

Building Blocks

March 2020

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Lumber Duties Could be Cut by More than 50% in August

With lumber prices rising steadily since June 2019, a preliminary decision by the U.S. Department of Commerce to reduce duties by August on shipments of Canadian lumber into the United States is good news for home builders and home buyers.



The decision comes on the heels of the September NAFTA panel decision that found the U.S. International Trade Commission did not meet its obligations under U.S. law when it calculated countervailing and antidumping duties on Canadian softwood lumber. NAHB participated as an amicus in support of Canada's challenge of the duties.

Currently, duties average more than 20% on Canadian lumber shipments into the United States. After conducting an administrative review, the Department of Commerce has issued a proposal in the Federal Register that could lower the countervailing and antidumping duties to just over 8%. A final determination will be made in August.

This latest development on the tariff front comes at a particularly

(Article continued on page 8)

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**Last Chance to Sign Up for
Topgolf by Friday, 3/6/20**

Legislative News

CareWorks Comp Update

**Coronavirus Outbreak –
What You Need to Know**

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More Inside**



Ken Cleveland	1,073*
John Sumodi	285.5
Andy Leach	135
Larry Crookston	108.5
Bob Knight	95
Mark Zollinger	35.5
Doug Leohr	30.5
Russ Sturgess	29
Mike Hudak	15.5
Ed Belair	7
Dave LeHotan	7
Michael Kandra	5.5
Ted Curran	3.5
Charlie Ash	3
Rex Gasser	2.5
Jeremy Krahe	2.5
Chris Chatterelli	2
Ray DiYanni	1.5
Sean Smith	1
Jeff Stuart	1
Bryan Lazor	.5

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

*Current Life Spike status



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From the MCHBA Office ...

Members and Friends:

Spring is coming - promise! To kick it off, be sure to get your reservations in for our upcoming Topgolf event. Last day to register is this Friday, March 6.

I've included some information on the Coronavirus as this appears to be something we all need to be vigilant about and aware of - staying safe and keeping the work environment safe.

We will start preparations for the Parade of Homes spring event which will be held Saturday, June 6 through Sunday, June 21. This event is truly one of the best tools members can use to grow their building business. Associate members can do the same by sponsoring the event which helps the association do more advertising, get more consumers into the models and get more home sales in Medina County. At the Financial Forecast, it was noted that the current supply of homes is low so, with that in mind, this year should be a banner year for building. I hope to see you at Topgolf next week!

Susan Bloch

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2020 Dates To Remember

March 12, 2020

**Topgolf – Friday, March 6
is the deadline.**

June 6-21, 2020

**Spring Medina County
Parade of Homes –
nBuilders & Associates -
watch your email for more
info on this event.**

June 29, 2020

**OHBA Summer Board of
Trustees Meeting - Grand
Hotel, Mackinac Island, MI**

From the Executive Director

Members and Friends:

Members - take advantage of the opportunity to check out Topgolf at our upcoming event Thursday, March 12. I've done this myself in Chicago and it was an incredible experience - unique and it's catching on like wildfire across the world. Get your reservations in no later than this Friday and plan to have a lot of fun!

Builders - start thinking about the upcoming Parade of Homes ... per our Financial Forecast, it will be a great year to be in the spotlight, build your backlog and kick off the building season. More info to come on this.

I would like to encourage all members to bring in at least one new member to our organization - let's work towards doubling our size this year and creating more opportunities for all members to network together and be successful. It will also provide all members with more resources for the products and services we need both for our business and for our customers.

Respectfully:

Dave LeHotan
Volunteer Executive Director



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COUNTY**
Home Builders
Association



**MEDINA
COUNTY**
Home Builders
Association

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LOTS & ACREAGE

AKRON

V/L N. Cleveland Massillon Rd: Build your dream home on this breathtaking 8.15 acre lot. Tucked away off of development off Ira Rd, lot provides stunningly private view of babbling stream that snakes throughout the property. Building area is unique & provides scenic one-of-a-kind views. **\$240,000. Bill Snow 330-990-0256.**

4835 Travertine Way: Desirable Estates of Bath. Approx. 231' frontage & gradually rises to home site approx. 2/3 back, then gradual decline to wooded area. Possibility of w/o lower level. **\$150,000. Gary Stouffer 330-805-6900.**

1624 Copley Rd: Vacant land in prime location next to I77 off-ramp. Zoned U4 which allows for many uses. Approx. 160' frontage. Water/sewer at street. **\$99,000. Kelly Folden 330-289-1334, Gary Stouffer 330-805-6900.**

AURORA

V/L St.Rt. 82: Great corner lot w/high visibility. Zoned C-3. Located next to shopping center & across from car dealership. Approx. 568' frontage on St.Rt.82 & approx. 673' frontage on S. Bissell. **\$825,000. Gary Stouffer 330-805-6900, Jeremy Fennell 330-388-8159.**

BATH TOWNSHIP – Revere Schools

Lot 45 Ira Rd: Build your dream home. Large 2.28 acre heavily wooded lot w/matured trees. Located near Cuyahoga Valley National Park. Revere LSD. **\$125,000. Gina Luisi 330-814-4747, Gary Stouffer 330-805-6900.**

681 - S/L 29 Trellis Green Dr., Akron: Private lot in Arbour Green Dev. w/frontage & possible walk-out basement. Wooded in front & open at the back w/beautiful views. City sewer. **\$109,000. Gary Stouffer 330-805-6900.**

BOSTON HEIGHTS

V/L Walters Rd: Water & sewer available at street. Approx. 6 acres in Boston Hts. Village. Approx. 161' frontage. Zoned Residential. Being split from parcel 14-00113. **\$158,300. Gary Stouffer 330-805-6900, Jeremy Fennell 330-388-6900.**

BRECKSVILLE

S/L 5 Glen Forest Trail: Beautiful cul-de-sac lot on private street. Fully wooded hillside setting w/public water & sewer. Approx. 58' frontage w/driveway easement from neighbor's drive. Seller to move telephone pole prior to closing. **\$92,000. Gary Stouffer 330-805-6900.**

V/L Woodmill Cir: Build your dream home on this approx. 1.86 acres in Rockledge Estates. Located on a cul-de-sac, close to Rt. 77 & 82. **\$227,500. Gary Stouffer 330-805-6900.**

BRIMFIELD

V/L Congress Lake Rd: Approx. 5.25 acre fairly flat from street to hill at back of property. Close to Mogadore Reservoir & Buckeye Trail. **\$65,000. Tara Kleckner 330-289-1315.**

COPLEY

V/L Rothrock Rd: Approx. 2.4 acres, zoned Medium Density Residential allowing for single family or 1 two-family home w/173' frontage. Heavily wooded & fairly level. Public water & sewer at street. **\$125,000. Gary Stouffer 330-805-6900.**

V/L Plainview Dr: Over 6 acres of heavily wooded property located at end of cul-de-sac. Near highways, local shops & restaurants. **\$44,900. Gary Stouffer 330-805-6900, Gina Luisi 330-814-4747.**

4520 Medina Rd: Approx. 2 acres zoned Planned Development District allows multi-use. Across from Cleve. Clinic Akron General Health & Wellness Center. Features high setting. Close to north & southbound ramps to I-77. **\$450,000. Gary Stouffer 330-805-6900.**

CUYAHOGA FALLS

Gilbert Rd: Build your new home in Stow. Fairly level lot on dead end street. Close to shopping & Route 8. 2-3 lots available. All utilities at street. Currently zoned R-3. Subject to successful lot split approval. **\$31,900-\$46,900. Gary Stouffer 330-805-6900.**

HINCKLEY

The Trails at Redwood Falls: Located where old Skyland Golf Course was. Conservation development will have 97 parcels, walking trails, club house & 5 lakes. City water & sewer. **Robin Pickett 330-322-3181.**

The Hollow at Willow Lakes: 47-acre new development w/ city water. Over 20 2-acre homesites. Call today to build your dream home with Legacy-Carrington Builders. **Robin Pickett 330-322-3181.**

KENT

5439 Burnett Rd: Approx. 33.5 acres on Summit St. Zoned R-3 High Density Residential. Approx. 630' frontage on Summit St. Sewer/Water/Gas/Electric/Cable (Buyer's responsibility to verify accessibility, capacity, etc. on all utilities). **\$1,200,000. Gary Stouffer 330-805-6900, Tara Kleckner 330-289-1315.**

V/L W Campus Center Dr: Approx. 16.2 acres on east side of W. Campus Center Dr. Approx. 1142' frontage on Campus Center Dr. Subject to new survey, legal description and lot split. **\$125,000. Gary Stouffer 330-805-6900, Tara Kleckner 330-289-1315.**

V/L Cline Rd: Approx. 8.5 acres made up of 3 parcels on Summit St. and Cline Rd. across from Dix Stadium. Zoned R-1 Low Density Residential. **\$300,000. Gary Stouffer 330-805-6900, Tara Kleckner 330-289-1315.**

1257 Meloy Rd: Approx. 8 acres on Meloy Rd. zoned R-1 Low Density Residential. Approx. 756' frontage on Meloy Rd. **\$59,000. Gary Stouffer 330-805-6900, Tara Kleckner 330-289-1315.**

V/L Powdermill Rd: Approx. 7 wooded acres on Powdermill Rd. across from Kent State Golf Course. Zoned C-1 Commercial District. Approx. 558' frontage on Powdermill Rd. **\$165,000. Gary Stouffer 330-805-6900, Tara Kleckner 330-289-1315.**

V/L Powdermill Rd: Approx. 25 acres south of railroad tracks on Powdermill Rd. Zoned R-1 Low Density Residential. Approx. 1076' frontage on Powdermill Rd. Subject to lot split. Sewer/Water/Gas/Electric/Cable (Buyer's responsibility to verify accessibility, capacity, etc. on all utilities). Call agent for additional info. **\$312,500. Gary Stouffer 330-805-6900, Tara Kleckner 330-289-1315.**

5036 SR 43: Approx. 43 acres on SR 43. Zoned G-C General Commercial. Subject to new survey per Portage Co. Sewer/Water/Gas/Electric/Cable (Buyer's responsibility to verify accessibility, capacity, etc. on all utilities). **\$950,000. Gary Stouffer 330-805-6900, Tara Kleckner 330-289-1315.**

2346 SR 59: Approx. 41 acres corner of SR 59 and Powdermill Rd. Zoned C-1 Commercial District. Approx. 1336' frontage on SR. 59. Sewer/Water/Gas/Electric/Cable (Buyer's responsibility to verify accessibility, capacity, etc. on all utilities). **\$1,400,000. Gary Stouffer 330-805-6900, Tara Kleckner 330-289-1315.**

LIVERPOOL TOWNSHIP

Estates at Rim Rock: Spectacular 2-3 acre homesites, secluded cul-de-sacs, peaceful country setting. 3 lots left. **Robin Pickett 330-322-3181.**

MASSILLON

V/L West Pointe Cir NW: 9 parcels total, includes 4 condo pads, each w/2 units (8 units total), 9th unit "shell" unit (4591 West Pointe, Parcel #504788) included in sale. Unfinished unit, but the exterior & framing have been completed. Being sold as-is. **\$250,000. Sarah Bergert 330-268-0102, Gary Stouffer 330-805-6900.**

MEDINA

V/L Ashford Ct: Approx 3.38 acre lakefront lot on a cul-de-sac, the lot gently slopes down to 3-acre lake. Large pine trees provide privacy and greenery in the winter. **\$199,600. Gary Stouffer 330-805-6900.**

RAVENNA

V/L Emerald Pkwy: Approx. 120 wooded fairly flat acres in City of Ravenna zoned R-4. Original approved plan was for 300-400 units w/large pond/wetland area in middle of property. **\$875,000. Gary Stouffer 330-805-6900.**

V/L Rootstown Rd: Lakefront property on private Lake Hodgson. Stocked lake w/access to canoeing, kayaking, fishing, boating (NO GAS MOTORS). **\$300,000. Gary Stouffer 330-805-6900.**

RICHFIELD – Revere Schools

3371 Brecksville Rd: Approx. 5.3 acres zoned Office/Limited Industrial. Land rolls towards back & contains manicured pond. All utilities located at the street. **\$420,000. Gary Stouffer 330-805-6900, Matt Stouffer 330-814-4616.**

SHARON TWP – Highland Schools

Bonnie Glen - Beautiful lots ranging from 2 to 4 acres w/ravines, woods & open landscape. Spectacular development to bring your own builder & build your dream home. **Robin Pickett 330-322-3181, Gary Stouffer 330-805-6900.**

STREETSBORO

V/L SR 43: Approx. 43.5 acres w/approx. 682' frontage on SR 43 & approx. 1600' frontage on Kennedy Rd, zoned Rural Residential. **\$525,000 OR 33.5 acres for \$399,000. Gary Stouffer 330-805-6900.**

TWINSBURG

V/L Creekside Dr: Zoned C-3. Located between busy hotel & Kent State Campus. Conveniently close to freeway access. Great location for restaurant or professional office building. Near other fast food chains. **\$99,000. Jeremy Fennell 330-388-6900, Gary Stouffer 330-805-6900.**

UNIONTOWN

3663 S. Arlington Rd: Over 4 acres of commercial land w/194' frontage on S. Arlington Rd. & Fortuna Dr. Zoned B-3. Utilities at street. Convenient to I77 & shopping/retail. **\$450,000. Gary Stouffer 330-805-6900, Matt Stouffer 330-814-4616.**

WADSWORTH

599 Brentwood Way S/L 17: Highland LSD. 2.84 acres on cul-de-sac, well, septic. **\$155,000. Gary Stouffer 330-805-6900.**

Blake Rd: Approx. 47 acres relatively flat w/approx. 200' frontage, partially wooded, rural setting w/easy access to highway. **\$400,000. Gary Stouffer 330-805-6900.**

5220 Ridge Rd: Approx. 10 acres w/approx. 326' frontage & relatively flat toward front, soaring pines create privacy from neighboring properties, heavily wooded & gentle slope toward back of property. **\$325,000. Gary Stouffer 330-805-6900, Gina Luisi 330-814-4747.**

WESTFIELD/CRESTON

6450 Mud Lake Rd: This 1.63 acre lot is ready for your dream home. Wooded w/mature trees & surrounded by beautiful countryside. Approx. 277' frontage. Close to I-71 & US224 & less than 10 min. to town center. Part of Westfield Twp. **\$24,500. Sharon Holderbaum 330-349-2599.**

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HB 199 COMMERCIAL ROOFING LICENSING LEGISLATION GOES TO HOUSE FLOOR

After its fifth hearing in the House Commerce and Labor Committee, the committee voted to favorably report HB 199 to rules and reference, and send HB 199 to the full House for a vote. HB 199 is being pushed by the roofing industry, and would add commercial roofing contractors to the list of those to be licensed under the existing OCILB statute. The bill will then be referred to a Senate Committee for further hearings. OHBA will continue to watch, and ensure the bill does not include residential construction, or any further amendments which may be cause for concern.

HB 380 CONSTRUCTION PAYMENTS RECEIVES MORE COMMITTEE ACTION

The House Commerce and Labor Committee accepted an amendment to clarify HB 380 only applies to private construction, as public construction is already regulated under a different section of the Ohio Revised Code. Additionally, the amendment requires payments to be made within 30 days, instead of the initial draft of 35 days, in order to mirror what is currently in the public section of the law. Residential construction is already exempt, and remains exempt in HB 380.

OHIO EPA TO HOST COMPLIANCE CONFERENCE

Ohio EPA recognizes that it can be challenging to keep up with all the environmental regulations that apply to your business. To help you achieve compliance, on March 31 - April 1, 2020, Ohio EPA will host its 11th Compliance Assistance Conference at the Greater Columbus Convention Center in downtown Columbus, Ohio. Through the conference, you will gain valuable information and contacts to help you with your environmental compliance responsibilities. Registration and more details can be found at the link below.

https://epa.ohio.gov/compliance_conference

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

Member News

New Builder Member

NVR Inc. / Ryan Homes

6770 W. Snowville Road, Suite 100
Brecksville, OH 44141

Contact: Doug Jones

Phone: (440) 584-4223

Email: dojones@nvrinc.com

Web: www.ryanhomes.com

Sponsor: Mike Hudak

Business: New Home Builder

Renewed Builders

Gasser Builders, Inc. – Rittman

Old World Classics, LLC – North Canton

W. J. Bailey Homes – Medina

Windridge Homes, Ltd. – Wadsworth

Renewed Associates

CareWorksComp – Dublin

Clement Construction, Inc. – Brunswick

Mack Industries, Inc. / Concrete / Vault – Valley City

MPW Construction Services – Wellington

Paramount Plumbing, Inc. – Wadsworth

Third Federal Savings & Loan – Medina

Westfield Bank – Medina

Let's Double Our Membership!

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It's Official! *everyone's*

GAME



Thursday, March 12 Noon to 3pm

Here's how it works:

- Teams are 6 players Best Ball Format
- Each team names a Captain
- Each team is assigned their own bay
- Top Contender Team wins \$300

Players who sign up without a full 6-person team may have additional players assigned to fill that bay.

Players' names, emails and phone numbers must be provided as each player will receive a lifetime membership and other special promotional offers from Topgolf.

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TOPGOLF

Tournament Itinerary:

- 11:00 am – Members arrive
- 11:45 am – Pre-registration
- 12:00 pm – Registration / Mingle / Warm-up
- 12:20 pm – Captains from each team gather w/Pro
- 12:25 pm – Welcome Announcement / Tournament Host Greeting & Explanation
- 12:30 pm – Shotgun Start / Tournament Begins / Lunch Served Buffet-style Behind Bays
- 2:00 pm – Tournament Concludes / Freeplay Begins
- 2:20 pm – Awards / Announcements in Chairman's Suite
- 3:00 pm – Event Concludes

**Be sure to RSVP by
Friday, March 6**

Email your info to:

**susanb@
medinacountyhba.com**

or call the office at
330-725-2371

- we'll take care of the rest!

*Don't miss this exciting &
fun member outing ...*

Coronavirus Outbreak: What Businesses Need to Know

NAHB is closely monitoring the spread of COVID-19 (aka Coronavirus Disease 2019) to stay ahead of this rapidly evolving situation and keep members appropriately informed. On Feb. 28, the World Health Organization (WHO) upgraded the global risk from the new coronavirus to “very high.”

NAHB will provide additional analysis of how this global health crisis could impact housing as more information becomes available. In the meantime, here is a brief economic analysis as well as resources to help businesses prepare their workplace.

Economic Analysis

NAHB Chief
Economist
Robert Dietz
on the virus’
economic impact:

“Markets
dislike
uncertainty,
and uncertainty
regarding the
coronavirus is
clearly reflected
in recent stock
market declines

and reduced interest rates. In fact, the 10-year Treasury rate is below 1.2%, effectively at an all-time low. This means low mortgage rates and lower rates for builder and developer borrowing. Moreover, the Federal Reserve will be under pressure to apply some monetary policy stimulus soon.

“Taking a step back, financial conditions and underlying economic data remain positive for housing. In fact, home building led with positive news at the start of 2020 in terms of home construction and new home sales.

“NAHB will continue to monitor consumer confidence data to accurately gauge the economic impact on housing demand.”

Resources for Your Business

Organizations such as the Center for Disease Control (CDC), the Occupational Safety and Health Administration (OSHA) and WHO have provided the following resources and guidelines regarding preparation for COVID-19 in the workplace:

- Getting your workplace ready for COVID-19 – WHO (article appears on next 5 pages)
- Interim Guidance for Businesses and Employers to Plan and Respond to Coronavirus Disease 2019 (COVID-19) – CDC (a portion of this appears on page 17). For the complete article and more information, visit: <https://www.cdc.gov/coronavirus/2019-ncov/specific-groups/guidance-business-response.html>
- COVID-19 – OSHA - For more information, visit: <https://www.osha.gov/SLTC/covid-19/>

NAHB will continue to provide additional updates and resources as needed.

(Cover Story – Lumber Prices –
continued from front cover)

opportune time, with the Random Lengths Framing Composite Price hitting \$388 per thousand board feet



on Jan. 31, the highest level since October 2018 and up more than 20% since last May.

Lower tariffs would mitigate uncertainty and associated volatility that has plagued the marketplace, which could help ease upward price pressure on lumber prices.

A recovering housing market is helping to fuel the increase in lumber prices. U.S. housing production in December hit 1.6 million units on a seasonally adjusted annual basis, the highest level since December 2006.

For more information, contact Felicia Watson at 800-368-5242 x8229.



Members ...

Remember, whenever possible, always try to do business with and support our Parade Sponsors and support your Medina County HBA & local community!

27 February 2020

Getting your workplace ready for COVID-19

In January 2020 the World Health Organization (WHO) declared the outbreak of a new coronavirus disease in Hubei Province, China to be a Public Health Emergency of International Concern. WHO stated there is a high risk of the 2019 coronavirus disease (COVID-19) spreading to other countries around the world.

WHO and public health authorities around the world are taking action to contain the COVID-19 outbreak. However, long term success cannot be taken for granted. All sections of our society – including businesses and employers – must play a role if we are to stop the spread of this disease.

How COVID-19 spreads

When someone who has COVID-19 coughs or exhales they release droplets of infected fluid. Most of these droplets fall on nearby surfaces and objects - such as desks, tables or telephones. People could catch COVID-19 by touching contaminated surfaces or objects – and then touching their eyes, nose or mouth. If they are standing within one meter of a person with COVID-19 they can catch it by breathing in droplets coughed out or exhaled by them. In other words, COVID-19 spreads in a similar way to flu. Most persons infected with COVID-19 experience mild symptoms and recover. However, some go on to experience more serious illness and may require hospital care. Risk of serious illness rises with age: people over 40 seem to be more vulnerable than those under 40. People with weakened immune systems and people with conditions such as diabetes, heart and lung disease are also more vulnerable to serious illness.

Simple ways to prevent the spread of COVID-19 in your workplace

The low-cost measures below will help prevent the spread of infections in your workplace, such as colds, flu and stomach bugs, and protect your customers, contractors and employees.

Employers should start doing these things now, even if COVID-19 has not arrived in the communities where they operate. They can already reduce working days lost due to illness and stop or slow the spread of COVID-19 if it arrives at one of your workplaces.

- Make sure your workplaces are clean and hygienic
 - Surfaces (e.g. desks and tables) and objects (e.g. telephones, keyboards) need to be wiped with disinfectant regularly
 - Why? Because contamination on surfaces touched by employees and customers is one of the main ways that COVID-19 spreads

27 February 2020, Version 1.4

- Promote regular and thorough hand-washing by employees, contractors and customers
 - Put sanitizing hand rub dispensers in prominent places around the workplace. Make sure these dispensers are regularly refilled
 - Display posters promoting hand-washing – ask your local public health authority for these or look on www.WHO.int.
 - Combine this with other communication measures such as offering guidance from occupational health and safety officers, briefings at meetings and information on the intranet to promote hand-washing
 - Make sure that staff, contractors and customers have access to places where they can wash their hands with soap and water
 - Why? Because washing kills the virus on your hands and prevents the spread of COVID-19

- Promote good respiratory hygiene in the workplace
 - Display posters promoting respiratory hygiene. Combine this with other communication measures such as offering guidance from occupational health and safety officers, briefing at meetings and information on the intranet etc.
 - Ensure that face masks¹ and / or paper tissues are available at your workplaces, for those who develop a runny nose or cough at work, along with closed bins for hygienically disposing of them
 - Why? Because good respiratory hygiene prevents the spread of COVID-19

- Advise employees and contractors to consult national travel advice before going on business trips.

- Brief your employees, contractors and customers that if COVID-19 starts spreading in your community anyone with even a mild cough or low-grade fever (37.3 C or more) needs to stay at home. They should also stay home (or work from home) if they have had to take simple medications, such as paracetamol/acetaminophen, ibuprofen or aspirin, which may mask symptoms of infection

¹ Ordinary surgical face masks rather than N95 face masks

- Keep communicating and promoting the message that people need to stay at home even if they have just mild symptoms of COVID-19.
- Display posters with this message in your workplaces. Combine this with other communication channels commonly used in your organization or business.
- Your occupational health services, local public health authority or other partners may have developed campaign materials to promote this message
- Make clear to employees that they will be able to count this time off as sick leave.

Things to consider when you and your employees travel

- **Before traveling**

- Make sure your organization and its employees have the latest information on areas where COVID-19 is spreading. You can find this at <https://www.who.int/emergencies/diseases/novel-coronavirus-2019/situation-reports/>
- Based on the latest information, your organization should assess the benefits and risks related to upcoming travel plans.
- Avoid sending employees who may be at higher risk of serious illness (e.g. older employees and those with medical conditions such as diabetes, heart and lung disease) to areas where COVID-19 is spreading.
- Make sure all persons travelling to locations reporting COVID-19 are briefed by a qualified professional (e.g. staff health services, health care provider or local public health partner)
- Consider issuing employees who are about to travel with small bottles (under 100 CL) of alcohol-based hand rub. This can facilitate regular hand-washing.

- **While traveling:**

- Encourage employees to wash their hands regularly and stay at least one meter away from people who are coughing or sneezing
- Ensure employees know what to do and who to contact if they feel ill while traveling.
- Ensure that your employees comply with instructions from local authorities where they are traveling. If, for example, they are told by local authorities not to go somewhere they should comply with this. Your employees should comply with any local restrictions on travel, movement or large gatherings.

- **When you or your employees return from traveling:**
 - Employees who have returned from an area where COVID-19 is spreading should monitor themselves for symptoms for 14 days and take their temperature twice a day.
 - If they develop even a mild cough or low grade fever (i.e. a temperature of 37.3 C or more) they should stay at home and self-isolate. This means avoiding close contact (one meter or nearer) with other people, including family members. They should also telephone their healthcare provider or the local public health department, giving them details of their recent travel and symptoms.

Getting your business ready in case COVID-19 arrives in your community

- Develop a plan of what to do if someone becomes ill with suspected COVID-19 at one of your workplaces
 - The plan should cover putting the ill person in a room or area where they are isolated from others in the workplace, limiting the number of people who have contact with the sick person and contacting the local health authorities.
 - Consider how to identify persons who may be at risk, and support them, without inviting stigma and discrimination into your workplace. This could include persons who have recently travelled to an area reporting cases, or other personnel who have conditions that put them at higher risk of serious illness (e.g. diabetes, heart and lung disease, older age).
 - Tell your local public health authority you are developing the plan and seek their input.
- Promote regular teleworking across your organization. If there is an outbreak of COVID-19 in your community the health authorities may advise people to avoid public transport and crowded places. Teleworking will help your business keep operating while your employees stay safe.
- Develop a contingency and business continuity plan for an outbreak in the communities where your business operates
 - The plan will help prepare your organization for the possibility of an outbreak of COVID-19 in its workplaces or community. It may also be valid for other health emergencies

- The plan should address how to keep your business running even if a significant number of employees, contractors and suppliers cannot come to your place of business - either due to local restrictions on travel or because they are ill.
- Communicate to your employees and contractors about the plan and make sure they are aware of what they need to do – or not do – under the plan. Emphasize key points such as the importance of staying away from work even if they have only mild symptoms or have had to take simple medications (e.g. paracetamol, ibuprofen) which may mask the symptoms
- Be sure your plan addresses the mental health and social consequences of a case of COVID-19 in the workplace or in the community and offer information and support.
- For small and medium-sized businesses without in-house staff health and welfare support, develop partnerships and plans with your local health and social service providers in advance of any emergency.
- Your local or national public health authority may be able to offer support and guidance in developing your plan.

Remember:

Now is the time to prepare for COVID-19. Simple precautions and planning can make a big difference. Action now will help protect your employees and your business.

How to stay informed:

Find the latest information from WHO on where COVID-19 is spreading:

<https://www.who.int/emergencies/diseases/novel-coronavirus-2019/situation-reports/>

Advice and guidance from WHO on COVID-19

<https://www.who.int/emergencies/diseases/novel-coronavirus-2019>

<https://www.epi-win.com/>

Industry Insight

Stakeholders share their predictions for home building in 2020

After briefly peeking into the abyss at the start of last year due to the housing pullback of late 2018, home builders were much more upbeat heading into 2020. Indeed, the NAHB Wells Fargo Housing Market Index, a measure of builder confidence, reached 76 at the end of 2019, its highest level in 20 years.

Against that backdrop, we asked production and custom home builders for their predictions at the start of 2020, while also polling remodelers, building material manufacturers, and market watchers about the industry trends they see shaping the year ahead.

2020 Forecast

With mortgage rates back below 4%, the builders we spoke with all exhibited cautious optimism.

“From everything we see, home sales will continue to increase in 2020 and beyond,” says Mark Methany, Tampa division president at Miami-based Lennar.

“Families and Gen Z are embracing homeownership as part of the American dream and as a way to build wealth quickly. Millennials will also contribute to sales growth, especially for the entry-level segment.”

“Families and Gen are embracing homeownership as part of the American dream and as a way to build wealth quickly. Millennials will also contribute to sales growth, especially for the entry-level segment.”

That said, concerns about the next inevitable downturn still weight on builders’ minds. Yet, healthy fundamentals are helping them stay positive.

“There is some worry about how sustainable the now 10-year old economic expansion is,” says Mark Ledwell, owner of Northhampton, Massachusetts-based custom home builder Wright Builders. “But interest rates remain low, employment is high, and, in our area, we see stability in the market.”

On the other side of the country in California, San Ramon-based Trumark Homes anticipates modest gains this year, after affordability issues led to lower sales velocity and flatter pricing in 2019. “We expect a slight improvement in both categories in 2020, but not a dramatic change,” says Gregg Nelson, co-founder and managing member of parent firm Trumark Cos.

In the heartland, Jeff Benach, principal of Chicago-based Lexington Homes, is

anticipating more of the same. “I think most of the country will be fairly flat in 2020, as it was most of the second half of 2019,” Benach says, while noting that could spell opportunity for smaller regionals like himself to go up against public home builders this year. “As the only major local builder left post-recession, we’re able to be a lot more nimble than the nationals to compete with all of them in multiple locations.”



Built To Rent Here to Stay

A major trend of home building in 2019 – the rise of built-to-rent single-family home communities – will continue to remain strong for the industry.

“Single-family rental operators are pursuing build to rent to augment their current practice of purchasing existing single-family homes,” says Chris Jasinski, managing partner and co-founder of Charlotte, NC-based home building mergers and acquisitions advisory firm JTW Advisors. “New homes require less capital expenditure than existing homes, and institutional investors are treating the new product like a horizontal apartment complex.”

Since single-family rental communities can be built at scale, in one location, rather than buying up multiple homes in different neighborhoods, those efficiencies are becoming an increasingly attractive aspect of the market – to both builders and investors alike.

The Rise of “Hipsturbia”

As millennial and Gen Z buyers enter the market, the locations home builders are targeting in 2020 are changing too. Builders finally returned to the entry-level home market in 2019 to serve these price-conscious customers. Combined with the ubiquitous focus on

connectivity and smart home tech, that means buyers today can literally afford to buy farther from job centers, since many no longer have a daily commute.

“The rise in remote work is already changing people’s preferences,” says Lennar’s Metheny. “The importance of a comfortable space is beginning to trump the need for short commute times.” He notes that with the recent emergency of “hibsturbia” – cool suburbs centered around creative office hubs – millennials are moving their urban lifestyles farther out. “They’re just taking their tech with them,” he says.

Smaller, More Efficient Designs are on the Rise

With an emphasis on affordability, small homes are a big trend observers see in 2020. “Smaller homes are very much in demand,” says Marshall Gobuty, president of Sarasota, Fla.-based Pearl Homes.

While open floor plans and great rooms are still en vogue, an increased emphasis on efficiency is on the rise. “There’s a big concentration of smaller and more efficient design,” says Lexington’s Benach.

Buyers today are apt to see that front room off the entryway that never gets used as more of a detractor than a benefit. “Right-sized homes have been trending upward for a few years now,” says Richard Lee, owner of custom builder Lee Brothers Construction in Huntsville, Texas. “Families are becoming increasingly aware of the wasted square footage in their home.”

But even with that more diminutive focus, home builders still say the proof will be in the numbers as to whether Americans, who have traditionally seen bigger as better, will be able to downsize for the long haul.

“As cozy as they look, small homes aren’t for everyone,” says Peter Rotelle, CEO of South Conventry, Pa.-based custom builder Rotelle Development Co. “A lot of times, small homes just can’t house all of a customer’s belongings.”

Modern Farmhouse and Cottages Reign Supreme

When it comes to elevations, modern farmhouse and Craftsman styles are still the go-to favorites. “The rustic look has carried from original, real farmhouses to custom



and exterior down to the furniture and finishes,” says Dylan Murray, owner of New York-based Murray Builders NYC. “Everyone’s going for a modern farmhouse style these days.”



residences,” says Suzanne Maddalon, vice president at Boston-based master-planned communities developer Freehold Communities. “Shaker cabinets, industrial lighting, and reclaimed lumber are all very in.”

Many builders ascribe those preferences to the popularity of home improvement television. “We’re talking modern farmhouse influence for everything from the layout

But as popular as those styles are, material choices are also becoming more refined to distinguish different, modern interpretations on those classic designs.

“The popular farmhouse and Craftsman styles have evolved to incorporate elements of midcentury modern and industrial influences,” says Kriss Swing, director of marketing communications at Woodbridge, Ontario-based Royal Building Products. “Board and batten siding mixed with



stone remains popular for a modern farmhouse look.”

Colors: Bold and Beautiful for 2020

Color choices will be anything but neutral in 2020. “Gray is passe, but black is back,” says Lexington’s Benach, who put black-and-white tuxedo kitchen cabinets in one of his models, as well as a master bath that showcases white cabinetry with ebony quartz countertops.

Adds David Dynege, CEO of Great Neck, NY-based Detail Renovations: “This year is all about bold monochromatics, if you have the nerve to do it.”



Article reprint from the February 2020 issue of Builder magazine. Article was written by Joe Bousquin.

› March 2020 BWC News from CareWorks Comp

“Not everything that is faced can be changed, but nothing can be changed until it is faced.” ~James Baldwin

Register now for Ohio BWC Annual Safety Congress & Expo (OSC20)!

We here at CareWorks Comp highly suggest that you or someone from your organization register for the BWC's Annual Safety Congress & Expo (OSC 2020) that will be held in Columbus, Ohio, on March 11-13, 2020. This event will be held at the Greater Columbus Convention Center where you can attend free educational sessions, workshops, and receive in-depth training. Session topics range from occupational safety and health, wellness and rehabilitation, controlling workers' comp claims costs and much more. You can view complete event information, including the event schedule, hotels, directions and [free online registration](https://ohiosafetycongress.com/content/osc20/Home/) at <https://ohiosafetycongress.com/content/osc20/Home/>

What about Handicap Reimbursements & Lump Sum Settlements?

With regard to Handicap Reimbursements, CareWorks Comp guarantees our customers that we will review all lost time claims that are eligible for the BWC's Handicap Reimbursement Program. Each claim in which an eligible handicap condition is identified will be filed within the BWC's prescribed filing time limitations. There are 26 conditions that the BWC recognizes--from diabetes to epilepsy to, even, arthritis. If we are able to show the BWC that one of these allowable conditions slowed the injured worker's recovery from the claim and had nothing to do with the injury, we will petition the BWC to remove a portion of the claim's cost out of your experience.

With regard to Lump Sum Settlements, we will only make settlement recommendations that produce a favorable outcome for the employer. When reviewing a claim for settlement potential, we will:

- Review current claims costs as the starting point for all settlement negotiations.
- Estimate and utilize future medical and compensation in the settlement proposal.
- Consider your program enrollment and the impact that a settlement will have on your participation (e.g. Group Retro refund impact.)
- Include the injured worker's current employment status as part of the settlement discussion.

Settlement can bring closure to a frustrating and difficult claim that is a drain on your company's resources and time. Even if a claim is no longer in your experience and impacting your current premiums, settlement can still provide a benefit to you by eliminating the nuisance of ongoing claim activity. The good news is that you have an equal voice when it comes to the terms of the settlement and no settlement can be processed without your consent. Remember, settling a claim closes the claim and removes the reserve. The claim is still used 4 times to calculate our EMR (Experience Modification Rate.)

Our dedicated Cost Containment Team is here to assist you at every step of the cost savings process! We are available to discuss your account and offer specialized recommendations based on your organization's individual needs.

CareWorks Safety Library: Now Live!

Looking for an easy way to fulfill your 2-hour Safety Training Requirement for this current 2019 Policy Year? We've got the answer! Simply go to: [CareWorks Safety Training Library web link](#) Here, you will find previously recorded webinars for which you can register to fulfill your 2-hour Safety Training Requirement. Each webinar is 2 hours and costs \$25.00. Currently, there are 4 webinars to choose from:

- **Employee Engagement**
- **OSHA Inspections; Prevention, Preparation, & Minimizing Fines**
- **OSHA Recordkeeping**
- **Preventing Slip, Trip, Fall, & Overexertion Injuries**

Looking for a do-it-yourself Toolbox Talk to give to your employees? Go to: [CareWorks Safety Training Library web link](#) click on the orange "VIEW TOOLBOX TALKS" link and you will see 13 different Toolbox Talk programs that you can download and use to train your employees. The topics range from **Emergency Evacuation Plans** to **Diffusing Workplace Violence** and even **Parking Lot Safety**. Print out each of them and use one at your next employee meeting!

Ohio BWC Free Informational Webinars

Each month, BWC hosts two monthly webinars to help educate and keep the employer community informed on several items. The same topics are covered twice a month; webinars are held on the second Tuesday and fourth Thursday. Registration links as well past and current webinar information can be found at the following link: [Monthly Employer Update Webinars](#) The webinars last about 20-25 minutes. Any employer may attend and they are FREE!

Do you have a Health & Wellness Program? If Not, the Ohio BWC Can Help You: Better You, Better Ohio!

Better You, Better Ohio... BWC's Health and Wellness Program

A healthy workforce is crucial to a successful business. That is why BWC is offering Better You, Better Ohio to Ohio's workforce. It is a free health and wellness program designed to provide health and wellness resources and services to workers of small employers with 150 or fewer employees in high risk industries. Major health challenges due to obesity, aging and chronic diseases can be the result of lifestyle behaviors that can be addressed by using the resources and support services provided by health and wellness programs like Better You, Better Ohio.

A healthy workforce has fewer workers' compensation claims, has less severe claims, recovers more quickly after an injury and has less absenteeism which can help employers reduce their workers' comp and healthcare costs. If your business has fewer than 150 employees and doesn't have a health and wellness program in place Better You, Better Ohio can be a no cost employee benefit that can help improve the health of your employees and your company.

Register for one of these upcoming BWC webinars to learn more about the program and financial incentives for your employees:

MARCH 2020 BYBO Webinars:

[BWC Better You, Better Ohio! Wellness Webinar – March 12, 2020 9:30 am](#)

[BWC Better You, Better Ohio! Wellness Webinar – March 25, 2020 1:30 pm](#)

CDC Recommended strategies for employers to use now:

Actively encourage sick employees to stay home:

- Employees who have symptoms of acute respiratory illness are recommended to stay home and not come to work until they are free of fever (100.4° F [37.8° C] or greater using an oral thermometer), signs of a fever, and any other symptoms for at least 24 hours, without the use of fever-reducing or other symptom-altering medicines (e.g. cough suppressants). Employees should notify their supervisor and stay home if they are sick.
- Ensure that your sick leave policies are flexible and consistent with public health guidance and that employees are aware of these policies.
- Talk with companies that provide your business with contract or temporary employees about the importance of sick employees staying home and encourage them to develop non-punitive leave policies.
- Do not require a healthcare provider's note for employees who are sick with acute respiratory illness to validate their illness or to return to work, as healthcare provider offices and medical facilities may be extremely busy and not able to provide such documentation in a timely way.
- Employers should maintain flexible policies that permit employees to stay home to care for a sick family member. Employers should be aware that more employees may need to stay at home to care for sick children or other sick family members than is usual.

Separate sick employees:

- CDC recommends that employees who appear to have acute respiratory illness symptoms (i.e. cough, shortness of breath) upon arrival to work or become sick during the day should be separated from other employees and be sent home immediately. Sick employees should cover their noses and mouths with a tissue when coughing or sneezing (or an elbow or shoulder if no tissue is available).

Emphasize staying home when sick, respiratory etiquette and hand hygiene by all employees:

- Place posters that encourage staying home when sick, cough and sneeze etiquette, and hand hygiene at the entrance to your workplace and in other workplace areas where they are likely to be seen.
- Provide tissues and no-touch disposal receptacles for use by employees.
- Instruct employees to clean their hands often with an alcohol-based hand sanitizer that contains at least 60-95% alcohol, or wash their hands with soap and water for at least 20 seconds. Soap and water should be used preferentially if hands are visibly dirty.
- Provide soap and water and alcohol-based hand rubs in the workplace. Ensure that adequate supplies are maintained. Place hand rubs in multiple locations or in conference rooms to encourage hand hygiene.
- Visit the coughing and sneezing etiquette and clean hands webpage for more information.

Perform routine environmental cleaning:

- Routinely clean all frequently touched surfaces in the workplace, such as workstations, countertops, and doorknobs. Use the cleaning agents that are usually used in these areas and follow the directions on the label.
- No additional disinfection beyond routine cleaning is recommended at this time.
- Provide disposable wipes so that commonly used surfaces (for example, doorknobs, keyboards, remote controls, desks) can be wiped down by employees before each use.

Advise employees before traveling to take certain steps:

- Check the CDC's Traveler's Health Notices for the latest guidance and recommendations for each country to which you will travel. Specific travel information for travelers going to and returning from China, and information for

aircrew, can be found at on the CDC website.

- Advise employees to check themselves for symptoms of acute respiratory illness before starting travel and notify their supervisor and stay home if they are sick.
- Ensure employees who become sick while traveling or on temporary assignment understand that they should notify their supervisor and should promptly call a healthcare provider for advice if needed.
- If outside the United States, sick employees should follow your company's policy for obtaining medical care or contact a healthcare provider or overseas medical assistance company to assist them with finding an appropriate healthcare provider in that country. A U.S. consular officer can help locate healthcare services. However, U.S. embassies, consulates, and military facilities do not have the legal authority, capability, and resources to evacuate or give medicines, vaccines, or medical care to private U.S. citizens overseas.

Additional Measures in Response to Currently Occurring Sporadic Importations of the COVID-19:

- Employees who are well but who have a sick family member at home with COVID-19 should notify their supervisor and refer to CDC guidance for how to conduct a risk assessment of their potential exposure.
- If an employee is confirmed to have COVID-19, employers should inform fellow employees of their possible exposure to COVID-19 in the workplace but maintain confidentiality as required by the Americans with Disabilities Act (ADA). Employees exposed to a co-worker with confirmed COVID-19 should refer to CDC guidance for how to conduct a risk assessment of their potential exposure.

Stay on top of this by frequently checking the CDC website - more information available at:

<https://www.cdc.gov/coronavirus/2019-ncov/specific-groups/guidance-business-response.html>





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