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April, 2022

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Mont Surfaces is a wholesale supplier of fine surfaces that is open to the General Public. We are an Ohio-based, family-owned company that has been in business for over 32 years.

Our Design Center and Surface Selection Warehouse are located just off Route 422 in Solon and offer over 400 unique surface varieties in:

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when sending your clients to us because we know what it takes to bring top-notch customer service and an exceptional experience when selecting surface materials.

Our Customer Specialists educate and guide towards selection of the perfect material based upon individual lifestyle and personal taste.

We simplify the process and free up your time because all necessary paperwork and material delivery to your fabricator are handled by us.

Unique materials are our specialty! We travel the world to hand pick every surface

(Cover Story – Continued on page 2)

In This Issue ...

**There's Never Been Such A
Severe Shortage of Homes in
the U.S.**

Legislative News

**Spring Parade Postponed Until
Fall**

**OHBA on Our NAHB
Federation**

Topgolf Highlights & Photos
**Sedgwick Business Tips &
More**



(Cover Story - New Member Mont Granite - Continued)

Ken Cleveland	1,081*
John Sumodi	336
Andy Leach	145
Bob Knight	97
Mike Hudak	51
Mark Zollinger	44
Doug Leohr	34
Russ Sturgess	29
Dave LeHotan	9
Mark McClaine	9
Ed Belair	7
Jake Lewis	4
Rex Gasser	4
Charlie Ash	3
Ryan Suppes	2
Sean Smith	1
Paul Spenthoff	1
Jeff Stuart	1

Above list has been updated via the most current NAHB Spike Club Roster Report

*Current Life Spike status



that we purchase, so that your clients can have more options and be confident in the materials they choose.

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From the MCHBA Office ...

Members and Friends:

I want to thank all of our Topgolf participants and especially our sponsors who helped make the event so successful. In fact, we're going to do another event later this year so watch for details.

Due to unforeseen circumstances, we have postponed our Spring Parade of Homes until fall. We will be holding our Fall event at the same time as Cleveland and Akron in an effort to get the consumer out and about in Northeast Ohio to see new homes. More on that to come.

Look for a potential new golf outing coming up soon. We are looking to plan two outings this year if possible - more to come on that as well.

Interested in a whiskey/bourbon tasting event? Keep watching for more information on that.

I will be sending out a letter and application that I would like all of you to forward onto your existing tradespeople that are not currently members. Questions? Let me know.

If you need anything or I can be of assistance, don't hesitate to contact me.

Susan Bloch

Table of Contents

	Page(s)
Cover: <i>Welcome New Member ...</i>	
<i>Mont Surfaces by Mont Granite, Inc.</i>	Cover,2
Spike Club Update	2
2022 Save The Dates	3
ED Letter / Board of Directors/Trustees	4
Member News	6
There's Never Been Such a Severe Shortage of Homes in the U.S. – Here's Why!	6,8
Legislative News	7,11
Spring Parade of Homes Postponed Until Fall.....	8
Sedgwick – Complacency and the Workplace.....	9,10
Sedgwick – Private Employer 2022 Rates Announced.....	10
OHBA: Our NAHB Federation	12
Sedgwick – Tracking & Calculating Lost Time Incident Rate (LTIR)	13,14
Topgolf Highlights from March 31st	14,15
Saluting our Topgolf Sponsors	16

2022 Save The Dates

June, 2022 (Date TBD)

**Golf Event - In planning
stage / watch for details.**

August 18, 2022

**Annual Golf Outing at
Shale Creek - Watch your
email for more info.**

October 1-16, 2022

**Fall Parade of Homes
Bourbon/Whiskey Tasting
Topgolf Holiday Event
Watch for more details!**

From the Executive Director

Members and Friends:

Our Topgolf was very successful and from what I hear, everyone had a lot of fun. Make sure if you haven't attended in the past, that you give it a try. You don't need to be a golfer to join in the fun. We are looking for a holiday Topgolf event so watch your email and Building Blocks for more details.

I would like to personally thank all of our sponsors without which it would not have been as successful. Our lunch sponsors: new member Lumen Nation, Third Federal Savings & Loan, and All Construction. We also had several Bay Sponsors including: Artisan Building & Design, new member BASF Corporation, Carter Lumber, MPW Construction Services, new member Mont Surfaces by Mont Granite, new member Title Select and Transfer Title Agency, Inc. I was especially pleased to see so many of our new members jump right in - we appreciate your support.

The Board of Directors has been working hard to plan even more member events this year to get everyone involved and help grow all of our businesses. Watch for more information on these and I encourage all of our members to attend these events and get the most out of your membership with MCHBA.

As always, we appreciate and value your membership.

Respectfully:

Dave LeHotan
Volunteer Executive Director



**MEDINA
COUNTY**
Home Builders
Association



**MEDINA
COUNTY**
Home Builders
Association

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Safety & Training

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Membership

Parade of Homes

NEW ADDRESS: P.O. Box #233

Valley City, OH 44280

Phone: 330/725-2371 or

330/483-0076

www.medinacountyhba.com

moreinfo@medinacountyhba.com

susanb@medinacountyhba.com

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**LOTS & ACREAGE
FRANKLIN TWP.**

VL Summit Rd. - Approx 40 acres, made up of 5 parcels, zoned Residential R-1 & R-3. Partially wooded & partially farmland. Fairly flat along Summit Rd and slightly rolling topography along Cline Rd. Call agent for approx. frontage info. Approx 8.5 acres of additional land available. One parcel in Brimfield Township, 3 parcels in Franklin Township. Public water & sewer in area, buyer to confirm availability & capacity. **\$2,254,000. Gary Stouffer 330-805-6900 & Tara Kleckner 330-289-1315.**

NORTH CANTON

8215 Arlington Ave NW: Approx 61.61 acres in Jackson Twp w/approx. 1,975' of frontage (on Arlington Ave) and 1,377' deep on the North Side. Large house on property built in 1861 offering more than 5,500 sq.ft. of living space, 5 bedrooms. Connected to the house is an office building with six separate office spaces and half bathroom. 4 car detached garage and storage outbuilding on property. **\$1,740,000. Gary Stouffer 330-805-6900, Sarah Halsey 330-268-0102.**

RICHFIELD
Revere Schools

4243 Brecksville Rd: Almost 1 acre lot in highly sought-after Village of Richfield, situated within the top-ranked Revere School District! Lot has public water & sewer. Prime location off Brecksville Rd. w/excellent interstate & turnpike access, minutes from Ski Resorts, Metroparks & more. Buyer must use Petros Homes to build their home on this lot. Buyer can customize or modify one of builder's many home designs, utilize builder's architect to design their own, or bring their own floor plan. New home contract & lot contract to be executed simultaneously. Restrictions

and architectural requirements may apply. **\$152,500. Gary Stouffer 330-805-6900 & Gina Luisi 330-814-4747.**

4253 Brecksville Rd: Almost 1 acre lot in highly sought-after Village of Richfield, situated within the top-ranked Revere School District! Lot has public water & sewer. Prime location off of Brecksville Rd. w/ excellent interstate & turnpike access, minutes from Ski Resorts, Metroparks & more. Buyer must use Petros Homes to build their home on this lot. Buyer can customize or modify one of builder's many home designs, utilize builder's architect to design their own, or bring their own floor plan. New home contract & lot contract to be executed simultaneously. Restrictions and architectural requirements may apply. **\$165,000. Gary Stouffer 330-805-6900 & Gina Luisi 330-814-4747.**

3526 Brecksville Rd: This commercial property is approx. 7.84 acres with the frontage measuring approx. 238ft and is close to I77 and 271. Public Water, Public Sewer and Gas available at the street. The property rises slightly upward from the street then levels out. The front 4 acres (approx.) is mostly cleared w/ the remaining acreage beautifully wooded, & a peaceful stream/ravine running North/South through the property. This parcel is zoned Office/Laboratory which comes w/ a variety of permitted and conditional uses. These uses include but are not limited to the following: Office Space, Research Laboratories, Licensed Child/Adult Day Care, Nursing Home, Assisted Living Facility, Churches, Library, Museum, Art Gallery, School/College etc. **\$380,000. Gary Stouffer 330-805-6900 & Sharon Holderbaum 330-349-2599.**

2706 Boston Mills Rd. - 4.190 acres. Richfield Township. Revere Schools. 2 parcels available for purchase separate or together: possibility of over 8 acres together. All builders welcome! **\$481,850. Robin Pickett 330-322-3181.**

2708 Boston Mills Rd. - 4.480 acres. Richfield Township. Revere Schools. Wooded, Private, Pond. Bring your builder to this fantastic setting. 2 parcels available to total over 8 acres. **\$515,200. Robin Pickett 330-322-3181.**

2884 Boston Mills Rd. - 5.12 acres. Wooded private setting with no deed restriction or HOA. Richfield Township. Revere Schools. Wooded, Private, Walkout basement homesite. **\$481,280. Robin Pickett 330-322-3181.**

SHARON TWP.
Highland Schools

7022 State Rd: Approx. 2.10 acres on State Rd. in Sharon Township for **\$105,000.** Zoned R-1. Beautiful, wooded and rural views! **Gary Stouffer 330-805-6900 & Gina Luisi 330-814-4747.**

S/L 5 Jumpers Knoll Dr: Beautiful (approx.) 2-acre lot in The Signature of Sharon. Corner lot for different house positioning. Homes in the area are exquisite with a variety of styles and builders. Magnificent entrance to the development. **\$127,500. Gary Stouffer 330-805-6900 & Gina Luisi 330-814-4747.**

UNIONTOWN

V/L 2512 Jomar St. - Approximately 1 acre of land at the end of a quiet street holds the potential for your dream home. This secluded lot is filled with beautiful, tall trees & slopes to the back, ideal for a walk-out basement. It has been soil tested and septic approved for a 4-bedroom home. **\$69,000. Gary Stouffer 330-805-6900 & Sharon Holderbaum 330-349-2599.**

Member News

New Associate Member

S&T Bank

491 N. Cleveland-Massillon Road
Akron, OH 44333

Attn: Beau Woodward

Phone: (330) 417-7508

Web: stbank.com

Sponsor: Mark Strouse

Business: New construction and
portfolio mortgage banking

Renewed Builders

SWM-Steven W. Moore Building
Corp., Ltd. – Bath

Renewed Associates

Homestead Insurance Agency –
Brunswick

Renewed Financial

Westfield Bank – Medina

Support Your Association

Remember, whenever possible,
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and support your Medina
County HBA & local community!

A warm welcome to new member
S&T Bank and a sincere thank
you to all those who reinvested!

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and you just need the Warranty, the warranty only with presentation folder are
available for just \$25. We encourage you to use these tools for your protection,
peace of mind, buyer credibility, and they make a great resource tool for your
customers to keep all their pertinent home buying paperwork together. Call the
HBA today and order your professional home buyer warranty tools. Just one of
your advantages of being a member!

There's never been such a severe shortage of homes in the U.S. ... Here's why!

By: Chris Arnold, NPR

Emerson Claus has been building houses for 45 years. But he has never faced delays like he is now trying to get basic building materials. "I had a client ask me to add a door," he says at a job site outside Boston. "We just waited six months to get it."

"That's a door in a frame," Claus says, exasperated. "That's kind of crazy." He says appliances can be even worse. "A dishwasher, if you can find the model you want right now, you might wait a year for it."



By one estimate, the U.S. is more than 3 million homes short of the demand from would-be homebuyers. Pandemic-related supply chain problems aren't helping. They're adding tens of thousands of dollars in cost to the typical house. But the roots of the problem go back much further — to the housing bubble collapse in 2008.

"What I call a bloodbath happened," says Claus. It was the worst housing market crash since the Great Depression. Many homebuilders went out of business. Claus was building houses in Florida when the bottom fell out.

*(Shortage of Homes –
Continued on page 8)*



HB 304 Smoke Alarms (Baldrige, B.) – To amend the law regarding smoke alarms in residential premises.

Committee Hearing in House
Commerce & Labor (1/26/2022;
REPORTED)

HB 304 has been referred to the Senate Veterans and Public Safety Committee. OHBA has presented language to the sponsor, and contacted the Senate Chairman and Committee opposing provisions of HB 304 mandating changes to the Residential Building Code more appropriately handled by the Residential Construction Advisory Committee (RCAC).

HB 68 Contractor Payments (Cross, J., Sweeney, B.) – To require owners of private construction projects to timely pay a contractor.

Committee Hearing in Senate
Workforce & Higher Education
(2/9/2022; CONTINUED)

OHBA has been working with the sponsor and proponents on an amendment to exempt contracts under fifty thousand dollars from the new requirements. Residential construction is already exempt under the law.

HB 88 Roofing Contractors (Patton, T.) – To require commercial roofing contractors to have a license.

Passed in House (3/2/2022; 90-0)

HB 88 adds commercial roofing contractors to the licensing requirements under the Ohio Construction Industry Licensing Board. While residential

is exempt, OHBA has heard some concerns with small cross-over jobs which would then would trigger the licensing requirements. OHBA is discussing possible amendments to address the potential impact to residential contractors doing this type of roofing work.

SENATE PASSES EPHEMERAL STREAM LEGISLATION

HB 175 Water Pollution (Hillyer, B.) – To deregulate certain ephemeral water features under various water pollution control laws. Text/Analysis

After the Senate Agriculture and Natural Resources Committee adopted a substitute bill, including several amendments supported by OHBA, the committee voted to favorably report HB 175. The very next day, the Senate passed HB 175 with a party line vote of 25-8. The House is supposed to concur on Senate amendments during session next week, at which time the bill will be sent to the Governor for his signature.

Along with exempting any non-jurisdictional ephemeral streams from being a 'water of the state', HB 175 also sets forth reasonable mitigation requirements using storm water management for impacts to such features falling under the current WOTUS definitions. Further, the bill makes changes to make the Interagency Review Team process more transparent.

FEDERALLY SUBSIDIZED HOUSING STUDY COMMITTEE

In response to language in the budget creating the study committee, the committee is required to submit a report to the General Assembly no later than July 1, 2022, that makes recommendations about the valuation and valuation process of federally subsidized residential rental property. OHBA's appointment is Jeff Woda and he is doing a great job on the committee representing the industry. While the committee has been narrowly tasked, given recent testimony, it is still uncertain where committee is going, or if there will be a broader discussion on all types of housing and the challenges

facing housing in Ohio. The next meeting of the Committee is still to be determined.

LEGISLATIVE UPDATE

HB 304 Smoke Alarms (Baldrige, B.)
– To amend the law regarding smoke alarms in residential premises. Text/Analysis

Committee Hearing in House
Commerce & Labor

HB 304 had sponsor testimony in the Senate Veterans and Public Safety Committee. OHBA has presented language to the sponsor, and discussed changes to the Senate Chairman and Committee on provisions of HB 304 mandating changes to the Residential Building Code more appropriately handled by the Residential Construction Advisory Committee (RCAC).

SB 47 Overtime Pay (Brenner, A. Peterson, B.) – To except traveling to and from a worksite and performing certain routine tasks from the overtime pay requirement. Am. 4111.03 and to enact section 4111.031

The Senate concurred in house amendments to a measure (SB 47) that would exempt employers from Ohio's requirement to pay overtime wages when an employee is engaged in traveling to and from a worksite or performing specific tasks in a party line vote.

The measure passed the lower chamber in a 56-36 vote earlier this month after picking up an amendment requiring employees to opt-in as opposed to opt-out of a civil action for violations of overtime law.

Please feel free to contact OHBA with any questions or concerns.

EPHEMERAL STREAM LEGISLATION HEADS TO THE GOVERNOR

HB 175 Water Pollution (Hillyer, B.)
To deregulate certain ephemeral water features under various water pollution control laws. Text/Analysis

*(Legislative News –
Continued on page 11)*

“A lot of my tradespeople found other work, went and got retrained for new jobs in law enforcement, all sorts of jobs,” says Claus. “So the workforce was somewhat decimated.”

A few years later, as Americans started buying more homes again, building stayed below normal. And that slump in building continued for more than a decade. Meanwhile, the largest generation, the millennials, started to settle down and buy houses.

And that’s the main reason we’ve ended up millions of homes short -- builders for many years just weren’t building enough to keep up with demand. That lack of supply has pushed home prices to record levels — up nearly 20% last year alone.

Gradually, though, many homebuilding companies recovered. Claus is now the president of the Home Builders and Remodelers Association of Massachusetts. Before COVID hit, he had a crew of nine full-time workers again. That’s not counting the many subcontractor electrician, roofing and plumbing companies he works on homes with.

“We always need guys,” says Rene Landeverde, Claus’ foreman. He’s originally from El Salvador, and for the past 10 years he has helped Claus and other local builders find a lot of other workers to hire and train. “I’ve been bringing guys to companies, like maybe 200 guys in my whole construction experience.”

But then the pandemic hit. Things shut down and some of those workers left. Now, with unemployment so low, Landeverde can’t find people to hire like he used to.

“It’s a lot harder,” he says. “They’ve been finding other work.”

Claus says that’s made it more difficult for builders to respond to the surge in demand for homes during the pandemic.

“If I had twice as many guys, I would still not have enough,” says Claus, who now has five employees. “And my subcontractors, they’re all hurting for people.”

There’s another very big roadblock to home construction.

“Land,” says Claus. “I was just trying to buy a piece of land to build five homes on it. Unfortunately, that land went to somebody else that may put one or two on it.”

Claus says he wants to build more attached townhouses, or smaller homes on less land. That’s what many first-time homebuyers can afford to buy. But in many places, zoning rules won’t let you buy land and divide it up — you can only build one house with a big yard.

Overly restrictive zoning is a big problem nationally, says Robert Dietz, the chief economist with the National Association of Home Builders. “In certain neighborhoods you simply cannot build townhouses.”

“You have to build single family units on lots that are bigger than the market wants,” Dietz says. “This is not a free market choice. It’s a government-imposed rule.”

He says that in many parts of the country, the classic NIMBY (not in my back yard) opposition stops higher-density units from being built. Existing homeowners who don’t want more traffic and more homes in their neighborhood keep what he says are outdated, exclusionary zoning rules in place.

So to make a profit, builders like Claus are left doing renovations or tear downs — buying an older home, knocking it down, and building a bigger, more expensive new one.

“We are seeing a lot of knockdowns,” Claus says. “But it doesn’t add to the housing stock. You’re replacing something, you’re not adding to it, so the net effect isn’t the best.”

Changes in zoning can make a big difference. Some states and towns have been changing the rules to allow in-law rental apartments to be built onto existing houses. These are called accessory dwelling units, or ADUs.

“Twenty percent of remodelers indicate in the last year they’ve undertaken an ADU project, and the typical one can cost anywhere between \$100,000 and \$200,000,” Dietz says.

That’s good for the supply of rental housing, which is also very tight. But Dietz says we also need a lot more homes for people to buy.

“That could be a townhouse,” he says. “It could be a single family detached home on a small lot that’s roughly 1,800 to 2,100 square feet, that’s appropriate for effectively a newly married couple that’s moving out of their first apartment and is getting into their first rung of homeownership.”

Right now, Claus says that because of the restrictive zoning rules, he doesn’t have any new home projects lined up that will put a house like that in a place there wasn’t a home already. ■



Spring Parade of Homes Postponed Until Fall

Your Board of Directors has made the decision to postpone our Parade of Homes until fall due to circumstances, many of which are beyond our control. Both Cleveland and Akron are experiencing similar difficulties so all three organizations are looking at the first three weekends in October starting with Saturday, October 1st to hold our fall event. We will be cross promoting each other’s Parade as well. Builders - please keep this in mind while planning and building this year so we can put together a great Parade this fall.

Complacency and the workplace

The term complacency, doing the same task for so long without incident that you assume nothing will ever happen, can become a challenge in any workplace. Complacency can affect anyone at any age regardless of their experience but there are ways to spot complacency among yourself and your employees. All too often employees do not realize how complacent they actually have become until they have a near miss or close call; such events tend to jumpstart hearts and refocus proper attention, at least for a little while, to the importance of tasks at hand.

Many times, employees are unaware of complacency and as they work through their daily job functions, they lose sight of hazards that may exist. Some may feel they are not affected by complacency but just letting your guard down for short time can be dangerous. One way to combat complacency is to be an engaged worker. Engaged workers are those that always work in the moment staying aware of the surroundings.

Let's take an example of a person who performs a daily safety inspection before operation. This daily routine occurs for months even years without incident. Then the employee decides to skip the inspection. Then another time and soon inspections are being done less frequently and then something happens. Perhaps the employee doing the inspection gets injured or one of their fellow workers. Either way the results can be terrifying.

Usually the best person to spot complacency is the employee themselves, but complacency can mean they don't see the dangers right in front of them. To stay safe, teach employees how to identify complacency for themselves. This may include situations such as:

- Dissatisfaction with work and/or lack of motivation
- Missing steps in work processes
- Frequent near-misses or incidents

Since it can be difficult to recognize these signs for each employee, teach them to spot them in their co-workers. The more they learn how to recognize these signs, the easier it may be to identify them in other situations. When looking at signs of complacency from your employees keep an eye out for the following situations:

- Changes in attitude
- Noticeable increase or decrease in communication
- Tardiness for meetings or shifts


As we mentioned earlier, getting employees engaged is a key point in getting out of the rut of complacency. There are some steps to focus on that will help.

- By consciously focusing on the task will lead to setting them up for success.
- It is key to recognize and dismiss distractions when they come up.
- When approaching tasks look for improvements in the routine. Always be on the lookout for continual improvement.
- If possible, consider changing some elements of the work schedule for the day; the change could help them focus and keep them from falling into "cruise control" mode.

Identifying and addressing complacency is a team effort. Not only is it key for employees but the employer can assist by looking at opportunities to change things up. Some suggestions to consider for employers can include:

- **Sharing the Mission**— Remind employees of the company's purpose and goals so they maintain a connection to the larger missions and emphasize that their behaviors have an impact.
- **Avoid Routines**—Repetition can be related to complacency, if possible, change up some of the tasks required to add variety to an employee's job.
- **Encourage Observation** - Have employees briefly stop work and observe the actions of other as they work, observing others raises one's own awareness as well as the awareness of their co-workers
- **Correct Poor Performance**— Mentoring programs and coaching help employees identify and change troubled practices and potential problems.
- **Safety Talks** – Make safety talks part of a daily routine and get employees involved.
- **Share Knowledge** – Have employees identify and share the steps they perform to complete a job. Having another set of eyes may help improve the process.

Complacency can be a dangerous thing, and everyone is susceptible. It can lead to underperformance, low client satisfaction, workplace accidents and low morale. But with team effort and employee engagement, complacency doesn't have to run the workplace.

For more information, please contact Andy Sawan at 330.819.4728 or andrew.sawan@sedgwick.com 



Private employer 2022 rates announced

Sedgwick is pleased to announce the 2022 private employer workers' compensation premium rates have been approved by the Ohio Bureau of Workers' Compensation (BWC) Board of Directors.

At the February Board of Directors meeting, BWC approved an overall statewide loss cost (base rate) reduction of 10% for private employer. This reduction becomes effective July 1, 2022 and is expected to decrease paid premiums by nearly \$106 million in the next fiscal year and follows a similar reduction for public employers (counties, cities, schools, and others) that went into effect Jan 1st, 2022.

At the March BWC Board meeting, individual loss costs were approved for all 504 private employer manual class codes currently used by private employers in Ohio. Private Employer loss costs by class code are developed to provide the necessary overall statewide income through employer level premiums to cover the claims costs of injuries and occupational diseases to injured workers and their survivors that happen during the policy year. While the overall change is an average reduction of 10%, this is composed of multiple sources including the impact of an employers' experience modifiers, certain rebates, credits, programs and rating plans.

Private employers can expect to see these rate changes reflected on their premium billing sent by BWC later this spring. For more information, contact our Sedgwick program manager, Bob Nicoll at (330) 418-1824 or robert.nicoll@sedgwick.com.



At its final session before breaking until May, the House concurred on Senate amendments on Wednesday. HB 175 will be sent to the Governor for his signature.

Along with exempting any non-jurisdictional ephemeral streams from being a ‘water of the state’, HB 175 also sets forth reasonable mitigation requirements using storm water management for impacts to such features falling under the current WOTUS definitions. Further, the bill makes changes to make the Interagency Review Team process more transparent.

Please feel free to contact OHBA with any questions.

HB 126 LIMITING PROPERTY VALUE CHALLENGES MOVES AHEAD

HB 126 had been sent to conference committee after the House refused to concur with Senate amendments. However, after being voted out of conference committee yesterday, the HB 126 conference committee report passed both the House and Senate. With the passage of HB 126, school districts and other local government entities would be significantly limited in challenging property values under a measure now headed to DeWine’s desk.

Conferees resolved significant differences in a proposal that has been years in the making. Among other varying approaches, the Senate’s version would have constituted a nearly complete ban on schools initiating cases before boards of revision.

As it moved through both chambers this legislative session, the bill also became a vehicle for addressing developer private pay agreements in lieu of taxes, which critics viewed as a way that districts could bolster their coffers while not impacting their state funding status.

The amendment adopted along party lines does the following:

- Restrict tax challenges by local entities and individuals to property they don’t own that is sold within the tax year of the complaint and goes for 10% and \$500,000 more than the county auditor’s assessed value, and indexes that cap to inflation beginning in 2023.
- Require subdivisions to first adopt a resolution authorizing the complaint and mandates property owners be notified at least 7 days prior to the vote.
- Prohibits local boards from appealing BOR decisions.
- Remove a requirement that districts pass a resolution before filing a counter-complaint with a BOR.
- Remove a requirement that school districts receive notice of a complaint if the complaint alleges a change in full market value of at least \$50,000, and modify the timeline in which school districts can file a complaint, to 30 days after the initial complaint is filed.
- Require a BOR to dismiss a complaint filed by a subdivision within one year after the complaint was filed if the board hasn’t yet rendered a decision.
- Retain the Senate-passed bill’s prohibition on private pay agreements, but specify that the prohibition applies only to agreements entered into on or after the bill’s effective date.
- Clarify that a local subdivision cannot adopt a resolution that authorizes the filing of complaints in future tax years.

LEGISLATIVE REDISTRICTING CONCLUSION STILL UNKNOWN

As the legislature prepares to break for a few weeks, there is no clear indication of how the legislative redistricting will be resolved. There are still maps in front of the Ohio Supreme Court, and an anticipated ruling in the federal court case expected by April 20th. There will likely be an additional primary for the legislative races, but details on the election or how the final districts will turn out is still uncertain. Stay tuned.

LEGISLATIVE UPDATE

SB 47 Overtime Pay Brenner, A.

Peterson, B. – To except traveling to and from a worksite and performing certain routine tasks from the overtime pay requirement.

Am. 4111.03 and to enact section 4111.031

Signed by the Governor (Signed: April 6, 2022, Effective: July 4, 2022)

HB 107 Elevator Law Baldrige, B. –

To revise the Elevator Law.
Committee Hearing in Senate General Government Budget. HB 107 had a proponent hearing in the Senate committee this week. OHBA continues to discuss potential changes with the committee members and OHBA contacts involved in the residential/ accessibility industry.

Please feel free to contact OHBA with any questions or concerns.

SUMMER BOARD OF TRUSTEES MEETING

Mark your calendar for OHBA’s Summer Board of Trustees Meeting – June 21st. The meeting will take place in Dublin at the Brick House Blue. We have a nationally known economist Dr. Ted Jones as a guest speaker. Detailed information will be emailed out in the near future. ■



**MEDINA
COUNTY**
Home Builders
Association



Our NAHB Federation

As a member, you have privileges and the services of your local association, OHBA and NAHB. This is a strategic investment in that you cover all the bases; if I may use a baseball phrase. Sometimes a member may ask why? A fair question indeed.

For those who follow OHBA, you are aware of a number of issues which arise regularly. The most common issue involves the residential building code. Yes, THE code which governs just about all activities and concerns in delivering a new home and most remodeling jobs. Also included is the oversight and operation of the building code department. This landmark achievement of OHBA enacted substantive changes in your favor. Those modifications have streamlined the code approval process and reduced construction costs by thousands of dollars per home.

We were once mired in a tangle of consumer laws never intended to cover residential construction, but were through faulty rulings and bureaucratic overreaching. Some actions resulted in findings and hardships in the hundreds of thousands of dollars assessed against builders where there were no defects in the final product. OHBA was able to create the Home Construction Services Act which is tough, but reasonable. This Act applies to ALL residential construction whether a permit is required or not.

Recently, we find ourselves, as an industry, paying close attention to actions (and results) of the federal government. Gas prices, inflation, supply chain problems, skyrocketing lumber prices and tariffs, states and the nation are mired with substantial housing shortages and disappearing affordable housing nationwide. Each of these topics is complex and requires the attention of our elected federal officials.

We all understand the need for involvement with our local officials who are nearby. To reach the halls of state government, not to mention the hallowed halls of Washington, the capitol is much more difficult to get to. However, a review of current events give understanding to the need to be in all three places.

This is an asset of involvement with YOUR federation. Yes; it gets you close to the action without having to retain your own lobby/lawyer team to compete with the hordes that have already done so in all the important places. Of course, no one imagined the ability to freely petition your government in a democracy would be so troublesome; but it has been.

Give yourself credit for contributing to an effort which enables you to be a bit closer to the action where you can make a difference. Remember, those who have not yet joined need to share in the responsibility as well. The current situation we find ourselves in will need some time to unravel and your team will be hard at work on your behalf.

It's this federation which expands your ability to make your voice heard where it's needed.



MEMBERS ...

I Challenge You to Help the Medina County HBA Grow & Double Our Membership!

Know someone interested in joining the Medina County HBA?

Doing business with companies that aren't members? They should be!

Let's get them to join our association. It's absolutely to their benefit.

Our Membership Application is available online or call/email me and we'll send out a member package.

Let's Work Together and Grow our Association this year! It's an ideal time to partner with other businesses



**MEDINA
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Tracking & calculating Lost Time Incident Rate (LTIR)

There's no shortage of metrics to capture in your environmental, health and safety strategy. Figuring out which ones can make the biggest impact can seem daunting, but many of them are critical to your organization's success. When creating your EHS strategy, recording your Lost Time Incident Rate (LTIR) should be a priority.

What is lost time incident rate?

Lost time incident rate is a standard OSHA and PERRP metric that calculates the number of incidents that result in time away from work. Not all recordable incidents result in lost time, which is why there is a separate calculation for these more severe incidents.

For example, a workplace injury where an employee breaks his or her arm on the job and misses work the next day would be included in an LTIR report. A similar situation where an injured employee can work the next day would not be included in this metric.

How to calculate lost time incident rate

The formula to use: (Number of lost time cases x 200,000)/total number of hours worked by employees

The figure 200,000 is a standard number to measure incident rates so companies of varying sizes can be compared fairly. This figure was determined by multiplying 100 employees by 40 hours (a standard work week) by 50 weeks (assuming each employee takes two weeks of vacation). The resulting figure indicates the number of employees who lost time due to an incident.

For example, if you have 40 full-time employees and 3 incidents that resulted in lost time, your calculation will look like this: **(3 x 200,000) / 80,000 (40 employees x 40 hours per week x 50 weeks per year)**

Your lost time incident rate would be 7.5, which means that for every 100 employees, 7.5 have experienced lost time due to an incident.

The importance of tracking lost time incident rate

It might sound like just another metric, especially if you're already obligated by OSHA/PERRP to record it. But even if no one is forcing your hand, this piece of data can prove beneficial to your company.

For starters, calculating your lost time incident rate lets you know how much impact those incidents have on your organization and if the trend is improving or worsening over time.

Your lost time incident rate may also affect your business insurance rates. An increase in this figure may trigger a series of other events, including a hike on your insurance premiums.

Another benefit is that this statistic is impossible to over-report, unlike recordable incidents. Some companies record incidents that shouldn't be recorded for fear of becoming non-compliant with OSHA requirements. Reporting unnecessary incidents exaggerate your figures, since LTIR focuses only on incidents resulting in time away from work, there's no way for you to skew the results so you get a more accurate idea of your safety status.

Making the most of lost time incident rate reporting

LTIR is a lagging indicator, meaning it uses data from incidents that have already happened. This figure on its own can't help you forecast future incidents, but it can prove useful over time.

Many medium- and large-sized organizations calculate this rate monthly and track the trends from month to month. You can compare this rate to activities in your safety program to help gauge their effectiveness. For example, if you implement a new form of training at the beginning of the year and notice your LTIR decreases from the previous year, you might be inclined to believe your safety training had something to do with it.

If you notice your rate starts to climb, you'll know to investigate it sooner than later. If they decline, you'll know something in your safety program is working.

Resources

The Division of Safety & Hygiene's safety, industrial hygiene and ergonomics specialists can help you develop effective strategies to make your workplace safer and healthier. They can visit your workplace or consult with you by telephone or email. These services are available for any private or public employer. BWC also offers specialized options for certain employers. You can request these services online at: info.bwc.ohio.gov or 1.800.644.6292

For more information, please contact Craig Lanken at 330.472.1656 or craig.lanken@sedgwick.com

Topgolf Highlights from March 31st

Our winning team at Topgolf was drum roll please Westfield Bank (shocker - right?) Their team wins every time so the rest of you better work on your Topgolf game and work on beating this awesome team next time. Winners (photo to the right) were (from the left), Joe Canestraro, Julie Vega, Chris Seeley and Bob Giacomo. Chris Seeley had the outstanding number of 181 for a total Round One Score of 277! Congratulations and we appreciate your support of this event Westfield. Chris is holding the \$300 winners proceeds.

In second place, congratulations goes to the Title Select /



Carter Lumber / Bridgeport Custom Homes - specifically Sarah and Alan Bittinger, Joe Lucarelli, Charlie Ash and Bill Martinko. Their combined total Round One Score was 266! Great job team! See photo to the left. They do look pretty serious about winning!

In third place was Transfer Title Agency (Rob Skidmore), Your Home Financial (guests Tim Rhodes and George Adams), Russell Real Estate (guest Adam Bellinski), and Legacy Homes (Brittney Esser and Jeff Budkowski - photo at top of next page). Congratulations to guest George Adams who pretty

much carried the team at 221 with a total combined Round One Score of 241. Yes, that's Alison Hall from Legacy Homes cheering on her people!

Top individual players were George Adams, Your Home Financial with 221, Chris Seeley, Westfield Bank with 181, and Alan Bittinger, guest with 169

A BIG thanks to everyone who participated and a SUPER BIG THANKS to our lunch sponsors and bay sponsors - you helped me the event a HUGE success!



Above, the All Construction Group - consisting of Jim Reindlk, Jimmy Cifani, Kevin Pollack, Andrew Sidol and Ryan Neel win the beer bucket prize - great job guys - we could tell you were all having a great time!



The above group included Julie Bates and Julie Ball from Mont Surfaces by Mont Granite, their guest Ben Miller from Buckeye Counters, and Tameka Jackson and Jill Frings from Costco Wholesale in Strongsville - great to have newer members here too! Their great looking group made us all look good!

PHOTOS FROM THE EVENT



You just gotta have an all-girl team - the above ladies from All Construction appeared to have an exceptionally fun day! Included in this group was Bonnie Kelly, Sue Archual, Betsy Earnes, Tammy Fischer, Lindsey Meosky, and Kristen Witt! Great job ladies!



At the registration table, Pam Hornak from Third Federal Savings & Loan (she was awesome) and yours truly made sure everyone got where they needed to go!

Our Sponsors are the Lifeblood of our Organization ...

We Salute You!

TOPGOLF LUNCH SPONSORS:

All Construction Services

Lumen Nation

**Third Federal Savings &
Loan Association**

TOPGOLF BAY SPONSORS:

Artisan Building & Design

BASF Corporation

Carter Lumber

MPW Construction Services

Mont Surfaces by Mont Granite

Title Select

Transfer Title Agency, Inc.

We would like to thank these companies for their generous support and sponsorship of our recent Topgolf event. Here are a few reasons that it makes sense to be a sponsor:

1) Brand Visibility:

Put your brand in front of an audience who may not have heard of or is aware of your business and stay front and center of those who have.

2) Perception/Loyalty:

Use the influence you earned as a sponsor to grow your reputation.

3) Industry Goodwill:

Members have more incentive to support those who support their industry and organization.

4) Lead Generation:

As a sponsor, you have access to all attendee contact information. Plus, forming an emotional, friendly connection is half the battle to build brand loyalty. By attending events, you learn about and meet new potential customers while promoting your own business.

So thank you again for your support. We are also very proud of new members Lumen Nation, BASF Corporation and Mont Surfaces by Mont Granite jumping right in to support our organization. We appreciate you!





CARTER *Lumber*

At our Kitchen & Bath Showroom in Medina, we have everything you need to complete your next kitchen project!

We take the worrying out of planning and choosing everything for your perfect kitchen or bathroom, from the smallest to the most important details. You'll save money over the big box stores, and we have the expertise and product knowledge to help you complete your project. Service, quality, and design is what sets us apart. Our Specialists offer the best in service, space planning and design knowledge in the industry.

***Carter Lumber has all of your
design needs covered!***

When you're ready to take on your kitchen or bath project, we'll be ready to give you the beautiful, functional space you've been dreaming of.

Brand New Full-Selection Design Center.

Conveniently located next to our Kitchen & Bath Showroom, our new full-selection Design Center will be your one-stop shop for all your project needs!

**Cabinetry, Fixtures, Counter-
tops, Doors, Trim, Hardware,
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Windows and more!**



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OLON

6199 S O M CENTER RD.
OLON, OH 44139
(440) 248-5355

ELYRIA

41625 GRISWOLD RD
ELYRIA, OH 44035
(440) 934-5266

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