Outstanding Bathroom Design
FOR 2017 AND BEYOND

Photo Courtesy of Kohler Co.

AWARDS NIGHT & HOLIDAY CELEBRATION
WEDNESDAY, DECEMBER 6  6:30 - 9:30 p.m.
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ADVERTISING SALES
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Winners of the Professional Women in Building Council’s Restore and Reuse Design Challenge held in conjunction with Habitat for Humanity of Oakland County. Debbie Hollis (left) of Interior Lifestyles won first place, Debra Wright of Dee Dee Designs won third place and Chris Deck of Impact Home Staging Experts won second place. See page 4 for more information on the successful event.

At HBA’s most recent Board of Directors meeting, just before the Annual Golf Outing at Cherry Creek in Shelby Township, John Scaccia (left) of Scaccia Building, Bob Filka of HBA of Michigan, HBA Past President Norm Finkelstein of Norwood Homes and HBA President Bill Phillips of Windham Development.
The bath is the one place in most homes where privacy and solitude can be found. For many busy people, standing under a streaming shower for several minutes will be the closest they will get to relaxation most days. But on those days when the bustle of life slows, luxuriating in a well-designed bathroom can prove to be uplifting for both the body and the mind.

Television plays a big role in bathroom design and consumer awareness of the newest products available. "Customers are really following HGTV shows such as Fixer Upper, and everyone wants that custom look for their bath," said Christina Mancroni with Kurtis Kitchen & Bath. "People love the modern farmhouse-style shiplap horizontal boarding that Joanna Gaines of Fixer Upper made Vogue for both baths and kitchens." Grays and whites remain popular colors for the bath. "Cool tones are in Vogue," said Christina. "I believe grays are what beige was 20 years ago. They will be around for the next 5 to 10 years."

Product enhancements have expanded color and material choices. "The natural or industrial modern looks are popular, as opposed to stark color," said Leslie Dorchen, also with Kurtis Kitchen & Bath. "There are so many good porcelain tiles that mimic marble, and distressed wood porcelain tiles that look like real wood, that people can now bring these looks into their baths. Natural looking porcelain tiles are really popular. Using different width tiles in a driftwood pattern and texture, and staggering them, makes a really natural look." Virginia Tile currently stocks 23 styles of wood-plank looking tiles according to Jim Dean. "Cascading pebble patterns are also popular, and there are a lot more tiles to choose from to make a pattern unique," said Leslie.

The use of large format tiles is a growing trend, according to Jim Dean with Virginia Tile. "With these large format tiles, such as 18" x 36" or 24" x 48" you have less grout and less maintenance. If consumers could eliminate grout altogether they would. My boss just came back from the world's largest tile show, Cersaie in Italy, and he noted that the European market is moving toward large square tiles, in sizes such as 32" x 32" or 48" x 48", rather than the typical U.S. standard rectangular tile. An added plus is that patterns and decorative relief show much better on bigger tiles, so they look beautiful."

The Laminam porcelain tile panels by Crossville continue to gain attention, as part of this large format trend. These tiles are roughly 39" x 117" or 1 meter by 3 meters, The American market is slowly embracing this product," said Jim. "In fact, how to install these tiles was the topic of a tile contractors meeting that I recently attended in the Detroit area." While the original Laminam porcelain tile panels are 3mm or 5.6mm, Crossville has recently introduced thicker tiles, up to 12 mm, which makes it easier for contractors to install.

While the garden tub has definitely gone away, adults take baths in tubs, for resale value it has always been a given that you have to keep at least one bathtub in your home. "We are seeing a lot of people who are converting the tub and shower combination in their master baths to walk-in showers," said Christina Mancroni. "It is a great selling feature." Kristin Andrews, with Infusion Kitchen and Bath Showrooms by Etna Supply, notes that steam showers are also making a comeback. "Steam showers are a lot more affordable now," said Kristin. "They are also great if you have a respiratory ailment, as they open your airways."

The hydrotherapy or spa experience is still alive and well in showers. Kohler brings water, sound, steam and light together in DTV+, their most advanced showering system ever. "It has a key pad-like smart phone interface that controls the temperature, steam, music and lighting," said Adam Tillman with Kohler. The system has six programmable user presets so everyone in the family can customize their shower experience. At the beginning of 2017 Kohler also introduced Real Rain, a minimalist and modern 19" x 19" ceiling-mounted panel with a water reservoir which delivers a multi-sensory showering experience that simulates a summer rainstorm. The rate at which the water drops fall is varying and random, just like a true rainstorm. "It has 775 nozzles of differing sizes to simulate raindrops," said Adam. "You can recreate the feeling of a growing storm right up to the on-demand Deluge feature."

In finishes for faucets and fixtures, Leslie Dorchen with Kurtis reports that champagne bronze is coming back everywhere. "It has that shiny brass look to it," says Leslie. Split finishes are also popular according to Kristin Andrews. "An example of this would be a faucet in matte black with a high polished chrome or stainless steel. People are going back to designing their own faucets that fit their own styles and tastes. A couple of manufacturers offer this ability to customize." She is also seeing an explosion in fun and unique cabinet knobs for the bath. "They can match the faucets or you can dress the cabinets up with little design elements, like Swarovski Crystal that can make a bathroom go..."
from ordinary to extraordinary,” said Kristin. While it is not fun, like crystal cabinet accents, ventilation is an important component in any bath. “We offer ventilation fans with built-in humidity sensors,” said Kristin. “If you have a child or teenager these units are really worthwhile, as the kids don’t have to remember to turn them on and off. It saves money on both energy and mold mitigation repairs.” Another item that is more practical than ashy is Kohler’s new Corbelle toilet. “It has revolutionary 360-degree ushering technology and clear-coat surface technology which keeps the bowl cleaner for longer periods and repels hard water deposits,” said Kristin Andrews.

From bling in the bath, to new technology which transforms the shower into a unique way to experience a soothing outdoor rain shower, to a toilet that practically cleans itself, manufacturers are meeting, and even exceeding, customers’ expectations. While it is tough to keep up with the rapidly changing advances, HBA members can count on associate members with bath design expertise to help them to offer their customers the best products and to design baths that completely transcend the ordinary.

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HBA’s Professional Women in Building Council (PWB) and Habitat for Humanity of Oakland County held its first Restore and Reuse Design Challenge in September. Over 100 members, prospective members, family and friends participated in and enjoyed the evening while networking, mingling and the developing new relationships. They enjoyed appetizers and libations as they perused the oor, casting their votes for the winning design vignettes.

Contestants each created a 7’x 10’ vignette featuring two anchor items selected from the Habitat for Humanity Restore, supplemented with items of their own. The designers showcased ways to incorporate Restore items into a classic home design.

Contestants were: Jo Golda of Jo’s Cleaning & Organizing, Catherine Oddo of Interior Design & Staging, Kori Steigerwald of Horizon Interior Design, Donna Kosnak, Cheryl Goslin, Chris Decker and Darla Rowling of Impact Home Staging Experts, Jena Anastasio and Beth Sheedlo of Transition Remodeling, Debi Hollis of Interior Lifestyles, Kiana Wenzell of Kiana Wenzell Interiors, Robin Pinkston of Axeheads, and Eleni Interiors Inc.

Debra Wright of Dee Dee Designs, Jacqueline Neal of City Design Interiors and Julie Stahl. The first place winner was Debi Hollis of Interior Lifestyles. Chris Decker and Darla Rowling of Impact Home Staging Experts won second place and Debra Wright of Dee Dee Designs was the third place winner. They received gift certificates from the ReStore. All proceeds from the event went to support the PWB Scholarship Fund and Habitat for Humanity of Oakland County. We look forward to making this an annual event! We hope to see you next year.

If you are interest in joining the PWB please contact Carole Jones at caroleljones@yahoo.com

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September Single-Family Permits Best Since 2006
Employment Best In 15 Years

MICHAEL C. STOSKOPF, EXECUTIVE OFFICER

Based on residential permit data compiled by the Home Builders Association of Southeastern Michigan (HBA) and reported in the HBA Southeastern Michigan Residential Building Activity Report™, a total of 448 single-family permits were issued in Macomb, Oakland, St. Clair and Wayne counties in September 2017. This was the best September on record since September 2006 (500) and also helped bring the total single-family home permits for the first nine months of 2017 to 4,113 thus sustaining the best start to a year since 2006 (5,805).

As initially reported last month, another encouraging sign is that price appreciation of new construction continues to hold steady, as measured by monthly average permit value. Through September, the average permit value for new homes in the first nine months of 2017 ($270,702) has increased by 8 percent compared to the same time period in 2016 ($250,856).

Comparatively, the price appreciation of existing homes, as measured by monthly average sales prices reported by REALCOMP, has increased by less than 7 percent in 2017, compared to 2016.

Even more exciting is the current employment picture in the region, particularly Oakland and Macomb counties. The 3-month average for the number of people employed in Oakland County during the past three months (639,480) is the highest it has been since July 2001 (640,772). Similarly, the same timeframe average for Macomb County (439,008) is at its highest point since December 1999 (441,596)!
After Hours Mixer

“After Hours” Mixer Hosted by Beaver Tile & Stone

More than 50 members and prospective members came to network and make new business contacts, as well as enjoying the refreshments provided by Beaver Tile & Stone.

We would like to acknowledge Jean Pellerito of Florida Tile who donated two $50 gift certificates. They were won by Shannon Truesdell of Kirkshire Design Group and Larry Dudley Jr. of If Walls Could Talk Professional Services.

The BUILDER LOTTO drawing worth $150 was held at the end of the evening and regretfully, “John Policicchio of Pine Arbor Condominium LLC” was not present to win.

The ASSOCIATE LOTTO drawing worth $200 was held at the end of the evening and regretfully, “Brian Wenzel of Atwell, LLC” was not present to win.

The ATTENDEE LOTTO drawing worth $50 was won by Janet Corona-Garnica of Kirkshire Design Group.

At the next HBA Mixer, the BUILDER LOTTO will be $200 and the ASSOCIATE LOTTO will be $250. The ATTENDEE LOTTO will always be $50. Take advantage of this networking opportunity to make some new contacts and grow your business. Invite a prospective member to join you as your guest!

If you are interested in hosting an “After Hours” Mixer or donating a prize to be given away at an upcoming Mixer, please contact Riva Gulli at (248) 862-1002.

NEXTEVENT

“AFTER HOURS” MIXER

THURSDAY, FEBRUARY 22

Time: 6:00–8:00 p.m.
Place: Cosentino
17608 Commerce Dr.
New Boston 48164
Cost: No charge and reservations are required at: www.builders.org/events.php

MORE PHOTOS TO COME...
On September 14, HBA hosted its annual Golf Outing at Cherry Creek Golf Club following the HBA Board of Directors Meeting. The event had 84 golfers and a number of additional guests who joined the group for dinner. In addition to providing a great opportunity for members and guests to network, relax and enjoy golf on a beautiful fall day, the golf outing provided a charitable donation of $3,654.30 to HBA’s Charitable & Educational Foundation, in support of its Workforce Development Initiative.

Michael Stoskopf (left) with event sponsor Huntington Bank golfers Matt Thompson, Michael Krane, Francette Pate-O’Hara, Bill Collins, and Jason Belli.

John Scaccia (left), Jim Caiozzo, Larry Bruzzese and Marino Censoni.

HBA President Bill Phillips (left) of Windham Development, Jason Cole and Patricia Cole of Michigan Minority Contractors Association and Rex Rosenhaus of Uniland Corp.

Sali DiMercurio (left) of Golden Homes and Vito Castellana of VIP Homes.
Employee involvement provides the means through which workers develop and express their own commitment to safety. Employees are often those closest to the hazard and have first-hand knowledge of workplace hazards. The best safety programs, which consistently decrease their workplace accidents and injuries, involve employees at every level regardless of the organization’s size. One of the most effective methods to involve employees and to improve your safety program is through the active efforts of a safety committee.

A well-run safety committee is effective because it utilizes employees’ knowledge and experiences to help identify and resolve problems. Safety committees provide employees the opportunity to be involved in the planning and implementation of safety program efforts. A committee with clear objectives can help get your front-line employees buy-in to safety efforts, which can create a positive safety culture and drive safe behaviors. Also, they can directly contribute to higher employee job satisfaction by fostering respectful treatment of all employees at all levels (the #1 job satisfaction contributor) according to the Society for Human Resources Management.

If you’ve declined starting a safety committee for one reason or another, then reconsider that decision now. To be certain, there is no replacement for a well-run safety committee and the benefit it brings to your workplace.

To ensure a great start in your workplace, consider that healthy and effective safety committees will:

• Require the support of top management. Also, the top decision-maker at your facility should attend the committee meetings to demonstrate that safety is a priority.
• Include representatives from various departments and levels in the organization. Remember that volunteers are the best option versus forcing employees to participate.
• Define their primary responsibilities, function, and extent of authority. Consider having the team focus on preventing the top injury types in your workplace.
• Engage in numerous activities such as procedure development; review of accidents; identify accident trends; assist with incident investigations; identify, evaluate, and resolve safety and health issues; review safety suggestions; and conduct training.
• Promote safety and health involvement with other employees by acting as a communication link between employees and management, which is helpful in larger organizations.
• Hold regular meetings that start and stop on-time. Typically, a monthly meeting will be adequate for most safety committees.
• Set clear meeting agendas, publish them in advance, and follow them.
• Take meeting minutes that summarize the issues discussed, the proposed actions and the people responsible for following up on each item. Minutes should be published and provided to each committee member, as well as made available to all employees.
• Set both short-term (30 to 90 day) goals and long-term (1 year or beyond), which are SMART goals.

Consider using one of the many online safety committee resources such as Best Practices for Workplace Safety Committees from WorkSafeMT.com, which contain templates with all that is necessary to get your committee started. Get started today and together your team will improve its’ safety program!

Should you require additional assistance with starting and running a safety committee in your workplace, please contact Gary Smith, CRM, at (517) 338-3367 or gary.smith@yorkrg.com.

Resources:
Advocacy Update

WRITTEN BY FORREST WALL, CAE, STAFF VICE PRESIDENT AND INDUSTRY RELATIONS

Apartment Inspection Reform Bill Moves Forward In House

AAM’s efforts to reform the current apartment inspection law took another step forward with the recent approval of the Local Government Committee in the Michigan House of Representatives. Senate Bill 107 was approved by the committee unanimously, on an 11-0 vote, and now goes to the full House for a vote. As you may recall, this legislation amends the Housing Law of Michigan to provide that the lessee’s permission is needed prior to local government entry to inspect. Current state law allows a local government to compel an apartment owner, regardless of the resident’s wishes, to provide unit access if the lease allows the owner right of entry at any time. AAM has stated its concern that this is a violation of the Fourth Amendment of the U.S. Constitution. The Michigan Senate already approved the bill, on a 37-0 vote, on the final day of Senate session prior to its summer recess. We appreciate the leadership of the bill’s sponsor, Senator Rick Jones (R—Grand Ledge).

MCRC Will Not Reinterpret Civil Rights Act

An effort to reinterpret Michigan’s Elliott Larsen Civil Rights Act to include sexual orientation and gender identity has failed in the Michigan Civil Rights Commission (MCRC). MCRC was petitioned by Equality Michigan to provide an interpretive statement to clarify the Elliott Larsen Act’s definition of sex discrimination. The interpretive statement would have included protections for the LGBT community. However, the Michigan Attorney General’s Office testified that only the Michigan Legislature could reinterpret the act, and if the commission issued such a rule it could be subject to a lawsuit. This latest action comes after multiple legislative attempts to expand the civil rights act have failed.

On a federal level, legislation has been introduced in both the U.S. Senate and House of Representatives which would add sexual orientation and gender identity to the list of protected classes currently identified in the Civil Rights Act and Fair Housing Act. The legislation, called the Equality Act of 2017, would explicitly ban discrimination against LGBTQ individuals in housing, employment, credit, public education, and other areas covered by anti-discrimination laws.

Fair Housing Seminar Set for November 15

If you have staff in need of a Fair Housing seminar, AAM has scheduled a program for Wednesday, November 15 from 9:00 am – Noon. The instructor will be Kathleen Mabie of Success OnSite. Please visit www.apartments.org and click the link at the top of the page for details and registration.

2018 MULTIFAMILY RENTAL MARKET OUTLOOK
THURSDAY, NOVEMBER 9TH
SEE PAGE 10 FOR DETAILS OR VISIT www.apartments.org
News & Events

November
FRIDAY, NOVEMBER 3
HBA EXECUTIVE COMMITTEE
Time: 9:00 a.m.

TUESDAY, NOVEMBER 7
SALES & MARKETING COUNCIL
STOP SOUNDING LIKE YOUR COMPETITION
Presented by NICK DIMAGGIO
Sandler Training
• Identify Your Value Proposition
• How To Be Client Focused While Still Selling Professionally
Time: Noon - 1:30 p.m.
Place: Association Offices
Cost: $10/Person Including Lunch

WEDNESDAY, NOVEMBER 8
HBA CHARITABLE & EDUCATIONAL FOUNDATION BOARD OF DIRECTORS
Time: 9:00 a.m.

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Auburn Hills 48326
thehubstadium.com
Cost: $10 per Person
Cash Bar and Menu

THURSDAY, NOVEMBER 9
2018 MULTIFAMILY RENTAL MARKET OUTLOOK
AAM’s Panel of Industry Experts will be joined by
Keynote Speaker Elliot Eisenberg, Ph.D.
• Allen Amber ~ Amber Properties Co. & AAM President
• Matthew Lester ~ Princeton Enterprises
• Cary Belovicz ~ Greystone Bel
• Kevin Dillon ~ Berkadia
• David Wilkins ~ Pillar Financial
Time: 11:30 a.m. - 2:00 p.m.
Place: Somerset Inn in Troy
2601 W Big Beaver Rd, Troy 48084
Cost: $30/AAM or HBA Member; $40/Guest
Keynote Presented By

WEDNESDAY, NOVEMBER 15
HBA BOARD OF DIRECTORS
Time: 9:00 a.m.

WEDNESDAY, NOVEMBER 15
AAM FAIR HOUSING SEMINAR
Instructor: Kathleen Mabie
Success OnSite
Time: 9:00 a.m. - Noon
Place: Association Offices
Cost: $65 per AAM or HBA Member; $80 per Guest

December
FRIDAY, DECEMBER 1
HBA BOARD OF DIRECTORS
Time: 9:00 a.m.
Place: 30400 Telegraph Rd.
Bingham Farms 48025
FIRST FLOOR MEETING ROOM

WEDNESDAY, DECEMBER 6
AWARDS RECOGNITION & HOLIDAY CELEBRATION
See Next Page

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Time: Noon

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