



FALL NEWS

September Members Breakfast Meeting

We invite you to join us for our next Member's Meeting on **September 28th at 7:00 am** at Airport Steakhouse

We will be joined by Reno County Sherriff Randy Henderson, he will be discussing some helpful tips for Jobsite Security and Theft issues. We also will have a representative from Verizon Wireless that will be have some items that can help with Job Site Security. Unfortunately this continually becoming an issue for many of us, we want to help you protect your business.

Please **Make** the time to attend this meeting.

We would like to encourage you to bring guest to join us for this meeting.

The membership meetings are best place to stay connected to the HBA, take time to attend a meeting.

PLEASE RSVP By Wednesday September 27th

Breakfast Buffet Cost is \$11.00

Call or Text Alicia at 620 -727-1998 or E-mail at

alicia@hutchbuilders.org

*Fall Parade of
Homes*

October 14 & 15th

11 to 4 PM

REMINDER from Sean Miller...

Just a quick update for everyone. We recently filled our final legislative opening as Rep. John Wilson (D-Lawrence) resigned and was replaced by Eileen Horn (D-Lawrence). With the massive turnover we had last November in the elections, we still had 5 additional replacements after the beginning of the 2017 Legislative Session. Below is the Information for Hutchinson Seat Filled.

House District 102



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Replaced Patsy Terrell after the 2017 Session
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DOL Considering Next Steps on Overtime Rule

The Department of Labor has issued a request for information on the Obama administration's overtime rule, and NAHB will submit comments independently and as a member of the Partnership to Protect Workplace Opportunity coalition.

The Obama administration last year issued a proposed rule that was set to take effect Dec. 1, 2016, that would double the salary threshold to receive overtime pay from \$23,660 to \$47,476.

Working with Congress and members of our business coalition, NAHB led the effort to mitigate the effects of the rule. Moreover, NAHB joined other business groups in filing a lawsuit to challenge the overtime rule. As a result of these efforts, the rule was never implemented because a judge issued a preliminary injunction against it.

The Department of Labor is providing the public with the opportunity to offer input as the agency mulls its next steps. NAHB will provide detailed comments by the September 2017 deadline.

SOME SINGLE-FAMILY HOME BUILDERS ARE EXPERIENCING SHORTAGES OF FRAMING LUMBER. ACCORDING TO A RECENT NAHB SURVEY OF MEMBERS.

IN ANSWER TO QUESTIONS ON THE MAY 2017 SURVEY FOR THE NAHB/ WELLS FARGO HOUSING MARKET

INDEX, 21% OF SINGLE-FAMILY BUILDERS REPORTED A SHORTAGE OF FRAMING LUMBER. THIS MARKS CLEAR MOVEMENT ON THE BUILDING MATERIALS FRONT SINCE 2014, WHEN NO PRODUCTS OR MATERIALS WERE CITED AS BEING IN SHORT SUPPLY BY MORE THAN 15% OF BUILDERS.

16 Tips to Giving Your Attitude a Boost

Your attitude is everything. It is how you see the things around you, how you deal with the situations you face, and what you think about life. The difference between a positive and negative attitude could be the difference between a positive or negative life.

The tips below are quick and highly effective. Make use of them today and start getting results immediately.

1. Rise and Shine!

Getting up early and taking a walk in the morning is a great way to start the day. Fifteen or twenty minutes is plenty of time for a quick walk in the brisk morning air.

2. Tomorrow is a New Day

When things aren't going the way you might like them to go, remember that as time passes, so do your troubles. At the time it may be hard to realize that things will get better, but rest assured they will.

3. Control

The only one who can give you a good attitude is you. And the great news is, it can happen whenever you want it to. You could wake up tomorrow with a brand new outlook on life. And why? Because your attitude is yours to control. You don't need permission from anyone to change it.

4. Circle of Friends

You may be trying to stay positive, but if your friends or coworkers are negative, it may make for a losing battle. The company you keep impacts your attitude greatly. Seldom will you find a group of negative thinkers and one positive attitude together. Negativity can spread, so be sure to keep clear of noticeably negative situations.

5. Healthy Diet

You have heard it a thousand times, and this will make it a thousand and one. A good diet is vital to maintaining energy, alertness, and a positive attitude. Without the necessary amounts of fuel for your body, it cannot function properly. If you find yourself in a tired and negative mood, ask yourself, 'Have I eaten yet today?'

6. Sleep

Just as important as a healthy diet is the right amount of sleep. It seems obvious but many people don't get enough sleep at night. Without rest, the body and mind become irritable, fatigued, and they drag through the day. The same effects can result from oversleeping. Make sure you get the sleep you need each night.

7. Your Hobby to the Rescue

It is important to have a fun hobby or activity that you can do when facing a problem or a long, hectic day. Sports, books, collecting, etc. are great ways to get away from the hustle and bustle and enjoy yourself.

8. Do Unto Others

It's true what they say, you get what you give. When you focus on treating others positively and with respect, you will, in most cases, receive the same treatment. Change the focus from yourself to others and let the giving spirit be the reason for your improved view of the world.

9. The Bigger Picture

When you think of the world as a whole, it may serve to downplay the obstacles in your life that cause frustration or complication. You might have it bad, but the odds are that someone else has it worse. That in itself is enough to make people thankful for what they have.

10. Try Something New

If you feel like you're stuck and you need a way to break out, try something new. Picking up a new instrument, trying out a new sport, or discovering a new talent may add some excitement and enjoyment to your life.

11. Past Proofs

Others have successfully done what you are trying to do, and that is why you should be positive about the future. It doesn't matter what you are trying to accomplish, the chances are that someone has done it. That means you can do it too. We are all human, and we all have the same 24 hours in each day. If they can do it, so can you.

12. Stop It

If you get up on the wrong side of the bed, that doesn't mean you have to go to bed on that same wrong side. If your day begins poorly, make an effort to correct its direction. Realize you aren't happy and fix the problem. Your bad beginning could turn into a happy end.

13. You Need Bad Days

If you do have a bad day though, that's all right. Some people have trouble with that thought. They think that one bad day is not acceptable, making it even worse for them. We all have an off day. The important thing is to make sure we improve the next.

14. Write It Down

Want a positive attitude? Describe your attitude in writing. Your plan will be easier to work if you know what you want. Knowing you want a better attitude may not be enough. Get specific, plan your work, and work your plan.

15. Helping Hands

Bringing your friends and family into the picture is a great way to keep you heading in the right direction. Tell some friends about your desire for a better attitude and tell them to let you know when you are getting negative. You may not want to admit you have a negative attitude, but your friends sure will tell you.

16. Be the Optimist

Being the optimist for others can help you see the positive things in your own life. When a friend comes to you with a problem, remind yourself that you are trying to improve your attitude and make your best effort to give the most positive advice you can. It doesn't have to be overdone, but it should have a very positive flavor to it.

Make use of the above tips and you'll find yourself a true optimist in no time!



September is Associate Member Appreciation Month!

A big THANK you to all of our Associate members..... Without you and your support our association would not be possible, and as a way to say Thank you, I want to encourage all members to do business with an HBA member!

Looking for nominations for 2018 Board of Directors ... give me a call (727-1998) if you would like to nominate someone or you are interested in serving on the Board.

Small businesses must comply. There is no exception.

A [new version of the Form I-9](#) has been issued and businesses must use it on or before September 18, 2017. Published by U.S. Citizenship and Immigration Services (USCIS) on July 17, 2017, the new I-9 form has a revision date (shown on the bottom of the form) of 07/17/17.

The form, used by employers to verify employment eligibility, should be completed for all active employees hired after November 6, 1986, and retained for former employees for the longer of one year from termination or three years from hire.

There is no small-business exception for the Form I-9. Although an independent contractor does not need to complete a Form I-9, all employers must complete and retain Forms I-9 for every person they hire for employment, which includes:

- The owner of a business if the owner is employed by the business and was hired as employee after November 6, 1986; and
- An owner hired by a partnership.

Changes on the form - The new I-9 has made very small changes to the form's instructions and the list of acceptable documents. The revisions slightly modify USCIS's List of Acceptable Documents and specifically update List C to reflect the most current version of the certification or report of birth issued by the U.S. State Department.

Switch to new form, now - Although the changes might be imperceptible, employers still need to switch to the form with the revision date of 07/17/17. Technically, employers can continue to use the previous Form I-9 through September 17, but immigration experts recommend that employers immediately download and start using the new form and recycle any blank November 2016 or older versions. Failure to comply by the September 18, 2017, deadline can result in **significant fines**. The U.S. Department of Justice announced increases in fines for Form I-9 violations last year, which range from \$216 to \$2,126 per form.

Visit <https://www.uscis.gov/i-9>.

SAVE the Date ...

2018 Construction Continuing Education Class is Saturday January 20th

This is your opportunity to get hours to renew you contractors license for City of Hutchinson ...If you have any requests for topic(s) to be covered, please email at alicia@hutchbuilders.org

Remember you have to have 3 hours of education each calendar year but City will allow you to attend this class and renew in January.