

Issue No. 8 • Wednesday, February 26, 2025 • www.mbex.org

January was an incredible month for membership. As you'll see later in this issue, we rolled out the welcome mat for **25 new companies** --- covering a wide range of construction services. Most are right here in Minnesota, but we've got a couple beyond our borders, too. Take a moment to give them a call or send a quick 'welcome!' email --- you never know where a new connection might lead! \Box



By Ashlee Membership & Communications Manager

Five Quick Things To Know / Do This Week:

- 1.) **NEW LOOK:** The MBEX Nightly Updates email has <u>a fresh new look</u>. The information shared inside this daily email remains the same, but the text is now larger and bolder, making it easier to read those project updates in the wee morning hours.
- 2.) **BLUEBEAM COURSES**: Click over to our online events calendar to see upcoming Bluebeam Revu classes coming in April and May, presented in partnership with UChapter2. Kicking this next round of courses off is a new Construction Estimating Principles & Applications course on April 11th.
- 3.) **TAX SEASON:** It's that time of year. Again. To help you prepare for this year, and for years down the road, here are <u>year-round tax tips</u> from a construction accountant.
- 4.) **AMAZON'S BACK**: Amazon has acquired over 95-acres of the former Thomson Reuters campus in Eagan (aka "Project Nova"), supporting other indicators that the ecommerce giant is involved in a redevelopment of the site.
- 5.) LAUGH & ADMIT IT: You know you do it, too 😂 🗆

Inside This Issue:

- One More: Our last Regional Member Meetup is on March 4 in St. Cloud
- 14-Factors: Minnesota's new independent contractor test starts March 1
- New Members: Meet new members who joined throughout January
- ConTech: Six trends driving construction technology in 2025
- MBEX Events: Save the date for events in March & April
- NOW HIRING: Kraft Mechanical seeks Commercial Plumbing Estimator
- Five Headlines: ABC economist shares 2025 industry outlook, contractors brace for tariff impacts, origami-like construction design, material prices increase in January, and AI makes moves for more resilient infrastructure
- Project of the Week: Industrial building seeks state help for expansion in Maple Grove
- Industry Event: Fall-Protection Training construction seminar on March 18
- Member Benefit: Kwik Trip fuel management program

MEMBER NEWS + EVENTS



Don't Miss Our Last Member Meetup

We're down to our last Regional Member Meetup in St. Cloud next week!

If you haven't joined us yet, this is your final chance to connect with regional industry pros, enjoy great food and drinks, and learn more about the benefits of MBEX --- all in a laidback, fun atmosphere.

DATE: Tuesday, March 4TIME: 3:00pm - 6:00pm

• LOCATION: Crooked Pint Ale House (58 Division Street, Waite Park, Minn., 56387)

Here's why you don't want to miss it:

Great Networking

• Meet MBEX member, industry partners, and potential new connections in your area.

Free Drinks & Appetizers

• Because everything's better with good food and a cold (or hot) drink in hand.

Safety Talk with The Builders Group (TBG) □

• Get a quick, valuable safety update from the pros.

Games & Giveaways □

• A little friendly competition and some great prizes to take home.

Whether you're a long-time MBEX member, new to the Exchange, or just curious about what we offer, this is the perfect opportunity to get involved, meet fellow construction professionals, and unwind after a busy workday.

This event is free, but we ask that you register in advance so we can have plenty of food and drinks ready.

Sign up today and we'll see you in St. Cloud!



These meetups are presented in partnership with <u>The Builders Group (TBG)</u>, the <u>Minnesota Concrete Council</u>, and the <u>Electrical Association</u>.



What Makes an Independent Contractor?

If you hire independent contractors, listen up. Minnesota is making some big changes to how workers are classified, and it's about to get more complicated.

Starting March 1, 2025, construction businesses will need to use a 14-factor test to determine whether a worker is truly an independent contractor. That's a big jump from the current 9-factor test, and if you get it wrong, you could be looking at fines of up to \$10,000 per violation.

What's Changing?

Right now, you might be used to the five-factor test that applies to most industries, or the nine-factor test that's already in place for construction. But soon, you'll need to check off all 14 requirements to classify someone as an independent contractor.

Those 14 requirements are as follows:

- (1.) **Established Business -** The worker's business is set up and maintained separately from the company hiring them.
- (2.) Owns or Leases Equipment The worker owns, rents, or leases the tools, vehicles, materials, supplies, office space, or other facilities needed for the job.
- (3.) **Works for Multiple Clients -** The worker provides or offers their services to multiple businesses or the general public.
- (4.) Complies with Tax Requirements The worker has a federal employer identification number (if required); a Minnesota tax ID number (if required); received and retained 1099 forms for income (if required); filed business or self-employment tax returns for construction work in the past 12-months; and provided a W-9 to the hiring business (if required).
- (5.) **Good Standing** The workers' business is in good standing with state and federal requirements.
- (6.) Unemployment Insurance Account The worker has a Minnesota unemployment insurance account (if required).
- (7.) **Workers' Compensation Insurance** The worker has valid workers' comp coverage (if required).
- (8.) Licenses & Registrations The worker holds all necessary business licenses, registrations, and certifications.
- (9.) Written Contract The worker and hiring business have a signed and dated contract that is executed no later than 30 days after work starts; lists the specific services to be performed; specifies payment by commission, per-job, or competitive bid (not hourly or salary); and allows for change orders, but they must follow the contract terms.
- (10.) Invoices & Non-Cash Payments The worker submits invoices and receives payment check, direct deposit, and other non-cash methods.
- (11.) **Control Over the Work** The contract gives the worker control over how the work is performed, and the worker actually exercises that control.

- (12.) Responsible for Expenses The worker covers major expenses and costs related to their services.
- (13.) Liability for Worker Completion The worker is responsible for finishing the job (or failing to do so).
- (14.) Profit or Loss Risk The worker has the potential to make a profit or take a loss, depending on their expenses versus the compensation in their contract.

Why It Matters?

The state wants to make sure independent contractors are truly independent --- meaning they run their own business, cover their own expenses, and aren't just working under a different label to avoid employee benefits.

If a contractor doesn't meet all 14 of the new requirements, they'll legally be considered an employee, meaning the company hiring them could be responsible for things like unemployment insurance, workers' comp, and payroll taxes.

What Should You Do?

- Review Your Contracts --- make sure they meet the new standards.
- Double-Check Licensing & Insurance --- if your subs don't have the right paperwork, you could be on the hook.
- Stay Informed --- these rules are strict, and enforcement is ramping up.

This is a big deal for Minnesota's construction industry, and businesses will need to stay ahead of the game to avoid costly mistakes. If you're unsure whether your contractors meet the new criteria, now's the time to start reviewing your agreements before the March deadline.

We should also note that a lawsuit has been filed by Associated Builders & Contractors of Minnesota & North Dakota (ABC), the Builders Association of Minnesota (BAM), and J&M Consulting challenging the state. We will keep an eye on the latest and be sure to share necessary updates as they become available.

Dive Deeper with 'The Work Week with Bassford Remele'



COMPANIES WHO JOINED THE EXCHANGE IN JANUARY



NEW MEMBERS: See Who Joined in January

Before we turn the page on the second month of the year, we need to take a look a little further back at the new companies who joined the Exchange throughout the month of January.

Please help us give a warm welcome to the following new members (and there's quite a few)!

BARBER CONSTRUCTION





Barber Construction

St. Bonifacius, Minn. PH: (952) 446-9995 www.barberconstruction.or

Bituminous Paving Contractor

Doorco

Duluth, Minn.
PH: (218) 349-3715
www.doorco.us
Door Service & Installations

Facility Maintenance (FMI)

Hermantown, Minn. PH: (218) 428-5331 www.facilmain.com Building Maintenance & Construction







Granite Tops

Cold Spring, Minn.
PH: (320) 685-3005
www.stonecountertopoutlet
.com
Stone Countertop Fabricator

Haataja Contracting

Menahga, Minn.
PH: (218) 564-5634
www.haatajacontracting.co
m
General Contractor

Homeplace Commercial Duct Cleaning

Minneapolis, Minn.
PH: (651) 451-5800
www.homeplacefurnace.co
m

Heating & Furnace

J&J CONTRACTING

J P CONCRETE CONSTRUCTION



J & J Contracting

International Falls, Minn. PH: (218) 290-6469 General Contractor

J P Concrete Construction

Cokato, Minn. PH: <u>(763) 439-5597</u> Concrete

Lush Industries

Bloomington, Minn.
PH: (612) 386-0783
www.lushmn.com
Construction, Restoration,
& Landscaping





MASONRY RESTORATION SOLUTIONS

M J Companies

Duluth, Minn.
PH: (218) 499-1443
Business LinkedIn Page
Hydrovac Services

MSI

Maple Grove, Minn. PH: (952) 486-6600 www.msisurfaces.com Flooring, Countertop, Wall Tile & Hardscaping Products

Distributor

Masonry Restoration Solutions

Savage, Minn. PH: <u>(612) 562-8929</u> General Contractor & Masonry Services



Mau<u>er Fence Comp</u>any



Matthees Excavating

Monticello, Minn. PH: (320) 250-2392 Excavation, Grading, Demolition & Snow Plowing

Mauer Company

Little Canada, Minn.
PH: (651) 260-9977
www.mauercompany.com
Full-Service Commercial
Fencing & Installation

Miller Creek Lawn & Landscape

Hermantown, Minn.
PH: (218) 727-3040
www.millercreek.com
Landscaping & Property Care







Noor Construction

St. Louis Park, Minn. PH: (612) 314-2051 www.noorcompanies.com General Contractor

Northern Contracting

Grand Rapids, Minn.
PH: (218) 328-4984
www.mnnortherncontractin
g.com
General Contractor,

General Contractor, Demolition, Renovation, & New Construction

Rayco Construction

Oakdale, Minn.
PH: (612) 781-6092
www.raycoconstruction.co

Roofing & Sheet Metal Contractor



SHOW ME PAINTING



Sentry USA

Watertown, S.D.
PH: (605) 753-0880
www.sentryusa.com
Engineering, Procurement,
& Construction Company

Show Me Painting

Burnsville, Minn. PH: (651) 336-6472 Painting & Wall Coverings

Steinbrecher Coating Solutions

Princeton, Minn.
PH: (218) 590-2069
www.scs-coating.com
Commercial & Industrial
Epoxy Floors & Concrete
Flooring







Trap Energy Solutions

Shakopee, Minn.
PH: (612) 865-5366
www.trapenergysolutions.com

Boilers, Auxiliary Equipment, & Steam Services

VHC Wood Products

Ham Lake, Minn.
PH: (763) 434-9090
www.vhcwood.com
Custom Cabinetry &
Architectural Woodworking

Weekes Forest Products

St. Paul, Minn.
PH: (651) 356-4354
www.weekesforest.com
Lumber & Building
Materials Distributor



WN

Savage, Minn. PH: <u>(612) 282-7730</u> <u>www.wm.com</u>

Commercial Waste Pickup & Roll-Off Dumpster Rental



Six Construction Technology Trends for 2025

Experts from Oracle, Nemetschek Group, and Trunk Tools share their thoughts and tips for where the construction sector might go in 2025 when it comes to technology trends.

Predictive Safety: Preventing Accidents Before They Happen

Al-powered safety systems are becoming essential on construction sites. By analyzing real-time data, including live video feeds, these tools can foresee potential hazards, allowing for proactive measures to prevent accidents.

Green Building Materials Innovation

Innovations focused on eco-friendly materials and energy-efficient building practices are gaining traction, driven by environmental concerns and regulatory pressures.

Digital Twins - Unlocking the Insights

Creating visual replicas of physical structures enables continuous monitoring and optimization throughout a building's lifecycle. This technology facilitates better decision-making and maintenance planning.

Talent Solutions & Robotics

The adoption of automated machinery and robots is increasing efficiency and precision in construction tasks, from bricklaying to site inspections, reducing manual labor and enhancing safety.

Conversational Al-Based Interfaces for Improved Data Access

Ensuring that various digital tools and platforms can seamlessly communicate is becoming a priority. Improved interoperability enhances collaboration among stakeholders and streamlines project workflows.

Augmented Realty (AR) & Virtual Realty (VR)

AR and VR technologies are being utilized for immersive project visualization, training, and design validation, allowing stakeholders to experience and modify projects in a virtual environment before construction begins.

These trends are poised to transform construction practices, leading to safer, more efficient, and sustainable project outcomes.

Read More



A valuable benefit of an MBEX membership is invitations to our social and educational events; by being an employee of a member company, you too can take advantage and attend any and all MBEX-sponsored events.

March 2-8 - Women in Construction Week

WIC Week, or Women in Construction Week, celebrates and promotes the role of women

^{**} indicates a newly added event

in the construction industry. The first WIC Week was celebrated in 1998 and it has grown and expanded each year since. This year's theme: Together We Rise. <u>Learn More</u>

March 4 - MBEX Regional Member Meetup: St. Cloud

Join us together with The Builders Group (TBG), the Minnesota Concrete Council, and the Electrical Association for a casual gathering with food, drinks, and networking. Register Here

** March 20 - Online Plan Room Demo

From navigating the Deskpad, setting up filters, understanding project information, and adding your company to a project's bidders lists, this free one-hour session is a great introduction to our Online Plan Room. Register Here

** April 2 - 2025 Q1 Construction Economic Update & Forecast

ABC Chief Economist, Anirban Basu, will cover up-to-the-minute information on general economic conditions, such as inflation and interest rates, employment figures and risks lurking in the economy, as well as changes the second Trump administration may bring to tariffs, federal construction spending, and more. Sign Up Here

April 11 - Construction Estimating Principles & Application

Great estimators know that to be competitive and competent in the current market their companies must continually be in search of an edge, asking the question, "How can we approach this project differently than our competition?" <u>Sign Up Here</u>

April 16 - Reading Construction Documents [Part 1]

From navigating title block information to combing through specification documents, participants will learn how to navigate a project and understand the material, construction requirements, and basics of reading construction documentation. <u>Sign Up Here</u>

April 16 - MBEX Spring Social

An annual social event providing members the opportunity to mingle, network and deepen their connections with fellow industry professionals. *Registration will open in early March.*

April 17 - Reading Construction Documents [Part 2]

Part 2 of this online program taught by UChapter2.

May 7 - Young Professionals Network (YPN)

From college students, graduates and interns, to those just getting started within the construction industry, the MBEX Young Professionals Network will create a forum for emerging young professionals, providing resources to connect and begin networking. <u>Email Melanie</u> to be added to the YPN mailing list. Registration will open in March.

View 2025 MBEX Event Calendar



kline-johnson.com (952) 854-8723 WE BRING EXPERTS TOGETHER

COMMERCIAL ROOFING . WATERPROOFING . INSULATION PRODUCTS

NOW HIRING

<u>Kraft Mechanical</u> is looking for a full-time Commercial Plumbing Estimator who is responsible for evaluating and estimating the cost, bid specifications and drawings involved in plumbing projects and ensuring that all required items are completed to successfully bid projects, specifically for commercial buildings and properties.

This role requires technical knowledge and the ability to assess materials, labor, and time required to complete plumbing installations and repairs.



Primary Responsibilities

- Analyze project blueprints, specifications, and other documents to determine the scope of work and materials needed for plumbing installations and repairs.
- Calculate materials and labor costs to prepare detailed estimates for commercial plumbing projects.
- Identify potential cost-saving opportunities while maintaining project quality & compliance.
- Conduct site visits to assess existing plumbing systems, identify potential issues & ensure accurate estimations.

See full Job Posting for all Primary Responsibilities

Preferred Qualifications

- Thorough understanding of the company's policies, procedures, systems & objectives.
- Advanced knowledge of estimating strategies and techniques.
- · Ability to accurately estimate costs, identify discrepancies & ensure project alignment.
- Proficiency in reading blueprints, technical drawings, construction documents & specifications.

See full Job Posting for all Preferred Qualifications

To Apply

Please send resume and cover letter with salary requirements tomolly@kraftcm.com.

Kraft Mechanical is an Equal Opportunity Employer that does not discriminate on the basis of disability, veteran status, or any other basis protected under federal, state, or local laws.

View Job Posting

CONSTRUCTION HEADLINES

Five construction-related headlines you need to read over the next coffee break.

ECONOMIC OUTLOOK

☐ ABC Economist Shares 2025 Construction Outlook

To assessing emerging trends and both current and future concerns of the construction industry, *Equipment Today* spoke with experts throughout the industry. In this conversation, Zack Fritz, an economist with Associated Builders and Contractors (ABC), offers insights into today's challenges and tomorrow's opportunities. (For Construction Pros)

COMMERCIAL BUILDING

☐ Contractors Brace for Steel, Aluminum Tariff Impacts

President Trump signed executive orders on February 10th implementing 25% tariffs on all steel and aluminum imports into the U.S., effective March 12th. The move could have a harmful effect on project momentum. Steel and aluminum are both fundamental components of construction materials, meaning price increases will likely ripple through the industry. (Construction Dive)

SUSTAINABILITY

□ Origami-Like Construction Design Uses 60% Less Concrete & 90% Less Steel

Researchers with ETH Zurich have pioneered a concrete structure alternative --- a vaulted concrete design that achieves the same stability with much thinner sections and no steel reinforcement. This concrete technique uses clever geometric designs inspired by origami to distribute forces more efficiently, cutting concrete use by 60% and reinforcement steel by 90%. (BGR)

MATERIAL INPUT PRICES

☐ Materials Prices Increase 1.4% in January, Up 50.5% Since February 2020

Construction input prices increased 1.4% in January compared to the previous month. Nonresidential construction input prices increased 0.9% for the month. Overall construction input prices are 1.3% higher than a year ago. Prices increased in all three energy subcategories last month. Crude petroleum prices increased 14.8%, while natural gas and unprocessed energy material prices increased 13.7% and 13.0%, respectively. (Construction Business Owner)

ARTIFICIAL INTELLIGENCE

□□ Research Uses AI to Make Infrastructure More Resilient, Sustainable

From predicting potholes to designing more durable concrete, artificial intelligence is paving the way for smarter infrastructure, a University of Mississippi researcher says. In one of his most recent publications, this Ole Miss doctoral student tested different artificial intelligence algorithms' abilities to predict how well asphalt pavements with reclaimed asphalt pavement materials could withstand moisture. (*The University of Mississippi*)





PROJECT OF THE WEEK



BioMADE Seeks State Help for Major Maple Grove Expansion

Read more on Finance & Commerce

BioMADE is seeking state assistance for a planned major expansion in Maple Grove, the latest proposed investment in the city's gravel mining area.

A public notice from the state of Minnesota reveals that the organization, dedicated to enhancing U.S. biomedical competitiveness and expanding the biomanufacturing workforce, has applied for up to \$50-million from the Minnesota Forward Fund program, which offers state match requirements for federal funding programs, such as the CHIPS Act

As part of the expansion, BioMADE wants to build out space within an existing 122,400-square-foot building at 7500 Meridian Circle in Maple Grove. The light industrial building has been vacant for a couple of years.

Located in the gravel mining area, the BioMADE space will provide "research and development and small-scale manufacturing services to industry and the federal government, particularly the Department of Defense," according to the public notice. The new facility will also create 25 new jobs and will feature "workforce training components."

A 2023 news release noted that BioMADE planned to invest in a new "state-of-the-art" facility in Minnesota, but a specific site wasn't revealed.

The application is the subject of a March 7th public hearing in St. Paul.

PICTURED ABOVE: Photo by JLL of the BioMADE facility that has proposed an expansion to build out space within the existing 122,400-square-foot building in Maple Grove.

Running a 401(k) doesn't have to be a challenge





Find out if the MBEX 401(k) MEP is right for your company. Call Daniel at 612-743-4961



UPCOMING INDUSTRY EVENTS



Fall-Protection Training Requirements

Presented by Minnesota Department of Labor & Industry

DATE: Tuesday, March 18

TIME: 7:00am-8:30am

LOCATION:

 In-Person - Minnesota Dept. of Labor & Industry (443 Lafayette Road, St. Paul)

Virtually

Learn More

COST: Free!

PRESENTER: Lee Craig - Supervisor, Minnesota OSHA Compliance

At the next Construction Seminar, Minnesota OSHA Compliance will focus on fall protection and the training of workers about the use of fall protection.

Lack of fall protection and fall-protection training are in the top 10 most cited standards for federal-fiscal-year 2024.

Learn what an employer's fall-protection training should consist of and look like, what the certification of training should include, and when retraining is needed.

MEMBER BENEFITS



Benefit of the Week: Save on Fuel with Kwik Trip

No matter the size of your business, the Kwik Trip fuel management program is ready to help you take control at the pump

Expanded Convenience

Two great acceptance networks to choose from so your drivers will never be short on fuel locations.

Control Your Business

Track driver habits and help limit misuse to grow your bottom line.



Save on Fuel & Maintenance

The Kwik Trip card has a comprehensive set of offerings to help you and your business save.

On top of the many benefits available via the fuel management program, MBEX Members will save 7-cents per gallon on gasoline and diesel at all Kwik Trip locations, as well as receive 10% off most in-store purchases, including car washes and auto supplies.

Ready to get started? Contact Noah Skifton with questions or to apply(do not apply online): (608) 351-7168 | nskifton@kwiktrip.com | Download Flyer

PROJECT INFORMATION + UPDATES

- Total Projects Received at MBEX from 2/17/2025 2/21/2025:114
- Total Project Leads Reported on at MBEX from 2/17/2025 2/21/2025:37
- Total Active Projects Received / Reported on at MBEX as of 2/25/2025:524
- Total New Projects in the Online Plan Room as of 2/25/2025: 1,011

DOWNLOAD HERE

Click the button above to view the most recent project data from 2/19/2025 - 2/25/2025.

For information about the *Bulletin*'s content, technical issues, or to place an ad (such as a Minority Notice, Job Posting, or Event Notice), contact <u>Ashlee</u>, Membership + Communications Manager.

The MBEX Weekly Bulletin brought to you in part by The Builders Group (TBG).

UPCOMING MBEX EVENTS

- March 2-8 Women in Construction Week
- March 4 Regional Member Meetup: St.
- March 20 Online Plan Room Demo
- April 2 2025 Q1 Construction Economic Update & Forecast
- April 11 Construction Estimating Principles & Application [Online Course]
- April 16 & 17 Reading Construction Documents [2-Day Online Course]
- April 16 MBEX Spring Social
- May 6 Bluebeam 1: Baseline Basics
- May 7 Bluebeam 2: Material Takeoffs & Estimates (Basic)
- May 7 Young Professionals Network (YPN) Networking Event
- May 8 Bluebeam 3: Material Takeoffs & Estimates (Advanced)

Connect with the Builders Exchange:









Revisit Past Bulletins:

Feb. 19 - No. 7 | Feb. 12 - No. 6 | Feb. 5 - No. 5 | Jan. 29 - No. 4 | Jan. 22 - No. 3

Information within the MBEX Weekly Bulletin are obtained from sources deemed reliable. The Minnesota Builders Exchange (MBEX) does not assume responsibility for its completeness or accuracy. You are urged to check your own sources in addition to the information contained in this publication. This issue contains plans and other bidding information received prior to and including the date noted above. The project data within this newsletter is intended for member company's and their employees use only.

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