



# ON THE LEVEL

## Newsletter 2015 AUG.

**SOUTHERN**

*"Professionals Committed To Excellence"*



## JOIN US AT AMERICAN CABINET FOR OUR SEPTEMBER MEETING



First meeting of the season! More info pg. 4



## NAHB TO FEDS: "WE WILL SEE YOU IN COURT"

Full story pg. 5



**SANTO INSURANCE  
& FINANCIAL SERVICES, INC.**

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Auto ▪ Home ▪ Business ▪ Life ▪ Health

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**www.eastcoastlumber.net**  
Helping to Build Communities Since 1976



# SNHHBRA

## 2015 Leadership

**President & National Director, Alternate**  
**Lynette Rogers**

Homescapes of New England

**Vice President**

**Judy Powell**

J.L. Powell Construction, LLC

**Treasurer**

**Travis Terry**

Travis Terry & Co.

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Sentinel Insurance Group

**Barry Chisholm**

American Alarm  
& Communications

**Jan Jacome**

Crossroads Contracting

**John MacKinnon**

MacKinnon Construction

**Jason Mlocek**

Santo Insurance and Financial Services

**State Director**

**John MacKinnon**

MacKinnon Construction

**National Director**

**Lynette Rogers**

Homescapes of New England

**National Alternate Director**

**John MacKinnon**

MacKinnon Construction



# Here We Grow Again!

# Thank You Renewing Members!



**Build-It Construction, LLC**  
Joe Castellano  
73 Newton Road  
Plaistow, NH 03865  
603-974-1798

**NE Remediation Services, LLC**  
Paula Pinciario  
180 Hoit Road  
Concord, NH 03301  
603-491-5738

**Daigle Plumbing and Heating**  
Warren Daigle  
11 Windham Road  
Derry, NH 03038  
603-434-6353

**State of the Art Productions**  
Frank Vinciguerra  
6 Cheshire Court  
Londonderry, NH 03053  
603-432-3332



**Like Your Local!**

**Like us on Facebook**  
[click here!](#)

**Ball Design-Build LLC**  
Nathan Ball  
17 Federal Hill Road  
Milford, NH 03055  
603-769-9395

**Bank of New England**  
Tom Terry  
P.O. Box 840  
Windham, NH 03087

**Bill Bartlett and Son Landscaping**  
Bill Bartlett  
7 A Sweet Hill Road  
Plaistow, NH 03865  
603-382-6629

**BHHS Verani Realty**  
Maggie Verani  
Lisa Bowman –affiliate  
One Verani Way  
Londonderry, NH 03053  
603-434-2377

**Crossroads Contracting**  
Jan Jacome  
15 Londonderry Road Unit 6  
Londonderry, NH 03053  
603-434-1611

**David R. Webber Associates**  
Dave Webber  
P.O. Box 528  
Londonderry, NH 03053  
603-432-5148

**East Coast Lumber**  
Tom Hampton  
P.O. Box 530  
E. Hampstead, NH 03826  
603-329-5322

**Erickson Construction**  
Matt Erickson  
38 David Drive  
Hudson, NH 03051  
603-883-0089

**Feuer Lumber Co., Inc.**  
John Feuer  
138 Main Street  
Atkinson, NH 03811  
603-362-5304

**Home Innovations Corp.**  
Russ Collins  
68 B Fogg Rapd  
Epping, NH 03042  
603-887-3373

**Interstate Landscape Company**  
Bill Gardocki  
10 Sheridan Drive  
Londonderry, NH 03053  
603-434-3117

**In-Laws Construction, LLC**  
Roger Demanche  
298 Chester Turnpike  
Candia, NH 03042  
603-483-5064

**Jemco Builder & Developer**  
Jean Gagnon  
6 Smith Lane  
Londonderry, NH 03053  
603-432-4195

**Messina's Flooring and Carpet**  
Phil Messina  
7 Industrial Way, Suite 4  
Salem, NH 03079  
603-898-3700

**More Space Place**  
Keith Belair  
450 S. Broadway  
Salem, NH  
603-893-1199

**Palmer Gas Co., Inc.**  
Bill Ermer  
P.O. Box 98  
North Salem, NH 03073  
603-898-7986

**Proulx Oil and Propane**  
Steve Castle  
P.O. Box 419  
Newmarket, NH 03857  
603-659-7011

**Salem Cooperative Bank**  
Bonnie Breen  
3 S. Broadway  
Salem, NH 03079  
603-893-3333

**Timberline Enterprises, LLC**  
Mike Gagnon  
23 Low Street  
Newburyport, MA 01950  
978-462-0402

"DO BUSINESS WITH A MEMBER"

# September Meeting

We're inviting you back after the summer break, Rested, Recharged and Ready to go!

We're launching our season with the September meeting at American Cabinet Corp.

Our host Jim Derderian and his staff will welcome us into their beautiful kitchen showroom, where you will see their various cabinet styles from Kraftmaid, Shiloh, Marsh, countless counter top selections and have an opportunity to meet their talented design staff and learn what's new in kitchen design.

This meeting is always a crowd favorite!

## WHEN

Wednesday, September 2nd from 6-8 pm

## WHERE

American Cabinet Corp.  
Village Mall  
436 Broadway  
Methuen, MA 01844

## WHAT

NETWORKING-Great food  
wine, beer, 50/50 raffle



## GET SMART SPEAKER:

Debbie Valente-Alchemy Lead Management

Learn about changes in lead regulations required training and MORE!

## WHO

All SNHHBRA members  
co-workers or business associates  
please invite someone who could benefit from membership in our association - free of charge!

Pre-registration is required. Thank you!

## COST

\$15.00 pp. member \$20.00 pp non-member

## RSVP

Contact Lisa: [info@snhhbra.com](mailto:info@snhhbra.com)  
603-475-2855  
on or before August 28th





# WHAT THE NAHB IS DOING FOR YOU

## NAHB Pledge Fulfilled: 'We Will See You in Court'

Fulfilling the pledge that I made at the Spring Board of Directors Meeting, NAHB has filed suit seeking to overturn a federal rule that redefines "the waters of the U.S." and drastically expands the area that can be regulated by the federal government under the Clean Water Act. The rule will go into effect Aug. 28.

Brought against the Environmental Protection Agency and the Army Corps of Engineers in U.S. District Court, Southern District of Texas, the lawsuit charges that the two agencies are "set and determined to exert jurisdiction over virtually every water feature imaginable."

NAHB has been involved in trying to shape this rule since it was first proposed in April 2014, and urged significant changes to make it more workable. Despite some minor improvements, the final rule is so extreme that the federal government

will actually regulate certain roadside ditches, isolated ponds, and channels that may flow only after a heavy rainfall.

Such intrusive federal encroachment will inevitably lead to bureaucratic delays, increased project costs and mitigation fees, and decreased housing affordability.

The lawsuit notes that the rule goes well beyond Congress' original intent when it enacted the Clean Water Act and ignores the jurisdictional limits already set forth by the U.S. Supreme Court. NAHB has also been working to engage legislators on this rule. With bipartisan support, the House recently approved H.R. 1732, the Regulatory Integrity Protection Act, which would require EPA and the Corps to withdraw their rule and develop a new plan in consultation with state and local governments and other affected stakeholders, including small businesses.

NAHB is urging the Senate to pass companion legislation, S. 1140, the Federal Water Quality Protection Act. NAHB was joined in the suit by other business and agricultural organizations, including: the American Farm Bureau Federation; the National Association of Manufacturers; the American Road and Transportation Builders Association; the American Petroleum Institute; the Leading Builders of America; the National Alliance of Forest Owners; the National Cattlemen's Beef Association; the National Corn Growers Association; the National Mining Association; the National Pork Producers; and the Public Lands Council.

For more information, contact:

Tom Ward  
(Vice President of Legal Advocacy)

1-800-368-5242 x8230  
tward@NAHB.org





## DID YOU KNOW?

### Department of Labor Issues Guidance on Independent Contractors

The U.S. Department of Labor (DOL) on July 15 issued guidance regarding application of the criteria used to assess whether a worker is properly classified as an independent contractor under the Fair Labor Standards Act, which determines overtime, unemployment insurance and other obligations. Independent contractors are not covered under the act.

The test used under the FLSA is one of several used at the federal level to determine worker classification. The Internal Revenue Service, the National Labor Relations Act, and Employee Retirement Income Security ACT (ERISA), each use a different test to distinguish independent contractors from employees.

The DOL document does not appear to signal a shift or change in the law as it relates to how workers are classified as either employees or independent contractors. Rather, it clarifies the factors to be considered in making such a determination.

On its face, this "interpretation" does not appear to place any new or additional burdens on the industry. However, given the emphasis on the construction industry to date, and in the guidance document, NAHB will have to be vigilant in monitoring enforcement to determine how DOL is applying the "economic realities" test in the field. Arguably, the factors leave a lot of room for interpretation, and the document confirms there is clearly a bias towards worker status as employees.

We are also concerned that the Administration is too focused on enforcement and providing less individualized assistance to employers who are in need of compliance information. NAHB plans to urge Congress to use its oversight authority to ensure DOL hasn't overstepped its boundaries.

NAHB has provided analysis on the DOL guidance to help you determine whether a worker is an independent contractor or employee.

We will continue to monitor this situation closely.

For more information:

David Jaffe  
1-800-368-5242 x8317  
djaffe@NAHB.org

**We'll Keep You In Stiches!**



The Greater Manchester Nashua Area HBA is inviting Southern members to their Comedy Night to support their scholarship fund.

The fun beings at 7 pm at The Yard Restaurant, 1200 South Willow Street, Manchester, NH on Friday night, September 2nd at 7 pm.

These comedians are headliners from the Boston area, enjoy some light snacks and a cash bar.

[For more information on tickets click here!](#)

Early bird discounts are available!



# Member Rebate Program

## Q2'15 Quarterly News

Free Member Benefit of your State & Local HBA

[www.HBArebates.com](http://www.HBArebates.com)

### Claim for the 1st Half of 2015!

#### [Q2'15 Article on the Member Rebate Program](#)

**Q2'15:** Builder & Remodeler members can claim for all completed homes, remodeling projects, or multi-family units from January - June 2015 (April - June if claimed in Q1'15).

**The deadline to submit is the end of August.**

[www.HBArebates.com/claimform.html](http://www.HBArebates.com/claimform.html)



### Testimonials!

#### [Builder Testimonials](#)

Our goal is to reward Builder & Remodelers for their loyalty to our Manufacturers and negate their annual HBA dues. The more members that participate = assisting the HBA in recruitment and retention, more Manufacturers, and an increased rebate total.

To provide a testimonial to share with the membership:

[Provide Testimonial](#)

The average rebate per  
Builder / Remodeler  
company who participated  
In 2014:  
**\$1,010.63!**

### Member Rebate Program Updates

For all updates, news, and Manufacturer information, "Like" us on Facebook.

Our Blog highlights our Manufacturer brands.

- Facebook Page: [Link](#)
- Blog: [www.recoupHBAdues.com](http://www.recoupHBAdues.com)

#### Questions?:

Phone: 866-849-8400 / Email: [info@HBArebates.com](mailto:info@HBArebates.com)



### How to Claim Webinars

#### Q2'15 Webinar Schedule

- Thursday 8/6 @ 4pm EDT**
- Wednesday 8/12 @ 4pm EDT**
- Tuesday 8/18 @ 4pm EDT**
- Thursday 8/20 @ 11am EDT**

Learn about the Member Rebate Program, How to Claim, and Ask Questions

# MEMBER SPOTLIGHT

## New England Remediation Services, LLC

New England Remediation Services is centrally located in Concord, New Hampshire to serve all of New England with mold remediation (mold removal), inspection and testing services. In addition, we offer fire and water damage restoration. They are fully licensed, insured, and trained in the field of mold abatement and improving your indoor air quality.

Your health is their number one concern. That's why they have invested in the best, state-of-the-art testing and remediation equipment to accurately identify and efficiently remove toxic mold from residential homes and commercial businesses.

It is estimated that about 80% of modern life is lived indoors. Indoor air quality and indoor air pollution is as important an issue for home inspectors today as electrical or structural issues. While electrical and structural problems are certainly a safety issue, having toxic mold present in a house structure can quickly impair the health of those that live there. And for those with weakened immune systems, toxic mold can be fatal.

Their method of removing mold is the most effective and non-toxic approach available today. As opposed to simply spraying a biocide, dry ice blasting removes 99.9% of the mold spores from the infected area on contact. Then they treat the surface with a nontoxic



biocide agent to prevent regrowth. A dry ice blaster is a highly specialized piece of equipment, and New England Remediation Services are one of the few mold removal companies in New Hampshire to use dry ice blasting to remove mold.

A significant part of the remediation process for homes with forced hot air is duct cleaning. They perform a thorough brushing and pressure vacuuming of air ducts to remove dust, mold spores, dust mite eggs and insect or rodent feces from the air ducts of your heating system. They then spray these surfaces with a non-toxic biocide agent.

They are dedicated to not only killing the mold, but also identifying the source, and taking measures to prevent a re-infestation of mold spores. This process is called "restoration." This involves a thorough inspection of the home structure, landscape grading, or they'll look for leaks or ventilation issues in the attic that may contribute to moisture problems. The most effective remediation process is not just to perform mold cleanup, but also to prevent it from happening again.

For more information:

Ron or Paul Pinciario  
[ners@comcast.net](mailto:ners@comcast.net)

## Build Your Business This Year!

Another beautiful summer is slowly fading away and we are gearing up to bring you an outstanding season of meetings and speakers!

Attending meetings and being involved in your association is the key to success in our organization.

Networking with other members, volunteering a little time to serve on a committee is the best way to form lasting relationships with other building professionals.

This season we have openings on the following committees:

**Silent Auction**  
**Pinkerton Night**  
**Golf**  
**Education**  
**Board of Directors**

It takes only a few hours each month to serve, can we count on YOU?

Contact Lisa:  
603-475-2855  
[info@snhhbra.com](mailto:info@snhhbra.com)



# Calendar Of Events

The key to success in our association is attending meetings and connecting with other building professionals.

# 2015



**September 2nd**

**Monthly Meeting**

**6:00pm to 8:00pm**

**NETWORKING-great food, beer, wine**

**2 minute info-mercials, 50/50 raffle**

**GET SMART speaker-Debbie Valente of Alchemy Lead Management**

**Cost: \$15.00 pp member/\$20.00 pp non-member**

**American Cabinet Corp.**

**Village Mall**

**436 Broadway**

**Methuen, MA**

**October 7th**

**Monthly Meeting**

**6:00pm to 8:00pm**

**NETWORKING-Delicious fare, beer, wine**

**installation of officers, 50/50 raffle**

**Featured speaker-Chris Sununu –State of NH Executive Councilor**

**Cost: \$15.00 pp member/\$20.00 pp non-member**

**Harvey Building Products**

**344 E. Industrial Park Drive**

**Manchester, NH**

**November 4th**

**Monthly Meeting**

**6:00pm to 8:00pm**

**NETWORKING-Health Care forum, heavy appetizers**

**beer, wine, 50/50 raffle**

**GET SMART SPEAKER- Sean Caron of Sentinel Insurance Group**

**The Yard Restaurant-Atrium room (rear)**

**1211 South Mammoth Road**

**Manchester, NH**

**Pocket  
the SAVINGS**

**[www.nahb.org/MA](http://www.nahb.org/MA)**



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**Our rates are affordable and every ad helps support our local association!**

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**2015** P.O.Box 495 | Londonderry, NH 03053

