



**HomeBuilders**  
ASSOCIATION

# ON THE LEVEL

## Newsletter 2016 JULY

**SOUTHERN**

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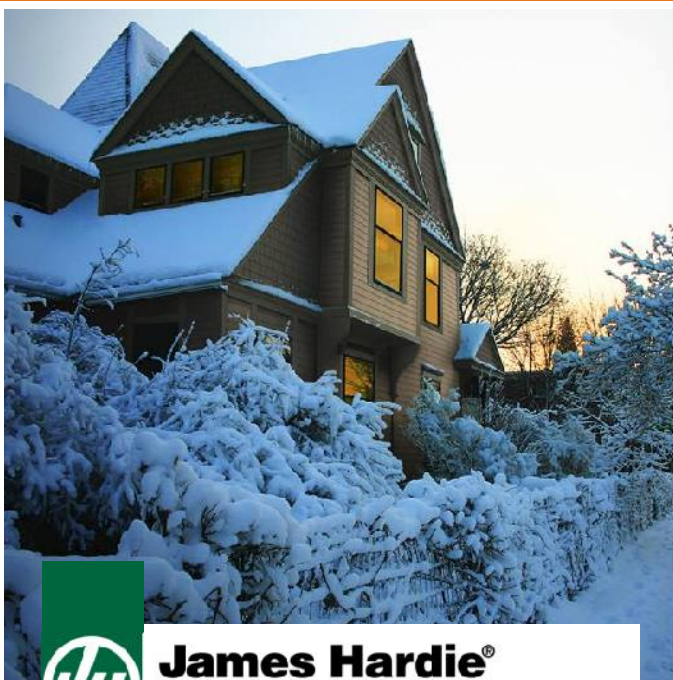

# August Meeting

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## Fisher Cats Summer Social

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# SNHHBRA

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MacKinnon Construction



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# August Meeting

It's been too long, let's "connect" soon!

We're getting together for cocktails and some good conversation!  
Catch up with SNHHBRA members and friends!

## SAVE THE DATE

**Thursday, August 11th from 5:30-7:00 p.m.**

This will be a casual summer "meet up"  
- no reservations required and there is no cost to attend and it'll be a cash bar.

Please bring co-workers or business associates  
who would benefit by joining our local association!

You'll find us upstairs on the deck of the Coach Stop Restaurant  
176 Mammoth Road, Londonderry, NH.

Looking forward to seeing you on August 11th!!



### **Please consider volunteering for our upcoming season!**

It's a great way to network and make  
real connections with other members.

Our season begins in September; if  
you're interested please send an  
email and let us know how you'd like  
to get involved!

We need volunteers to help with:

**Annual Silent Auction  
Annual Golf Tournament-Summer Social  
Pinkerton Day-Mini Trade Show  
Selling Raffle Tickets at our meetings  
SNHHBRA –Board of Directors**

You benefit most from your membership  
with our association when you participate  
and attend!



The weather, view, food and people couldn't have been better!

It all came together at the **2nd Annual Night at the Fisher Cats and Summer Social**.

This year NHHBA members had a private party deck and air conditioned suite at the third base line, high atop the stadium with a westerly sunset view that was nothing short of impressive.

60 NHHBA members and guests enjoyed a delicious

buffet of brisket, pulled pork, sides and ice cream sundaes followed by a spectacular fireworks show over the city skyline.

Many thanks to:  
**"HOME RUN" Sponsor**  
**Granite State HydroShield**  
**Paul Muckerheide**

**"BASE HIT" Sponsor**  
**Chick Beaulieu, Inc.**  
**Chick Beaulieu**





# ATTENTION BUILDERS AND REMODELERS:

Do you want to start getting money  
for products you already use?



The Member Rebate Program is a free member benefit of your State Home Builders Association that is available to all active Builder and Remodeler Members.



The Member Rebate Program  
rewards Builders & Remodelers for  
using any of the 50+ participating  
manufacturers.

It's as easy as  
1-2-3 to participate!

- 1) Register
- 2) Submit a Rebate Claim
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OVER 70% OF  
PARTICIPANTS RECEIVED  
MORE THAN THEIR ANNUAL DUES  
TO THEIR ASSOCIATION LAST YEAR!

The average rebate per Builder/  
Remodeler company who  
participated in 2015:  
**\$1,178.12**

## HOW TO CLAIM



All 3 methods can be found here:

[Rebate Claim Forms](#)



Build a house.

**Get cash.**

If you had any homes, remodeling projects, or multi-family units completed from April-June 2016, please submit a rebate claim form by the end of August, 2016.

We have 3 different methods to submit. All 3 methods ask the same questions.

- **Paper Form.** Lists all Manufacturers by product category. Great method for first time claimers or to tack at the entrance while the address is being completed.
- **Online Claim Form.** [www.HBAclaimform.com](http://www.HBAclaimform.com). Submit per address online. Follow the steps to enter your address and corresponding Manufacturer info.
- **Customized EXCEL Form.** Most Popular Method. [www.HBAExcelForm.com](http://www.HBAExcelForm.com). Enter your Builder name, select the Manufacturers, Download Template for use at your leisure. Save on desktop and use as a workbook.

No receipts are necessary. Typical questions are: Model #, Quantity, Subcontractor, or Supplier. Rebates are either per home, per product, or a percentage back to you.

## FEATURED MANUFACTURERS

Interested in learning more about some of our manufacturers?

Every week a new participating manufacturer is featured on our home page. A more in depth look at what makes that weeks featured manufacturer an industry leader is provided.

Current and past Features can be found here:

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

Some of the past Featured Manufacturers include:



## FREQUENTLY ASKED QUESTIONS

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

**What if my Subcontractors buy the products?**

The Manufacturers are rewarding loyalty with these rebates. If you are specifying the product to your Subcontractors, then you are affecting the sale and therefore qualify for the rebate.

**Do I have to save my receipts?**

There are no receipts necessary to process your rebate claim. We have made the rebate program as simple as possible. Instead of receipts, we use our Manufacturer's salespeople in your area to check that their products were used.

**Why are the addresses where the products were installed needed?**

We do not sell or provide anyone other than the Manufacturer you are claiming for your addresses. These are needed by the Manufacturers to pay a rebate based on a Federal Government law requiring them to have in case of an audit.

**Why do Manufacturers want to reward me?**

Manufacturers recognize that the small to mid-size Builder is the largest segment of the building industry and they are rewarding those Builders with rebates through the Member Rebate Program.



## How To Comply and Mitigate the Effects of the Overtime Rule



June 7, 2016

Despite strong opposition by NAHB and other leaders in the nation's small business community, the Department of Labor (DOL) last month issued its final overtime rule, which will more than double the current overtime salary limit of \$23,660 to \$47,476.

Set to take effect on Dec. 1, the rule will have significant ramifications for many employers, including home building firms and non-profit organizations such as local and state HBAs.

NAHB has prepared an FAQ to help our members better understand and to comply with the rule. In addition, a webinar replay is now available to help you:

- Learn what employers need to know before Dec. 1.
- Find out which staff will be due overtime.
- Assist NAHB's advocacy efforts on this issue.

### Rule Meant to Help Workers Could Harm Them

Most small businesses, including the vast majority of home building companies, operate under tight margins. The huge spike in the overtime threshold could force many employers to convert salaried employees to hourly workers in order to remain solvent. Many employers will be forced to scale back on pay and benefits, as well as cut workers' hours, in order to avoid overtime requirements and remain in business.

Though the rule is intended to help workers, many could wind up earning less money than they were making previously, and lose the workplace flexibility that comes with being a salaried employee. The rule will also reduce job-advancement opportunities and the hours of full-time construction supervisors, leading to construction delays, increased costs and less affordable housing options for consumers.

Under the new standard, the salary threshold will be indexed to inflation and adjusted every three years, forcing employers to go through this process on an ongoing basis.

NAHB continues to lead the effort to urge Congress to quickly pass the Protecting Workplace Advancement and Opportunity Act (House bill H.R. 4773 and Senate bill S. 2707). The legislation would force the Department of Labor to withdraw this rule until it has considered the effects it would have on small businesses, consumers, workers and the economy.

### A Bad Rule that Could have been Worse

The Department of Labor originally proposed to raise the annual salary level to \$50,440 to determine if an employee can be exempt from overtime eligibility. NAHB lobbied intensely to get this level reduced and delayed, and in the end achieved a number of improvements in the final rule, including a relatively modest lower threshold of \$47,476.

Crunching the numbers, NAHB economists estimate that raising the overtime salary threshold to \$50,440 would allow more than 116,000 construction supervisors to become overtime-eligible under this rule. The final threshold of \$47,476 impacts 97,213 supervisors.

The difference is significant. In a survey conducted by NAHB last summer, 27% of affected builders said they would respond to the change in the overtime threshold by raising the supervisor's salary to the new threshold. Thus, an estimated 27% of the 97,213 supervisors would have their salaries raised to \$47,476 instead of \$50,440. This is a savings of \$2,964 per worker, or \$77.8 million in labor costs in 2017 because the rule does not take effect until Dec. 1.

For more information, contact NAHB's Suzanne Beall: 1-800-368-5242 x8407



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# Calendar Of Events 2016

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

**August 11th**      **Summer NETWORKING-The Coach Stop (upper deck)**  
**5:30pm - 7:00pm**  
**No reservations required, cash bar**  
**(Please note: this is a THURSDAY night)**

Our office remains **OPEN** and available to you Monday-Friday throughout the summer months.

Please feel free to call or email with any questions or concerns.

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



## Highlighting A Valued Sponsor

Businesses don't last for four decades by following the status quo. Innovation and evolution have been important to East Coast Lumber's success over the years. But the key has been the employees and customers who are the heart and soul of that innovation; it's what continues to drive the family-owned business forward into the next decade.

Starting as a lumberyard for builders in 1976, East Coast Lumber broadened its focus over the years to become a full-service building material supply company and home center with everything from lumber to paint to kitchens. In time, equipment sales, rentals and repair services were added.

Over the last year, East Coast Lumber has continued to

evolve. The company's entire inventory is available for purchase online with a few clicks, for delivery or to be picked up in store. Contractors can access accounts online to track purchasing history, manage invoices and quotes, and save common job profiles for quicker ordering. It's also become a go-to destination around the country for hard to find repair parts. Projects are easier with East Coast Lumber!

**\* \* \* SNHHBRA offers a "Valued Sponsor" Program** to all members, it includes many marketing benefits and gives additional value to your membership.

To find out more contact Lisa Bowman at [info@snhhbra.com](mailto:info@snhhbra.com)





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• Maximum 2 lines of text  
• Link to your website

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• 1 ad - internal pages  
(excluding events or members page)  
• Link to your website

Contact Lisa for more information  
info@snhhbra.com or 603-475-2855

**JULY** Southern New Hampshire Home Builders & Remodelers Association

**2016** P.O.Box 495 | Londonderry, NH 03053