



MINNESOTA BUILDERS EXCHANGE

# Weekly Bulletin

Issue No. 2 • Wednesday, January 15, 2024 • [www.mbox.org](http://www.mbox.org)

Well, well, well. Sub-zero temps with wicked cold wind chill; we meet again. Remember to layer, keep moving, wear proper gloves, and drink hot beverages (but save the hot toddies for after-work hours, okay?). May we also suggest a hearty bowl of chicken noodle soup for lunch? Stay warm out there, MBEXers! □ □ □ □

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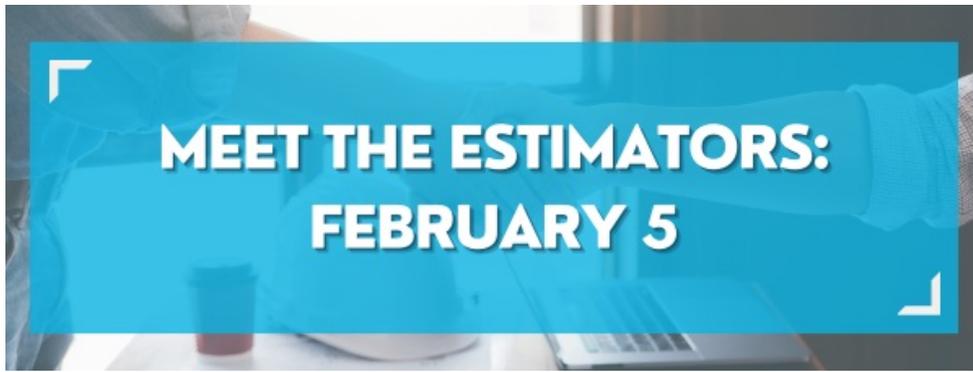
## Five Quick Things To Know / Do This Week:

- 1.) **RENEW:** We'll keep reminding you 'til the end of the month ☺ It's not too late to renew your membership for 2025! Regain your company's access to the Online Plan Room by calling [\(612\) 381-2627](tel:6123812627). And if your company has already renewed (or is in the process of doing so), you have our eternal gratefulness.
- 2.) **LAST CHANCE:** One final call to join us Wednesday, January 15, for the [MBEX Annual Meeting & Luncheon!](#) Starting at 11:00am at TPC Twin Cities, this event offers great networking opportunities, hearing Kate Bischoff share updates regarding 2025 workplace and labor law changes affecting the construction industry, learning the results of the 2025 Board of Directors election, and more. Didn't register ahead of time? Come anyways; either pay at the door or we'll invoice you following the event.
- 3.) **DIVE IN:** Despite a boom in data center projects, construction momentum has slowed due to elevated financing costs. According to ABC, [national nonresidential construction](#) spending declined 0.1% in November and spending was down in eight of the 16 nonresidential subcategories.
- 4.) **LEARN:** There's a slate of [Bluebeam Revu courses](#) coming up in February that will expand your knowledge of the estimating software no matter your current skill level. All courses are taught by Troy DeGroot with UChapter2
- 5.) **LAUGH:** When [HR makes a visit](#) to the job site.

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## Inside This Issue:

- **New Event:** Meet the Estimators on February 5th
- **Workplace Law:** Critical developments to consider addressing this month
- **Now Available:** Our latest issue of the *MBEX Blueprint*
- **Grant Funds:** Minnesota Housing has released its RFP for the Student Housing Construction Program
- **MBEX Events:** What's happening in January & February
- **NOW HIRING:** Berwald Roofing seeks commercial roofing estimator / project manager
- **Five Headlines:** AGC's Tim Worke on the industry in 2025, an Industry Trend Report for HVAC-R professionals, ways to retain Gen Z workers, plus two more
- **Project of the Week:** Macalester College's 'Welcome Center' project advances
- **Industry Event:** Learn about the AWAIR Program with MNOSHA on January 21st
- **Member Benefit:** Make workers' compensation work for you with The Builders Group



### **NEW EVENT: Meet the Estimators - February 5**

Join us, along with the Minnesota Construction Association (MCA) and the Minnesota Subcontractors Association (MSA), for a fantastic networking opportunity.

- **DATE:** Wednesday, February 5
- **TIME:** 2:00pm - 5:00pm
- **LOCATION:** [Gresser Companies](#) (3 Checkered Flag Blvd, Shakopee, Minn., 55379)
- **COST:** MBEX / MCA / MSA Members - Free | General Contractors Council - Free | Non-Members - \$15
- **EVENT SPONSORSHIP:** \$200\*\*

This is your chance to meet estimators from General and Prime Contractors, gain valuable insights into their bidding and procurement processes, and learn best practices for successfully doing business with them.

#### **Options for Exhibitors**

Includes a table and chairs. You can bring any marketing / promotional items to decorate your space.

- **GC / Prime Table** - Free
- **Professional / Subcontractor** - \$225

\*\* Event Sponsorship includes company logo on event signage, recognition at the event, a hyperlinked logo on the event page, logo on promotions and social media posts, and marketing materials at event check-in.

[Register Now](#)

Questions about this event? Please [email Melanie](#).



### **Workplace Law Update: January 2025**

MBEX is here to help our members stay on top of the latest changes and have an action

plan for compliance when it comes to workplace laws.

Here is a quick overview of some critical developments that have happened since December and essential items you should consider addressing in January and beyond.

### 1.) Get Ready for the New Administration

Catch up on [workplace law developments to expect from the Trump administration](#), as well as President-elect Trump's picks to lead the [Labor Department](#) and the [Federal Trade Commission](#) and for roles like the [Border Czar](#) and the [nation's first AI Czar](#).

### 2.) Be Strategic as You Plan for 2025

With so many changes taking place, it's hard to make accurate predictions about what we'll see in the workplace in the coming year. Fisher Phillips asked their firms thought leaders to develop their best predictions to help. Read the entire [FP Workplace Law 2025 Forecast here](#), or you can [check out this Insight](#) for the top 10 predictions pulled from the report.

### 3.) Check your Compliance List for the New Year

Did you track all the federal and state workplace law changes that took effect on January 1st that will impact your business? From minimum wage rate to paid sick leave to labor laws --- and more --- it can be hard to keep up with all the new rules for the new year. [Here to help is this handy cheat sheet.](#)

### 4.) Keep Tracking Legal Developments

Not all laws take effect on January 1st, so you'll need to track developments throughout the year --- even later in January. For example, in the construction industry, you'll need to comply with [a new OSHA rule](#) effective January 13th requiring employers to provide personal protective equipment (PPE) that properly fits workers based on their unique body type. This rule is particularly important given the rising number of women that work in the construction field.

### 5.) Prepare for Big Changes to H-1B, H-2A & H-2B Visa Programs

Federal immigration officials recently finalized sweeping changes to the [H-1B visa program](#) and issued final rules to modernize [the H-2A and H-2B](#) temporary worker programs --- all of which take effect on January 17th, just three days before the Trump administration begins.

### 6.) Monitor Litigation Over the Corporate Transparency Act (CTA)

If you followed the whiplash-inducing turn of events regarding the CTA, you know that businesses are currently not subject to the January 13th Reporting Rule deadline that would have required corporate and personal information to be disclosed to the government. The 5th Circuit halted the rule just three days after another panel of the same appeals court had revived the reporting requirements. [Here's a quick review](#) of the recent developments and a plan of action.

### 7.) Dive into the House's Sweeping AI Report

The U.S. House Bipartisan AI Task Force just released a groundbreaking report on December 17th that outlines key challenges and opportunities for AI adoption across all sectors. As artificial intelligence reshapes workplaces, employers should act now to [stay one step ahead](#) of this exciting but turbulent period.

### 8.) Review Key Labor Law Developments

In a significant move on December 10th, the [National Labor Relations Board \(NLRB\)](#) overruled a Trump-era ruling and made it more challenging for unionized employers to make workplace changes without bargaining over the change with the union. While it's expected the incoming administration will flip the Board and install members who will return the playing field to an even level, you will need to comply with this new standard until this case is once again overturned.

### 9.) Be Prepared for Increased Workplace Safety Scrutiny

For the very first time, OSHA has publicized the comprehensive details on the nearly 900,000 reported workplace injuries and illnesses recorded by the agency in 2023, which may result in increased scrutiny toward employers from OSHA and the public alike. The December 12th release marks a significant development in [workplace safety transparency](#) and has important implications for employers nationwide.

[Read More with Fisher Phillips on J. D. Supra](#)

*Note that the information provided in this article is intended for general informational*

purposes only. It should not be considered as legal advice. We strongly recommend consulting with your business's attorney or legal advisor before taking any actions based on its content.

# MBEX BLUEPRINT

ISSUE 4 (WINTER 2024):  
READ NOW!



## Check Out the Newest *MBEX Blueprint*

The latest issue of *MBEX Blueprint* is hitting mailboxes across Minnesota; have you received yours yet?

### Inside, you'll discover:

- Meet Ka, a Key Player on the MBEX Reporting Team
- Construction's Future Workforce: Meet the 2024-2025 MBEX / TBG Scholarship Awardees
- What Went Down in 2024: An Industry Recap
- Helping Students Build a Trades Future by The Builders Group (TBG)
- *And much more!*



The *MBEX Blueprint* magazine is shared with all current MBEX members, as well as leading general contractors, top architectural and engineering firms, and key city, county, and school district officials across Minnesota and its surrounding regions.

Click the image above and dive in!

Want to see previous issues? [Click here.](#)



## Student Housing Challenge Funds for Schools

Minnesota Housing has officially released its RFP for a grant program that provides up to \$100,000 for schools. The program supports public schools in creating opportunities where students can gain construction skills while building housing for low-income families.

The Housing Challenge Funds for Schools RFP is a competitive application process that deploys Economic Development and Housing Challenge funds authorized under [Minnesota Statute Section 462A.33](#).

#### Informational Zoom Meeting

- Thursday, January 23, 2025 at 10:00am.
- *Registration is required.*

#### Proposal Deadline

- Applications are due Thursday, March 6, 2025, by 12:00pm Central Time.
- RFP Application Instructions can be [viewed here](#).

Grant funds are available for direct costs related to the construction of homes, including building materials, construction tools, subcontractors and professional labor. Grants may be awarded to a school district, charter school, or cooperative unit as defined in [Minnesota Statute 123A.24, Subdivision 2](#). Individual grant awards will be less than \$100,000.

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If you have questions about this program, please contact Khaliq Rogers, Executive Director of Catalyst for Systems Change (formally known as Center for School Change): [khaliq@khaliqerogers.com](mailto:khaliq@khaliqerogers.com) | (651) 440-3342

[Register for Zoom Meeting](#)

[Learn More About Program](#)

After clicking on the 'Learn More' button above, select 'Housing Challenge Funds for Schools Request for Proposals (RFP)' on the page it opens to access all available information and forms.



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.

*\*\* indicates a newly added event*

#### January 15 - Introduction to Upcoming Bluebeam Courses

Join Troy for this free opportunity to see an introduction to each upcoming course in February and learning objectives in 2025. [Sign Up Here](#)

#### January 15 & 16 - Reading Construction Documents

Designed to quickly familiarize students with the basics of reading and understanding construction documents, this two-part online program will teach students how to navigate a project and its documentation, helping to understand the material and construction requirements. This program is open to both current MBEX Members and Non-MBEX Members. [Register Now](#)

### January 16 - Online Plan Room Demo

From navigating the Desktop, 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 Now](#)

### February 3 - Bluebeam 1: Baseline Basics

Attendees will learn interface navigation including menu dropdowns, toolbars, various tool panels, keyboard shortcuts and a few recommended settings. While learning various markup and measurement tools, several tips and tricks will be shared to increase accuracy and speed. [Register Here](#)

### February 4 - Bluebeam 2: Material Takeoffs & Estimates (Basic)

Attendees will go through the standard measurement tools and settings, then move into various customization options and discuss the results in the Markups List. [Register Now](#)

### February 5 - Bluebeam 3: Material Takeoffs & Estimates (Advanced)

After finishing the Bluebeam Takeoffs & Estimates (Basic) course, attendees will move into creating custom columns, embedding formulas, and information organization. [Register Here](#)

### February 5 - Meet the Estimators

Meet and engage with estimators from General and Prime Contractors, gain valuable insights into their bidding and procurement processes, and learn best practices for successfully doing business with them. [Register Here](#)

### February 10 - Bluebeam 4: Document Management & Best Practices

This course will not only improve consistency and accuracy in document management, but it will eliminate all the time wasted navigating through drawing sets and wondering who has the latest drawings. [Register Here](#)

### \*\* February 11 - Bluebeam 5: Collecting Field Data

Learn to create and place custom punch symbols, quickly embed images or videos, and create summary reports. [Register Here](#)

### February 11 - MBEX Regional Member Meetup: Rochester

Join us together with The Builders Group (TBG), the Minnesota Concrete Council, and the Electrical Association, and the Builders Exchange of Rochester for a casual gathering with food, drinks, and networking with great company. This event is 100% free, so please invite your colleagues, members and non-members alike! [Register Here](#)

### February 12 - Bluebeam 6: Administrative Professionals

Administrative teams have unique document workflows that demand a different set of tools compared to design and construction teams. [Register Here](#)

### February 13 - Bluebeam 7: Civil Workflows

Yes, there are tools in Bluebeam Revu for Civil Designers and Engineers! Not only will students learn navigation and markups, but also work flows like Calibrating Plan & Profile drawings with different X-Y scales, ideas for Cut & Fill calculations, combining several PDFs into one large area map, and adding images. [Register Here](#)

[View 2025 MBEX Events Calendar](#)



**NOW HIRING**

[Berwald Roofing Company](#) is looking for a detail-oriented and motivated professional to fill the role of Commercial Roofing Estimator / Project Manager.

In this dual role, this position will be responsible for estimating project costs and managing the execution of roofing projects from start to finish. Their expertise in commercial roofing and project management will ensure that Berwald Roofing's projects are completed on time, within budget, and to the highest standards.



### Key Responsibilities

- Accurately estimate the costs and materials needed for commercial roofing projects
- Prepare detailed project proposals and bids
- Manage project timelines, budgets, and resources
- Attend pre-bid meetings and project meeting when required
- Provide exceptional customer service and address any client concerns
- Maintain detailed project documentation and reports.

### Qualifications

- 5-years of proven experience as a Commercial Roofing Estimator and/or Project Manager
- In-depth knowledge of commercial roofing systems and materials
- Strong analytical and mathematical skills
- Excellent communication and negotiation abilities
- Proficient in project management and estimating software - Edge Estimating software
- Ability to manage multiple project simultaneously
- Strong-problem-solving and decision-making skills

### How to Apply

Please send your resume and cover letter to [info@berwaldroofing.com](mailto:info@berwaldroofing.com) with the subject line "Commercial Roofing Estimator / Project Manager Application."

[View Job Posting](#)

## CONSTRUCTION HEADLINES

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

### OUTLOOK 2025

#### [AGC's Tim Worke on Construction Opportunities, Challenges](#)

As the CEO of the Associated General Contractors (AGC) of Minnesota, Tim Worke is one of the leading voices of Minnesota's construction industry. In this interview, Worke discusses opportunities and challenges in the construction industry, among other topics. He also previews the 2025 Minnesota Construction Summit, scheduled for February 19-20 at the Saint Paul RiverCentre. (*Finance & Commerce*)

### HVAC-R

#### [2025 AHR Expo Trend Report](#)

Each year before the AHR Expo, AHR Exposition's endorsing associations provide a comprehensive Industry Trend Report, sharing the many roles within the industry, highlighting relevant discussion topics as tens of thousands of HVACR industry professionals prepare to meet in person. (*Contracting Business*)

### LABOR & WORKFORCE

#### [Six Ways the Construction Industry Can Retain Gen Z Workers](#)

There are several possible factors contributing to Gen Z's growing interest in blue-collar careers, and blue-collar employers should keep these in mind when recruiting younger workers. Plus, with that influx of Gen Z workers, it is essential for construction and trade companies to also focus on retention strategies. (*For Construction Pros*)

## SUSTAINABILITY

### □ ['Growing Impact' Examines Sustainable Cement Replacements](#)

Two researchers at Penn State are exploring how leftover agricultural materials, such as straw and corn stover, could be used as a cement replacement to create concrete that is sustainable. *(Penn State - Institute of Energy and the Environment)*

## CONTECH

### □ [Construction 2030: What is the Future of Construction Technology?](#)

Looking back at the past five years of construction tech evolution shows significant development. Electric machines and components, acceptance of data-capturing and analysis, and artificial intelligence have all shaped the built environment in major ways since 2019. Looking ahead at 2030, the industry anticipates advancement in improved connectivity on worksites, 4D design and planning, and automation. *(Construction Briefing)*



## PROJECT OF THE WEEK



### Macalester's 'Welcome Center' Project Advances

#### [Read more on Finance & Commerce](#)

Macalester College is making progress on plans for its new welcome center and residence hall, a roughly \$100-million project that will give Macalester its first new student housing in 25 years.

The plans hinge in part on a rezoning process that's expected to wrap up by the end of the month. This week, the St. Paul City Council heard the "first reading" of a project-related rezoning ordinance. The second reading and a public hearing are scheduled for January 15th, followed by final adoption on January 22nd.

A handful of parcels on Grand Avenue and Macalester Street are up for rezoning, which would pave the way for construction. Surface parking, a vacant lot, and "college campus uses" currently occupy the project site, according to city documents.

A project narrative reveals plans for a five-story building with a welcome center on the main level and a 224-bed residence hall on the top four stories. Included in the welcome center plans are a large lobby space, offices for admissions staff, and a "coffee-type shop" that will be open to the public.

Macalester's project team includes McGough (construction), HGA (Design), and TEN x

TEN (landscape).

ABOVE PHOTO: Macalester College plans to build a new welcome center and residence hall on a handful of parcels on Grand Avenue and Macalester Street. (Rendering: HGA)



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## UPCOMING INDUSTRY EVENTS



### **AWAIR Program & Safety Committee Requirements** Presented by *Minnesota OSHA*

**DATE:** Tuesday, January 21

**TIME:** 7:00am-8:30am

**LOCATION:** In-Person at the Minn. Department of Labor & Industry (443 Lafayette Road North, St. Paul) **OR** Online via Microsoft Teams

[Register for Online Presentation](#)

**COST:** Free

This construction seminar will focus on whether construction employers need an A Workplace Accident and Injury Reduction (AWAIR) program, a safety committee, or both, and where citations for these standards rank on the top 10 most-cited list. There will also be time for questions, answers, and input from attendees.

Presenter Daaron Arnold, a safety consultant with Minnesota OSHA Workplace Safety Consultation, will also discuss what he sees during his Minnesota STAR (MNSTAR) Program and consultation visits in the field.

## MEMBER BENEFITS

# MEMBER BENEFITS

## Benefit of the Week: Workers' Compensation with TBG

Make workers' comp work work for you.

You don't need to settle for workers' compensation being another profit-sharing cost.

When you become a member of [The Builders Group \(TBG\)](#), you're investing in your business and the industry.



You'll have the tools and understanding to reduce risk, manage claims, and get workers back on the job faster. As a member of TBG, you'll have access to their tailored safety programs and work comp solutions designed for the construction industry.

These include:

- Safety Services Association
- Claims Services
- 24 / 7 NurseCare Hotline
- Pay-As-You-Go Premiums
- Cross Border Coverage
- U.S. Longshore & Harbor Coverage (USH&L)
- Safety Services Training Center

Find out why MBEX members choose TBG by contacting them today and make workers' comp work for you: [\(651\) 389-1140](tel:6513891140) | [www.tbgm.com](http://www.tbgm.com)

## PROJECT INFORMATION + UPDATES

- Total Projects Received at MBEX from 1/6/2025 - 1/10/2025: **88**
- Total Active Projects Received / Reported on at MBEX as of 1/14/2025: **350**
- Total New Projects in the Online Plan Room as of 1/14/2025: **170**

[DOWNLOAD HERE](#)

Click the button above to view the most recent project data from 1/8/2024-1/14/2025.

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 [Ashlee](#), Membership + Communications Manager.



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### **UPCOMING MBEX EVENTS**

- [January 15](#) - Introduction to Upcoming Bluebeam Courses with UChapter2
- [January 15 & 16](#) - Reading Construction Documents
- [January 16](#) - Online Plan Room Demo
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- [February 5](#) - Meet the Estimators
- [February 10](#) - Bluebeam 4: Document Management & Best Practices
- [February 11](#) - Bluebeam 5: Collecting Field Data
- [February 11](#) - Regional Member Meetup: Rochester
- [February 12](#) - Bluebeam 6: Administrative Professionals
- [February 13](#) - Bluebeam 7: Civil Workflows
- [February 18](#) - Regional Member Meetup: Duluth
- [February 20](#) - Online Plan Room Demo
- [February 25](#) - Regional Member Meetup: Fargo / Moorhead
- [March 4](#) - Regional Member Meetup: St. Cloud

Connect with the Builders Exchange:



Revisit Past Bulletins:

[January 8 - No. 1](#) | [Dec. 23 - No. 52](#) | [Dec. 18 - No. 51](#) | [Dec. 11 - No. 50](#) | [Dec. 4 - No. 49](#)

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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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