



THE ASSOCIATION OF CHOICE FOR THE SECONDARY WOOD PRODUCTS INDUSTRY

# WPMANEWS

October 2025

## ANNUAL MEETING RECAP



We had an unforgettable time at the WPMA Annual Meeting in Lancaster, PA, where over 40 companies came together for a powerful mix of networking, learning, and industry insight.

Our event kicked off with an engaging FSC training session led by Tony Lamberton, giving members the opportunity to meet their requirements and ask direct questions.



We were inspired by keynote speaker Matt Brauning, and explored the future of our industry through an insightful presentation on AI in manufacturing, marketing and sales by Adam Marsh (Ledge Inc.) and Evan Bates (MANTEC).

Exclusive tours of Conestoga Wood Specialties and Keystone Wood Specialties gave us a firsthand look at innovation in action, followed by an incredible smorgasboard that satisfied every appetite.

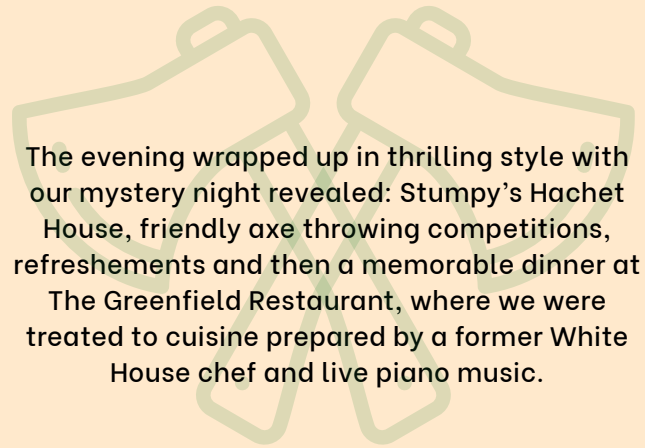


*Proudly Serving America's Finest Associations!*

**federatedinsurance.com**

©2023 Federated Mutual Insurance Company





The evening wrapped up in thrilling style with our mystery night revealed: Stumpy's Hachet House, friendly axe throwing competitions, refreshments and then a memorable dinner at The Greenfield Restaurant, where we were treated to cuisine prepared by a former White House chef and live piano music.

Thanks to everyone who made this event such a success and an extra big final thanks to our amazing sponsors, we couldn't do it without you!!

## Mahogany

---

It's Our Business to Protect Yours

# FEDERATED

## INSURANCE

### Walnut

---

Atlas Dowel & Wood Products Company

GDVP  
CELEBRATING 100 YEARS

Cindoco  
WOOD PRODUCTS CO.

Eagle

bent wood SOLUTIONS LLC

WALNUT CREEK PLANNING LTD

WEINIG

### Cherry

---

BWI  
Brown Wood, Inc.

OSBORNE  
Wood Products, Inc.

REX  
LUMBER COMPANY

BOYCE  
HIGHLANDS

Quabbin timber inc.

### Maple

---

In Memory of Philip Bibeau

MWC

cummings  
VENEER PRODUCTS

### Birch

---

Keiver-Willard Lumber Corporation

Winchester Financial Group LLC

### You Decide

---

Keiver-Willard Lumber Corporation ■ Winchester Financial Group LLC  
Graf Brothers

Next year's WPMA's Annual Meeting is heading *somewhere magical...* stay tuned!

Episode 3

## Getting FSC Certified

**WATCH NOW ON**

# Framing Lumber Prices

Original Source: National Association of Home Builders

The week-to-week framing lumber composite price was down 3.7% on Aug. 22, 2025, reaching its lowest level of 2025. Softwood lumber prices are down 3.0% over the past month, and 5.8% higher than they were one year ago.

## Tariffs on Lumber

The Department of Commerce announced in August 2025 that it is more than doubling its countervailing duties rate on Canadian softwood lumber imports from 6.74% to 14.63%. Coupled with the anti-dumping rate of 20.6%, tariffs on Canadian lumber will now reach 35.2% (up from the current 14.4%).

**Prices and Trends in the U.S. Framing Lumber Market**  
NAHB continually tracks the latest lumber prices and futures prices, and provides an overview of the behaviors within the U.S. framing lumber market. The framing lumber composite price is sourced each week and comprised from the highest volume-producing regions of the U.S. and Canada. A summary of other wood prices, including plywood prices, is included below.

Summary of the week-to-week lumber prices and plywood prices for the week ending on Aug. 22, 2025:

- The framing lumber composite price was down 3.7% (+5.8% YoY).
- The price of lumber futures was down 1.1% (+19.1% YoY).
- The lumber futures price is down 10.6% from a month ago.
- The structural panel composite price was flat compared to the previous week.
- OSB prices were unchanged.
- Western Fir plywood prices were unchanged.
- Southern Yellow Pine (SYP) plywood prices were unchanged.

## Key Factors Influencing Lumber Prices

Softwood lumber prices have been especially volatile in recent years largely because of increased demand,

rising tariffs, supply-chain bottlenecks and insufficient domestic production. To address the high prices for lumber, NAHB has advocated for the following actions:

- Negotiate a long-term deal with Canada to reduce tariffs and boost imported lumber.
- Increase domestic production by seeking higher targets for timber sales from publicly-owned lands and opening up additional federal forest lands for logging.
- Reduce U.S. lumber exports to China and other international clients.
- Seek out new markets to reduce our nation's reliance on Canadian lumber imports and make up for our domestic shortfall.
- Identify new markets (besides Canada) and work with countries already exporting softwood lumber to the United States to increase their exports here.
- Impact of Wood and Lumber Prices on the Cost of a New Home

In addition to narrowly defined framing lumber, products such as plywood, OSB, particleboard, fiberboard, shakes and shingles make up a considerable portion of the total materials (and cost) of a new home.

Surveys conducted by Home Innovation Research Labs show that the average new single-family home uses more than 2,200 square feet of softwood plywood, and more than 6,800 of OSB, in addition to roughly 15,000 board feet of framing lumber. Softwood lumber is also an input into certain manufactured products used in residential construction – especially cabinets, windows, doors and trusses.

To account for the manufacturer's margin, sawmill prices for the lumber embodied in these products are marked up by the percent difference between receipts and cost of goods in the "wood product manufacturing" industry, as reported in the IRS Returns of Active Corporations tables.



The RAHC seeks to inspire and educate consumers and professionals on the uses and benefits of real hardwood products.

Build Your World™. That's the name of the first-ever national advertising campaign promoting Real American Hardwood® products. The campaign launched about a month ago by the Real American Hardwood Coalition on the Magnolia Network, the lifestyle channel owned by household names Chip and Joanna Gaines and entertainment conglomerate Warner Bros., to promote Real American Hardwood® flooring, cabinetry, furniture, millwork, and more.

# Continued...

Final pricing for home buyers is somewhat higher because of factors such as interest on construction loans, brokers' fees, and margins required to attract capital and get construction loans underwritten. As explained in NAHB's study on regulatory costs, for items used during the construction process, the final home price will increase by nearly 15% above the builder's cost.

The bottom line is that changes in softwood lumber prices directly impact the price of a new home. This, along with rising wages for construction workers and higher interest rates, is one of the reasons the housing market is experiencing declining affordability.

## When Do Lower Lumber Prices Reach Builders?

Homebuilders and remodelers begin to get price relief once mill prices have substantially decreased for an extended period and/or stabilized. Note that large price decreases alone may not be sufficient. Prices must fall for long enough periods of time to sufficiently lower a supplier's average costs after a run-up.

Depending on the rate and consistency of price decreases and whether prices have stabilized at the lower level, it may take at least a few weeks to a couple of months for builders to see price relief on the order initially reported in the lumber futures or cash markets.

The length of this "waiting period" for lumber price reductions varies with builder size, supplier size, and the specific builder-supplier relationship. Buying power is positively correlated with the size of a residential construction firm, while the same is typically true for suppliers' selling power. The relative difference in market power between the buyer and seller is crucial in determining how quickly lower prices transmit to a customer.

## Why Do Builders' Lumber Costs Rapidly Increase with Market Prices?

In contrast to the dynamics of an environment with falling prices, higher prices reach builders much more quickly when market prices are increasing. The same forces that lead

to large lags relative to mill prices on the way down can help explain why builders' lumber costs may increase contemporaneously with mill prices.

Wholesalers tend to be "trigger happy" when prices skyrocket. As the cost of their inventory is low relative to cash prices during these periods, they will quote at or near current market prices. The environment is one in which wholesalers are assured to buy low and sell high.

However, wholesalers cannot predict when a bull market is going to end and buy their lumber according to how likely they believe it will last. As different buyers may have different forecasts, disparities in purchasing behavior can arise. A wholesaler who assumes lumber prices will keep rising for two months will buy more inventory than one assuming the run will last for only two weeks.

Retailers generally have less buying power than wholesalers have selling power. In such a scenario, the retailer (e.g., lumberyard) is said to be a "price taker." As a result, their inventory costs tend to increase in step with market prices.

These higher costs are passed on to builders in order to maintain positive operating margins. This is why lumber retailers are less likely than wholesalers to realize outsized profits when prices are rising.

The analysis above was authored by Jesse Wade, NAHB director of tax and trade policy analysis. Mr. Wade has expertise in tracking and analyzing short- and long-term trends in commodities pricing, particularly for framing lumber, steel, gypsum and other common building material products used in residential construction.

## Discount FSC® Certification/Recertification

**UPDATE: FSC® Group Certification eligibility has changed. Companies with less than \$10 million in annual forest product sales OR less than 25 employees. Certifying with our group is about 1/2 the cost of having your own certificate.**

**WPMA members can benefit from our discount FSC® certification assistance.**

Average Rate:

- \$1,485 - \$3,190 All inclusive
- Rate Includes Annual Group

Audit Fee

Assistance With:

- All required paperwork
- Preparation for annual audit
- Annual educational requirements

**Contact us today for more information! [FSC@wpma.org](mailto:FSC@wpma.org) / 978/874-5445**

# Weyerhaeuser successfully completed the sale of Princeton Lumber Mill

*Original Source: Wood and Panel USA*

North America's one of the largest and well-established forestry companies, Weyerhaeuser, has finalized the sale of its Princeton lumber mill for a reported \$60 million. This sale marks a strategic shift in the company's operations and raises important questions about the future of the mill, the local economy, and the broader woodworking and timber industry. The transaction reflects ongoing changes in the lumber and forestry sectors, where companies are adjusting their portfolios in response to shifting market dynamics, demand patterns, and production priorities.

The Princeton lumber mill, located in British Columbia, Canada, has been a key player in Weyerhaeuser's North American operations for years. However, as part of its ongoing efforts to streamline its business and focus on core areas, Weyerhaeuser has decided to divest the mill to an undisclosed buyer. The sale price of \$60 million underscores the significant value of the facility, which has long been a source of high-quality lumber for both the domestic and international markets. While the buyer has yet to be publicly named, industry experts believe that the mill's new owner will likely continue operations in the region, maintaining the mill's important role in the supply chain. The deal includes not only the physical assets of the mill but also its ongoing production capacity, which is integral to meeting demand in the competitive lumber market.

## Why Weyerhaeuser sold the Princeton lumber mill

Weyerhaeuser's decision to sell the Princeton mill is part of a broader trend in the timber and woodworking industries, where companies are reassessing their portfolios and focusing on their most strategic assets. Weyerhaeuser has made it clear that the sale aligns with its long-term strategy to simplify its business model and allocate resources toward higher-growth areas. The sale also reflects Weyerhaeuser's continued emphasis on its more profitable operations. In recent years, the company has been moving away from certain low-margin or non-core segments, including some sawmill operations, in order to prioritize areas such as timberland management, wood products manufacturing, and sustainable building materials. The company's decision to divest from Princeton could also be seen as a response to fluctuating demand in certain sectors of the woodworking industry, especially in light of recent shifts in global construction trends and lumber prices.

The sale of the Princeton mill could have significant implications for both the local workforce and the broader timber market. The mill has long been a major employer in the region, and the transaction raises questions about job security and workforce continuity. While it is expected that the new owner will continue operations, there may be some changes in staffing levels or operational processes depending on the buyer's plans for the facility.

For the broader timber market, the sale of such a significant asset may signal ongoing consolidation within the industry. As global demand for lumber continues to fluctuate and sustainability goals take precedence, larger companies like Weyerhaeuser are increasingly refining their operations to stay competitive. Smaller regional players, on the other hand, may seek opportunities to acquire mills and facilities like Princeton to expand their own production capabilities and market share.

The impact of the sale also extends to the supply chain. The mill's production capacity is an important factor in meeting lumber demand in both the domestic and export markets, particularly in North America and Asia. Any disruption in the mill's operations or changes in production output could affect the pricing and

availability of lumber in those regions. This is especially significant as the construction industry continues to rely on timber as a key material for building homes, commercial properties, and infrastructure.

Plans for the Princeton lumber mill will primarily rely on the new owner's approach as well as more general developments in the timber and woodworking sectors. A number of economic factors, such as inflation, interest rates, and supply chain interruptions, influence demand and prices in the lumber and wood products sector, which is nevertheless characterized by volatility. Due to rising material costs and labor shortages, builders are also navigating shifting demand for housing and commercial construction, which accounts for a large portion of the lumber industry.

Sustainability remains a key focus for the woodworking industry, and the new owner of the Princeton mill will likely need to invest in eco-friendly technologies and processes to stay competitive in a market that increasingly values sustainable sourcing and low-carbon production methods. Weyerhaeuser itself has been committed to sustainability in its operations, and the mill's new owner may look to continue or expand these efforts to appeal to environmentally conscious consumers and meet regulatory requirements.

Additionally, the trend toward automation and technology integration in lumber mills is transforming the industry. Advances in machinery, digital platforms, and data analytics are helping sawmills increase efficiency, reduce waste, and optimize production. The new owner of the Princeton mill will likely need to invest in these areas to remain competitive, improving both output and sustainability.

The sale of the Princeton mill also has local economic implications. Sawmills are essential to the economies of many rural areas, providing jobs and supporting local businesses. The community surrounding the mill will closely monitor the transition to new ownership, with hopes that the new buyer will maintain or expand operations at the site, preserving jobs and contributing to regional economic stability.

While the sale might bring uncertainty, it also presents an opportunity for the new owner to bring fresh perspectives and potential investments to the area. If the mill continues to operate at full capacity, it could provide ongoing benefits to the local economy through job creation, infrastructure improvements, and further investment in the region's timber resources.

Weyerhaeuser's \$60 million sale of the Princeton lumber mill represents a strategic realignment in the company's operations and its ongoing efforts to focus on higher-growth, more profitable sectors of the timber and woodworking industry. As the timber market continues to evolve, this sale could signal further consolidation, shifting dynamics, and new opportunities for smaller players within the sector.

For the new owner of the mill, the focus will be on maintaining a stable workforce, optimizing production, and adapting to the challenges and opportunities presented by an ever-changing global market. Meanwhile, the broader timber and woodworking industries will continue to monitor these developments, as they reflect larger trends of market consolidation, sustainability, and technological innovation within the sector. The future of the Princeton mill, its workforce, and its role in the global timber supply chain will depend on how well these challenges are navigated in the coming years.



# PROFESSIONAL ADVICE

By: *Maureen E. James, Esq., Skoler, Abbott & Presser, P.C.*

## **U.S. Supreme Court Reminds Employers that the Standard for Lawfully Hiring and Firing Individuals is the Same for All Employees**

In June 2025, the Supreme Court of the United States (“SCOTUS”) revived a lawsuit filed by a white, heterosexual woman who claimed she was the victim of reverse discrimination. In Ames v. Ohio Department of Youth Services, the Supreme Court unanimously rejected a rule requiring employees in so-called “majority groups” to satisfy a heightened evidentiary burden to succeed in discrimination claims. Specifically, the court rejected the “background circumstances” test, which required plaintiffs who are members of a majority group to put forth more evidence to succeed in a discrimination case. The plaintiff, Marlean Ames, argued that the requirement unfairly imposed a higher burden on her as a heterosexual woman. SCOTUS agreed. Writing for the Court, Justice Ketanji Brown Jackson said “that the standard for proving disparate treatment under Title VII does not vary based on whether or not the plaintiff is a member of a majority group. . . . The ‘background circumstances’ rule flouts that basic principle.”

Ms. Ames, who worked for the Ohio Department of Youth Services as an Administrator, applied for a promotion in April 2019, but did not get it. Instead, it was awarded to a gay woman. Ms. Ames was also demoted, and a gay man replaced her. She filed a lawsuit in federal court claiming sexual orientation discrimination, but her case was dismissed at the summary judgment phase when the court applied the “background circumstances” test to her claim. The U.S. Court of Appeals (Sixth Circuit) affirmed, noting that Ms. Ames failed to establish any “background circumstances” that suggested discrimination.

The Supreme Court reversed the decision, concluding that the imposition of additional burdens for members of “majority groups” to prove discrimination is inconsistent with the spirit and intent of anti-discrimination laws. Instead, these laws prohibit discrimination against “any individual” based on race, color, religion, sex (including sexual orientation) and national origin. Stated otherwise, in the eyes of SCOTUS, the standard for proving employment discrimination should be the same for everyone, regardless of whether the plaintiff belongs to a minority or majority group protected by law.

### Takeaways for Employers

The Ames case serves as a reminder that all employment decisions — whether hiring, firing, or some decision in between (i.e., performance management) — should be based on merit and skill instead of non-job-related factors, such as race or gender. This is particularly important in the current workplace environment, as President Trump has issued multiple Executive Orders aimed at eliminating so-called illegal DEI programs that in the opinion of the administration “threaten the safety of American men, women, and children across the Nation by diminishing the importance of individual merit, aptitude, hard work, and determination when selecting people for jobs and services.” We previously discussed President Trump’s DEI Executive Orders on Skoler, Abbott & Presser’s Law @ Work blog.

John S. Gannon, Esq., Skoler, Abbott & Presser, P.C.

[JGannon@skoler-abbott.com](mailto:JGannon@skoler-abbott.com)

One Monarch Place, Suite, 2000, Springfield, MA01144 – (413) 737-4753

This column is not intended as legal advice related to individual situations. If your business is confronted with a specific legal problem, take advantage of your free hour of legal consulting from Skoler Abbott.

# HR QUESTION OF THE MONTH

## Question

One of our high-level employees is requesting additional vacation hours. For example, if her kids have a day off from school, she wants extra vacation hours to spend time with them. She gets the same amount of vacation as everyone else at our company, and we don't want other employees to claim that we're being unfair or are discriminating if we give her more.

However, we also don't want to risk losing this valuable employee. Are we allowed to give one employee more vacation time than everyone else?

## Answer

It is a general best practice to offer perks and apply policies consistently to similarly situated employees to avoid claims of discrimination and unfair treatment. That said, absent a contract to the contrary, employers can generally offer different perks to employees who work in different capacities (for example, executive versus nonexecutive), so long as the criteria for doing so are not unlawfully discriminatory and comply with applicable law. Giving some employees (or even just one) a more attractive vacation package and not providing the same to others is a form of discrimination, but it is not unlawful discrimination unless the basis for excluding others is membership in a protected class.

However, even if this kind of discrimination is not expressly unlawful, there can be significant issues associated with providing certain employees (or just one) with enhanced perks. Those who do not enjoy the perks may resent the employer for the differentiation, and this can lower morale and have consequences for employee relations. Additionally, even though an employer's policy may appear neutral on its face, if it has a disproportionate effect upon a protected class of workers, there may be exposure to discrimination claims on a theory of disparate impact.

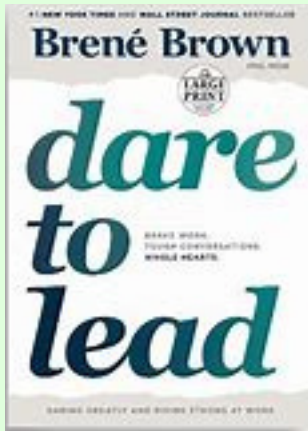
A claim in such a scenario may be able to be defended with evidence of legitimate, nondiscriminatory reasons for an exception (for example, sometimes employers need to provide enhanced vacation perks to attract or retain talent). That said, employee relations and potential discrimination risks exist even if the facts do not legally support such claim. In other words, while an employer is generally within its rights to establish different policies or provide an enhanced perk along neutral and legitimate lines, doing so may not necessarily be the best practice if there will be employee relations backlash as a result. Generally, it is best practice to have uniformity and consistency in company policies and perks.



*The HR Question of the Month is provided by Zywave®, a company wholly independent from Federated Insurance. Federated provides its clients access to this information through the Federated Employment Practices Network with the understanding that neither Federated nor its employees provide legal or employment advice. As such, Federated does not warrant the accuracy, adequacy, or completeness of the information herein. This information may be subject to restrictions and regulation in your state. Consult with your own qualified legal counsel regarding your specific facts and circumstances.*

## An Interesting Read

**Strong Ground:  
The Lessons of  
Daring Leadership,  
the Tenacity of  
Paradox, and the  
Wisdom of the  
Human Spirit (A  
Dare to Lead  
Book)**  
by Brene Brown



Brown spent the past six years studying the skills, mindsets, strategies, and wisdom of leaders around the world. Whether you are just starting out in a leadership role, or in the twilight of your career, this playbook could be just what you need to improve conditions, inspire employees and co-workers, and encourage yourself.



### Thoughts of the Month

**My favorite season is when all the mosquitoes are dead.**

**Where does a ghost go on vacation?  
Mali-boo.**

**The fridge is the perfect example that what really matters is on the inside.**



## Membership Benefits

### FEATURED ASSOCIATION PROGRAM

When your company becomes a member of the WPMA, you are automatically entitled to take advantage of several programs that are available at no additional cost which means these programs are included in your annual dues. These programs and services have all been designed and created to help your company save money.

**One of the programs include:**

### Source Guide

The Wood Product Manufacturer Association maintains an up-to-date, computerized listing of our members' capabilities. Customers from around the world are able to source specific products, and then refine their search to a particular species or type of wood as well as certain machining operations. Members are e-mailed a message that a company has inquired about a specific product that they are able to supply. Members are also able to have an electronic link to the WPMA Web site free of charge.

## Wood Products Manufacturing Association

### Officers

Scott Ferland, President  
Maine Woods Company  
George Melnyk, Jr., Vice-President  
Premier Millwork & Lumber Co., Inc.  
Tom Slater, Treasurer  
Keiver-Willard Lumber Corporation  
John Lentine, Assistant Treasurer  
Boyce Highlands, Inc.  
Michelle Arsenault  
Executive Director/Clerk  
Wood Products Manufacturer  
Association

### Immediate Past President

Sandra Ann Bean  
Champeau, J.M., Inc.

### Directors

Eric Frey  
Cindoco Wood Products  
Dan Robitaille  
Rex Lumber Company  
Erin Barlow  
Barlow Architectural Millwork, LLC  
Mike Schulke  
Tigerton Lumber Company  
Chris Moore  
Graf Brothers  
Mike McNulty  
Cambio Plywood  
T.J. Stratton  
McClung Lumber Company, Inc.  
Doug Cummings  
Cummings Veneer