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Executive Director’s Message: Jeff Beiriger

Just Ask....

I tell a story about my first job out of college. What started out as something of a joke became a reality, even if a couple of us didn’t go through the proper channels.

So, what happened, you ask?

Well, the company I was working for was looking for a keynote speaker to do the grand opening event of their newly renovated facility. We’re not talking about cosmetic changes, we’re talking about significant investments in a factory, the creation of new jobs, and the installation and use of technologies that were probably 10 years ahead of their time – voicemail, email, robotic mail delivery, factory tours done by driverless vehicles, laptop computers for the sales force with connectivity to an intranet of company computers.

This is 1984 we’re talking about, so it’s pretty advanced stuff. And Reagan was President....

And so a couple of us hit on the idea of inviting Ronald Reagan to be the speaker. Without checking with anyone first. It was a million to one. Ten million to one. So we sent a letter.

And then the White House called and said he would do it. We were in Grand Rapids, Michigan, so a few days after that, we got another call. Gerald Ford, who was from East Grand Rapids, would be coming too. We’d landed not one, but two U.S. Presidents!

Not long after, I was working for a company in Chicago and a colleague of mine, who was and still is a big fan of Jimmy Stewart, was getting married. I encouraged him to invite Mr. Stewart to the wedding. I’d love to tell you that he was there, but he declined. He did send an autographed photo with a note about how sorry he was that he couldn’t be there and wishing him and his bride a happy day and happy life. That photo is framed and on his wall to this day.

I have one from Grammy winners Vice Gill and Amy Grant who couldn’t make it to my wedding....

So what’s the point in all of this?

Frankly, it’s to encourage you to just ask. If you don’t ask, you know what the answer will be. So ask....



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From WOWRA's perspective, what do we want you to ask for? Well, we sure could use some more members. If you, the members, don't ask others, we know what their answer will be. But if you do, there's always a chance that they'll say yes. Imagine. You ask and so do all of our other members. If we each were to bring in just one new member, we'd double our size in a year. In two years, we could quadruple!

Now what can WOWRA do for you, with four times the revenue and four times as many members? And it costs you nothing to get us to that level except a few seconds of your time. Just ask....

And by the way, one of the most pressing issues in our industry is finding a qualified workforce. Sure, you can hire someone away from a competitor, but think bigger than that. If that's all we do is ask each other, we're never going to grow our workforce and we need to grow our workforce. We have workers to replace as they retire, but our markets are growing too.

Every time I've asked people how they got into the trades, the answer seems to be either family or a friend. We don't get many responses about guidance counselors and answering a help wanted ad. People come to our industry because they were invited by someone.

So be that someone! If you get great service from someone who has some mechanical skills or even good customer service skills, maybe that person, with a little training, could be a superstar in our industry. If we don't ask, we'll never know.

This is a great association and a great industry. WE have to be its sales force. For us to do that, however, we have to move from WE to ME. We work together, but action begins with a single person. Put another way, the way things get done is when our mindset isn't, "We should...." The winning mindset for WOWRA and our industry is, "I will...."

I will ask someone to become a member. I will ask someone to come into the trades.

Just ask....



Jeffrey J Beiriger
Executive Director

Conference Thank You!

Thank you to all who attended our Joint Winter Conference in January. WOWRA registration is on the rise and we look forward to continuing that trend in 2021. There was a great buzz in the exhibit hall and feedback from attendees was very positive.

Speakers

Mark Prevost
Todd Stair
Fred Hegeman
Mike Nolan
Jeff Swan
Dave Turiciano

Sara Heger
Ton Senecal
George Klaetsch
Mark Finger
Mike Blum

Sponsors

Advance Pump & Equipment
Crest Precast
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Exhibitors

Advance Pump & Equipment, Inc.
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Crust Busters
Dakota Supply Group
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Multi-Flo Wisconsin

Nolan Insurance Agency
PolyJohn
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Preferred Pump & Equipment
Rep Rite Burk & Associates
Rundle-Spence
Spartan Tool
Truck Country
Wieser Concrete Products

2021 Joint Winter Conference

It's not too early to mark these dates for our Joint Winter Conference for 2021:

Thursday, January 14 – Friday, January 15
Chula Vista Resort
Wisconsin Dells, WI

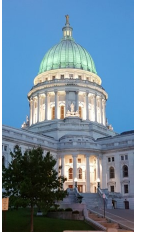
We'll have keynote speakers, breakout session, an exhibit hall, and networking events, all planned with YOU in mind. Come for one day or come for both. Extend your stay on Friday and enjoy some time with your family too! Chula Vista offers great value, a huge waterpark, one of the best steakhouses in America, and more. Hold the dates and look for more information mid-year....

Do you have a topic or speaker that you'd like to hear at the Conference?
Are you interested in exhibiting, sponsoring, or presenting?

Give us a call at (888) 782-6815!

Where's the Government Relations Report?

There's a lot going on and WOWRA has you covered. Our goal is to highlight the work we do, every day, for you and the industry in a stand-alone publication. So, the government relations report is now being sent to you separately. Look for this additional communication each month from WOWRA, providing news and insights on the issues affecting our industry – licensing, plan review, executive orders, legislation, court rulings, code committees, technical advisory committees, study groups and task forces, elections and more.



WOWRA Members Elect Directors

At the Annual Meeting of the association, the following were elected to the WOWRA Board of Directors for a two-year term ending January 2022:

Damon Huibregtse
Dirkse & Huibregtse LLC

Ben Kinas
Kinas Excavating

Kevin Stange
Sheboygan County

Mark Wieser
Wieser Concrete Products, Inc.

The following Directors continue to serve through January 2021:

Shea Geffert
Blakeslee R.S. & S.T., Inc.

Brendon Reichard
JR's Excavating

Todd Stair
Herr Construction

The term of Dale Arndt (Arndt & Son Plumbing) expired and he did not seek reelection. WOWRA thanks Dale for his service to the industry and to the association!

WOWRA Board Elects Officers

The Board of Directors elected the following Officers for 2020:

President	Mark Wieser
Vice President	Todd Stair
Secretary/Treasurer	Brendon Reichard

Wisconsin Fund – A Reminder

While most of you are familiar, it's helpful every now and again to provide a reminder about the Wisconsin Fund, a program that provides grants to homeowners and small commercial businesses to help offset a portion of the cost for the repair, rehabilitation, or replacement of existing failing Private Onsite Wastewater Treatment Systems (POWTS). WOWRA has worked hard over the last several years to continue and increase allocations to the Wisconsin Fund and to review the eligibility requirements.

Currently, eligibility is based upon several criteria, including household income and age of the structure. 67 counties out of Wisconsin's 72 counties, the City of Franklin, and the Oneida Tribe of Wisconsin participate in the program. County government officials assist interested individuals in determining eligibility and in preparation of grant applications.

More information is available by clicking [HERE](#).

Safety Matters

The top 10 most frequently cited workplace safety violations have been announced for fiscal year 2019. The rankings don't vary much year to year which reflects the nature of the work but also areas for greatest return on additional investments in safety.

The Top 10 for FY 2019* are:

1. Fall Protection – General Requirements (1926.501) - 6,010 Citations
2. Hazard Communication (1910.1200) - 3,671 Citations
3. Scaffolding (1926.451) - 2,813 Citations
4. Lockout/Tagout (1910.147) – 2,606 Citations
5. Respiratory Protection (1910.134) - 2,450 Citations
6. Ladders (1926.1053) - 2,345 Citations
7. Powered Industrial Trucks (1910.178) - 2,093 Citations
8. Fall Protection – Training Requirements (1926.503) - 1,773 Citations
9. Machine Guarding (1910.212) - 1,743 Citations
10. Eye and Face Protection (1926.102) - 1,411 Citations

Citations under 1926 are violations of construction standards. Citations under 1910 are violations of general industry standards. Both standards can apply to employers who have, under the General Duty Clause in the OSHA standards, are requirement to comply with *all* relevant standards.

Office & Jobsite Poster Requirements

The beginning of the year is a great time to review and update, as necessary, the employment posters in your office and on your jobsites. There are both State and Federal requirements for posters, so you'll need to check with both to be sure you have all the posters you need and the latest versions of those posters.

For Wisconsin, click [HERE](#). On the Wisconsin website, you can also access Federal requirements and even order all-in-one posters that have all of the State and Federal posters for about \$12.00 each.

Federal requirements can vary, so the the U.S. Department of Labor has a system that allows you to enter information about your company – work performed, union status, size, federal contracts, etc. – to determine exactly which posters you'll need. To check on that for your company, click [HERE](#).



NOWRA Benefits

At WOWRA's Annual Meeting, we had the opportunity to hear about the many things that NOWRA – our national association – is doing to support our industry. Here's a partial list of what they do to support us all. We encourage you to learn more and be a part of both your State and National associations.

Representation in Washington and in Your State

NOWRA is working to secure legislative and policy changes which foster expanded use of onsite and decentralized technology and which can help the industry address the policy, management, and financial issues caused in large part by neglect at the federal level. In 2014, NOWRA established a strong lobbying presence in Washington intended to increase our industry's share of new construction from 30% to 35%, secure more federal funding to address challenges facing the industry, and get EPA to change policies which discriminate against our industry.

Septic Locator

Every NOWRA member receives a free listing on the [Septic Locator](#), the only national, searchable directory of providers of onsite wastewater management services. Your listing is controlled by you -- you can change contact information, services offered and other information in real time. Coming soon you will have the chance to enhance your listing as well.

Errors & Omissions Insurance for Designers and Inspectors.

NOWRA partnered with [The Powderhorn Agency](#), to endorse their [Errors and Omissions insurance coverage](#) for Septic Systems Designers and Inspectors. If your design or inspection work is primarily residential, you may find this coverage to be significantly less expensive than similar coverage from your insurance carrier.

Pro-Sept Residential Septic Repair and Replacement Plan

You can help your customers protect themselves against catastrophic septic repairs or system replacement by recommending they consider the [Pro-Sept warranty program](#). You help yourself at the same time, as NOWRA members earn \$30 for each customer referral.

Onsite Journal

NOWRA has resumed publication of the *Onsite Journal* magazine. This 4-color magazine offers useful

information about national developments affecting onsite wastewater, reports from state affiliates and industry vendors, and updates on NOWRA programs and services of interest. Published quarterly.

Continuing Education Opportunities

NOWRA has established the Installer Academy as the national educational entity for the decentralized wastewater industry to ensure that quality training programs are available for all industry practitioners. By participating in NOWRA's Education Programs, members gain a learned foundation that continuously builds personal and professional opportunities. NOWRA has an extensive [Online Learning Academy](#), a continuing education option for members to obtain the CEUs they need to stay in business. **All of NOWRA's online courses have been approved for continuing education credits in Wisconsin!**

Resource Library

[NOWRA's Resource Library](#) is intended to be a one-stop portal to help you identify critical information online which can help you manage your business. Published industry research, How-to manuals, regulations, financing, public outreach materials, and archived training materials are among the valuable items contained in this always growing library.

Onsite Wastewater Mega-Conference

Since 2015, NOWRA has held its annual conference in conjunction with various state affiliates organizations, teaming up to offer the Onsite Wastewater Mega-Conference -- the largest national conference and trade show solely dedicated to onsite wastewater business. For details on recent Mega-Conference's visit NOWRA's [Education and Training section](#) on the website

Leadership

NOWRA provides all members with opportunities to have a voice in its affairs. Whether you express that by voting in NOWRA's Board of Directors elections, participating in our Annual Meeting, commenting on proposals, volunteering your time on a committee or task force, or simply sharing your views with a board member, NOWRA welcomes and encourages your involvement in our activities. The greater the involvement of its members, the stronger our industry becomes, and the better we are able to work to positively shape its future.

Online Training Opportunities Approved for Credit in Wisconsin



Whether you are new to the onsite/decentralized industry or continuing your professional development, you have come to the right place for septic system related education!

Taught by experts in the industry, NOWRA's Academy offerings cover the fundamentals of the profession as well as advanced training in multiple topics. Offerings include those developed from a national perspective and those meeting specific state requirements.

The courses included can be taken at a discounted rate as a WOWRA/NOWRA Member or at a higher rate as a Non-Member of NOWRA. You can become a member of NOWRA by joining WOWRA. These courses have been approved for DSPS continuing education for master plumber, journeyman plumber, master plumber restricted service, journeyman plumber restricted service, commercial and UDC plumbing inspector, POWTS inspector, POWTS maintainer, and soil certification tester.

Available courses are shown below. You can receive credit for each unit or for the entire program. Find out more at <https://www.pathlms.com/NOWRA>.

- Treatment Overview (1.5 Hours Credit)
- Wastewater Characteristics (1.5 Hours Credit)
- Soil and Site Evaluation (1.5 Hours Credit)
- Soil Based Gravity and Pressure Distribution (1.5 Hours Credit)
- Pumps and Controls (1.0 Hours Credit)
- Operations and Maintenance (1.0 Hours Credit)
- A to Z Overview (8 Hours Credit)

We're also pleased to announce that NOWRA has recently introduced *another* online program. That program is currently being reviewed by the DSPS for continuing education credit. More information will follow.

By the Numbers

\$0.575

Beginning on January 1, 2020, the standard mileage rates for the use of a car, van, pickup or panel truck will be \$0.575 cents per mile driven for business use, down one half of a cent from the rate for 2019.

\$6,000.00

For 2020, your total contributions to all of your traditional and Roth IRAs cannot be more than \$6,000.00 (\$7,000.00 if you're age 50 or older), or your taxable compensation for the year, if your compensation was less than this dollar limit.

\$50.00/\$100.00

The new limits for health savings accounts (HSA) for 2020 are going up \$50.00 for individual coverage and \$100.00 for family coverage, bringing them to \$3,550 and \$7,100, respectively. The catch-up contribution limit for those over age 55 will remain at \$1,000.00 (in addition to the \$7,100.00 for a total of \$8,100.00).

Order Your Septic System Operation & Management Booklets

Order Form

WOWRA Homeowner's Manual

The WOWRA Homeowner's Manual is a great tool for onsite professionals to provide customers with information on their septic system!

The manual includes information on septic system operation and management and provides answers to frequently asked questions.

Manuals are available for purchase for \$0.75 per manual plus shipping (varies by quantity).

Questions? Contact the WOWRA office at 888/782-6815 or info@wowra.com.



To purchase, complete the form below and return to WOWRA.

Company Name _____
 First Name _____ Last Name _____
 Address _____
 City _____ State _____ ZIP _____
 Phone _____ Email _____

_____ Quantity x \$0.75 = \$_____.00 (+ Shipping)

By Check: Payable to WOWRA

By Credit Card:

Name on Card _____
 Type of Card MasterCard Visa AmEx Disc
 Account # _____
 Exp. Date _____ CVV Code _____
 Billing Address _____

Send to: WOWRA
 P.O. Box 833
 Germantown, WI 53022
 Email: jeff@assocmgmtservices.com
 FAX: 888/287-4116

WOWRA Membership



2020 WOWRA MEMBERSHIP APPLICATION

STOP! For faster service and to pay by credit card, please register & pay on-line at www.wowra.com.



MEMBERSHIP RATES

PLEASE NOTE: *Approximately 25% of your annual WOWRA dues are spent on lobbying related issues. This 25% may not be deducted from your taxes as a business expense. Please contact your tax consultant for further information.*

\$230 (1 person)

Full Member

\$115 (unlimited)

Employees of a Company with a Full WOWRA member.

\$75 (State dues only)

Govt. Personnel or those with indirect interest in the onsite industry.

\$110 (State + NOWRA Dues)

Govt. Personnel or those with indirect interest in the onsite industry.

Full Member: This person will be listed first on all publications. **Please note any edits (print clearly).**

Name: _____

Company Name: _____

Member Type: _____ Rate: \$ _____

Address: _____ City/State/Zip: _____ County: _____

Phone: _____ Fax: _____

Email: _____ Website: _____

Circle the counties you work in. Needed for Website Directory.

Adams	Calumet	Door	Grant	Juneau	Manitowoc	Oconto	Portage	Sawyer	Washburn
Ashland	Chippewa	Douglas	Green	Kenosha	Marathon	Oneida	Price	Shawano	Washington
Barron	Clark	Dunn	Green Lake	Kewaunee	Marinette	Outagamie	Racine	Sheboygan	Waukesha
Bayfield	Columbia	Eau Claire	Iowa	La Crosse	Marquette	Ozaukee	Richland	Taylor	Waupaca
Brown	Crawford	Florence	Iron	Lafayette	Menominee	Pepin	Rock	Trempealeau	Wausara
Buffalo	Dane	Fond du Lac	Jackson	Langlade	Milwaukee	Pierce	Rusk	Vernon	Winnebago
Burnett	Dodge	Forest	Jefferson	Lincoln	Monroe	Polk	Saint Croix	Vilas	Wood
							Sauk	Walworth	ALL COUNTIES

Services Provided (Check all the apply): Installer Pumper Designer Inspector

Regulator Educator Soil Scientist Soil Tester Excavator Manufacturer Supplier POWTS Evaluator

POWTS Maintainer Plumber Surveyor Other: _____

Additional Member #1: (Please list any additional members on separate sheet with all contact information)

Name: _____ Email: _____ Membership Rate: \$ 115

Phone: _____ Fax: _____ Website: _____

Counties you work in: _____

Additional Member #2:

Name: _____ Email: _____ Membership Rate: \$ 115

Phone: _____ Fax: _____ Website: _____

Counties you work in: _____

Additional Member #3:

Name: _____ Email: _____ Membership Rate: \$ 115

Phone: _____ Fax: _____ Website: _____

Counties you work in: _____

Total Due: First WOWRA Membership \$ _____ + \$ _____ (_____ Additional WOWRA Memberships @ \$115 each) =

Check enclosed (Payable to WOWRA)

TOTAL Amount: \$ _____





Please mail to: WOWRA | PO Box 833 | Germantown, WI 53022

Business Promotion Program



Business Promotion Offer Your *Best Value* for 2020

WOWRA is pleased to offer a simple way to cover all of your promotional activities for 2020. Select the package that works for you! Some including a membership (\$230 value), a Joint Conference exhibitor booth (\$500 value), tabletop displays at our seminars (4+ at \$200 each); advertising in the monthly newsletter to the industry (\$1,200, \$700, \$500, \$300 value, depending on size of ad), ad/link from website (\$300 value), and published press releases (\$50 each).

	Platinum Promotional Package <ul style="list-style-type: none">• 2020 Membership• Joint Conference Exhibit Booth• Tabletop at WOWRA Seminars• Full-page ad (8½ x 11) in monthly WOWRA News• Up to 4 press releases in WOWRA News• Link on the WOWRA Website to your website	\$2,500
	Gold Promotional Package <ul style="list-style-type: none">• 2020 Membership• Half-page ad (8½ x 5½) in WOWRA News• Tabletop at WOWRA Seminars• Up to 2 press releases in WOWRA News• Link on the WOWRA website to your website	\$1,500
	Silver Promotional Package <ul style="list-style-type: none">• 2020 Membership• Quarter-page ad (4¼ x 4½) in WOWRA News• 1 press releases in WOWRA News• Link on the WOWRA website to your website	\$900
	Bronze Promotional Package <ul style="list-style-type: none">• Eighth-page page ad (2½ x 3½) in WOWRA News	\$400

This is a great opportunity to promote your business to your target audience! There's simply no better value for those interested in reaching the POWTS industry.

BONUS: You'll receive the appreciation of the industry! We appreciate the value you bring through information about products and services that can save time and money. We also appreciate your support for and commitment to WOWRA and the work we do to protect and advance the industry – something that benefits all of us!

Questions? Contact us at 888-782-6815 or info@wowra.com.

[Click Here to Sign Up](#)

WIESER CONCRETE

Onsite Wastewater Professionals can earn continuing education credits, required by the State of Wisconsin, in one day at an **Onsite Wastewater Training Seminar** sponsored by Wieser Concrete.

Seminars qualify as six (6) credits toward Wisconsin's continuing education requirement and feature informational sessions, and industry vendor displays showing the latest onsite technologies.

Attendees will also have an opportunity to network with industry and regulatory professionals.



Schedule:

March 12, 2020 – Wieser Concrete, N5561 Miranda Way, Fond Du Lac, WI 54937

March 17, 2020 – Wieser Concrete, W3716 US HWY 10, Maiden Rock, WI 54750

March 19, 2020 – Wieser Concrete, 2815 Riley Road, Portage, WI 53901

March 24, 2020 – Shell Lake Arts Center, 802 First Street, Shell Lake, WI 54871

All seminars start at 8 a.m. and run until 3:15 p.m.

A break and lunch, which is provided by Wieser Concrete.

If you plan to register at the door, please arrive at least 15 minutes early.

Contact Kathleen Friedel for more information:

kathleenf@wieserconcrete.com

(920) 922-3830

[EVENT DETAILS & REGISTRATION](#)

Protection that matters



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Wisconsin DSPS seeks Private Sewage Plan Reviewer

Recently, the Wisconsin Department of Professional Services posted a job for a Private Sewage Plan Reviewer – Limited Term Employment. We've summarized the main points below.

In anticipation of another busy season, the agency is looking to add to its staff to help alleviate backlogs with plan reviews. That said, it's important that the industry help fill these positions.

While the listing for the positions below closed on January 27, we don't know yet whether or not the positions have been filled and we probably won't for a few weeks. We encourage you to share this with a colleague and encourage them to reach out to the DSPS. There may be a need for additional applicants now or in the future.

Bottom line, if industry can help the DSPS fill these positions with qualified individuals, it benefits us all!

The Department of Safety and Professional Services (DSPS) is currently seeking to fill three (3) Limited Term Employment (LTE) - Private Sewage Plan Reviewer positions.

Who We Are: The mission of the Department of Safety and Professional Services is to promote economic growth and stability while protecting the citizens of Wisconsin as designated by statute.

What We Are Looking For: A certified POWTS Inspector or Certified Commercial Plumbing Inspector to review POWTS designs and specifications.

Where We Are Located: These positions will be located in our Green Bay, Hayward, Madison, Onalaska, or Waukesha offices.

Position Summary

Examine and interpret plans, specifications and calculations. Evaluate plans regarding location of system components and the elevation for compliance with code requirements. Determine if plans are to be approved, conditionally approved, withheld, or not approved. Hourly salary of \$25.00-\$28.00

Questions regarding these positions can be directed to Section Chief Brad Johnson at Bradley.Johnson@wisconsin.gov or (920) 492-5605.

Interested in Board Service?

WOWRA holds an Annual Meeting during the Joint Winter Conference each year, during which there is an election for Directors of the Association. Terms are for two years and the Board meets about 6 times each year – some by phone, but mostly face-to-face. Directors are responsible for decisions regarding the operations of the association, including educational programs and member services. Directors are also involved in directing the Association's position on various legislative and regulatory matters.

Now is a great time to learn more to see if Board service is right for you. Contact Mark Wieser, WOWRA President, any of the Directors listed above, or the WOWRA office to learn more.

WOWRA Board of Directors (2020/2021)

President

Mark Wieser
Wieser Concrete Products, Inc.
Phone: (608) 742-4464
markw@wieserconcrete.com

Vice President

Todd Stair
Herr Construction
Phone: (262) 968-2550
todd@herrcorp.com

Secretary/Treasurer

Brendon Reichard
JR's Excavating
Phone: (262) 339-9040
info@jrs-inspections.com

Executive Director

Jeffrey J Beiriger
PO Box 833
Germantown, WI 53022
Phone: (888) 782-6815 x1
info@wowra.com

Directors At Large

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shea@rucls.net

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Government Relations

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Madison, WI 53703
Phone: (608) 283-2587
gklaetsch@kpasllc.com



Mission Statement:

To advance the education of and to protect and promote the profession of onsite wastewater technology in Wisconsin on behalf of our membership.