

THE LOG

April / May 2025

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Letter from the President

As we transition in to spring, I hope everyone is finding themselves navigating the markets well, despite the challenges we sometimes face. It's no secret our industry often faces its share of turbulence, and with the recent escalation in trade tensions, we might be in for even more turbulence. However, I remain optimistic that together, we can emerge from these challenges even stronger.

I want to emphasize that I'm not here to dictate the political stances that are right or wrong for your business. Instead, I believe it's crucial for our industry to present a unified front and be more vocal about our needs and priorities. We are fortunate in Wisconsin to have Amy Boyer & in Michigan Scott Everett advocating for us tirelessly and supporting the lumber industry & LSLA members every day. Additionally, Dana Cole from The Hardwood Federation is doing crucial work in Washington D.C. on our behalf.

It's important to recognize that if we are not actively involved in discussions, our perspectives & needs risk are being overlooked. Thankfully, we have strong representation at the state & federal levels who ensure our voices are heard alongside the larger industries. However, just having representation isn't enough. We need to be capitalizing more on their work. All three will tell you that their greatest asset is engagement of their association members. If we fail at connecting with our legislators, we not only make their jobs more challenging but also diminish our effectiveness and risk losing our position at the decision making table that they have fought so hard to get us at.

Continued on page 5





LAKE STATES LUMBER ASSOCIATION, INC. . . PROVIDING LEADERSHIP AND EDUCATION TO ASSURE THE SUSTAINABILITY OF OUR FOREST RESOURCES



Back Row (left to right): John Yeshe (Lyme Great Lakes Timberlands), Bill Millard (Granite Valley Forest Products/Rockbridge Sawmill), Jamie Peters (North Country Lumber), Jim Maltese (Stella-Jones Corp.), Dave Kuehl (A & M), Kirby Kendrick (Kendrick Forest Products), Loren DeJonge (Constructive Sheet Metal), Kyle Jeske (Richard Hardwoods), Steve Peters (Rockland Flooring)

Front Row (left to right): Kate Miller (Northern Hardwoods/JM Longyear), Tammy Sue Donaldson (Beaam Hardwoods), Nikki Loehr (LSLA Administrative Coordinator)

Photo courtesy of Chris Fehr, Miller Wood Trade Publications

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SPANISH LANGUAGE OPTION

HARDWOOD LUMBER GRADING

SHORT COURSE

June 17 - June 19, 2025

Sessions begin at 8:00 am each day

Northcentral Technical College Wood Technology Center Of Excellence
312 Forrest Avenue
Antigo, WI 54409

This class is targeted for beginners and therefore will be ideal for sawyers, edgemen, trimmermen, grading trainees, sales people, managers and supervisors. The Course is open to all interested participants, whether a member of LSLA or not. Members of LSLA may register at a reduced price. The course will be offered in Spanish through an interpreter.

INSTRUCTORS: Logan Wells, Northcentral Technical College
Scott Bowe, UW-Kemp Natural Resources Station
Tim Kassis, Kretz Lumber Company (Retired)

REGISTRATION FEE

\$250 for Lake States Lumber Association members

\$350 for non-members

Course is limited to first 35 registrants.

STUDENTS MUST BRING

- Bring a Lumber rule or lumber scaling stick (if you have one available to use)
- Notebook or clip board

Fee includes NHLA Rule Book and NHLA Training Manual, coffee and soda breaks, lunches, and certificate of completion for all students.

JUNE 17—DAY 1

- Hardwood Lumber Grading: A Language
- Clear vs. Sound Cuttings
- Surface Measure / Cutting Unit Method
- Wood Characteristics vs. Defects
- Surface Measure Exercise
- Hardwood Lumber Manufacturing Standards

JUNE 18—DAY 2

- NHLA Standard Grades
- Defect Limitations
- Hands-on Lumber Grading

JUNE 19—DAY 3

- Understanding Wood Structure
- Species Exceptions / Color Sorts
- Kiln Dried Lumber
- Hands-on Lumber Grading

Registration Link:

www.lsla.com/education

ACCOMODATIONS (Suggested area hotels)

Super 8
Hwy 45
535 Century Ave.
Antigo, WI 54409
715-623-4188

Holiday Inn Express
2407 Neva Rd/Hwy 45
Antigo, WI 54409
715-627-7500

Sponsored by:

This workshop is made possible through a grant from the USDA Forest Service.



Thermally Modified Wood

By Scott Bowe, UW Kemp Station

All of us are familiar with applications of wood used outdoors. Logs in a log cabin, wood siding, a wood deck, a mailbox post. There are hundreds of examples. In almost all these examples, we use preservatives to extend the useable life of the wood. We apply stain to the exterior of a log cabin and wood siding. We purchase pressure treated wood to build a deck or install a mailbox post. These chemical treatments can extend the life of the wood by years even decades. What if I told you there is a way to extend the useable life of wood used in exterior applications without the use of chemicals. Is it too good to be true? No, it is called *thermally modified wood*.

Thermally modified wood has been around for decades, but it has found expanded use in the United States in recent years. Its market is growing extremely quickly in Europe because the European Union has more restrictive policies on chemically treated wood. After heat treatment, the chemical structure of thermally modified wood is modified so it is no longer palatable to decay fungi or insects. Thermally modified wood is popular because you get decay resistance without the use of added chemicals.

The process used to thermally modified wood is a controlled pyrolysis process. There are 5 or 6 methods for thermally modifying wood, but the basics are the same. Wood is heated to more than 350 degrees Fahrenheit in an extremely low oxygen environment. If oxygen were present, combustion would occur at that temperature. The process used here in the Lake States uses 3 phases of treatment. Phase 1 consists of a gradual increase in temperature of the wood to reduce the moisture content. Kiln dried lumber at around 8% moisture content must be used in this process. Phase 2 uses a rapid increase in temperature to reach the 350 degree mark. The cellular composition of the wood is altered in this high-heat, oxygen-deprived environment, which modifies the lignin, cellulose, and hemicellulose in the wood cell walls. The 3rd and final phase introduces steam to cool the wood down and increase the final moisture content of the lumber to around 4%.

The main advantage of thermally modified softwood lumber and hardwood lumber is they can be used for applications that require high durability. We can take non-durable species and transform them into durable products. The main mechanism is the change in the

wood chemistry. Decay fungi use an enzyme called cellulase to break the chemical bonds in the wood structure. Since the wood chemistry is modified, the cellulase enzyme is no longer effective in breaking up the cellulose for digestion by the fungi. A second advantage is that shrinking and swelling is reduced from 50 to 90%. This makes the wood more stable for certain building applications. Another advantage is the color change. Thermally modified wood is darkened ranging from light brown to a coffee color. The color often resembles more expensive imported tropical woods.



Photo: Exterior benches made from locally grown thermally modified sugar maple. (Photo by Scott Bowe)

The main disadvantage is that the strength is decreased because of the high temperatures. In general the bending strength is reduced up to 30% with more reduction at higher temperatures. Thermally modified wood also becomes more brittle, which can make it more difficult to machine. The final disadvantage is that thermally modified wood is more expensive than unmodified wood. The modification process is energy intensive and is one more step added to the manufacturing process.

Thermally modified wood is one more amazing product derived from Wisconsin's forests. Demand for these sustainable products helps manage our forests and provide economic opportunity in the Northwoods for generations to come.

LSLA Annual Golf Outing - Save the Date

The LSLA recreation committee is pleased to announce that the annual golf outing will take place this year on July 23rd and 24th in Wisconsin Dells, WI at the Chula Vista Resort.



Much like past year's, sponsorship opportunities will be available. Watch your inbox and mail box for details on the sponsorship opportunities and registration information in the coming weeks.



Letter from the President (cont'd)

When you receive a call or email urging you to reach out to your legislators, please do so. Legislators appreciate hearing from constituents, and they value the opportunity for personal interaction. Whenever the chance arises to meet your legislators face to face I highly encourage you to take it. If you have any questions don't hesitate to reach out to Amy, Scott, or Dana they are more than willing to guide you.

Let's continue to strengthen our industry by actively participating and ensuring our voices are being heard.

Kirby Kendrick
LSLA President
Kendrick Forest Products
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Hardwood Federation Update

By Dana Lee Cole, Executive Director



Hardwood On The Hill Just Weeks Away

The annual Hardwood Federation Fly-In is just weeks away. On May 14, over 60 members of the Hardwood industry including mill and yard executives, manufacturers, exporters, and association representatives will be coming to D.C. to meet with members of the Trump Administration and elected officials on Capitol Hill. We are on track to attend over 100 meetings, sharing personal stories of how the current economic climate, the impacts of global tariffs, and declining demand are impacting the U.S. Hardwood industry. The messaging in 2025 may have glimmers of potential positives, but as we all know, there is also grave concern among industry leaders, particularly about the steep decline, and elimination of export of U.S. hardwood logs, lumber, and products to our major trading partners.

Participants in the Fly-In will focus on three key areas during their advocacy efforts in May. First and foremost will be the impacts of the Trump Administration trade policy and the imposition of global tariffs on the U.S. Hardwood industry. While the industry as a whole favors the pursuit of fair-trade practices (and recognizes there are bad actors as well as good actors), the current situation has put many Hardwood mills in an extremely tenuous situation. We will be making a strong case that while we prefer the opportunity to pursue fair and open markets, if the current situation continues, we need financial assistance to avoid significant closures and lost capacity. Our experience in 2018 bears us out and we have data to back up our concerns. And although we were unsuccessful gaining such support during the last trade dispute, the fact that the Trump Administration has been very public about their goals to increase harvesting on federal lands gives us another persuasive talking point... harvesting that cannot happen if mill processing capacity disappears.

Our second key issue will be reviving and extending the Tax Cuts and Jobs Act tax benefits enacted in 2017. Among the tax goals for small and medium businesses are renewing and extending the 100 percent bonus depreciation benefit that has been phasing out, the research and development tax credit that has expired and the Section 199A deduction for S-Corporations and other pass-through structures that will expire at the end of this year. There is also talk

that a “millionaire’s tax” raising top marginal tax rates to roughly twice what public C corporations pay will be included in the eventual package, which would hit S-Corps particularly hard. This is one provision we would definitely advocate against. Congressional leaders hope to wrap up the budget resolution process and finalize and pass a single, comprehensive budget reconciliation bill before Memorial Day, which means our timing on the Hill is particularly good for this issue set.

The third set issue on our list is encouraging reauthorization of the Farm Bill which has been in limbo for over two years now. Although not one of the most pressing issues of the day, the Farm Bill does traditionally include key forestry provisions, including funding for Hardwood export programs, Wood Innovation and Wood Energy Grants, and potentially training support for forestry related jobs. If time allows during Hill meetings, this will certainly be a point worth mentioning.

May 14 is the Hardwood industry’s day to be heard on the Hill. If you cannot join us in person, consider making a phone call to your elected official in the House or Senate. Let them know your Hardwood peers on the Hill, and although you can’t be there in person, you wanted to share your company’s current economic outlook. You can get phone numbers for your officials’ offices at www.Congress.gov in your browser. Make your voice heard on May 14!!!

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GLKDA 2025 Spring Meeting

GLKDA is hosting their annual spring meeting in Sault Ste. Marie, MI on May 8 and 9. Tours of Maple Hardwoods, Northland Harvesting and the MI DNR Center will take place along with informative sessions. The registration link can be found on the GLKDA website at www.glkda.org.



Great Lakes Kiln Drying Association 2025 Spring Meeting

May 8 - 9

**Holiday Inn Express
1711 Riverview Way
Sault Ste Marie, MI 49783**

Program

Thursday, May 8

- 7:30—8:00 AM Meeting Registration at Maple Hardwoods, Inc.**
5839 N 3 Mile Rd, Pickford
- 8:00— 9:00 AM TOUR: Maple Sawmill**
- 10:15—11:30 AM TOUR: Northland Harvesting**
7300 Co. Rd. 403, Newberry
- 11:45—12:30 PM Lunch: Timber Charlies**
110 Newberry Ave. Newberry
- 12:45—2:00 PM TOUR: Michigan DNR Center**
5666 State Hwy M 123, Newberry
- 5:00—6:00 PM Stress Relief**
Holiday Inn Express - Hospitality Suite
- 6:00—7:00 PM Board Meeting**
Holiday Inn Express - Hospitality Suite
- 7:00 PM Dinner**
Holiday Inn Express - Conference Room

Friday, May 9

- Location: Holiday Inn Express - Conference Room
- 8:45—9:00 AM Welcome and Announcements**
- 9:00—10:00 AM The Development of Intelligent Desiccant- Assisted Heat Pump Kiln System**
Speaker: Randi Dodgson, MI Tech
- 10:00—10:30 AM Networking Break**
- 10:30—11:30 AM Wisconsin to Maine - Kiln Operations in the Northeastern United States**
Speaker: Scott Bowe, Professor at Kemp Natural Resources Station, University of WI
- 11:30—12:00 PM Networking Break**
- 12:00— 1:00 PM Open Forum**

2025 Spring Meeting Speakers

Randi Dodgson is a PhD student at Michigan Technological University. Her dissertation research involves the development of structural grading practices for hardwood lumber. She is the program director of Wood Science Technology at Kirtland Community College. She is a hardwood lumber inspector and regional trainer through the National Hardwood Lumber Association. Prior to her work in academia, Randi worked as an industrial designer in the contract furniture industry.

Scott Bowe is a Professor and Forest Products Extension Specialist in the Department of Forest and Wildlife Ecology at the University of Wisconsin-Madison. He earned his Ph.D. in Forest Products from Virginia Tech, a M.S. in Forest Products from the University of Minnesota, and a B.S. in Forest Science from the University of Wisconsin-Madison. Scott works closely with the wood products industry in Wisconsin and neighboring states. His current projects focus on forest products markets, wood manufacturing process improvement, and applications for hardwood lumber drying; all strategies for remaining competitive within a global forest products marketplace. Scott and his family moved to northern Wisconsin in 2015 where he is serving as Director of Kemp Natural Resources Station, a research station in the College of Agricultural and Life Sciences dedicated to sustainable natural resources.

Wisconsin Legislative Report

By Amy Boyer, WI Legislative Consultant

Wisconsin Supreme Court

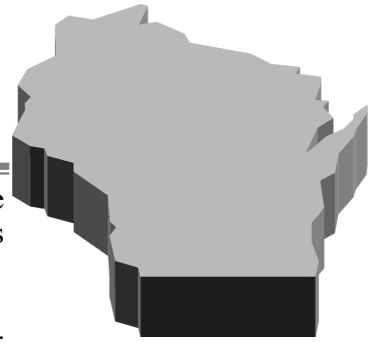
Liberal Dane County Judge Susan Crawford secured a 10-year term on the Wisconsin Supreme Court, defeating conservative Waukesha County Judge and former Attorney General Brad Schimel in the April 1, 2025, election. Crawford received approximately 55% of the vote, maintaining the court's 4–3 liberal majority.

The race became the most expensive judicial contest in U.S. history, with nearly \$100 million in total spending. Elon Musk, serving as a senior advisor to President Donald Trump at the time, contributed over \$25 million through political action committees supporting Schimel. Musk's involvement included hosting a rally in Green Bay and awarding \$1 million checks to two attendees, actions that drew legal scrutiny.

Crawford's victory ensures that the liberal majority on the Wisconsin Supreme Court will persist until at least


2028, when conservative Justice Rebecca Bradley's term concludes.

The outcome carries significant consequences for state politics going forward. With the current legislative maps remaining in place, the State Senate will be up for grabs in 2026 after nearly 15 years of Republican control. The GOP's hold on the Assembly could also be challenged, though they remain favored to retain their majority. This development will also shape the dynamic between the Republican-led Legislature and the Democratic Governor as they head into negotiations over the 2025–27 biennial budget. Those talks are expected to stretch past the June 30 deadline, largely due to disagreements surrounding the Governor's veto powers and authority over administrative rules.




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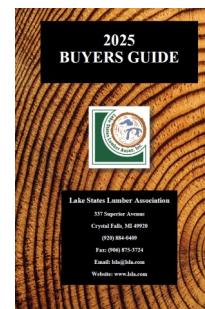
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2025 Buyer's Guides

The 2025 Buyer's Guides have been printed and one has been shipped to each member, unless you ordered extras with your membership. If you did not receive a guide and would like to, we have plenty extras available for purchase. Members pay only \$15 for an additional copy and if you are not a member of LSLA, you can purchase a copy for \$30.

The Buyer's Guide is a full directory of LSLA members including contacts and product information.

Contact the LSLA office if you are interested at (920) 884-0409 or email by at lsla@lsla.com.



OSHA – A Year in Review

By Danica Harrier

The “**OSHA Walkaround Rule**” was modified and became effective last May. The revised rule expanded who employees could designate as their representative (s) during OSHA’s physical inspection of a worksite. Representatives can be current employees or third parties who *by virtue of relevant knowledge, skills or experience with hazards or conditions of the workplace or similar workplaces or language or communication skills* are “reasonably necessary” for OSHA to conduct a thorough and efficient inspections. (<https://www.osha.gov/worker-walkaround/final-rule/faq>)

OSHA expanded application of its “**Instance-by-Instance Citation Policy**” in April of last year. Citing instance-by-instance means *per machine, location, entry or employee*. For example, if five employees are not wearing eye protection in a work area where there are eye projectile hazards, OSHA can cite 1910.133(a) (1) five times, meaning five separate citations and financial penalties. OSHA could previously only apply this policy to select standards. OSHA can now cite instance-by-instance for *any* OSHA standard, the General Duty Clause or other than serious recordkeeping standards. ([Instance-by-Instance Citation Policy for Serious, Repeat, and Other-Than-Serious Violations | Occupational Safety and Health Administration](#))

Citations have increased to \$16,550 per violation in 2025.

OSHA’s **Hazard Communication Standard** (1910.1200) was revised in July of last year to “realign” with GHS (Global Harmonization System). Most changes will directly impact chemical manufacturers and indirectly impact downstream users of chemicals. Downstream users: Your SDSs may change over the next several years. Look for and review updated SDSs to determine if new hazards have been identified, which triggers a retraining requirement. The labeling guidance for very small (3mL and 100mL) containers was modified. The topic of trade secrets was also modified. ([Final Rule Modifying the HCS to Maintain Alignment with the GHS](#))

OSHA continues to focus on **PPE fit**. One size does not fit all. The construction standard, 1926.95, was modified in January of this year to require companies to ensure that PPE properly fits each affected employee. This requirement is already in-place for general

industry employees. ([Department of Labor finalizes rule on proper fit requirements for personal protective equipment in construction | Occupational Safety and Health Administration](#))

Reporting: A reminder that fatalities must be reported to OSHA within 8 hours. In-patient hospitalizations, amputations or eye losses must be reported within 24 hours. Do not leave a message. If your local OSHA area office does not answer, call the 1-800 number or complete an online report. (<https://www.osha.gov/report>)

ITA (Injury Tracking Application: Electronic submission of OSHA 300 log information for 2024 (300, 300A and/or 301 forms) was due for submission on March 2. It is late, but not too late, to submit your data. Doing so may assist you in avoiding an OSHA inspection for not reporting. (<https://www.osha.gov/injuryreporting>)

OSHA has not yet published their “**Most Frequently Cited Serious Violations for General Industry**” 2024 data, although their 2023 data has been published:



OSHA continues to inspect based upon **Site Specific Targeting (SST)** of companies with elevated injury and illness rates, **non-reporters**, “**low rate**” companies and those who fall under **emphasis programs**. There are a variety of emphasis programs currently in-place: ([Directives - NEP | Occupational Safety and Health Administration](#))

Continued on page 10

OSHA - A Year in Review (cont'd)

Rulemaking for **heat** is on pause, although OSHA continues to encourage employers to establish heat prevention programs. (<https://www.osha.gov/heat>)

OSHA continues to encourage employers to adopt **Workplace Violence Programs** and a “zero tolerance policy” for bullying or violence within the workplace. ([Workplace Violence - Overview | Occupational Safety and Health Administration](#))

Temporary workers are at an increased risk of injury. The temp agency and the host employers have joint

responsibility in training and keeping temporary employees safe. ([Protecting Temporary Workers | Occupational Safety and Health Administration](#))

Questions about any of these topics? We can help: Call 800-947-0553 or e-mail: Wiscon@slh.wisc.edu for confidential, expert assistance.

Michigan Legislative Report

By Scott Everett, MI Legislative Consultant



\$75M For Northern Michigan OK'd By House Appropriations Committee:

In April, the House Appropriations Committee passed a \$75 million appropriations supplemental for disaster relief funds for Northern Michigan following devastating winter and ice storms that affected the region at the beginning of April. HB 4328 allocates \$75 million from the General Fund for the Michigan State Police (MSP) as the required 25 percent match from the state to access future federal disaster relief dollars. House Fiscal Analyst Robin RISKO explained to the committee that the funds can be spent on emergency supplies, labor assistance, shelter, cleanup, recovery and more.

Line 5 Project In Mackinac Cleared For Movement:

The U.S. Army Corps of Engineers is moving forward on the permits needed to advance Enbridge's Line 5 crude oil tunnel project under the Straits of Mackinac, the agency announced earlier this month. President Trump announced earlier in his term emergency environmental reviews of around 600 energy-related projects in order to address an “energy supply situation which could result in an unacceptable hazard to life, a significant loss of property, or an immediate, unforeseen and significant economic hardship” if action isn't taken. The Army Corps has now determined that the Line 5 project meets that requirement.

Solar Sitting Law Repeal Moves Out Of Committee:

The House Energy Committee heard 23 distinctive testimonies Tuesday morning on a pair of tied bills that would repeal a 2023 energy bill allowing the Michigan Public Service Commission (MPSC) to site clean energy infrastructure projects despite the objection of local governments. The committee then reported HB 4027 and HB 4028 with recommendation on a 10-7 vote, provoking a roar of applause from the audience as the bills were reported with recommendation.

50501 Protests:

On a fairly consistent basis--a few thousand protesters keep showing up each Saturday on the Capitol lawn as part of orchestrated demonstrations across the country by the grassroots-driven entity called 50501. Most are critical of President Donald TRUMP and mainly decry the potential cuts to entitlement programs. Others call for a Palestinian state, women's rights, LGBTQ rights and to bring Kilmar Abrego Garcia “home.”

Michigan Supreme Court:

Noah HOOD has been appointed to succeed former Justice Elizabeth CLEMENT on the Michigan Supreme Court. Gov. Gretchen WHITMER, who appointed Hood to the appeals court in 2022 and Detroit's 3rd Circuit Court in 2019, said Hood will bring “important perspectives” to the high court.

Where is David Bradley?

David Bradley hanging with the Northern Hardwoods' log scaling team during the waning days of winter in the Upper Peninsula.



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