

January 2003

## New year brings new excitement and new faces

OVNARI announces great educational topics and welcomes a new board of directors

### January meeting is set

The subject of the January 9, 2003 membership meeting for Ohio Valley NARI will be Lighting Design and Lighting Fixtures. The program will be presented by Central Lighting, which has three locations in the greater Cincinnati area.

The January meeting will be held at the Cincinnati Marriott North at Union Centre Boulevard (I-75 exit 19). The cost is \$20 for members and \$25 for non-members.

Please note that the chapter will be looking at optional locations for 2003 due to construction plans on I-75.

### New OVNARI board elected

With the coming of a new year, usually comes the announcement of a new board of directors for Ohio Valley NARI. While everyone on the board is not "new" because

consistency is vital, elections usually bring a new face or two to the organization.

This year's board was officially announced at the Evening of Excellence in November and they began their terms on January 1st. The board did spend several hours together in December for a board orientation, an annual tradition to help with the transition.

Ohio Valley NARI officially welcomes Ed Kramer, CR, CabitDesign as president, Greg Fischer, CR, Gregory Construction Co. as vice president, and Tudor Morse, CR, Distinctive Home Restoration as treasurer. Fred Cernetisch with Pella Windows of Cincinnati will continue in his position as secretary and Don Patten, CR, Don Patten Remodeling has moved into the chairman of the board seat for the next twelve months.

Besides the officers of the organization, there are three directors who work hard to ensure outstanding benefits, timely educational programs and an abundance of networking.

Gregg Strassel, CR, Strassel Construction will continue as a director and is joined by Troy Haas of ProSource Wholesale Floorcoverings and Matt Bliemeister of Nationwide Floor & Window Coverings.

Welcome to these eight volunteers and congratulations to the members of Ohio Valley NARI who will be served so well in the new year.



### Call to RSVP

**What:** Membership Meeting  
**When:** Thursday, January 9, 2003  
**Where:** Cincinnati Marriott North  
**Time:** 6:30 p.m.  
**RSVP:** Ohio Valley NARI at (800) 498-NARI  
**Cost:** \$20 (per member) OR \$25 (per non-member)

## OSHA training not compensable under wage-hour law

Do you want to know how to train your new employees but avoid paying them for their time? Read on. In a very recent and significant decision of our federal court of appeals, time spent by employees undergoing OSHA's 10 hour generic construction safety course was determined not to be hours worked even though it was a precondition of employment. The employer conditionally hired employees and required that they complete the course in 60 days or be terminated. The Department of Labor successfully argued in the lower court that the training was involuntary and the hours in attendance compensable under the Fair Labor Standards Act. Not so said our appellate court reasoning that:

*A...where the training is not continuing education relating to existing job duties, but instead a pre-condition for employment which the employer tolerantly allows to be satisfied while the employee is working on a probationary basis [no compensation is due].*

This case shows employers, construction and non-construction alike, a way to avoid paying for some of the training for their new employees. The hints provided are:

- publish to each job applicant that the training is a pre-condition of employment, describe when it must be completed and the consequences if not completed
- have the classes during non-work time - evenings and weekends
- prohibit the trainees from performing any actual productive work during the classes
- provide general instruction not related directly to the trainee's specific job such as instruction related to state or federally mandated training
- devise the program to primarily benefit the employee not the employer
- use a curriculum available in an institution of learning such as joint vocational schools
- have a written agreement with each employee and have written course materials

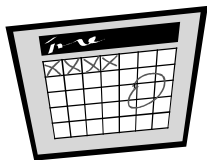
Fashioning your program and operating it properly may be tricky but could prove to be well worthwhile. For a copy of the case of *Chao v. Tradesmen International, Inc.* Ohio Valley NARI at 800.498.NARI.

## Is it time for a hero?

Yes, it is and the hero is you! In our daily uncertainties, it's easy to blame someone else, make them responsible or become a victim. By doing that, we short-change ourselves. It's time to have a hero and that hero can only be you! You are the hero of your personal life, your business, your relationships, and your communications. If you hadn't planned on being the hero, it's never too soon to begin. You may still be hesitant and want someone else to be the hero. Step up to the plate, start being the model of your own life and not only will you become your own hero—you'll probably become someone else's hero. Here are steps for bringing out the hero in you:

1. **Set specific goals.** If you don't know where you're going, how will you know when you get there?
2. **Develop strategies that will take you**

*(continued on page 3)*



## Coming Events

**February 13, 2003** - 6:30 p.m.  
TBD

**March 13, 2003** - 6:30 p.m.  
Topic: Mold  
Location: TBD

**April 10, 2003** - 6:30 p.m.  
Location: ProSource

**May 8, 2003** - 6:30 p.m.  
Location: Marsh Building Products

**June 12, 2003** - 6:30 p.m.  
Location: Pella - The Design Center

## Chrysalis Awards call for entries

The 2003 Chrysalis Awards are sponsored by *Qualified Remodeler*, Andersen Windows and Tyvek HomeWrap. The awards are for remodeling excellence. The Chrysalis Awards recognize that there are too few opportunities to give our members, and our industry, the recognition they deserve. The deadline for entries is March 1, 2003 and the CotY format entries will be accepted, eliminating the need to re-invent the wheel.

For the past nine years, the Chrysalis Awards has highlighted the finest remodelers and remodeling projects in the country. Many winners have been NARI members and NARI is prominently listed on the Chrysalis website and in press releases. Chrysalis is a regional competition that seeks out winning projects in over 30 categories of remodeling within four geographic regions that cover the entire country.

You are encouraged to visit [www.chrysalisawards.com](http://www.chrysalisawards.com) for complete information about the awards, as well as the winning projects since 1998. This program is another great opportunity to promote the wonderful work that is done by our members.

## NARI Government Affairs Committee continues to monitor

NARI National has provided Ohio Valley NARI with a copy of the Core Provisions of Interior Design Registration Model Legislation. This is in response to efforts by the National Council for Interior Design Qualification to eliminate the ability of our contractor members to pull permits unless they are certified under the NCIDQ certification programs.

This group is actively lobbying on a state-by-state basis to pass a law restricting remodelers and others from doing business unless certified by their group. If you read through the enclosed document it essentially states that if passed, the law would require all to be approved by the NCIDQ but gives the NCIDQ the right to make exceptions.

NARI feels this is a very restrictive effort and does little more than direct remodelers and others to their certification program.

NARI wants you to be aware of this effort. We will keep members apprised should efforts strengthen in Ohio. The most recent effort has popped up in Oregon, just two years after it failed. If you would like a copy of the Core Provisions, contact Ohio Valley NARI at 800.498.NARI.

## Is it time for a hero? (continued from page 2)

**where you've never been.** When you do, you get very focused on what you really want.

**3. Write down specific action steps** that you will take to achieve those strategies. These action steps keep you on the path to becoming the hero.

**4. Make self-responsibility and accountability the foundation** for heroism. This way you build your house on rocks instead of sand.

**5. Instead of work being 24/7 make passion 24/7.** It's a two-degree shift that will change how you do things.

**6. Develop a support system** that pumps you up and keeps you going. Yes, you can be a lone ranger and still have a support system.

**7. Just Do It!** Put one foot in front of the next. When you create a new habit around what you really want to accomplish, achieving your goals becomes a lot easier!

By developing and taking action on these steps, the real you, the hero, blossoms and isn't that what we've all been waiting for? Not only will you inspire yourself, you'll inspire the people around you. It's a double dose of heroism: one for you and one for those around you!



## Ohio Valley NARI

Serving the Cincinnati Metropolitan Area

136 South Keowee Street • Dayton, Ohio 45402

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### The mission of Ohio Valley NARI is:

- ✓ To establish and maintain the association's firm commitment to developing and sustaining programs that expand and unite the remodeling industry as well as to ensure the industry's growth and security.
- ✓ To encourage ethical conduct, sound business practices, and professionalism in the remodeling industry.
- ✓ To present NARI as the recognized authority in the remodeling industry.

### These missions are carried out by:

- ✓ Promoting the common business interests of those engaged in the industry.
- ✓ Sponsoring educational programs and activities for members.
- ✓ Enlightening consumers to the needs and advantages of home remodeling and maintenance, thereby improving the nation's housing inventory.
- ✓ Recommending legislative and regulatory action that safeguards and preserves the remodeling industry, and stimulates the marketplace.

### Goals of chapter to accomplish mission:

- ✓ To provide education to enhance professional and personal competencies.
- ✓ To create and encourage networking.
- ✓ To develop and promote the profession.
- ✓ To serve as a resource center.
- ✓ To provide quality publications to members.
- ✓ To improve membership and membership participation.
- ✓ To improve consumer awareness.
- ✓ To remain proactive on current and pending legislation.

**Hot:** Working efficiently in your well-planned home office  
**Not:** Wrestling with your computer and files at the kitchen table

**Hot:** Luxuriating in your in-house Jacuzzi while the kids fight with each other

**Not:** Fighting with your kids to get into the bathroom

**Hot:** Toasting marshmallows and drinking hot toddies around your new fireplace

**Not:** Gathering around a portable space heater

**Hot:** Building a colorful toy room for the tots - With plenty of storage space

**Not:** Continuing to endanger life and limb by repeatedly tripping over children's toys

**Hot:** A conveniently placed laundry room

**Not:** Running up and down flights of stairs to do laundry

**Hot:** Finally fixing your rapidly deteriorating roof

**Not:** Using your pots and pans to catch water that's dripping from the ceiling instead of cooking with them

## What's hot and what's not in 2003?

Encourage your customers to make a New Year's resolution to finally transform their home into what they've always wanted it to be.

The following is a list of what's hot and what's not in home improvement in 2003:

**Hot:** A cozy finished rec room

**Not:** Damp, dark, scary basements

**Hot:** A luxury master suite with a full bath

**Not:** A master bedroom without a bath



## THE NARI RENOVATOR

A Publication of the Ohio Valley Chapter of the National Association of the Remodeling Industry

The Ohio Valley NARI newsletter, *The NARI Renovator*, is produced by Ohio Valley NARI as a service and benefit to its membership. The organization's office is located at 136 South Keowee Street, Dayton, Ohio 45402; (800) 498-NARI or fax (937) 222-5794.

### Ohio Valley NARI Board of Directors

President-Ed Kramer, CR, CabitDesign, Inc.

Vice President-Greg Fischer, CR, Gregory Construction

Secretary-Fred Cernetisch, Pella Windows of Cincinnati

Treasurer-Tudor Morse, CR, Distinctive Home Restoration

#### Directors

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