

Four OVNARI members receive local CotY awards 2007 program had record number of entries and record number of winners

Four Ohio Valley NARI members won a total of five local Contractor of the Year awards, which were presented at the Evening of Excellence dinner on December 14.

Neal's Design & Remodel won awards in the Residential Bath Over \$60,000 and Over and the Residential Kitchen Over \$100,000. Murphy Home Improvement won the Residential Specialty award. Distinctive Home Restorations, Ltd., received the CotY award for a Residential Interior Under \$100,000 project, and Kessler Construction Services earned CotY recognition in the Residential Exterior Over \$100,000 category.

The CotY-winning Residential Specialty project challenged Murphy Home Improvement to connect an existing home and an existing garage with an addition between the buildings—and do it so everything looked like it belonged together.

The Neal's Design & Remodel award-winning residential bath project involved creating a luxurious comfortable bath by expanding into an unneeded spare bedroom. The new bath has such features as a whirlpool tub with a granite deck and a fireplace open to both the bedroom and the bath.

A fairly ordinary kitchen was the starting point for the winning CotY entry in the Residential Kitchen Over \$100,000 category by Neal's Design & Remodel. The home owners wanted an Old World look, which was achieved by installing custom cabinetry with a furniture-like appearance and a country-style hammered copper sink.

Kessler Construction Services was tasked with creating an outdoor living area that maxi-



No, that wasn't a real snake magician Scott Meyer charmed out of a basket at the Evening of Excellence dinner.

mizes spectacular river views while maintaining the Queen Anne architecture of the home, which was constructed in 1910. A new wrap-around porch and patio area met the objectives and won the Residential Exterior Over \$100,000 award.

The home owners wanted a new wet bar with many kitchen features—refrigerator, dishwasher, oven, microwave, etc.—but they wanted it to look like a bar, not a kitchen. Distinctive Home Restorations concealed many of the appliances in custom-built wood cabinets, creating an entertainment area with a pub-like look and kitchen conveniences. The

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CotY awards *(Continued from page 1)*

project won the CotY award in the Residential Interior Under \$100,000 category.

The 2007 Contractor of the Year Awards program brought more entries by more NARI members than ever before.

The awards were presented at the Evening of Excellence dinner on December 14. The event was well-attended with 60 NARI-member representatives enjoying Montgomery Inn food, a video presentation by Lisa Boh featuring all CotY entries, a return engagement by magician Scott Meyer, and presentation of chapter service awards, in addition to the CotY presentations.



The clients wanted a bar with a wine cooler, a full-size refrigerator, a dishwasher, an oven, a warmer drawer, and a microwave. Oh, and they didn't want it to look like a kitchen! Distinctive Home Restorations used custom-built cabinetry to hide many of the kitchen-like elements behind a distinctly pub-like facade and earned the CotY award in the Residential Interior Under \$100,000 category.



Cabinets with furniture elements to create an Old World ambiance and a hammered copper farm-style sink were important elements of this project by Neal's Design & Remodel that won the CotY award for a Residential Kitchen Over \$100,000.



Murphy Home Improvement constructed a new master bedroom and a room connecting the existing home with a newer detached four-car garage. The challenge was making all elements look like they belonged together. The project received the CotY award in the Residential Exterior Specialty category.



The clients wanted an expanded outdoor living area that fit seamlessly with the Queen Anne style home. Kessler Construction Services met the expectations and earned the CotY award in the Residential Exterior \$100,000 and Over category.

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

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New Ohio minimum wage amendment imposes additional record keeping requirements

by Amy C. Mitchell
Dunlevey Mahan & Furry

In November Ohio voters passed an amendment to Ohio's Constitution titled "The Ohio Fair Minimum Wage Amendment." What most voters may not have known when casting their ballot is that the provision relating to the minimum wage increase to \$6.85 on January 1 was only one-third of this lengthy amendment.

Most of the language in the amendment, which received the least media coverage, focuses on new and more onerous recordkeeping requirements for employers, regardless of their size.

On its face, the amendment requires all employers to keep hourly records on all employees. Specifically, the amendment requires all employers to keep the name, address, occupation, pay rate, hours worked each day and the amount paid for each and every employee.

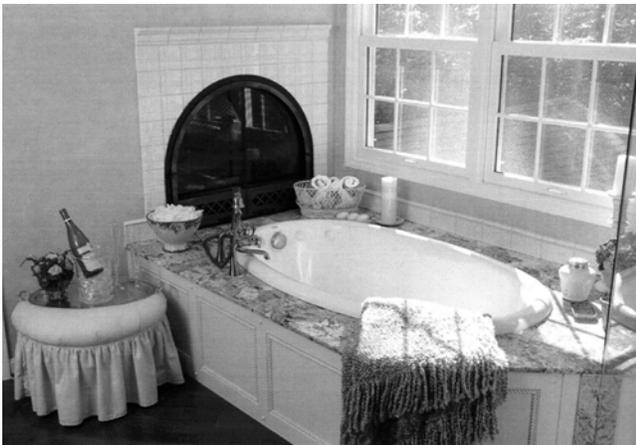
An issue creating debate and likely litigation is whether employers must require employees who are not accustomed to keeping hourly time records, such as upper management and even owners, to essentially clock in and out.

The language of the amendment does not specifically exempt any employee from this record requirement, including the boss. In

addition, the amendment requires all records to be kept for three years following an employee's separation of employment and does not appear to contemplate a rolling three year record retention period. In other words, the Amendment requires more than just the last three years of records. It requires all of an employee's records to be kept from the beginning of his or her employment until three years after separation of employment. Thus, if an employee works for a company for twenty years before resigning, all of the employee's records must be maintained for a total of twenty-three years.

Of more concern to employers is the amendment's language relating to disclosure of employees' payroll information to an employee or to a "person acting on behalf of an employee" upon request. The concern relates to whether the disclosure language requires employers to provide to any employee or a representative of any employee a coworker's payroll information or whether it only requires disclosure of the requesting employee's records.

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By expanding into an unused spare bedroom Neal's Design & Remodel created space for a large, elegant master bath featuring a whirlpool tub with a custom wainscot surround and a granite deck, a tile backsplash, and a fireplace open to both the bath and the bedroom. The project won CotY honors in the Residential Bath Over \$60,000 category.

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.



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Minimum wage amendment *(Continued from page 3)*

If interpreted to require disclosure of a coworker's records, it could result in every employee knowing exactly the salary of every manager and even the CEO. Unfortunately, the only consensus regarding the disclosure provision is that it is vague and is a breeding ground for litigation. There are strong arguments on each side of the debate but it will take time for courts and/or the legislature to provide the answers employers need to know now.

If you are confronted with a request for a coworker's payroll information from an employee, consult a labor and employment law attorney, otherwise, start keeping and storing your new records.

While the minimum wage only affects approximately 2% of the work force, most of whom are parttime students, the recordkeeping provisions affect almost all employees. Did the voters really know what they were doing on November 7?

If you have questions about your responsibilities under the amendment or other labor and employment law issues consult your legal counsel or visit the reference library at the Dunlevey, Mahan & Furry web site, www.dmfdayton.com.

Editor's Note: Members of the Ohio Legislature are already attempting to deal with some

of the issues identified by Ms. Mitchell in this article. Both opponents and proponents of the amendment drafted legislation to clarify its implementation. The amendment took effect on January 1, regardless of whether or not implementing legislation exists.

Amy C. Mitchell is an associate in the Dayton law firm Dunlevey, Mahan & Furry, she concentrates in the area of labor and employment law.

Officers and directors for 2007 elected

Ohio Valley NARI members elected new officers and directors for 2007 during a brief business meeting at the Evening of Excellence dinner in December.

OVNARI officers for this year are Larry Kessler, CKBR, Kessler Construction Services, president; Brett Howard, Pella Windows & Doors, vice president; and Matt Bliemeister, Nationwide Floor & Window Coverings, Secretary/Treasurer; Jeff McCoy, Exteriors Unlimited, automatically became chairman of the board.

Directors for 2007 are Ed Kramer, CR, Cabit Design; Don Patten CR, CKBR, Don Patten Remodeling, LLC; and Greg Pitsick, Bluestone Construction LLC.