

Material Matters

Monthly News from BLD CONNECTION

Issue 2 | November 2023

Northwestern Lumber Association and Mid-America Lumbermens Association are now BLD Connection. *Material Matters* is our monthly newsletter. It's focus is on valuable industry news and important member updates. Watch for Material Matters in your inbox the first Monday of each month.

Brought to you by:



BLD Connection News



Happy One Month Anniversary BLD Connection!

One month ago we announced the association's transition from Northwestern Lumber Association (and Mid-America Lumbermens Association) to BLD Connection!

Thank you to all of our members who have reached out to wish the organization congratulations, ask questions, share feedback and to everyone who has already made their 2023-24 membership investment! We know and understand that change can be hard but we are grateful for how you (our members) have embraced everything that is now BLD Connection!

A couple of reminders as we continue this new journey as BLD Connection:

1. Still wondering who BLD Connection is or what it stands for? We hope not but if you do... Give us a call! We'd love to share our story with you.
2. Have you visited the [new website](#)? It's very nice! And easy to navigate!
3. Have you taken a minute to log-in to the [new Member Info Hub](#)?
 - a. The Info Hub is your one-stop shop to access your membership account, link additional team members to your profile so they can stay in touch with BLD Connection, register for events, pay invoices and to connect with BLD Connection and our team. [Check it Out!](#)

4. Check Us Out on Social Media – we’re posting more and more information and reminders to our social media than ever before! We want to connect with you and our business... Look us up!



Finally, COME SEE US!

As we venture into **conference**, **education** and **BizCon** season, we can not wait to host you and your team members at any of our upcoming events! We plan and host these classes, meetings and events for you!

Whether you can spend 2 hours or 2 days with us at any of our events and/or conferences, please join us! We are implementing a number of new programs, classes and event options that you are sure to find something to help build your business, grow your network and build your/our community!

We hope to see you (or talk to you) very soon!

Thank you for your support of BLD Connection!



2024 BizCon Badge
Registration is Open to All!
Secure Your Spot Today!

Check out our keynote speakers at each show!

BizCon North February 6 & 7, 2024 - Minneapolis, MN

Opening Keynote Speaker, Joe Schmit
Tuesday, February 6, 2024



Culture First Mindset - An interactive presentation that has IMPACT

In this high-energy presentation, Joe Schmit will help us all become more

aware and intentional with the impact we have on each other. It's a game changer for your company culture and your personal growth.

Closing Keynote Speaker, Matt Saunders
Wednesday, February 7, 2024



2024 Economic Outlook

Matt Saunders will discuss the short- and long-term outlook for the new construction and remodeling markets. How did we get here? Where are there pockets of strength? And what are the opportunities and challenges on the horizon?

BizCon South February 21 & 22, 2024 - Altoona, IA

Opening Keynote Speaker, Kendall Gammon
Wednesday, February 21, 2024



Minding Mindset

Kendall Gammon, 15-year NFL veteran, offers a refreshing and insightful approach to fostering unity and fortifying internal cultures within

Closing Keynote Speaker, Grant Farnsworth
Thursday, February 22, 2024



Fundamentals Impacting the Building Products and Home Improvement Industry

Grant provides insight on market fundamentals as well as behaviors and attitudes of customers to better inform product,

organizations. He delivers a poignant message on the significance of emotional resilience and its profound influence on achieving professional success.

brand, channel, and marketing decisions that will lead to an increased share of sales.

New This Year - Flat Fee Registration Pricing! Register in advance to *guarantee access* to all meal functions.

[VIEW FULL DETAILS AND REGISTER HERE](#)

Small Business Saturday



November 25, 2023 is Small Business Saturday. **Get free Small Business Saturday marketing materials** - including sample posters, and social media resources to invite customers to Shop Small® with you this holiday season!



Is Your Company Info Correct for the Directory?
Login to the Info Hub to update!

Articles and Publications

Overcoming the 'Experience Gap': An Updated Approach to Hiring in the LBM Industry

Rikka Brandon, Building Gurus

The Lumber and Building Material (LBM) industry is confronting a multitude of hiring challenges. Labor shortages, a rapidly aging/retiring workforce, and the repercussions of the COVID-19 pandemic have all tabulated into constricting the labor pool. Additionally, attracting the younger workforce to bridge the gap has proven difficult. It's time to innovate and shift our hiring paradigms.

[READ THE ENTIRE ARTICLE](#)

Note - this is the first article in a series of 12 from **Rikka Brandon**. Read the next article in the Dec. 23/Jan. 24 issue of *BLD Connection Magazine*. Join her free webinar "**The 4 Critical Steps To Get More Qualified Job Applicants and Hire With Confidence!**" on

6 Organizational Changes to Make Your Culture Your Competitive Edge

Dena Cordova-Jack, Vice President of Organizational Development, Misura Group
See Dena at our Solutions Room seminar at both [BizCon North](#) and [BizCon South](#).

High on every business owner's wish list is creating a sustainable, competitive advantage. Leveraging your company culture as your unique value proposition to accomplish this is your company's best attribute that carries no risk of being cloned.

But developing a high-performing company culture is no easy task in these days of a shrinking workforce, underemployment, and changing norms about what defines a workplace. Just over 50% of employees define themselves as not engaged at work, according to a recent Gallup Poll. And that 50% disengaged group spans all generations, not just the newest ones.

[READ THE ENTIRE
ARTICLE](#)

IRS Announces New 401(k) and IRA Contribution Limits for 2024

IRS

The Internal Revenue Service announced on November 1, that the amount individuals can contribute to their 401(k) plans in 2024 has increased to \$23,000, up from \$22,500 for 2023.

The contribution limit for employees who participate in 401(k), 403(b), and most 457 plans, as well as the federal government's Thrift Savings Plan is increased to \$23,000, up from \$22,500.

[READ THE ENTIRE
ARTICLE](#)

New MN Laws to Impact Businesses on January 1

New Laws on Paid Employee Sick/Safe Time take affect January 1, 2024

As we communicated to the membership in June 2023, the Minnesota Legislature wrapped up its 2023 Legislative Session with a number of business-related bills being signed into law. Of greatest importance to members are the new laws and/or requirements focusing on Paid Employee Sick/Safe Time.

[READ THE ENTIRE
ARTICLE](#)

Unseasonable Housing Market Trends Emerge This Fall

Christine Stuart, National Mortgage Professional

The U.S. Environmental Protection Agency (EPA) has announced the availability of \$100 million in grants to support businesses that manufacture construction materials and products to develop Environmental Product Declarations (EPDs) through EPA's new [Reducing Embodied Greenhouse Gas Emissions for Construction Materials](#) program.

Informational webinar will be hosted by EPA on November 14, 2023.

[READ THE ENTIRE
ARTICLE](#)

HR Question of the Month

Employee Notice Period

From Federated Insurance

Question

We had an employee give his two weeks' notice today; he wants to work for the next two weeks and then voluntarily leave our company. However, this individual has not been a good employee and will add little value to our organization for the next two weeks. We would rather just tell him that his resignation is effective immediately and not have to pay him for another two weeks. Are we allowed to accelerate his notice period and make his resignation effective immediately?

[Read the answer at
federatedinsurance.com](#)



Classified Ads

Lumber Dealers - If interested in submitting a classified ad that is published in *Material Matters*, our [website](#), and *BLD Connection Magazine*, please contact Melanie Hultman



BLDCONNECTION.ORG

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