Dan Hindman, Virginia Tech University and Joe Zulovich, University of Missouri Extension to consider filling Harvey’s shoes. Both have accepted this new position and will rotate, month by month, providing the technical webinars beginning in February 2020.

Other topics that were discussed throughout the year included the review of wind coefficients in ASCE 7-16 “Minimum Design Loads for Buildings and Other Structures”, and the development of topics for monthly Tech Briefs that are coordinated by Andy Williams. Andy is the NFBA staff technical consultant, who proposed modifications to the UL V304 post-frame three-hour firewall, and the development of standard post-frame architectural definitions, and others. The T&R Committee would like to hear from NFBA members who have industry related technical issues that need resolved in order to provide more opportunities for post-frame builders. You can contact the NFBA national office, and they will direct you to the

appropriate person to respond to your questions.



NFBA Members get the added bonus of more in-depth educational webinars, and significant discounts on reference materials like the Post

Frame Design Manual or the Non-Diaphragm Design Guide. There is also a downloadable Construction Bid Document tool available to members only. Members can also send their post frame related questions to NFBA technical experts & receive free technical, legal & safety advice with the Technical Advice member benefit. Easy access to the building codes & standards library is also a convenient resource for members.

Timothy R. Royer, PE is the president of Timber Tech Engineering Inc, a consulting engineering firm that specializes in the design of post-frame buildings. He graduated from the Pennsylvania State University in 1983 with a B.S. degree in Agricultural Engineering with a Structures Emphasis. Prior to founding Timber Tech Engineering Inc., Tim worked for Rigidply Rafters, Inc. of Richland, Pennsylvania as their head Engineer for six years.



DRUG TESTING IN THE AGE OF MARIJUANA NORMALIZATION: YOU HAVE MORE OPTIONS THAN YOU THINK

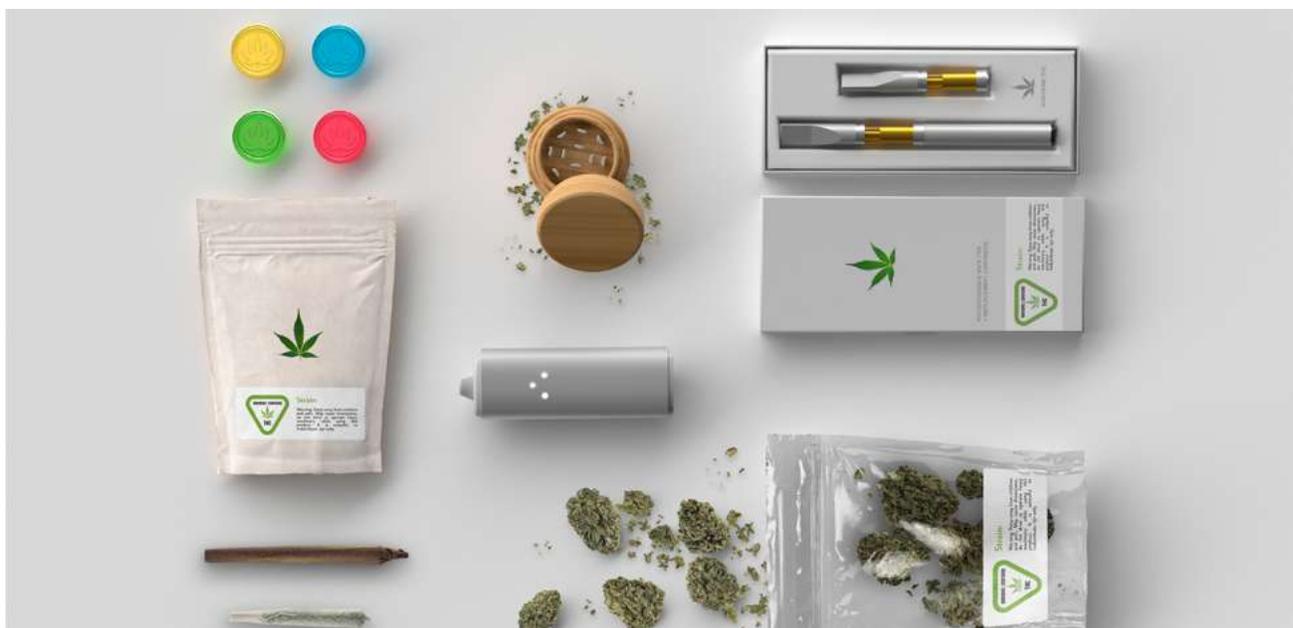
As organizations struggle to find ways to hire and keep qualified employees and statistics about marijuana use soar, some employers have started asking:

Should we stop drug testing?

Can we just test for marijuana?

Could we stop doing random testing?

What would happen if we accommodated marijuana use?



Despite homing in on the drug testing element of their drug-free workplace programs, employers are wondering if their whole program is acting as a barrier to employment. However, it's important to pause and explore the role a drug-free workplace program plays in the workplace and remember that it has several moving parts. It is not a one-size-fits-all endeavor. Each of the five components of a program – policy, employee education, supervisor training, drug testing and employee assistance – can be customized to meet an organization's needs.

Reexamining your program – it's a risk analysis

Organizations don't just wake up one day saying, "Let's start a drug-free workplace program." There are reasons for the decision. From meeting contractor requirements to addressing safety concerns, reducing liability issues, federal and/or state compliance issues, an organization's drug-free workplace program is implemented to meet a variety of objectives.

So, when it comes to changing or eliminating your program, you need to think through all your objectives – not just what you hope to accomplish by making

changes, but why you initially started your program. After you've thought through all your objectives (e.g., finding employees, keeping your current employees, maintaining safety, keeping contracts, staying competitive), you need to identify your priorities. Rank ordering them allows you to work toward a solution that balances all your objectives.

The right balance

For many employers, the pivotal issue with a drug-free workplace program comes down to testing. It is the accountability factor in a good program. Fortunately, many aspects of testing can be customized to balance your needs (e.g., how much do you proactively test and look for issues vs. only responding reactively vs. deciding not to test at all):

When you test: Among the various categories of drug tests, you have proactive tests, e.g., pre-employment, new hire and random testing, and reactive tests, e.g., post-accident and reasonable suspicion. Each test has rules around when and why the tests are done. Unless required by an authority to conduct specific types of tests, you are free to choose the types of tests your program conducts. Additionally, there are many options within the operational rules for each testing application. With slight adjustments in how you drug test, you could maintain an emphasis on safety while not over-testing.

How you test: There are different testing methodologies to choose from, e.g., oral, urine and hair testing. Each method has a specific window of detection and will provide different information about an individual's substance use. And specific testing methodologies are better suited for different situations or objectives. For example, oral fluid testing has a short detection window, tending to identify recent use (e.g., within a few hours to a few days), while hair testing will detect use that happened over a few months, potentially demonstrating a pattern.

Who you test: Different testing applications can be applied to different groups of employees, e.g., all employees, safety-sensitive roles, only employees working jobs that require testing such as those on a state job in Ohio, to meet your desired objectives.

What you test for: While there are standard panels (the selection of drugs) for testing, if you aren't answering to an authority, you can choose the substance(s) you test for. Ultimately, you can test for a variety of drugs depending upon your program

objectives. You may select to test some, all or none of the drugs of abuse, e.g., heroin, methamphetamine, marijuana or cocaine, etc.

All these options boil down to the fact that the testing aspect of a drug-free workplace program resides on a spectrum, and your options range from not testing anyone for a substance to testing everyone for every substance. How you combine the myriad of variables to meet your objectives is at the heart of how you customize your program. For example, some options include:

- adjusting when and who is tested
- change the methods of testing, e.g., switch from urine testing to oral fluids or a situationally specific combination of the two
- only test for marijuana in some instances and some positions

When it comes to making program changes, there are additional tangential considerations. For example, in considering the various approaches to testing, if the hope is that the decision will aid in the hiring process, you also need to determine if and how you will convey this information to candidates:

If, in an attempt to broaden the pool of prospective candidates, you decide not to test for marijuana, is this something you will announce during the recruitment process, e.g., announce in the job posting, share during the interview?

If you aren't comfortable announcing your policy change to recruits, how come?

Even if you decide not to share your drug testing approach with candidates during the recruitment process, you still need to consider the objectives you are targeting. Are you desiring a larger pool of candidates? Are you avoiding the fall-off of candidates who go through the interview process but "ghost" you when it is time for the pre-employment test? There are pros and cons to either of these objectives i.e., higher expenditure of resources for the recruitment process, the higher possibility of absorbing an employee at risk. Every decision is a balancing exercise.

It's more than just testing

As you examine how your drug-free workplace program helps you accomplish your objectives, remember that drug testing is just one element of your program. Other program components can also

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support your objectives, e.g., education and training and employee assistance. For example, if you decide to limit proactive marijuana testing, ensuring your supervisors are well-trained to recognize signs of impairment and are comfortable acting if they suspect use is one way to focus on safety. Similarly, if identifying risks is important and you remove random testing (a proactive testing method), emphasizing your assistance program benefits could help an employee who realizes they are having issues.

And don't forget to look outside of your drug-free workplace program. Your program is only one part of your company's culture and policies. While adjusting your drug-free workplace program may be low-hanging fruit in addressing any employment concerns you're experiencing, it is equally important to explore what else your organization is doing to recruit and retain employees and be a competitive and attractive employer.

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Welcome OUR NEW MEMBERS



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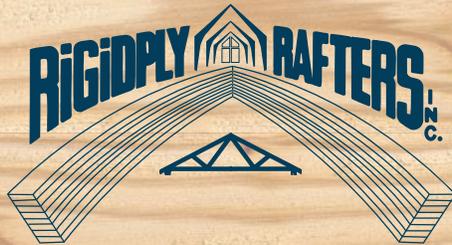


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IN REMEMBRANCE OF SAMUEL C. "SAM" COTTRELL

Samuel C. "Sam" Cottrell, 76, a resident of Carpenter Hill Road in Pownal, VT passed away Monday evening April 4, 2022, at his residence surrounded by his family.

Sam was a member of the National Frame Builders Association where he served on the Board of Directors for 10 years and as Chairman for 2 years. Sam was named to the Rural Builder Hall of Fame in 2018.

Sam was born on February 25, 1946 in Troy, NY. He was the son of the late Cortland C. Cottrell and Margaret (Stearns) Cottrell. Sam was raised on a farm in Hoosick Falls, NY. In 1963, he graduated from Hoosick Fall Central School and in 1965, Sam graduated from Hudson Valley Community College with an associate degree in Construction Technology.

In 1966 Sam joined the United States Navy Seabees and served two tours of duty in Vietnam. First with Mobile Construction Battalion 5 and the second with Seabee Team 0511.

On June 22, 1968 Sam married the former Doris Mason at the Second Congregational Church in Bennington. This past June, they celebrated 53 years of marriage.

Following the service, he went to work for the Agway Building Department as a Construction Supervisor. It was at Agway, that Sam met his future business partner and close friend, Stuart Hoskins. In 1973,

Sam along with Stu, Hos-Cot Builders, Inc. was established for the purpose of providing construction services to the agricultural and commercial market. The partnership lasted 40 years when Stuart retired in 2014.

He was Past Master of the Van Rensselaer Lodge # 400 Free and Accepted Masons. He was a member of Vision Works and Envision Dairy in 2008. In 2016, Sam became a Partner in High Meadows Dairy Farm. He was also a member of the Vietnam Veterans of America.

Besides his passion for farming, building things, new business ventures and his family, Sam also enjoyed Corvettes, Harley Davidson Motorcycles, and fishing.

Survivors include his wife of 53 years, Doris Cottrell of Pownal, VT. A daughter, Julie and her husband Justin of Newmarket, NH. Two grandsons, Keenan "Skeezix" and Cooper "Scooter" of Newmarket. Two brothers, James Pratt (Philomene) of St. Albans, VT and William Cottrell (Diana) of Hoosick Falls, NY. Along with several nieces, nephews and cousins. He was pre-deceased by a son, Kenneth Cottrell.

If friends desire, contributions in memory of Samuel C. "Sam" Cottrell may be made to either the Kenneth Cottrell Scholarship Fund, the Pownal Rescue Squad or Vermont Paws and Boots through the office of the Mahar and Son Funeral Home 628 Main St. Bennington, VT 05201.

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LEGAL SERVICES PLAN



WHAT IS IT?

The National Frame Building Association has entered into an agreement with the law firm of Auman, Mahan, and Furry to provide the NFBA membership with this unique service.

HOW DO I USE THE PLAN?

Auman, Mahan, and Furry specializes in labor and employment law, discrimination, wage-hour, prevailing wage, workers' compensation, unemployment compensation, construction law, construction claims disputes, government contract disputes, occupational safety and health, pensions, fringe benefits, collective bargaining, litigation, and business law; including taxes and securities. The firm represents numerous business clients and various associations throughout the country, including NFBA.

WHAT IF I NEED ADDITIONAL HELP?

If additional services are needed, members can either contact their own attorney or retain the services of an attorney at AMF at a preferred hourly rate. Court costs, filing fees, and miscellaneous disbursements would be paid for by the member, and itemized by the firm.

WHAT DOES IT COVER?

The primary purpose of this service is to provide NFBA members the opportunity to discuss and identify legal problems, and to resolve general questions and concerns quickly through convenient access to specialized and qualified legal counsel. Each NFBA member is entitled to one 30 minute consultation per month either by telephone, email, or office conference, at no charge. It is understood that these consultations and conferences will be based on existing knowledge of the attorney without further research and analysis. When calling Auman, Mahan, and Furry, please ask for Gary Auman and identify yourself as a NFBA Member calling under the Legal Services Plan.

HOW DO I CONTACT AUMAN, MAHAN, & FURRY?

**Auman
Mahan + Furry**
ATTORNEYS

Gary Auman

110 North Main Street Suite 1000
Dayton, OH 45402-1738
(937) 223-6003 ext. 3111
gwa@amfdayton.com

National Frame Building Association
7250 Poe Ave. Ste. 410
Dayton, OH 45414
www.nfba.org

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The President signed a budget representing an increase to OSHA of \$20 million. Of the \$20 million, OSHA will use nearly \$7.3 million for increased enforcement.

ACCIDENT INVESTIGATIONS - PART TWO

In the last issue of the NFBA Magazine, I talked about accident investigations and promised a Part II on that topic. However, some timely information needs to be shared with the NFBA Membership. So, I am going to take this opportunity to provide you with pertinent information after attending an OSHA American Bar Association OSHA/MSHA Law Conference this spring.

BY Gary Auman
NFBA Legal Counsel



First, President Biden signed the federal government's FY 2022 budget on March 15, 2021. This budget funds the federal government from October 1, 2021, through September 30, 2022. As I reported last year, the President asked Congress for an increase in the OSHA budget of \$52.6 million. Congress approved that request, and the President signed a budget representing an increase to OSHA of \$20 million. Of the \$20 million, OSHA will use nearly \$7.3 million for increased enforcement. I don't think I need to tell you that the increase in enforcement will most likely mean an increase in the number of compliance officers. Therefore, this will probably result in more OSHA enforcement inspections. I know that all of our members treat safety as a very important part of their business; but now you must also be aware of the increased likelihood of an enforcement inspection. As business owners, you need to pay a lot of attention to the details, especially in your safety programs, your training programs, and your safety record keeping methods.

The American Bar Association OSHA/MSHA Law Conference was held the week of March 9, 2022. Douglas L. Parker, Assistant Secretary of Labor for Occupational Safety and Health, spoke on the first day of the conference. Mr. Parker reported that he feels OSHA plays a big role in the Biden Administration's initiatives to provide "good" and safe jobs for workers. He told the attendees that OSHA will work towards a broader infectious disease standard to "prevent history

from repeating itself." He spoke about the March 7th announcement that OSHA would focus its efforts and resources addressing hospitals and nursing care facilities that treat COVID-19 patients. While this is the current enforcement plan, it appears that OSHA is moving forward to develop, as Mr. Parker stated, an infectious disease standard. I feel that this may indicate that this new standard may be broader than the withdrawn ETS (Emergency Temporary Standard) for COVID-19.

Another speaker was Kimberly Stille, Director of the Directorate of Enforcement of OSHA, as well as Dionne Williams, the Deputy Director of Enforcement of OSHA. They spoke about OSHA enforcement initiatives for 2022. They indicated that OSHA would continue to use the General Duty Clause to cite employers for COVID-19 hazards. They also indicated that they intend to focus on heat-related hazards. Although we know that OSHA is developing a heat illness protection standard, OSHA is still in the information gathering phase of the standards development. Heat illness prevention was discussed on the second day of the conference and the discussion did not offer any predictions on when a rule will be proposed. The speakers on the second day did state that when a rule is proposed that it will address heat illness in both construction and general industry.

Apparently at this time, OSHA is considering

continued on page: 24

continued from page: 23



either a prescriptive standard (one that would have specific triggers, or thresholds, with required actions) or a performance-based standard (which would require policies and would most likely afford employers greater flexibility to fit policies to specific workplaces). While all this is going on, it is apparent that OSHA will continue to enforce heat illness requirements under the General Duty Clause. I believe that the Occupational Safety and Health Review Commission has set some parameters for use of the General Duty Clause to address heat illness prevention plans, as demonstrated in the Sturgill Roofing case.

Scott Ketchum, head of OSHA's Directorate of Construction, also spoke on the second day of the conference. He stated that the importance of safety in construction has been increased in light of the President's infrastructure bill. He indicated that enforcement would address falls, struck-by hazards, electrocutions, and caught in between hazards. In light of these comments, I suggest that all employers in the construction industry review their safety programs to be sure that they include training in the four areas above.

I also found it interesting that there was discussion on a recent case in the Fifth Circuit Court of

Appeals. In this case, the court upheld the dismissal of an employers notice of contest as not being timely filed. The court analyzed the service of the citations on a small employer, and it considered the question under multiple factors, including the danger of prejudice to the employer, the length of the delay in filing the notice of contest, good faith, and the reason for the delay. Edmund Baird, Associate Solicitor for the Occupational Safety and Health Division of the U.S. Department of Labor, stated the onus in such a situation is on the employer to have processes in place to process and sort mail, including OSHA citations.

This brought to mind a case in which a client of mine, here in the Sixth Circuit. That company apparently received OSHA citations when the office employee charged with accepting certified mail was at lunch. In this case the "fill-in" person at the reception desk signed for the certified package, looked at it, and decided to put it in the mailbox of the company's off-site consultant, who handled workers' compensation matters. After it was delivered from my client's office to the consultant's office, it was again not seen by the person who normally signs for certified letters. At the consultant's office it went to the bottom of a stack of mail and was not reviewed by the

consultant until she returned from a long business trip. By the time my client became aware of the citations they were ten days past the notice of contest date. I was able to correct the situation by working with the solicitor assigned to the case. After reviewing the Fifth Circuit decision and Mr. Baird's comments, I believe that the result I obtained in my case may no longer be possible.

The lesson to be learned here is to be sure to treat ALL certified mail as very important! Also make sure that you have a trained person at your company designated to sign for certified mail and have a set procedure to manage such mail. You definitely need to be "on your guard" for any certified mail for a full six months after any OSHA inspection. You need to be especially aware of any incoming OSHA-related mail; even if the compliance officer led you to believe by that

there will be no citations issued, and particularly, if you think you might be receiving a citation! Your company must ensure that the personnel who open your mail, or sign for any mail, have specific written procedures; and that they are trained how to manage your office mail, whether it is certified, or not.

NFBA Legal Services Plan

All NFBA Members please remember that your Membership includes your Legal Services Plan. This plan allows you one free consultation up to 30 minutes per month via phone, email, or office conference with Legal Counsel. To take advantage of this, please contact Auman Mahan & Furry's Gary Auman at 937-223-6003 ext. 3111. This program is exclusive to current NFBA Members.

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INSIDE THE FRAME

RACHEL PINKUS

INSIDE THE FRAME



NFBA MANAGING DIRECTOR
NATIONAL FRAME BUILDER EDITOR



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My name is Rachel Pinkus, and I am the Managing Director of the National Frame Building Association. I have been in the construction trade association management field since I was very young. After graduation, I was given an opportunity to work full-time in association management. It wasn't the first choice I had in mind for a long-term career, but I am extremely happy with what I have been able to accomplish through the years, the experiences it has given me, and where I am today.

So, how did I get here? It all started back on the first day of 7th grade in Huber Heights, Ohio when I walked into home room. The teacher told us to pick a seat, but to be careful, because that would be our seat for the remainder of the year. I didn't know anyone, but luckily, neither did NFBA Executive Director, Megan Pope Miller. Apparently, I looked half normal, so she pulled me down in the chair next to her and told me this was my new seat. And the rest is history. We were pretty much best friends from the start, and that relationship continued all through high school and into college where we both attended Wright State University. As Freshman in college, Megan's father, Bob Pope, offered us both a part-time position in his Association Management office that would be flexible with our class schedules. I worked for Bob all the way through college doing mostly clerical work but learning about the various construction trades and association management along the way. I graduated Summa Cum Laude with my bachelor's degree in Psychology and Sociology, but never pursued my original career choice of Psychology Research. Fast forward 23 years, and I still haven't left.

Today, I am not only the Managing Director of NFBA as well as several other local, state, and regional construction trade associations, but I am the Executive Director of the Central States Insulation Association (a union-based organization of mechanical insulation contractors, suppliers, and manufacturers), and I will soon become the Executive Director of the Midwest Insulation Contractors Association starting June 1 of this year.

In my spare time I like hanging out with my significant other of 16 years, Joe Williams, and all our rescue critters (3 pitbulls and 2 cats). We try to incorporate them into our activities whether it is hiking, bike riding, paddle boarding or riding motorcycles. I also like to relax by gardening and sewing.

I have really enjoyed learning about the post-frame industry as well as getting to know NFBA's members and volunteer leaders. This has been a great group to work with and I hope we can continue to grow together into the future.



Bike rides
with my cat



Our Rescue Critters



Morgan Arwood, Rachel Pinkus and
Megan Pope Hiking in Sonoma, CA.



Riding my
Vintage Honda
Scrambler



NFBA Executive Director with
Managing Director in High School





SOL ZOOK WHITE HORSE CONSTRUCTION, INC.

Congratulations to NFBA “Crew Foreman of the Month” for May, Sol Zook of White Horse Construction, Inc. in Parkesburg, PA

Sol Zook started his career at White Horse Construction, Inc. in 2018, when he was just 18 years old. He immediately showed that he could set the pace on the job and could learn quickly. He became crew foreman after several years of learning from the best at White Horse showing that he was a team player and a leader. Sol could plan ahead when it came to gathering supplies and foreseeing potential issues which led to the success of this projects and brought about the respect of the leaders at White Horse Construction, and the clients of his projects.

Sol’s Supervisor speaks highly of him, “He’s a good leader. You know he’s going

to come into the job and do it right! There is a lot of hard work involved when doing a project the right way, and Sol doesn't shy away from these demands. He manages his time well and gets the job done on time."

His supervisor continues, "Sol is a wonderful representative and crew foreman at White Horse Construction Inc. He works hard to keep the jobsite productive and safe, his office paperwork orderly, and he invests precious time in friendships, all of which steadily drive success. Even in the relatively short time that he has been with us, we are truly delighted and thankful that Sol has done so well at White Horse Construction."



For more than 40 years, the National Frame Building Association (NFBA) has represented the interests of builders, suppliers, distributors, academics, and code and design professionals serving the U.S. post-frame industry. Its mission is to lead and support members in their efforts to promote the growth and expansion of post-frame construction projects.

Join NFBA for access to resources that help you build your post-frame business.

Education

With the right information you can make smarter business decisions. You'll stay ahead of the competition while impressing your customers.

- **Technical Resources**—Learn best practices and new developments directly relevant to your business.
- **Frame Building Expo Seminars**—Attend discounted seminars at the Frame Building Expo.
- **Industry Trend Data**—Benchmark your performance against peers' performance and identify growth opportunities.

Growth

Opportunities abound for you to increase your business's bottom line.

- **Business Referrals**—Lead-generation programs send referrals straight to your inbox.
- **Penetration of New Markets**—NFBA's market development program advances post frame into new markets.
- **Exposure**—Be seen in directory listings in the **NFBA Directory** and on the **NFBA website**.

Advocacy

NFBA is the voice of the post-frame industry, and members gain instant credibility when they join.

- **Legal and Technical Expertise**—Obtain guidance from NFBA's experts at no additional charge.
- **Safety Programs**—Show your commitment to safety and earn goodwill from employers and customers.
- **Credibility**—Participate in the Accredited Post-Frame Builder program to earn credibility with customers.

NFBA Membership Categories

• **BUILDER MEMBERSHIP (\$475-\$3,300)**

Any individual proprietorship, corporation, or other legal entity that is engaged in the business of manufacturing, distributing, marketing, or constructing of post-frame buildings or post-frame building packages. Dues are structured incrementally by annual gross volume of business in millions of dollars.

• **NATIONAL SUPPLIER PARTNER MEMBERSHIP (\$1,625)**

Any individual proprietorship, corporation, or other legal entity that is engaged in the manufacture or supply of post-frame building components but is not selling building packages and assuming design responsibility for the building. *This category applies to supplier companies that provide services or products in seven states or more. Includes a \$500 assessment that will be put toward the **Post-Frame Advantage Initiative**.*

• **REGIONAL SUPPLIER PARTNER MEMBERSHIP (\$1,325)**

Any individual proprietorship, corporation, or other legal entity that is engaged in the manufacture or supply of post-frame building components but is not selling building packages and assuming design responsibility for the building. *This category applies to supplier companies that provide services or products in six states or fewer. Includes a \$500 assessment that will be put toward the **Post-Frame Advantage Initiative**.*

• **BUILDING MATERIAL DEALER PARTNER MEMBERSHIP (\$570)** Any individual proprietorship, corporation, or other legal entity that is engaged in the sale or distribution of lumber, trusses, or building kits to the post-frame building industry. *Includes a \$220 assessment that will be put toward the **Post-Frame Advantage Initiative**.*

• **BRANCH/DEALER MEMBERSHIP (\$100) (Dealer 1st Year Only)**

Any individual proprietorship, corporation, or other legal entity that operates as a branch office (i.e., is wholly owned by, and operates under the same name as, a regular NFBA member) or as a dealer for another company with a different name that is a regular NFBA member in good standing.

• **DESIGN/CODE PROFESSIONAL MEMBERSHIP (\$120)**

Any individual who is engaged in the business of building design, is a licensed professional engineer or architect, or is involved in building inspection or code development and enforcement.

• **ACADEMIC MEMBERSHIP (\$100)**

Any individual who is primarily associated with an academic institution and has a particular interest in the post-frame building industry.

• **ASSOCIATE MEMBERSHIP (\$325)**

Any company engaged in a business rendering service to the industry but not qualifying for any other membership division.

• **STATEWIDE LISTINGS (\$100 each)**

Market your business in multiple states in which you provide services by purchasing statewide listings. Listings in all states, excluding Alaska and Hawaii, are available for purchase. Your organization will appear in all selected states in the "Find a Provider" NFBA website search results and in the **NFBA directory**.



National Frame Building Association Membership Application

This application must be completed in its entirety, or your membership cannot be processed.

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Phone _____ Fax _____
Company E-mail (example: info@) _____
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Title _____
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Referred by _____ Company _____
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A. Membership Level

Builder Membership

Select category according to your annual gross business volume (in millions).

0-1 \$475 1+ to 3 \$700 3+ to 6 \$1,280

6+ to 10 \$2,000 10+ \$3,300

Please indicate below what type of structures you erect or work on:

- Agricultural Buildings Commercial Buildings Residential Buildings
- Industrial Buildings Horse Barns/Facilities Suburban Garages
- Institutions (churches, schools, public buildings) Other _____

National Supplier Partner Membership \$1,625

(\$1,125 Membership Dues, \$500 PFMI Assessment)

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(\$350 Membership Dues, \$220 PFMI Assessment)

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- Business Resources Framing Storm Management Products
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- Coatings HVAC Tools
- DIY Building Packages Insulation Trusses
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- Engineered Components Machinery Windows
- Equine Roofing Other
- Fasteners Siding

Branch/Dealer Membership (Dealer 1st Year Only) \$100

Above, write the name and location of the parent NFBA member company's head office.

Design/Code Professional Membership \$120

Please indicate below which services you offer:

- Academic Engineering Architecture Design Consulting
- Structural Analysis Other: _____

Please indicate the types of structures you can work on:

- Agricultural Buildings Commercial Buildings
- Residential Buildings Industrial Buildings
- Horse Barns/Facilities Suburban Garages
- Institutions (churches, schools, public buildings)

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Associate Membership \$325

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Mid Atlantic (DE, MD, NC, SC, VA, WV) \$25

Heartland (AR, KS, LA, MO, OK, TX) \$25

Section B Total \$ _____

C. Statewide Listing (Optional)

Please indicate on the line below the additional statewide listings you would like to purchase. (Cost for each additional listing is \$100.)

_____ additional listing(s) at \$100 each

Section C Total \$ _____

Total of sections A, B, C **\$** _____

The undersigned hereby certifies that the above information is true and that, if accepted for membership by the National Frame Building Association, I/we will abide by the bylaws of the association and voluntarily agree to adhere to the association's Standards of Professional Conduct.

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PREVENTING JOBSITE TOOL THEFT



I once had a circular saw stolen while on a job site. An acquaintance of the painting contractor walked through, grabbed it out of an unlocked toolbox and disappeared into the afternoon. A couple of days later, a friend saw it in the local pawnshop (it was a small town), but by the time I got there after work, the tool had been sold or removed by the owner, and he played dumb about ever having it. Even though I replaced the saw, I still miss it and am kind of ticked off to this day about its theft.

That's the nature of tool theft. It's costly. Some experts rate the annual cost of job-site theft, which includes materials other than tools, at about \$400 million. Tool theft eats away at a company's profit margin, and it strikes right at the core of a trade worker. Using these tools is how skilled workers demonstrate their value and talent. Losing one hurts.

The Basics

Security experts identify lots of techniques workers should use to protect tools from theft or loss. They include:

1. Paint or engrave your tools
2. Keep them in a lock box
3. Install job-site security cameras
4. Remove the batteries or chargers
5. Take them home
6. Install fences to limit access to the site

All of those things are good, but there are three things in particular, that can significantly cut down on tool theft and take advantage of modern technologies.

1. Create a tool management process
2. Keep an inventory
3. Make individuals responsible

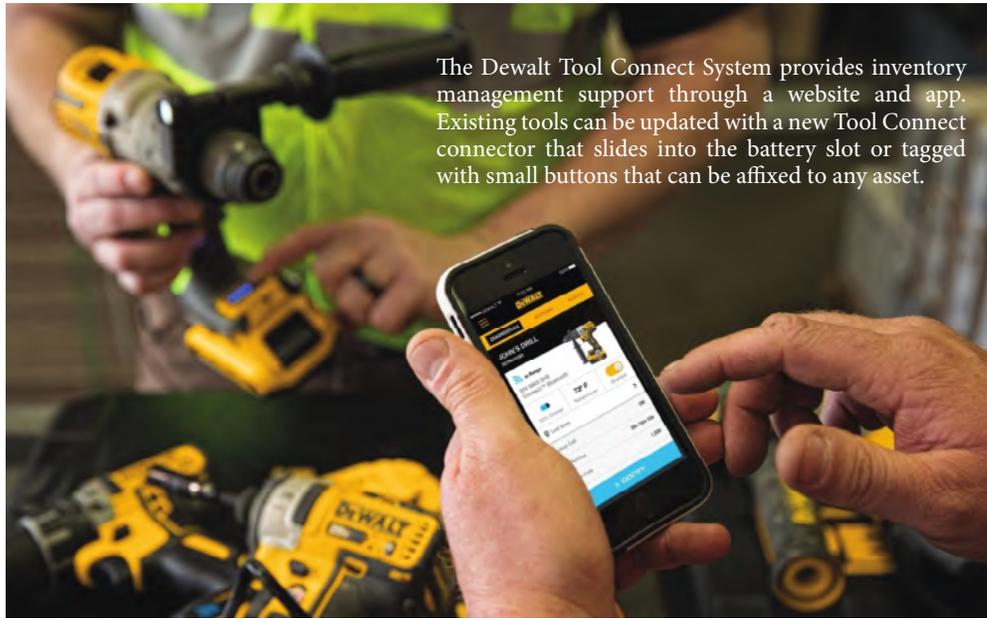
Michael Stoller is director of product management for Stanley Black & Decker, New Britain, Conn., and he says, “We’ve looked at tool loss a lot of different ways. One of the conclusions is tool loss is less about theft and more about good processes that prevent things from walking away. When we encounter some companies, they have no visibility between the tool crib and the job site. The warehouse manager will assign 200 tools and assets to sites. Things will break. Nobody will check them in at the end of the week. That lack of process leads to lack of visibility.”

At Robert Bosch Tool Corp., Prospect, Ill., Tammy Bauer, Pro User marketing manager, agrees. “When tools are not managed or tracked effectively, it can lead to a higher likelihood of assets walking off the job site. Tools can be lost, misplaced or stolen in transit. One of the most common things we hear from our customers is that workers will leave the job site early to head home for the day, realize they left their tools at the job site, but decide not to turn around and drive back because they’re already close to home.”

“One of the most common mistakes,” says Dean Gagliano, associate product manager, One-Key tool tracking services for Milwaukee Tool, Brookfield, Wis., “although I wouldn’t call it a mistake, is workers being careless with their items. At the end of the day, they’re doing things in a rush and they forget to lock up a tool. It’s more an opportunity situation when tools become stolen. Tools getting misplaced or lost is a completely different thing. They’re not taking proper precautions, not taking it back to the toolbox. They’re giving the opportunity to thieves.”

Milwaukee One-Key Tools connect through Bluetooth

to an inventory management app, and other assets can be included in inventory through QR Codes or by using a Bluetooth-enabled TICK button.



The Dewalt Tool Connect System provides inventory management support through a website and app. Existing tools can be updated with a new Tool Connect connector that slides into the battery slot or tagged with small buttons that can be affixed to any asset.

Create a Process

The surest way to protect the investment of your tools is to create a tracking process and assign responsibility. The responsibility includes everyone from management, who has to set up the process, to the warehouse managers and site supervisors to the tradesperson using the tool. Lost or stolen tools are the responsibility of all.

There are simple ways to do this. Keep an inventory of all your tools that is managed by the warehouse manager. That person checks out tools to the job site, where the site supervisor then has responsibility. He or she can then assign tools to specific trade people.

No matter if you’re using technology or not, you have to have a process for tracking your tools and keeping them inventoried. Anything that goes to the job site needs to be tracked and on the job site, craftspeople need to be assigned responsibility for any tool they use. No matter how you work that, whether you use spreadsheets or everything is hand-written, there is often little interest among construction crews to spend their time doing paperwork.

“I bet that on 50% of job sites that is how inventory is taken,” says Stoller. “The foreman grabs somebody



Milwaukee One-Key Tools connect through Bluetooth to an inventory management app, and other assets can be included in inventory through QR Codes or by using a Bluetooth-enabled TICK button.

who writes down a bunch of inventory numbers that have been emailed, then goes around to check off all the tools. The process is painstaking. The person in the field has to find everything then transpose it back.”

Giving responsibility to a craftsman for a tool often implies ownership. “You have a drill on your site assigned to Joe who takes it to another site,” says Gagliano. “but you didn’t track that move. More often than not on a site with a lot of tradespeople, they’re just trying to find the nearest tool to get the task done. They think it’s their tool. A lot of crew members take tools home to do side jobs. They don’t mean to be malicious about it, but somewhere in the process that tool may get stolen and doesn’t get back.”

There are technologies out there that can improve that system. Using labels with barcodes and QR codes you can scan into an online database can make the process much simpler. Tied to smartphone apps, that method digitizes an onerous process. Those programs work well in the manufacturing world where tools tend to stay in the same place, but in the construction arena tools move from site to site and often can get buried in the bottom of a truck’s toolbox, making them far more mobile than intended.

Tool Manufacturer Technology

Tool manufacturers such as Bosch, Milwaukee

and Dewalt (a division of Stanley Black & Decker) are leaning into technology to help prevent tool theft and loss. By giving management and workers the ability to monitor and track tools more simply and effectively, they are reducing the burden of inventory management and creating new capabilities that can help recover lost tools.

For the most part, the new technologies rely on a combination of Bluetooth technology and software apps. Milwaukee Tool has a program called One-Key that pairs Bluetooth-enabled tools with a software app. The tools may be a Milwaukee Tool but the company also provides small asset ID tags called TICKs that can attach to any tool such as a ladder. Tools are tracked and managed through the app. “You use the app to scan the asset ID tag,” says Gagliano. “Every time you do that, it will give you a location update with the time signature and date code. It’s really good for scanning in and scanning out.”

Using Bluetooth technology and apps to scan, which Dewalt and Bosch also have, means that inventory moves much more quickly. “Doing inventory manually can take two to three minutes per tool,” says Stoller. “Just digitizing, even without Bluetooth and bar codes, can drive that down 50%. With Bluetooth and bar codes, you can drive that time down even further. And you start to create easy accountability.”

These technologies create seamless management processes between the tool crib, the job site, and the trade person. No longer do workers roam the site looking for the impact drill, interrupting everyone in their work to ask if they've seen it. Tracking tools this way means the tool is always visible.

Bosch's system is called Bluehound, and Bauer says, "In the tools tab of the Bluehound application, users can access a tool's last known location and see who each tool was assigned to, establishing a helpful starting point. The system is also able to pinpoint tagged assets within 100 feet of their geographic location."

Some of the apps, such as One-Key, even allow for geo-fencing, which allows users to set up a perimeter and get notified when the tool wanders beyond that point. For dog owners, these kinds of tags are very familiar. A small Bluetooth-enabled tag affixed to a

collar lets the owner know when Fido has roamed beyond the property. The same can be used for tools, helping to prevent that unfortunate event when a lead carpenter has landed a side job building a deck and decides the company laser level is the perfect tool to do the layout.

Given the new technologies, tool management is now so easy that loss of productivity and from theft or loss no longer need to be major issues on job sites. Workers can feel comfortable knowing the tool they need is easily available, and management can take solace in the knowledge that the tools they've spent so much capital on are staying on-site and being used.

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CALENDAR OF EVENTS



**JUN
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21ST**



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26TH**



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NFBA Frame Builder Magazine

Advertising Information and Contract



NFBA is the only national trade association that represents post-frame industry professionals. The association exists to support its members and stimulate the growth of the post-frame industry. For more than 50 years, NFBA has provided its members with the necessary industry tools and code resources, education, access to technical and legal experts, builder accreditation programs, post-frame market development updates, and networking opportunities.

**Reach this target audience –
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Frame Builder Magazine is the association's bi-monthly publication with a combined print and digital circulation of more than 10,000 decision makers and key contacts across the country. Focusing on the topics that matter most to Post-Frame Industry Professionals, *Frame Builder Magazine* is the premier resource tool to reach NFBA members.

	Editorial Calendar	Ad Deadline
January	Conference Promo	12/1
March	Post Convention Highlights	2/1
May	Industry News	4/1
July	Industry News	6/1
September	Conference Preview	8/1
November	Conference Promo	10/1

Issue Month	Size	Orientation or Placement	Rate
Jan	_____	_____	_____
Mar	_____	_____	_____
May	_____	_____	_____
Jul	_____	_____	_____
Sep	_____	_____	_____
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NFBA Magazine Advertising Rates

B/W Ads	Number of Issues		
	1X	3X	6X
Full Page	\$ 2,900	\$2,755	\$2,617
1/2 Page	\$ 1,800	\$1,710	\$1,625
1/4 Page	\$ 1,050	\$998	\$948
Color Ads	1X	3X	6X
Full Page	\$ 3,800	\$3,610	\$3,430
1/2 Page	\$ 2,700	\$2,565	\$2,437
1/4 Page	\$ 1,900	\$1,805	\$1,715
Back Cover	\$ 4,750	\$4,513	\$4,287
Inside Front	\$ 4,500	\$4,275	\$4,061
Inside Back	\$ 4,500	\$4,275	\$4,061

NFBA Magazine Advertising Specifications

AD	BLEED	TRIM	LIVE AREA
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