

TREELINE

NEWSLETTER OF THE NORTH CAROLINA FORESTRY ASSOCIATION



We caught up with NCFCA members Alissa and Wayne Cale and their children at the Mid-Atlantic Expo.

NWTF HOSTS WORKSHOP FOR FOREST LANDOWNERS

Under the direction of Graham Hanson, The National Wild Turkey Federation coordinated a landowner workshop highlighting forest markets, forest certification, and forest management techniques for wildlife.

The workshop was going to feature a tour of the awesome Tree Farm of Opal and Gene Brown, but the consistent rain and forecast forced it to be cancelled. Opal and Gene were North Carolina Tree Farmers of the Year in 2013. Their farm features multi-age pine stands and excellent wildlife management.

The keynote speaker was retired professor Dr. Pete Bromley, who had two simple messages for the forest landowners in the crowd. Wildlife is not cheap! Landowners are unique so one generic plan will not meet everyone's needs. Landowners must spend the time and money working with resource professionals to achieve the best wildlife results.

The meeting drew about 75 landowners and forestry professionals to Jackson. The NCFCA and North Carolina SFI State Implementation Committee were one of the several groups in attendance that exhibited during the workshop. ■



(l-r) Leslie McCormick and Lauren Killian were two of the presenters at the NWTF Workshop.



RECORD CROWD ENJOYS MID-ATLANTIC LOGGING & BIOMASS EXPO

The Mid-Atlantic Logging and Biomass Expo welcomed 3,500 spectators over the two day show, marking one of the best attendance in the history of the show.

"This year was the largest vendor participation than of any one we have done," stated Carolina Loggers Association Executive Director Jack Swanner. "We had seven different chipper manufacturers there, running chippers - that's huge. We had several new vendors there too. Overall, everyone was really pleased with the show. It was a huge success."

Swanner credited emerging markets in North Carolina such as biomass and the uptick in the traditional markets as a few of the reasons why the Expo enjoyed such a great turnout from equipment manufacturers and all the complimentary businesses such as tires, trailers, etc.

"Sometimes we forget about how fortunate we are here in North Carolina to have our core markets, the people who have always been here, the pulp and paper markets," stated Swanner. "They are still here, they are still strong, they are still thriving. The five paper mills in our state have been with us all along, chugging along."

The Expo has taken place in the Smithfield/Selma area for the past three shows, spanning six years. It's a convenient spot situated at the intersection of I 95 and Highway 40. This year's show was closer to the heart of Selma, but it still enjoyed the terrific support of the Smithfield Chamber of Commerce and local businesses.

"The actual layout of the show was one thing that the people really liked," stated Swanner. "It was compact. People did not (continued on page 5)



(l-r) Expo volunteers Billy Corey, Jack Swanner, Keith McCullom, Courtney Swanson and his boys pose for a photo during the Expo.



Justin Harrison and his son take aim at the NWTF's BB gun booth.

NORTH CAROLINA FORESTRY ASSOCIATION

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SUBMIT NEWS TO THE NCFCA

TreeLine is the monthly newsletter of the NCFCA. News items should be sent to Chris Brown at cbrown@ncforestry.org or by calling (800) 231-7723 ext. 3.

The NCFCA is the state's oldest forest conservation organization, consisting of 4,000 members with ties to forestry and the forest products industry. A private, non-profit organization, the NCFCA promotes healthy, productive forests by supporting the efforts of landowners, the forest products industry, and related groups that responsibly manage and/or use forests. ■

POLITICAL NEWS & REGULATORY ISSUES

GENERAL ASSEMBLY UPDATE

The 2015 North Carolina General Assembly session finally came to a close at 4:30 a.m. on September 30th, concluding one of the longest sessions in recent memory. Next year, the legislature will be operating on a short session schedule. The opening day for next year is April 25, 2016. Now that session is over, Governor Pat McCrory has until midnight on October 30th to either sign or veto the bills that passed the legislature, otherwise they will become law without his signature. Of the below passed bills, those with (S.L. 2015-number) behind the title have been signed by the Governor.

BILLS OF INTEREST THAT PASSED

HOUSE BILL 97 - 2015 APPROPRIATIONS ACT (S.L. 2015-241). This bill is the main reason for the lengthy session as the House and Senate differed on issues such as Medicaid reform and funding for teacher assistants. Issues of concern for NCFCA were left out of the final version of the bill. Those issues included: a raise in the diesel fuel tax, elimination of the 1%/\$80 privilege tax on mill machinery, and the elimination of the deduction for reforestation. The following was included in the final version:

- A new sales tax to services linked to product purchases, such as repairs, installation, and warranties. The revenue will go to rural counties and is a compromise to the Senate's original plan of changing the entire sales tax formula in order to send more revenue to rural counties.
- A decrease in the individual income tax rate from 5.75% to 5.499%.
- Around 30% increase across the board on DMV fees.
- The Department of Agriculture will be allowed to allot \$4 million to the North Carolina Forest Service Mountain Island Educational Forest-Visitor and Interpretive Center.
- A phase-out of the noncommercial Leaking Underground Storage Tank Fund, which assist landowners with cleanups, in 2016.
- An increase of funding for bridge repair by \$57 million in FY15-16 and \$89 million in FY16-17.

NCFCA Position: NCFCA supported the final version of this bill.

HOUSE BILL 117 - NC COMPETES ACT. This bill is an elimination of the state tax deduction for reforestation and cultivation of commercially grown trees, but that portion was removed from the final version that passed.

NCFCA Position: NCFCA supported the final version of this bill.

HOUSE BILL 318 - PROTECT NORTH CAROLINA WORKERS ACT. This bill originally would reduce the current threshold for businesses that are required to use E-Verify from 25 employees to five employees. This would not include farm workers, independent contractors, or an individual who provides domestic service in a private home that is sporadic, irregular, or intermittent. However, that section was removed in the final version of the bill. The final version requires E-Verify compliance in certain governmental contracts and states that consulate or embassy documents may not be used to determine identification or residency for law enforcement purposes.

NCFCA Position: NCFCA monitored this bill in case there was an impact to our small business owners, but became neutral once the provision was removed.

HOUSE BILL 640 - OUTDOOR HERITAGE ACT (S.L. 2015-144). This bill allows hunting with firearms on Sunday except for during church hours, 9:30 a.m. – 12:30 p.m. and expanded outdoor youth opportunities through a newly created Outdoor Heritage Trust Fund. Hunters would be able to donate \$2 to the fund during N.C. Wildlife Resources Commission license transactions to pay for the youth programs.

NCFCA Position: The NCFCA heard from members on both sides of this issue and it remained neutral on the bill.

HOUSE BILL 765 - REGULATORY REFORM ACT OF 2015. This bill would make a variety of regulation changes. Provisions of the bill include:

- Prohibiting implementation and enforcement of federal standards for wood

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General Assembly Update...(from page 2)

heaters.

- Allows for construction to continue when an air quality permit has been contested by a third party, unless a judge orders otherwise.
- Allows companies to self-audit environmental regulations.
- Requires the Administrative Oversight Committee to make recommendations for the 2016 session on which, if any, licensing boards should be eliminated or consolidated.
- Reducing air quality monitors from 132 to 74.
- Mitigation requirements will not apply to impacts of intermittent streams.

NCFCA Position: NCFCA supported this bill.

HOUSE BILL 795 - SEPA REFORM (S.L. 2015-90). This bill limits which projects are subject to the State Environmental Policy Act to projects involving more than \$10 million in public funds or that disturb more than 10 acres of publicly owned lands.

NCFCA Position: NCFCA supported this bill.

SENATE BILL 20 - IRC UPDATE/MOTOR FUEL TAX CHANGES (S.L. 2015-2). This bill changes the gas tax revenue formula in order to stabilize transportation revenues. It calls for a gradual dip in gas prices - 36 cents per gallon began on April 1st; 35 cents per gallon will begin on January 1st, 2016; and to 34 cents on July 1st, 2016. Beginning on January 1st, 2017, a formula based on population growth would determine the tax rate.

NCFCA Position: NCFCA supported this bill.

SENATE BILL 513 - NORTH CAROLINA FARM ACT OF 2015. This bill would make several changes to the agricultural industry including:

- Oversight of deer farming will be transferred from the Wildlife Resources Commission to the Department of Agriculture. No deer will be imported into North Carolina until the USDA has adopted an approved method for testing Chronic Wasting Disease.
- Allows operation of an all-terrain vehicle or utility vehicle on a public street or highway while engaged in farming/forestry operations.
- Provides guidance for the use of Commercial or Noncommercial Leaking Petroleum Underground Storage Tank Cleanup Funds for payment of compensation to third parties for bodily injury and property damage in excess of \$100,000 per occurrence.
- The term "third-party bodily injury" is defined as specific physical bodily injury proximately resulting from exposure, explosion, or fire caused by the presence of a petroleum release and which is incurred by a person other than the owner or operator, or employees or agents of an owner or operator.
- The term "third-party property damage" is defined as actual physical damage or damage due to specific loss of normal use of property owned by a person other than the owner or operator of an underground storage tank from which a release has occurred.
- The NC Forest Service will be allowed to accept a prescribed burner certification from another State or entity.
- Reduces the penalty for failure to guard a fire by watchman from a Class 3 misdemeanor to an infraction.
- Allows a farm building to be used for public or private events, such as weddings, without losing its status as a farm building.
- Prevents a wildlife inspector, protector, or other law enforcement officer from inspecting weapons or equipment possessed incident to an activity under the officer's jurisdiction unless the officer has a reasonable suspicion that

a violation has been committed, except to check whether a shotgun is plugged or unplugged.

- Prohibits wildlife officers from inspecting weapons, equipment, fish, or wildlife in the absence of a person in apparent control of the item to be inspected, with some exceptions.
- Any H-2A agricultural worker (alien) that is exempt from federal income tax withholding will also be exempt from state income tax withholding.
- If a landowner has land that qualifies for the present-use value tax in one county, an assessor can assume the tax qualification applies to that landowner's land in another county.
- Adds a procedure for termination of conservation agreements.
- Allows permitted oversize vehicles to operate from sunset to sunrise Monday through Sunday (Sunday is currently prohibited).
- Removes Labor Day, Memorial Day, and New Year's Day from the list of holidays an oversized vehicle may not operate on from noon on the weekday before a holiday until noon on the weekday after.
- Establishes a policy for supporting sustainable agriculture.

NCFCA Position: NCFCA supported this bill.

BILLS OF INTEREST STILL ELIGIBLE FOR 2016

HOUSE BILL 183 - REPEAL MAP ACT. This bill would repeal the Transportation Corridor Official Map Act, which authorizes the Department of Transportation, local governments, and transportation authorities to adopt maps for future transportation projects and places restrictions on properties within the mapped areas.

NCFCA Position: NCFCA supports this bill.

HOUSE BILL 378 - AMEND CRITERIA/CERTAIN AGRICULTURAL COST-SHARE PROGRAMS. This bill changes the criteria for foresters to be eligible for two cost-sharing programs - the Agriculture Cost Share Program (ACSP) and the Agricultural Water Resources Assistance Program (AgWRAP). ACSP provides financial and technical assistance for the installation of best management practices to address nonpoint source pollution. AgWRAP assists with water control, efficiency, storage, and efficiency issues. Under current law, a forester must have a sound management program and a copy of a sound forest management plan. The bill would change the eligibility requirement to only needing evidence of a forestry management plan.

NCFCA Position: NCFCA supports this bill.

HOUSE BILL 456 - CLARIFY WEIGHT LIMITS/AGRICULTURAL VEHICLES, which would allow any vehicle, including forestry vehicles, that is transporting water, fertilizer, pesticides, seeds, fuel, or animal waste to or from a farm to qualify for the road weight limit exemption. Currently, the vehicle must meet certain criteria to qualify.

NCFCA Position: NCFCA supports this bill.

HOUSE BILL 532 - WC/TRUCK DRIVER STATUS. This bill would remove the requirement for employers to have workers' comp for independent contractors who are truck drivers.

NCFCA Position: NCFCA supports this bill.

HOUSE BILL 920 - OMNIBUS ECONOMIC DEVELOPMENT IMPROVEMENTS. This bill would re-establish the tax credit for forestry cargo loaded or unloaded at either the Wilmington or Morehead City port terminal.

NCFCA Position: NCFCA supports this bill.

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PROLOGGERS

PROLOGGER PROGRAM GRADUATES 43 IN MARION ON A DAMP FIELD DAY



The NCFA's ProLogger Program graduated 43 new ProLoggers last month at McDowell Community College in Marion, NC. The NCFA staff would like to thank our volunteer instructors from Forestry Mutual Insurance Company, the North Carolina Department of Labor, the North Carolina Forest Service and the North Carolina Highway Patrol.

Special thanks to Ted Graham and Shannon Buckley for helping with the logistics for the course and McDowell Tech for providing a classroom.

The NCFA's ProLogger program has added 131 new ProLoggers through base classes in Williamston, Winston-Salem and Marion this year. ■



EAB QUARANTINE NOW STATEWIDE

In 2015, the emerald ash borer was found in 14 counties in North Carolina, bringing the total to 18 positive counties. The beetle was first found in four counties in 2013 and no new detections occurred in 2014.

With the abundance and scattered distribution of the detections this year, the entire state of North Carolina was put under quarantine for the insect in September 2015. Previously, each infested county had been individually quarantined as it was found to be infested.



QUARANTINE MEANING. The quarantine prohibits the movement of any ash material, the insect itself, and all hardwood firewood (wood 4' in length or less) from quarantined areas into non-quarantined areas. Because the entire state is now under quarantine, these regulated articles can move freely within the state.

They may also move into the adjacent areas of eastern Tennessee and all of Virginia, but cannot move into South Carolina which is not under quarantine as of September 2015.

Quarantines are constantly changing, so check the NCFS Forest Health emerald ash borer map or the national map for updates. For additional information on the quarantine in N.C., visit Plant Industry's emerald ash borer FAQ page.

FINDING EMERALD ASH BORER. Methods of detecting the emerald ash borer vary. Emerald Ash Borer traps were placed statewide this year, and have historically been successful in discovering the insect. Surveys by NCFS - Forest Health or NCDA&CS Plant Industry are regularly done and involve canvassing areas, searching for declining ash.

Lastly, the NCDA&CS Plant Industry Division's Cerceris wasp program also played a role this year. This program monitors the prey captures of a ground-nesting wasp that provisions its nest with metallic wood-boring beetles. As the wasps return to their nest with beetles, researchers check to see if that beetle is an emerald ash borer or not. This program successfully detected emerald ash borer in Franklin County this year!

THE SEARCH IS NOT OVER! NCFS Forest Health staff will continue to monitor for the emerald ash borer.

To report suspect emerald ash borer finds in new counties or grids (grids are based on the NCFS range map), call NCFS Forest Health staff, call 1-800-206-9333, or send an email to newpest@ncagr.gov. New county detections will continue to be sent to a federal identifier for verification and the online map showing its range will continue to be updated accordingly. ■

General Assembly Update...(from page 3)

SENATE BILL 155 - REDUCE PUV ENTRY TIME FOR FARMLAND. This bill would reduce the entry time into the present-use value (PUV) property tax qualification.

NCFA Position: NCFA supports this bill.

SENATE BILL 605 - VARIOUS CHANGES TO THE REVENUE LAWS. This bill includes a provision that would allow the sales tax exemption for items purchased by a contractor to apply to items purchased for the holder of a conditional farmer exemption certificate as well as the holder of a qualifying farmer exemption certificate. Also, qualified equipment used at ports facilities that is eligible for the 1%, \$80 cap excise tax rate would apply not only the machinery and equipment but also the parts, attachments, and accessories for that equipment.

NCFA Position: NCFA will continue to watch this bill closely as it makes various changes and remains neutral until a final version is presented.

If you have any questions or would like more information on any legislative issues, please contact Pryor Gibson, the NCFA's Executive Vice President, at (800) 231-7723 ext. 5 or pgibson@ncforestry.org. ■

FORESTRY LICENSE PLATES AVAILABLE

In recognition of the importance of forestry in North Carolina and the state's status as the birthplace of professional forestry in the United States, the North Carolina General Assembly maintains a special "First in Forestry" license plate.



\$20 of the \$30 fee collected for each plate goes to forestry education programs in the state. The plates are available for purchase from the North Carolina Division of Motor Vehicles online and at offices located throughout the state. ■

Sign up for the NCFA's weekly newsletter, ZipLine, by entering your e-mail on the NCFA's home page www.ncforestry.org

Mid-Atlantic Expo...(from page 1)

have to walk so far to see the entire show. Everything was right at hand. The static displays were there in the field and the live displays surrounded the field."



(l-r) Bobby Goodson was on hand to sign autographs for fans like Hunter Carroll.

The weather was terrific for both days of the show.

"Sure it was a little bit warm, but warm is a whole lot better than rain," stated Swanner with a chuckle.

From early reports, the record amount of vendors were pleased with the response from the patrons who came through the doors in terms of their interest in purchasing new equipment and supplies.

In addition to plenty of static and live demonstrations, there were several activities for the young and old at heart. The National Wild Turkey Federation set up a BB gun booth. Just across the aisle, the North Carolina Forest Service's big mechanical Big Smokey Bear was

standing and singing his catchy tune. Last but not least, Swamp Logger Bobby Goodson was on hand to talk with loggers and sign autographs.

While not officially the end of the show, the Caterpillar Loader Competition took place at 3:00 p.m. on Saturday. A good crowd assembled to watch as the top five qualifiers faced off in the checkerboard competition. After qualifying with the third fastest time, Paul Weaver won the event with a time of 2:10 in the finals. He was followed by Jeremy Nelson, Roy Reinford, Russell Mast and Ray Nelson. Great job guys!



Top Finishers (l-r): Paul Weaver, Jeremy Nelson, Roy Reinford, Russell Mast and Ray Nelson were the top five finishers at the Expo Loader Competition.

"You cannot off pull off a show like this without a whole bunch of volunteers," stated Swanner. "This is a three-way partnership with the Carolina Loggers Association, Hatton-Brown and the NCFA. We really appreciate all of the time and effort that our volunteers put into the show - and the Forestry School at N.C. State too - they did a terrific job with the parking."

While Swanner was still catching his breath from the 2015 show, he did say that he expected the next Expo will be slated for the same general location in 2017. ■

NEW MEMBERS

MEMBER	Sponsor	City
Bethel Equipment.....		Bethel, NC
Smith Hunt Club		Knightdale, NC
Conolly, Margaret		Jacksonville, FL
Davis and Ward LLC.....		Selma, NC
Davis, Rodney E.....		Raleigh, NC
Diamonds Club		Supply, NC
Dickens Hunt Club		Traphill, NC
Dry River Farms		Savannah, GA
E & F Properties Inc		Smithfield, NC
Eddings, Sara Elliott		Aurora, NC
Eugene Sessoms Club.....		Laurel Hill, NC
Firefly Hunt Club.....		West End, NC
ForesTech Resource Solutions		Charlotte, NC
Fortescue, Frank		Scranton, NC
Four Qurean, Nancy		Morehead City, NC
Fox, Pamela Brinn		Plantation, NC
Franklin East.....		Raleigh, NC
Hallmark Insurance Group		Winston-Salem, NC
Hayes, Jearlyn.....		North Charleston, SC
Johnson, Lott & Debra		Grifton, NC
Keith Hunt Club.....		Franklinton, NC
Kroeker, Meaghan.....		Elizabethtown, NC
Lewis, Ashton & Taylor Lewis.....		Hobbsville, NC
Long, Bobby Joe.....		Lillington, NC
Old Still Hunt Club.....		Efland, NC
Poquette, Gereon & Barbara.....		Johnstown, CO
Razorback Hunting Club		Fuquay-Varina, NC
Roberts, Jeff & Reesa.....		Wilmington, NC
Rub Line Hunt Club		Cary, NC
S F Holding of Wilmington LLC		Wilmington, NC
Scranton Hunting Club		Scranton, NC
Smith Hunt Club		Knightdale, NC
Smith, Kevin.....		Scranton, NC
Southern Hunt Club		Petersburg, VA
Terry Chavis Hunt Club.....		Laurel Hill, NC
Triple E Hunt Club		Tarboro, NC
Wallace, Travis.....	Billy Cipriani.....	Rockingham, NC
Wayne Stewart.....		Smithfield, NC
Whitetails Anonymous.....		Lillington, NC
Winslow, Elton		Gatesville, NC
Wood, Mary Price Etals.....		Leland, NC

NCFS SEEKING WATER QUALITY FORESTERS

The North Carolina Forest Service has two open water quality forester positions now open in the Northern Coastal Plain and Southern Coastal Plain. If you are interested in a position allowing opportunities to be involved in a variety of water quality and forest management related tasks, we encourage you to apply. You can view the job posting at: <http://www.ncagr.gov/hr/jobs.htm> and/or contact Jim Slye at 252-520-2402 for additional information

The coastal area of North Carolina has experienced and is experiencing changes and growth in the forest products industry. This has fueled timber harvest and led to increases in FPG inspections in many areas across the region. These positions will be insuring compliance with both FPG's and Neuse and Tar/Pamlico Riparian Buffer Rules.

Water quality foresters within the coastal plain will also have opportunities to be involved with forestry activities in federal jurisdictional wetlands and have involvement with operations impacted by The Coastal Area Management Act. They will function as regional experts in those areas. ■

POINT OF VIEW

BRC'S ASSERTION ON CHECKOFF REVENUE QUESTIONABLE

In comments filed with the U.S. Department of Agriculture regarding a revised proposal for a hardwood checkoff program, the Blue Ribbon Committee (BRC), which is the original entity to request that USDA pursue the establishment of a checkoff program, proposed yet a third plan. In its official comments, the BRC wrote: "... we believe further refinement is needed to reduce the scope of the program, simplify compliance, and strengthen support within the hardwood industry."

The BRC now proposes that green hardwood lumber and green air dried lumber be removed from the proposed definition of "hardwood lumber products" thus leaving only kiln dried lumber to bear assessments under the checkoff. The effect of this definition change, according to the BRC's official comments to USDA would be "...The eligible class would be reduced from over a thousand mills to approximately 375 mills which have dry kilns or contract dry kiln capacity for sale of kiln-dried lumber, a more readily identifiable category of mills and more in keeping with the scale of the other forest industry checkoff programs."

According to the USDA, there are more than 2,800 hardwood manufacturers in the United States, and under the BRC's original proposal, more than 1,400 companies would have been eligible to vote in any referendum. The latest proposal to include only 375 companies equates to just 13 percent of the industry, which is, in fact, a far smaller percent of the industry than covered in other forest product checkoffs.

Under the Softwood Lumber checkoff, the eligible companies included 61 percent of producers. Under the Paper and Paper Packing checkoff, the eligible class was about 67 percent.

Jeff Edwards, of Edwards Wood Products, and co-chairman of the US Hardwood Lumber Industry Coalition, responded to the BRC's proposal, saying "it is quite telling that the BRC admitted to USDA that it is necessary to exclude 87 percent of all domestic hardwood manufacturers in order to 'strengthen support' for this - or any - checkoff proposal."

Edwards continued, "The BRC clearly recognizes that the overwhelming majority of the hardwood industry does not want a checkoff program so the BRC's strategy appears to be to push one through with the barest minimum of industry input and, then, once established, one can only assume there will be further attempts to pull in more of the industry to pay assessments."

Indeed, in the original proposal published in the Federal Register nearly two years ago in November 2013, USDA's Agricultural Marketing Service stated, "The BRC believes that \$10 million in assessment income is the threshold for an effective program that could help to improve the market for covered hardwood." In its latest comments, the BRC states: "We continue to believe (\$10 million) is an appropriate amount The changes we are recommending would significantly reduce that amount, resulting in a roughly \$3 to \$4 million annual program. ... A \$3 million program would be a huge step for the hardwood industry."

According to Jeff Hanks, of Bill Hanks Lumber, and co-chairman on the US Hardwood Lumber Industry Coalition, "while some may consider a checkoff with less than a third of its target revenue a 'step' in the right direction, it is, in fact, a huge leap to assume that the BRC's latest proposal could even generate \$3 million. In reality it will generate less than half that amount by our calculations."

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ACCOUNTABILITY BASICS

By Greg Plumley, Forestry Mutual Insurance Company

Lately, you have heard different things in reference to the fatalities that have occurred in the logging industry within the past few years. These fatalities are due to a variety of reasons ranging from truck accidents, skidder rollover, electrocution, to manual felling and we could go on. I would like to discuss the root cause for most, if not all, of the fatalities - Accountability!!

That's right! Fatality investigations reveal that in most incidents employees chose not to follow the instructions of his or her boss/supervisor or to follow the training they have received. In addition, in most cases the boss/supervisor decided against taking disciplinary action because they felt uncomfortable since most employees may be family members or the employee has worked with them so long that they might as well be family. After talking with owners of operations dealing with a fatality they stated, for the most part, that they really do not quite know how to hold a person accountable. So, let us talk about what accountability is and the process of holding an employee (whether family or not) accountable.

If you really think about it you will realize that your organization is built around the people who work for you. The strength of your company is in its' people, working together and with a common purpose. While equipment, methods and procedures are important and you constantly strive to improve them, your most valuable assets are loyal and capable people.

Training and developing employees to obtain the full benefit of their talents and abilities while also providing them with opportunities for growth and development can not be achieved without accountability.

The Webster Dictionary definition of accountability: ac-count-a-bil-i-ty - noun. *The state of being accountable, responsible, liable, or answerable.

How can employee skills ownership be translated to skills accountability? There are two answers: 1) set skills requirements, and 2) establish a clear communications process. Underlying the establishment of skills accountability is the need to set requirements and establish a baseline.

Here is an example of the process of holding employees accountable:

1. Through the hiring process, has it been determined that the employee can do the job? This industry is not for everybody. It takes a special person to be able to answer to all the demands asked of them.
2. Determine that this employee is a good fit for the job and a good fit with the other crew members. (One bad apple does spoil the whole bunch!)
3. Communicate to employee what job is to be performed and what the process of the job is.
4. Allow the employee to repeat back to you the process of the job. This gives the trainer a chance to correct any misunderstandings.
5. Demonstrate the job to the employee.
6. Allow the employee to demonstrate the job in front of you. This allows the trainer to give feedback on job performance.
7. **DOCUMENT-DOCUMENT-DOCUMENT-DOCUMENT.** Oh-Yeah... did I mention documentation! Here is where most employers drop the ball. This is the most important part of the process because it is proof that quality training has been

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NCFA FORESTRY & ENVIRONMENTAL CAMP HEADS TO WILMINGTON



(center) Rudy Daughtry volunteers each year to teach in Wilmington.

The NCFA's Forestry & Environmental Camp will take place on November 2-6, 2015 at Hugh McRae Park in Wilmington. The NCFA will be hosting middle school students from Roland Grise and Murray during the week. Friday is the big competition day between the two schools!

Please consider volunteering to help with this camp. It runs from 9:00 a.m. - 1:30 p.m. each day. It concludes at noon on Friday. Please call Chris Brown at (800) 231-7723 ext. 3 or e-mail at cbrown@ncforestry.org if you would like to volunteer. ■

Accountability Basics...(from page 6)

performed and the employee has demonstrated proficiency in their responsibilities.

8. Follow-up ~ a set period of time that the employer or trainer revisits the processes of the job with the employee to determine if any deficiencies in performance are occurring. Oh-Yeah... did I mention documentation! It is also important to document the follow-up training.

Accountability is the glue that holds an organization together and helps owners define critical roles and responsibilities. It is the underlying theme of an organization's daily activities and is a big part of an organization's success and reputation.

Accountability is a determination not to accept mediocre results. It is self-motivation; it is acceptance of personal responsibility...real, sustained accountability has to come from within the individual doing the work.

It is the boss/supervisor's responsibility to create that accountability. Let us remember that accountability is a method in which you are trying to create a behavioral change not a termination vehicle. Although termination might be an end result in the process.

My definition of Management is: Getting things done through people efficiently and completely. Without a trained workforce and a workforce that is held accountable, you might have a revolving door in and out of your business. Retaining employees will always be a task.

The bottom line is that accountability is a management tool that when put in place and used consistently can help to reduce future losses and maintain costs through controlling injuries, claims and employee turnover. ■

LANDOWNERS

NC TREE FARM ANNUAL MEETING HEADS TO STATESVILLE OCTOBER 17, 2015

The North Carolina Tree Farm Program will be holding its 2015 Annual Meeting in Statesville this year.

Tree Farmers will have a unique opportunity to tour Richard "Jimbo" Shaver Family's 300-acre Tree Farm and Shaver Wood Products, one of the few mills in the state that processes both hardwood and pine logs.

The tour will focus on growing timber for the available markets. ■

BRC's Assertion on Checkoff...(from page 6)

According to the U.S. Hardwood Lumber Industry Coalition's calculations, there's likely to be an estimated 2.2 billion board feet of qualifying kiln dried lumber sold as exports and sold domestically for millwork, furniture, cabinetry, and flooring, which valued at average shipment prices from August 2015 and subject to a \$0.50 per \$1,000 assessment rate proposed by the BRC, would generate approximately \$1.25 million in assessment revenue. This amount does not take into account the exemption for companies under the \$2 million annual revenue threshold, nor the exclusion of Alder and Pacific Coast Maples as the BRC also requested in their comments.

Even assuming that all utilization of kiln dried hardwood lumber was subject to the BRC's proposed assessment rate, and not taking into account the exemption for companies under the \$2 million annual revenue threshold, nor the exclusion of Alder and Pacific Coast Maple, the BRC's plan would raise only \$1.9 million, still far short of their \$3 to \$4 million claim.

Hanks concluded, "A checkoff of \$1.25 million isn't enough to fund effective research, education and promote programs for the hardwood industry, but it is an expensive first step down a road toward a checkoff that the vast majority of the industry does not want to travel." ■



Joe Ross with the Carolina Loggers Association balanced a lot of volunteer duties during the Mid-Atlantic Logging & Biomass Expo, but his favorite time at the Expo was escorting his grandson through the show.

TREE LINE

OCTOBER 2015



LUKE MCLAMB ENJOYED HIS VISIT TO THE MID-ATLANTIC LOGGING AND BIOMASS EXPO.

Sign up for the NCF's weekly e-mail newsletter by typing in your e-mail on the home page of www.ncforestry.org!

MEETINGS

Board of Directors

January TBD, Raleigh, NC - location TBD

Safety, Logging and Transportation Committee

October 28, 2015 at 9:30 a.m. at Drake Landing, Fuquay-Varina, NC

NC SFI State Implementation Committee

November 12, 2015 at 9:30 a.m. at NCF's office, Raleigh, NC

EVENTS & WORKSHOPS

November 2-6, 2015 - Forestry & Environmental Camp,

Wilmington, NC

North Carolina Forestry Association

1600 Glenwood Avenue
Raleigh, NC 27609



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