

MINNESOTA BUILDERS EXCHANGE

# BLUEPRINT

SUMMER 2024

## Employment Law Updates – Keeping Up with New Policies and Practices

pg. 16

## Introducing MBEX's Cornerstone Partners Sponsorship Program

pg. 21

## How Contractors Are Using AI Now

pg. 25





## Take Your Business to the Next Level

With Help from Alliance Bank

- Revolving Lines of Credit / Working Capital Loans
- SBA Loans
- Term Loans
- Equipment Financing
- Business Acquisition Loans
- Commercial Real Estate Loans



Call Jon Chaffee at (651) 228-2360 or Justin Betzold at (651) 228-2391 to Learn More.



Member FDIC **ALLIANCE BANK**

[www.alliancebanks.com](http://www.alliancebanks.com)

## Take Your Wealth to the Next Level

With Help from Alliance Financial Services



- Business Planning
- Wealth Management
- Retirement Plan Services
- Investments

Call Wealth Manager, Brad Ober at (651) 229-2874 to Learn More.



**ALLIANCE FINANCIAL SERVICES**  
INVESTMENT & RETIREMENT ADVISORS

Not FDIC Insured. Not Bank Deposit. No Bank Guarantees. May Lose Value. Not insured by any Federal Government Agency.

Securities and investment advisory services offered through **Osaic Wealth, Inc.** Member FINRA/SIPC. **Osaic Wealth** is separately owned and other entities and/or marketing names, products or services referenced here are independent of **Osaic Wealth**.



[www.teknik-controls.com](http://www.teknik-controls.com)  
[info@teknik-controls.com](mailto:info@teknik-controls.com)  
320-437-1753

- Building Automation Systems (BAS)
- Energy Management Systems (EMS)
- HVAC Temperature Controls
- Service Contracts (24-hr response time)
- New Construction, Remodel
- Public/Private
- Engineered/Design Build

OUR SERVICE AREA:



**FACILITY EXPLORER**

BY JOHNSON CONTROLS  
FACTORY TRAINED INSTALLER



- Tridium Niagara N4 Supervisory Controllers
- Open Platform
- Owners are not locked in with one service provider



- BACnet MSTP/IP Equipment Controllers
- JCI BACnet Controller Performance

# CONTENTS

SUMMER 2024

16

24

25

## FEATURES

- 10** Meet Melanie, MBEX's Newest Team Member
- 12** MBEX Member Appreciation BBQ
- 14** Twin Cities Golf Tournament
- 16** Employment Law Updates – Keeping Up with New Policies and Practices
- 20** Minnesota Construction Teachers Conference  
*with Project Build Minnesota*
- 21** Introducing MBEX's Cornerstone Partners Sponsorship Program
- 24** A Commitment to Industry Excellence  
*by The Builders Group (TBG)*
- 25** How Contractors Are Using AI Now
- 28** POWER Workshop Recap: Women, Money & Happiness
- 29** Inside the Online Plan Room: Updating Your Own Company Profile

## DEPARTMENTS

- 05** President's Letter  
*An Engaging Exchange*
- 07** Executive Director Column  
*The Exchange is a Valuable Industry Resource*
- 08** 2024 Events Calendar
- 09** Membership Column  
*True Grit*
- 22** Member News  
*Summer 2024*
- 30** Plan Room  
*MBEX by the Numbers*



**PRESIDENT**  
Mike Carlson  
Max Gray  
Construction



**VICE PRESIDENT**  
Heidi Sedlacek  
KLJ Engineering



**TREASURER**  
Brian Kalla  
St. Cloud Acoustics



**PAST PRESIDENT**  
Greg Grazzini  
Grazzini Brothers  
& Co.



**DIRECTOR**  
Kevin Bohrer  
Donlar Construction



**DIRECTOR**  
Allie Brady  
Veit



**DIRECTOR**  
David Brandt  
Schadegg  
Mechanical



**DIRECTOR**  
Jason Duval  
Tenet



**DIRECTOR**  
Chris Niemand  
Frattalone Companies



**DIRECTOR**  
Chuck Geisler  
Iron Eagle  
Industrial Services



**DIRECTOR**  
Sean Ochis  
Northern Industrial  
Insulation Inc.



**DIRECTOR**  
Jason Rentmeester  
Kraus-Anderson  
Construction



**DIRECTOR**  
Nathan Sapik  
Benson  
Electric Company



**SECRETARY**  
David Siegel  
Minnesota  
Builders Exchange



**MBEX STAFF 2023-2024**

**EXECUTIVE DIRECTOR**  
David Siegel

**EXECUTIVE ASSISTANT | PROJECT  
COORDINATOR | ACCOUNTING**  
Julie Miller

**MEMBERSHIP &  
COMMUNICATIONS MANAGER**  
Ashlee Hartwig

**EVENTS & MEMBERSHIP COORDINATOR**  
Melanie Hendrickson

**PROJECT ACQUISITIONS | IT**  
Jeff Boelter

**REPORTER**  
Ka Yang

**REPORTER**  
Peggy Esboldt

**REPORTER**  
Shauna Baska

**DULUTH DIRECTOR**  
Don O'Connor

**EDITOR**  
Rae Howe

**DESIGNER**  
Bailey Feick

Minnesota Builders Exchange  
1123 Glenwood Ave, Minneapolis, MN 55405  
p. (612) 381-2620  
info@mbex.org  
www.mbex.org



MINNESOTA BUILDERS EXCHANGE  
**BLUEPRINT**

Blueprint is published twice a year by Innovative Publishing for Minnesota Builders Exchange. Innovative Publishing specializes in association communications and messaging. Please direct inquiries to Aran Jackson at aran@innovativepublishing.com.



www.innovativepublishing.com





**2024 MBEX PRESIDENT**  
Mike Carlson

# AN ENGAGING EXCHANGE

MBEX has a very engaged membership, and we should be proud of that involvement.

Here's an amazing statistic: We have members who are logging into our Online Plan Room 5,000 times in a year. Now that's what we call member engagement. Of course, not all our members utilize MBEX's Online Plan Room so extensively.

In a membership survey just over a year ago, we found that roughly 40 percent of our members use our plan room every day, and another 40 percent use it twice a week or more. So, clearly, the ability to access projects to bid is a major reason for membership.

Another way we measure member engagement is through active participation in our events. We did a rough tally of total attendance in 2023 at MBEX events and education programs, and it hit about 1,500 people. With this, membership surveys and conversations with members, we can confirm the power of connections at MBEX. Construction remains an industry of relationships, and MBEX proudly plays a significant role in creating and affirming those relationships.

One more way we measure our membership's engagement is by looking at the open rates of our *Weekly Bulletin* newsletter.

Our open rate hovers around 34 percent consistently. That's a strong open rate for an industry trade association. In fact, MailChimp's most recent survey of nonprofits indicates an open rate of only 26.6 percent. We're beating that by 7 percent.

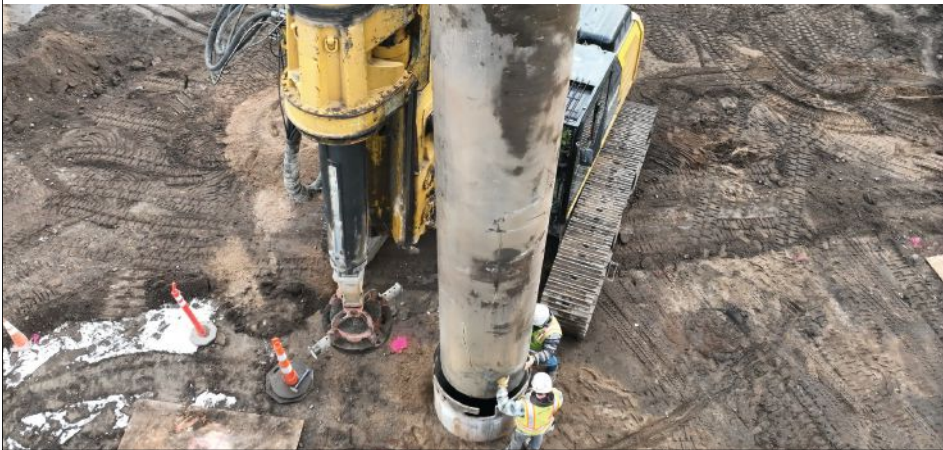
What I'm getting at here is expressing my pride and gratitude for the active participation of the industry with MBEX activities. As with any Exchange, it's the members who make it what it is. And what you've made today is a vibrant, relevant organization that meets the needs of its members and the industry. That's fantastic!

And yet, we can't rest.

Will Rogers famously said, "Even if you are on the right track, you'll get run over if you just sit there." We'll keep investing in technology to benefit you. We'll keep seeking new ways to create connections. We'll continue to enhance our educational offerings. Some ideas will work, some will not. But MBEX's leadership is committed to driving the Exchange forward. Thank you for your deep engagement and support.

**Mike Carlson**  
Max Gray Construction  
2024 MBEX Board President





EARTHWORK | UTILITIES | DEEP FOUNDATIONS | DEMOLITION



**ST. PAUL OFFICE**

251 Starkey Street  
Saint Paul, MN 55107  
Phone: 651-224-6299

**ROCHESTER OFFICE**

4515 Morris Lane NE  
Rochester, MN 55906  
Phone: 507-322-5280

[www.bolander.com](http://www.bolander.com)

WE'RE  
*innovative*

Our team can revamp your logo, spruce up your website or create a targeted marketing piece. Tell us your idea. We'll make it happen.



844.423.7272 | [advertise@innovativepublishing.com](mailto:advertise@innovativepublishing.com) | [www.innovativepublishing.com](http://www.innovativepublishing.com)







**EXECUTIVE DIRECTOR**  
David Siegel

# THE EXCHANGE IS A VALUABLE INDUSTRY RESOURCE

I have had several recent conversations with members who regularly use our Online Plan Room. It's gratifying to hear them describe it as the easiest-to-use, the most intuitive and the most comprehensive plan room. In fact, several have commented that they've "tried them all," and they always come back to the Minnesota Builders Exchange because it's simply the best tool in the marketplace.

Still, I sometimes wonder if MBEX isn't a well-kept secret in the industry. Yes, at 1,200 members, we do have the largest membership of any construction industry association in Minnesota. But did you know that, according to the Department of Labor and Industry, there are more than 4,000 licensed electrical companies in our state? Or that there are more than 2,100 licensed plumbing companies? There are thousands more across the industry's CSI codes.

I'm not sure why more of these companies don't belong to MBEX, and I'd welcome your insight. There is no better tool to secure new business than our plan room, and our networking opportunities are exceptional. Do these companies only do residential work? Do they just not have time to pursue leads? Do they only perform private, negotiated work and thus think they won't find leads on MBEX's platform?

As a nonprofit industry trade association, we don't have a major marketing budget. Maybe they are simply unaware of the Exchange and its value. So many of our new members are referred to us by word of mouth through current members, which leads me to believe we just aren't as well-known as we could be. I think if more companies knew about the Exchange, they'd find real value and join, strengthening the connections and networking.

I don't have the answers, but I'm seeking to find out. If you have insights or thoughts, I'd welcome them. Please share them to [ds@mbex.org](mailto:ds@mbex.org), or give me a call at (651) 253-2001. The bigger and broader our community, the more value we create for each member.

Please do continue to tell those in the industry you do business with about MBEX — and thank you for your engagement, your support and your referrals. It's our honor to serve you and this great industry.

Onward,

**David Siegel, CAE, IOM**  
Executive Director



# MINNESOTA BUILDERS EXCHANGE

# 2024 EVENTS CALENDAR

SEPTEMBER

## Construction Suicide Prevention Week

September 9-13

### Bluebeam 1: Baseline Basics

Tuesday, September 10 | 10:30 a.m.-12:30 p.m.

### Bluebeam 2: Materials Takeoffs & Estimates (Basic)

Wednesday, September 11 | 10:30 a.m.-12:30 p.m.

### Sporting Clays North

Wednesday, September 11 | 3:00 p.m.  
*Old Vermillion Trail (Duluth)*

### Bluebeam 3: Materials Takeoffs & Estimates (Advanced)

Thursday, September 12 | 10:30 a.m.-12:30 p.m.

### Bluebeam 4: Document Management Best Practices

Friday, September 13 | 10:30 a.m.-12:30 p.m.

### Bluebeam 5: Collecting Field Data

Tuesday, September 17 | 10:30 a.m.-12:30 p.m.

### TBG Clay Shoot for the Trades

Tuesday, September 17 | 1:00 p.m.  
*Game Unlimited (Hudson, Wisconsin)*

### Bluebeam 6: Administrative Professionals

Wednesday, September 18 | 10:30 a.m.-12:30 p.m.

### MBEX Plan Room Demo (online)

Thursday, September 19 | 9:00-10:00 a.m.

### Bluebeam 7: Civil Workflows

Thursday, September 19 | 10:30 a.m.-12:30 p.m.

### Reading Construction Documents

Thursday, October 3, and Friday, October 4 |  
2:00-5:00 p.m.

### Q3 Construction Economic Update & Forecast (webinar)

Wednesday, October 9 | 1:00-2:30 p.m.  
*Hosted by Anirban Basu, chief economist for ABC*

### MBEX Fall Social

Featuring the 2nd Annual Self-Care Health Fair  
Thursday, October 10 | 3:00 p.m.  
*Hilton Minneapolis/Bloomington (Bloomington)*

### Construction Inclusion Week

October 14-18

### MBEX Plan Room Demo (online)

Thursday, October 17 | 9:00-10:00 a.m.

OCTOBER

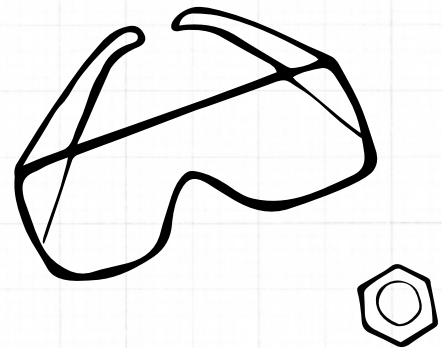
NOVEMBER

### MBEX Plan Room Demo (online)

Thursday, November 15 | 9:00-10:00 a.m.

### Thanksgiving

Thursday, November 28,  
and Friday, November 29 | closed



DECEMBER

### Bluebeam 1: Baseline Basics

Tuesday, December 3 | 10:30 a.m.-12:30 p.m.

### Bluebeam 2: Materials Takeoffs & Estimates (Basic)

Wednesday, December 4 | 10:30 a.m.-12:30 p.m.

### Bluebeam 3: Materials Takeoffs & Estimates (Advanced)

Thursday, December 5 | 10:30 a.m.-12:30 p.m.

### Holiday Party North

Thursday, December 5 | Starting at 5:00 p.m.  
*Ridgeview Country Club (Duluth)*

### MBEX Plan Room Demo (online)

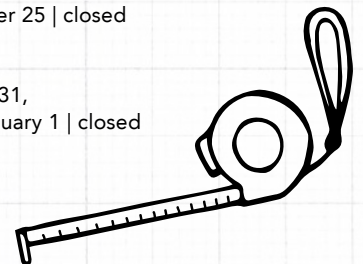
Thursday, December 19 | 9:00-10:00 a.m.

### Christmas

Thursday, December 24,  
and Friday, December 25 | closed

### New Years

Tuesday, December 31,  
and Wednesday, January 1 | closed



\*LAST UPDATED 08/07/2024

\*\*DATES AND TIMES ARE SUBJECT TO CHANGE





**MEMBERSHIP &  
COMMUNICATIONS MANAGER**  
Ashlee Hartwig

## TRUE GRIT

Milestones like 136 years certainly signify a few things: massive technological changes in construction planning, the growth of the Exchange to better serve our members, and the wisdom that comes with experience on how to weather both good and tough times.

The Minnesota Builders Exchange has only gotten better with age. (I may be a tiny bit biased, but I'll say it anyway.) Our members are strong, forward-thinking and the embodiment of true grit.

Grit, as defined by Robert Jerus, the author of *Mind Matter: Applying Emotional Intelligence for Personal and Professional Success*, is "a positive character trait based on an individual's passion for a particular long-term goal or end state, coupled with powerful motivation to achieve this objective."

Here's how I define true grit: It's the ability to reach deep down and find the strength to get through a tough workday, a roller coaster emotional patch or a vexing problem. Grit is like a personal superpower; once you discover it, you can use it to lift yourself up and out of any challenge.

A person with grit knows they must make mistakes, possibly look foolish and still try again. They trust their gut, lead when others won't, meet unreasonable deadlines and still deliver outstanding results. Attention to detail remains a top priority, even when they're exhausted. They're accountable for their actions and know how to bounce back, no matter how beaten they feel.

Sound like anyone you know?

Construction workers might just be the grittiest people I know (on the tough-as-nails meter, they're right at the top next to farmers, in my opinion). Whether at events or over the phone, each member has shared an unwavering positivity about the industry. Despite rising material prices, inflation, reduced construction starts and a shortage of skilled labor, their spirits remain high. Yes, these are challenges. Yes, things might be difficult for a while. Yes, we will get through it.

Last fall, a common theme emerged during a construction forecasting event I attended: "Survive 'til '25." It's a reminder of the industry's resilience and the collective grit we all share. As we face the challenges of 2024, let's keep this mantra in mind — not as a sign of despair, but as a testament to our enduring strength and determination. We have the grit to push through, and together, we will not only survive but thrive.

The good news is that grit can be learned and nurtured. It starts by tapping into inner qualities and developing character. It takes focus, commitment and long-term determination.

Consider this your friendly MBEX reminder that you possess that magical quality called true grit. The next time you find yourself in a particularly tough spot, zero in on a past time when you relied on grit to make it through. What happened next? My guess is that it was something great.



# MEET MELANIE

MBEX's Newest Team Member

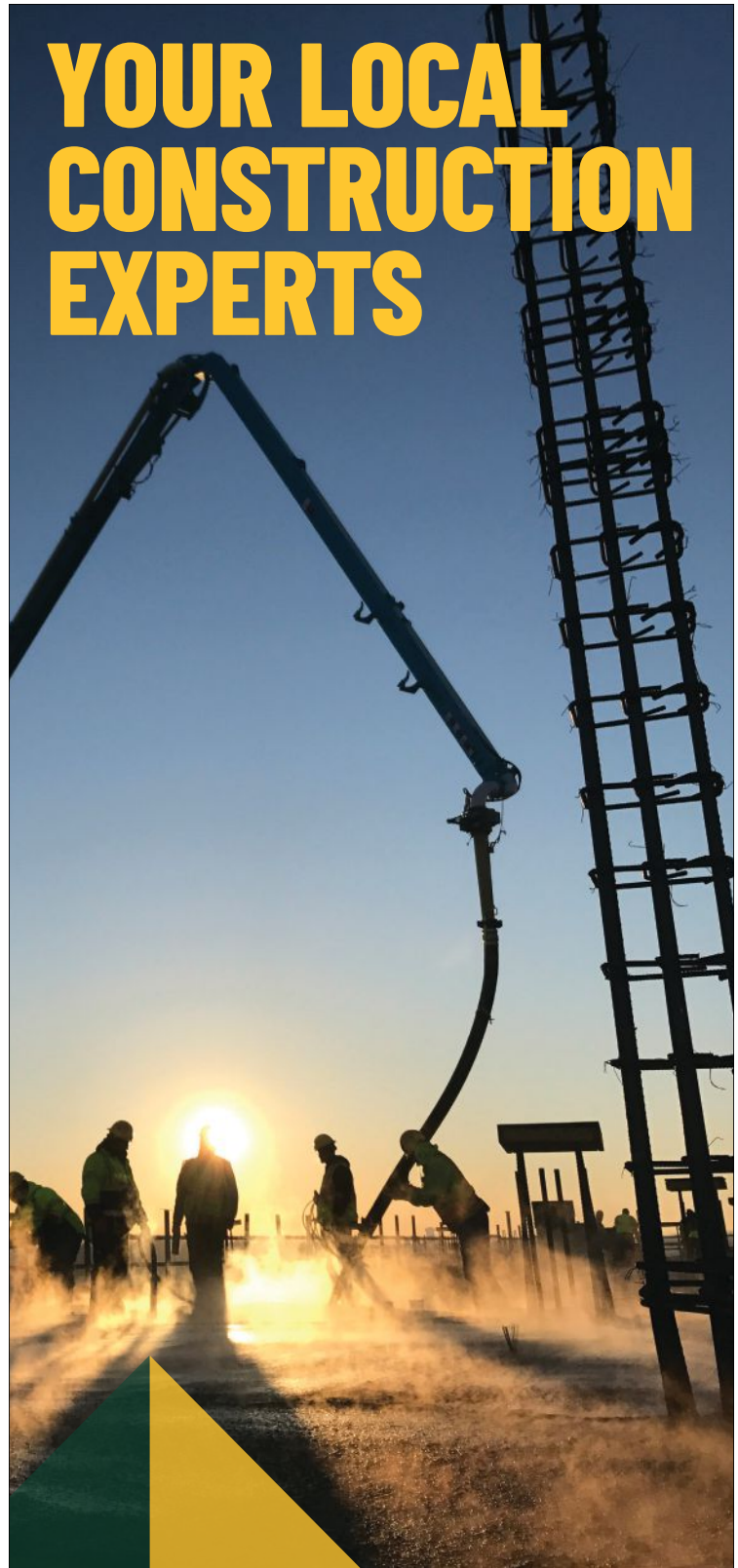
Meet Melanie Hendrickson — the newest addition to the MBEX team! She joined the Exchange in April and has been a delightful presence at events like the Spring Social, the Member Appreciation BBQ and the Twin Cities Golf Tournament. If you attended any of these, you likely saw her behind the registration table or ensuring every detail was perfect for a seamless experience. As the events and membership coordinator, Melanie will be the driving force behind MBEX's annual events and will be spearheading new programs to better serve our members.

She'll also be working behind the scenes, assisting with the membership process, answering questions about the Online Plan Room, updating company profiles and much more. Welcome aboard, Melanie!





# YOUR LOCAL CONSTRUCTION EXPERTS



## 1. Can you share a bit about your background and how it led to joining MBEX?

Starting out, I went to school through University of Minnesota-Crookston completely online. I studied communications, with a minor in marketing, and chose to go online so I was able to complete my degree while still working full time. Before coming to MBEX, I worked for a golf course as an event coordinator, but before that, events were always in the back of my mind. I have always loved coordinating and organizing events — from my own personal events to planning birthdays, anniversaries [and] gatherings for others — and I thought, “That would be a really fun job!”

## 2. What excites you most about your new role here at MBEX?

What excites me the most about the role here at MBEX is the community surrounding the events — being able to connect with everyone and helping put on really great events for our members.

## 3. What is something you've learned about the construction industry since starting that made you stop and think, 'Wow, that's really cool!'

I obviously knew that there was a lot that needed to be done in the construction industry, but I didn't think about the extent. Growing up, my family was in more of the physical labor, operating side of construction; but seeing the other side of planning, estimating, bidding, all that goes into a project before people like my dad can do that physical side of it is really cool.

## 4. Outside of work, what are some hobbies or interests that you enjoy?

I will admit, I am a huge homebody. I love watching new TV shows, playing board games and baking. Since owning a home for the past few years, I have been dabbling in gardening.

## 5. What are three things you must always have at your desk throughout the workday?

A huge water bottle, ChapStick and Post-It notes.

## 6. What has been your favorite experience with MBEX so far?

Everyone here has been so welcoming; that has already made the experience amazing, but I have really loved being at the events day of, specifically the Spring Social. It was my first MBEX event, and it was really fun to see the way things are done and see the community MBEX has brought together.

## 7. If you could have dinner with any historical figure, who would it be and why?

I'd say Amelia Earhart. I always did history projects about her. What she did was amazing, and it would be very cool to sit down with her.

## 8. Describe a project or task you're excited to tackle here.

I'm excited to get my feet on the ground, going through all the events that MBEX hosts and then starting to make small changes to make them even better for our members.

## 9. If you could only eat one food for the rest of your life, what would it be?

Tacos — 100 percent, no question. I would eat tacos every day if I could.

## 10. What's the one song on your playlist that always puts you in a good mood?

“You'll Always Find Your Way Back Home” – Hannah Montana.



CONSTRUCTION

▶ TOGETHER WE  
BUILD SUCCESS

[pcl.com/minneapolis](http://pcl.com/minneapolis)

# MBEX MEMBER APPRECIATION BBQ

Minnesota Builders Exchange | Minneapolis, Minnesota | June 5, 2024



*Top Left:* Checking in members are Don O'Connor, MBEX's Duluth director; Brian Kalla, Board Treasurer; and Shauna Baska, MBEX project reporter. | *Bottom Left:* Past President Greg Grazzini and current Board President Mike Carlson. | *Top Middle:* It was a full crowd of 200-plus members and industry partners under the tent, and we can't thank everyone enough for their continued support of MBEX. | *Middle Left:* Ashlee Hartwig, MBEX membership and communications manager; Heidi Sedlacek, Board Vice President; and Brad Ober, MBEX's 2024 Volunteer of the Year having a great time showing their appreciation for MBEX members. | *Middle Right:* Team Grazzini showed up loud and proud at the MBEX Member BBQ. The more, the merrier! | *Right:* Wayne Peterson; David Siegel, MBEX Executive Director; and Erik Molin, past Board President.

## COMPANIES WHO ATTENDED

4TCRS – MM Systems  
 ABCom  
 Ace Supply  
 Advanced Concrete Sawing  
 Alliance Bank  
 Am-Tec Designs  
 American  
 Engineering Testing  
 American Pressure  
 Archon Glassworks  
 Assa Abloy  
 (formerly Roy C)  
 Bolander & Sons  
 Boldt Company  
 Bredemus Hardware Company  
 Brin Glass  
 The Builders Group (TBG)  
 Capital One Business  
 CD Tile & Stone  
 Cemstone Companies  
 Center for Energy  
 & Environment  
 CM Construction Company  
 Code Welding  
 & Manufacturing  
 County Materials  
 DAKA Metal Fabricators  
 Demo First  
 Donlar Construction  
 Dynamic Fastener  
 Dziedzic Caulking

ECCO Midwest  
 Electrical Association  
 Electro-Mechanical Industries  
 The Fire Group  
 Frattalone Companies  
 Gopher Stage Lighting  
 Grazzini Brothers  
 Great Northern Painting  
 H2I Group  
 Hanson Silo Company  
 HM Cragg  
 Hobs Excavating  
 Hopkins Roofing  
 Inpro Corporation  
 JCI  
 John A. Knutson & Co.  
 KMH Erectors  
 Knutson Construction  
 KW Specialty Services  
 LaForce  
 Loeffel Construction  
 Marsh & McLennan Agency  
 Master Mechanical  
 Medina Electric  
 Metropolitan Tile & Marble  
 Midwest Fencing  
 & Manufacturing  
 Midwest Power Solutions  
 Molin Concrete  
 Moltron Builders  
 One Way Wireless Construction

Parkos Construction  
 Patriot Erectors  
 Pump & Meter Service  
 RE Carlson  
 RMS Rentals  
 Roofers Mart  
 Rouzer Group  
 RTL Construction  
 Scaffold Service  
 Schadegg Mechanical  
 Shank Constructors  
 Shaw-Lundquist Associates  
 Sheet Metal Connectors  
 St. Cloud Acoustics  
 Standby Systems  
 Sun Control of Minnesota  
 Sunbelt Rentals  
 Terra Construction  
 Tom Kraemer  
 Tru-Steel  
 Twin City Hardware  
 Ultrapure  
 VE Systems  
 Veit & Company  
 W. L. Hall  
 Watson-Forsberg  
 Woodstone  
 Ziegler Rental

## CONGRATULATIONS TO OUR DOOR PRIZE WINNERS

**Mark Bowlin**  
 Bredemus Hardware

**Brian Gendreau**  
 Capital One Business

**Timi Harjo**  
 Grazzini Brothers

**Dale Johnson**  
 Retired

**Bennett Jones**  
 Advanced Concrete Sawing

**Dean Kakken**  
 KMH Erectors

**Brenden Lukacsik**  
 Electro-Mechanical Industries

**Erik Lund**  
 RMS Rentals

**Chad Parko**  
 Parkos Construction

**Sarah Schostek**  
 Scaffold Service





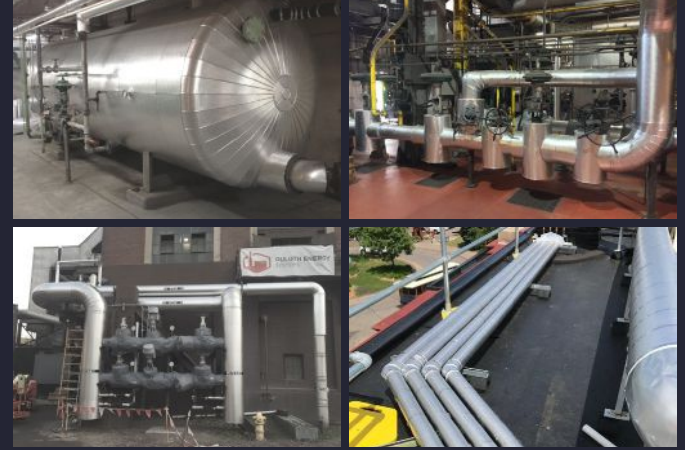
Innovative prefabricated building solutions for all your needs.

wellsconcrete.com  
800.658.7049



Learn more about our operational efficiency, maintenance and restoration services for the life of your structure.

wellsconcrete.com/sealants



**Total Commitment. Total Success.**

NII specializes in all types of pipe, boiler, duct, and equipment insulation. For more than 34 years, customers have trusted NII to perform high quality insulation services throughout the Midwest. NII is a locally recognized union insulation and lagging contractor.

3757 Midway Rd | 218-624-0574  
niinsulation.com

**MARKET & JOHNSON IS YOUR GENERAL CONTRACTOR**

**M&J PROJECT SERVICES**

- Construction Management & General Contracting
- Design Build
- Special Projects - Handling Your Maintenance or Small Project Needs
- Facility Study/Constructability Reviews
- Millwright/Equipment Setting



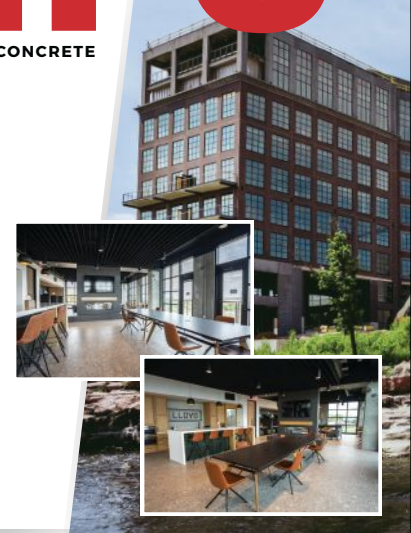
EAU CLAIRE, WI | P. 715.834.1213  
LA CROSSE, WI | P. 608.784.5000  
STILLWATER, MN | P. 651.340.6146

**BUILDING INNOVATION WITH**

**UHPC**

ULTRA-HIGH PERFORMANCE CONCRETE

- Create versatile, column-free spaces
- Complete interior design flexibility
- Faster construction timelines with fewer precast pieces - less crane time and workforce demands



- HIGH-RISE OFFICES
- MULTI-USE BUILDINGS
- PARKING RAMPS
- LARGE GYMNASIUMS
- SPORTS ARENAS
- CONFERENCE CENTERS
- WAREHOUSES
- MANUFACTURING FACILITIES

**(605) 336-1180**  
WWW.GAGEBROTHERS.COM



# TWIN CITIES GOLF TOURNAMENT

Oak Glen Golf Course | Stillwater, Minnesota

June 18, 2024



## Top Teams of the Tournament

### 1st Place Team – *County Materials/Prestress*

Matthew Frederick Fall  
Patrick Kinsel  
Travis Schmidt  
Travis Urlaub

### 2nd Place Team – *Ziegler Rental*

Chris Gill  
Dan Mickelson  
Greg Miller  
Riley Warner

### 3rd Place Team – *Tom Kraemer*

Dominic Colangelo  
Shelton Fussy  
Mike Stang  
Casey Zimmerman

### 4th Place Team – *Carciofini Company*

Derek Boomer  
Anthony Leon  
Dan Martin  
Corey Scholl

### 11th Place Team

Scaffold Service

### Last Place Team

McPhillips Brothers Roofing

### “Hit the Keg” Winners at Hole 7

Dan Mickelson, *Ziegler Rental* (closest)  
Rob Nickolaus, *Mulcahy Nickolaus*  
Nate Jasper, *Danny’s Construction*

### “Hit the Flagstaff” Winner at Hole 3

Steve Johnson, *McPhillips Brothers Roofing*

### 50/50 Cash Prize Raffle Winner of \$630

Dan Mickelson, *Ziegler Rental*

### Closest to the Line at Hole 5 (Men)

Stu Woodwort, *Sonus Interior*

### Long Drive at Hole 8 (Men)

Mike Hogberg, *Tenet*

### Longest Drive at Hole 15 (Women)

Allie Brady, *Veit & Company*

### Closest to the Line at Hole 17 (Women)

Jen Meyer, *Dynamic Fire Protection*

### Longest Putt at Hole 18

Dave Ertl, *Dynamic Fire Protection*





David Brandt, Schadegg Mechanical, and Jennifer Crowder (middle) and Pam Braland, GR Promotions, greeted golfers and set them up "fore" a great day on the Oak Glen Greens.



Allie Brady, Veit & Company (left), and Naomi Sanow, Davis Mechanical, represented women within the construction industry at MBEX's annual summer event.



Golfers tested their concrete knowledge at Hole 2 with the Minnesota Concrete Council.



Team Dynamic Fastener.



Team Nardini Fire.



Team Tom Kraemer.



Team UHL.



Nate Swanson, Dunwoody College of Technology, and David Siegel, MBEX Executive Director.



## Thanks to Our Sponsors!

**"Hit the Keg" Hole Sponsor**  
Frattalone Companies

**"Hit the Green" Hole Sponsor**  
GR Promotions

**Beer & Margarita Holes Sponsor**  
Scaffold Services

**Bloody Mary Station Sponsor**  
Dem-Con Companies

**Lunch Sponsors**  
Dem-Con Companies  
Scaffold Services

**Golf Cart Sponsor**  
McGough Construction

**Hole Sponsors:**  
Carl Bolander & Sons  
Capital One  
Danny's Construction  
Grazzini Brothers  
Market & Johnson  
Maverick Cutting & Breaking  
Minnesota Concrete Council  
Mulcahy Nickolaus  
Sunbelt Rentals  
Ziegler Rental

**Door Prize Donors:**  
Alliance Bank  
Commercial Roofing & Sheetmetal  
County Materials/Prestress  
Dem-Con Companies  
Dynamic Fastener  
John A. Knutson & Co. PLLP  
Market & Johnson  
McPhillips Brothers Roofing  
Scaffold Services  
Sunbelt Rentals  
Tenet  
W. L. Hall



# EMPLOYMENT LAW UPDATES —

## Keeping Up with New Policies and Practices

Ashlee Hartwig | *Membership and Communications Manager*

**I**n the rapidly changing landscape of workplace law, staying current with legislative and regulatory changes is essential for the ongoing success and legal compliance of your business.

This article provides an overview of significant updates in labor and employment law that have emerged since the beginning of 2024. It also contains suggestions and recommendations for next steps — should they be needed.

Written specifically for commercial constructors and those in the building environment, this resource is intended to inform and facilitate strategic planning to effectively navigate these changes.

### **Review and Update Job Descriptions**

This can be the cornerstone of an effective compliance program and help minimize litigation risks. Job duties change over time or shift from one position to another, and experience required for positions evolve. Job descriptions should reflect the responsibilities, duties and roles that employees are expected to perform in an organization. It's helpful to be able to point to and rely on the responsibilities and duties

identified in a job description when administering performance reviews. A detailed and clearly communicated job description can help eliminate any surprise to an employee at evaluation time — or during disciplinary meetings.

### **Develop a Plan for Responding to Controversial Opinions**

Many people feel emboldened to publicly share their views on all sorts of controversial topics these days. But where can you draw the line as an employer? And should you? Particularly during a presidential election year, consider setting guardrails and reviewing practical guidance for navigating the situation. Work with your legal counsel to determine the extent to which you want to conduct (or have third parties conduct on your behalf) general online background searches of applicants or employees. If you do want to conduct this exercise, make sure it is done consistently and carried out by personnel trained in HR/legal matters.

### **Learn How to Avoid Violations When Employees Request Leave**

A federal appeals court raised the bar earlier this year for employees who want to bring retaliation claims after they request Family and Medical Leave Act (FMLA) leave — but this doesn't mean that employers should let their guard down.

1. Make sure that leave request policies involve a clear and streamlined process, and respond to requests in a timely manner.
2. Train supervisors to avoid consideration of leave requests in employee evaluations, annual reviews or in preparation for adverse employment actions.
3. Maintain consistency in the treatment of all employee leave requests.

### **Mitigate the Risk of Misclassifying Workers Under New Rule**

Businesses will soon find it harder to classify workers as independent contractors thanks to key changes announced by the U.S. Department



of Labor (DOL). The Biden administration officially rescinded a rule that made it easier to classify workers as independent contractors under federal wage and hour rules. This new DOL ruling went into effect in March, and businesses that rely on the use of independent contractors are at substantial risk of having the classification challenged by the DOL or in private litigation.

Compliance is key for many organizations, and the following actions should be considered:

1. **Conduct Audits** – Businesses that are part of the gig economy or have freelancers or independent contractors should perform internal audits to assess their level of risk for misclassification.
2. **Determine Any Classification Changes** – Since the new rule will make it harder to classify workers as independent contractors, some of your existing contractors may no longer meet the criteria and you'll need to make changes to comply.
3. **Update Policies and Procedures** – Review your workplace planning model, as well as your protocols for engagements with gig workers and other independent contractors, to see if updates need to be made in accordance with the DOL's final rule.
4. **Train Managers** – Take the opportunity to train managers in best practices for navigating independent contractor relationships.
5. **Work with Counsel** – Classification issues are complicated, and errors can result in major consequences with huge costs for businesses. It's a good idea to work with experienced counsel to evaluate your programs and minimize your risks.

#### **Review Dress Code and Other Workplace Policies**

The National Labor Relations Board (NLRB) ruled in February that a national retailer must allow customer-facing employees who want to write "Black Lives Matter" on their uniforms to do so — and may have opened Pandora's Box when it



comes to allowing the public displays of political and social causes in the workplace.

The NLRB held that the employer's dress code policy was facially neutral because it prohibited political messages "unrelated to the workplace."

Review and, if necessary, revise policies to prohibit all forms of political messaging that are unrelated to the workplace. Work with your labor counsel to ensure compliant policies, including consideration of state law that might place limitations on the ability to restrict employee political speech/conduct.

#### **Rethink Tattoo and Piercing Policies**

While visible tattoos, facial piercings and bright hair colors were once largely viewed as taboo in the workplace, attitudes have changed significantly in recent years — which means you may have difficulty attracting and retaining top talent if you adhere to rigid rules of the past.

#### **Review Website and Vendors in Light of New Data Privacy Order**

President Biden issued an Executive Order at the end of February that will lead to new restrictions on transferring sensitive personal data to China and other "countries of concern" — and it may create massive new compliance obligations for your organization.

The reality is that no industry will escape the reach of this Executive Order — the better question is how or how much an industry will be affected. What can you do?

1. Take a close look at your website to evaluate what cookies, pixels, web beacons and other tracking tools are on it. Identify the company behind each tracking tool (including owners of that company) and what country it is located in so that you are prepared to act swiftly once the countries of concern are identified.
2. Conduct a review of vendors to whom you disclose sensitive personal information to evaluate whether any are located in countries of concern.

3. For your vendors to whom you disclose sensitive data who are not located in countries of concern, seek assurances that they will comply with the Executive Order and not transfer data to countries of concern.
4. Stay tuned for further updates. The Executive Order calls for new regulations that will prohibit or restrict transactions that provide countries of concern access to either government-related data or sensitive personal data that pose an unacceptable national security risk.

**Prepare for New OSHA Rule Impacting Worksite Walk-Throughs**

OSHA’s final rule took effect on May 31, allowing workers to designate a union representative to accompany an OSHA inspector during a facility walkaround — regardless of whether the representative is your employee or the facility is a union shop.

**Get Ready for the Post-Chevron Reality Limiting Federal Agency Power**

The Supreme Court upended the legal world by significantly reducing the power of federal regulators and placing more authority in the hands of judges — a move that will have major impact on workplace regulations for years to come.



DOL significantly raised the exempt salary threshold for the so-called “white-collar” exemptions, and this change is happening in two phases. The first phase went into effect on July 1 and raised the threshold to about \$44,000.

Immediate action steps and some steps to consider for longer-range planning include:

1. *Expect Instability.* You will need to keep up with the flurry of cases attacking administrative interpretations of workplace laws, as many rules and other pieces of administrative guidance may not pass the new standard. Moreover, judges in different jurisdictions will almost certainly hand down different rulings on the same issue in different states, leading to a patchwork of compliance obligations and adding to the headaches of multi-state employers.
2. *Do a Thorough Review.* Evaluate whether practices and policies developed at your workplace rely on administrative rules or guidance — and work with counsel to determine whether you can or should change any rules or prepare to change them given the expected shifts to come.
3. *Reconsider Litigation Positions.* Work with your attorney to determine whether you should reexamine any ongoing litigation or agency investigations in light of this new standard.
4. *Team Up.* Work with industry and trade associations to identify agency positions that affect your business.
5. *Don’t Forget About State and Local Laws.* Even if a court interprets a federal statute in a way that helps smooth a path for you, there is no guarantee that state laws will follow suit. In fact, you may see some state lawmakers and regulators push for increased regulation given the softening that will soon exist at the federal level.

**Ensure Pay Practices Align with Phase I of the New Federal Overtime Rule**

More of your employees may now be eligible for overtime pay under the DOL’s new overtime rule. DOL significantly raised the exempt salary threshold for the so-called “white-collar” exemptions, and this change is happening in two phases. The first phase went into effect on July 1 and raised the threshold to about \$44,000.

The second phase will go into effect on January 1, 2025, and the overtime requirements will jump to nearly \$59,000.

While the first phase appears to help employers by temporarily using a lower salary threshold, this is likely to complicate planning — so start preparing immediately.

Here is an eight-step action plan to help prepare as the rule is finalized.

1. Review pay practices and prepare for compliance.
2. Work through your decision tree.
3. Consider the impact on employee morale.
4. Plan to provide advance notice of changes.
5. Review policies on company equipment and personal devices.
6. Develop a training plan for managers and newly non-exempt employees.
7. Ensure exempt employees meet the duties test.
8. Review applicable state laws.

**Follow Legal Battles Over the New Salary Threshold**

While Phase I of the new overtime rule took effect on July 1, a federal district court in Texas



issued a very limited order on June 28 blocking the rule, as it applies only to the state of Texas as an employer. Texas private employers and employees across the country still must comply unless and until a court says otherwise. Given the limited scope of the Texas order, anticipate other lawsuits to be filed throughout the country seeking a broader injunction and a possible appeal to the 5th U.S. Circuit Court of Appeals in Texas.

**Stay Tuned for Updates on the FTC’s Non-Compete Ban**

The FTC finalized a rule that will soon ban most non-competes nationwide. As the September effective date approaches, you’ll want to track the lawsuits seeking to block the rule. These suits have given employers a bit of confusion:

- While a Texas court temporarily blocked enforcement, the July 3 ruling applies only to the five entities in the suit, which means nothing has changed quite yet for the rest of employers around the country.
- In a conflicting opinion on July 23 in a separate lawsuit, a Pennsylvania court refused to temporarily block the rule against anyone at all, rejecting the employer’s argument that it is an improper exercise of the FTC’s authority.

Whether the rule goes into effect or not, consider the following steps for putting your business in the best position:

1. *Develop a Personalized Strategy Plan.* Work with your legal counsel to craft an individualized strategy plan. Take into consideration the size of your business, the number of non-competes in play, the importance of such agreements to your business, your risk tolerance levels, the resources you have on hand, and a variety of other factors to determine your next steps.
2. *Take Inventory of All Existing Restrictive Agreements — Including Those That Apply to Former Workers.* Identify which employees fall under the “senior executive” category to allow for enforcement. At the same time, ensure you are tracking all new non-competes implemented from here on out.
3. *Revisit Your Restrictive Agreements —* including non-solicitation and confidentiality provisions — to ensure they are reasonably tailored to protect your company’s legitimate interests.
4. *Consider Whether Your Company’s Non-Competes Are Truly Needed to Protect Legitimate Interests.* Also, think about whether you can protect your interests with a less restrictive agreement, like a well-designed customer non-solicitation or confidentiality provision.

5. *Get Your Trade Secrets House in Order.* This is perhaps more important now than ever. Identify your trade secrets and put proper policies and procedures in place. Limit trade secret access only to those who need it; train employees how to handle trade secrets and protect against theft; and implement suitable technological controls.

**Assess the Impact of Recent Labor Relations Developments**

The Supreme Court sided with Starbucks on June 13 in a case where the Labor Board tried to force the company to temporarily reinstate workers who were fired for hosting media interviews after hours in a closed store.

While the Supreme Court’s ruling is a win for employers, it serves as a reminder to review your workplace policies and practices:

1. *Create Positive Relationships with Employees.* Human resources and front-line managers should commit to developing a positive culture. Seek input from and listen to employees about their needs in the workplace and promptly respond to their concerns. Implement a regular process to confirm your wages and benefits are competitive. Use a robust communication process to remind employees of the “hidden value” of their benefits package.
2. *Share Your Philosophy with Employees.* Lawfully educate employees on your employee relations philosophy. In doing this, understand that the legality of mandatory meetings to discuss unionization is now in jeopardy and that a decision

rendering such meetings unlawful could be applied retroactively.

3. *Train Supervisors and Managers.* While the NLRB is rapidly shrinking the rights available to employers for lawfully responding to union activity, they retain statutory “free speech rights” to help employees make informed decisions. It is therefore more important now than ever for your statutory supervisors to understand what can be said lawfully, the importance of avoiding unfair labor practices (ULPs) and the role they play in maintaining your employee relations infrastructure.
4. *Collaborate with Internal Stakeholders and Labor Counsel* to tailor an appropriate compliance strategy around the unique aspects of your workplace.

Navigating the complexities of workplace law requires care and proactive management. By staying informed and updating your policies, your business can maintain both compliance and a competitive edge. Remember, MBEX is here to support you with resources and expert advice tailored specifically to the construction industry. Stay connected for ongoing updates and guidance.

*Disclaimer: Please note that this article is for general information purposes only and is not intended as legal advice. We strongly recommend consulting with your business’ attorney or legal adviser before implementing any changes based on this information.*

Source  
www.fisherphillips.com





# Project Build Minnesota: Building the Future of Construction

Project Build Minnesota (PBM) is a nonprofit organization of which MBEX is a proud founding member. PBM is dedicated to attracting Minnesota’s hardworking youth to careers in the construction industry. They achieve this through work-based learning programs, bringing teens onto actual construction sites, hosting classroom visits with construction professionals and producing an annual conference for construction teachers from across Minnesota.

The 2024 Teachers Conference took place in May at The Builders Group facility in Eagan. More than 20 Minnesota high school construction teachers gathered for a two-day professional development event. The conference featured valuable information on construction careers, a tour of a construction site, sharing of curriculum ideas and tips for growing construction programs.

One of the highlights was a presentation by Timothy O’Neill from the Minnesota Department of Employment and Economic Development (DEED), who also spoke at MBEX’s Spring Social event. O’Neill provided insightful data, highlighting the high hourly pay in construction without major educational barriers to entry and the clear career paths available in the industry.

The conference also emphasized PBM’s efforts to develop work-based learning programs with schools, allowing 16- and 17-year-olds onto active job sites under appropriate supervision. MBEX member Carl Bolander and Sons was the primary sponsor of the conference. Former MBEX Board member Andy Ristrom of Bolander now sits on the PBM Board of Directors alongside MBEX Executive Director David Siegel, who is himself a past PBM president.

MBEX is actively addressing the construction industry’s labor shortage. These efforts are complemented by the annual MBEX Scholarship Program in partnership with The Builders Group Education Foundation. In 2024, 14 outstanding young adults pursuing a career in the construction industry were awarded a total of \$23,000 in financial support.

If you would like to be part of the team visiting classrooms, sponsor the 2025 Minnesota Construction Teachers Conference or help establish work-based learning programs, please contact MBEX Executive Director David Siegel at [ds@mbex.org](mailto:ds@mbex.org) or (612) 381-2625.

To learn more about Project Build Minnesota, visit their website at [www.projectbuildmn.org](http://www.projectbuildmn.org).







# INTRODUCING MBEX'S Cornerstone Partners Sponsorship Program

Over the years, many of MBEX's event sponsors have asked about a comprehensive sponsorship package. Well, we've heard you loud and clear!

We are thrilled to announce the launch of the Cornerstone Partners Sponsorship Program, designed to provide unparalleled benefits and exposure for our valued sponsors and supporters. This is an exciting opportunity for members to enhance their brand visibility, demonstrate their commitment to the industry and enjoy exclusive perks.

### Key Benefits of the Cornerstone Partners Sponsorship Program

#### One Convenient Payment

- Simplify the sponsorship process by making a single payment for the entire year. No more event-by-event invoices — just one payment, and you're set!

#### Exclusive Exposure

- As a year-long sponsor, your business will receive unique exposure opportunities unavailable with standard event-by-event

sponsorships. This includes prominent placement in MBEX communications, special recognition at events and much more.

#### Flexibility to Add More

- While our annual program offers comprehensive benefits, we understand that additional opportunities may arise. Enhance your sponsorship with a la carte options to suit your evolving needs.

#### Support Your Industry Association

- By participating in this program, you're not just promoting your business — you're also supporting the Minnesota Builders Exchange and our mission to serve members and the construction industry. Your contribution helps by providing enhancements to our state-of-the-art Online Plan Room, continued fostering of industry connections and the sharing of cutting-edge insider knowledge.

#### Plan Ahead for 2025

As many of you have started setting your 2025 budgets, consider this new opportunity.

We believe the Cornerstone Partners Sponsorship Program will offer tremendous value to our sponsors and help in achieving your marketing goals effectively.

We invite you to take advantage of this brand-new opportunity and become a Cornerstone Partner of the Exchange. For more details, please contact us — we're excited to work with you!

Interested in learning more? Contact David Siegel, MBEX Executive Director, at [ds@mbex.org](mailto:ds@mbex.org) or (612) 381-2625. You can also download our 2025 Cornerstone Partners Sponsorship Program kit at [www.mbex.org](http://www.mbex.org).

## ASSA ABLOY

Entrance Systems

**“Opening Your Doors”  
Since 1989**

Locations: Hanover, MN & Rochester, MN

Tom Gleason, Sales / Estimator [tom.gleason@assaabloy.com](mailto:tom.gleason@assaabloy.com)

Office 763-497-5455 • Fax 763-497-5466 • Mobile 612-770-1978

[www.roycinc.com](http://www.roycinc.com)



**SWPPP  
Site Design  
Construction Staking**

[www.jpjeng.com](http://www.jpjeng.com)

**Hibbing 218.262.5528 | Duluth 218.720.6219**



# MEMBER NEWS

## Summer 2024

### **Knutson Construction**

Sean Dols of Knutson Construction was promoted to the newly created position of vice president of field operations. This new position is part of Knutson's strategy to strengthen the company's field operations and trade services. Dols brings 37 years with the company to his new position, where he began in 1987 as a carpenter apprentice and has also held foreman and general superintendent positions.

### **Doran Companies**

Brent Lindstrom of Doran Companies has been promoted to chief construction officer. As CCO, Lindstrom will lead all preconstruction and construction for Doran Special Projects, DSP Homes and Doran Construction. This new leadership role unifies construction operations and further establishes Doran's commitment to quality.

### **Beacon Roofing Supply Inc.**

Beacon Roofing Supply Inc., a Fortune 500 roofing and building supply distributor, has opened its sixth roofing supply store location in the Twin Cities metro area at the site of a shuttered lumber yard in Spring Lake Park. This new branch will sell residential and commercial roofing products and services, focusing on the north metro market. Beacon has already added seven branches in 2024 under an aggressive expansion plan from CEO Julian Francis,

who aims to spread the company's footprint and boost sales. The company operates more than 530 branches throughout all 50 U.S. states and seven provinces in Canada.



### **Carl Bolander & Sons**

Carl Bolander & Sons, a leader in heavy civil construction, commemorated its 100th year of operation in 2024. The company has played a pivotal role

in shaping the landscape of the Twin Cities, setting industry standards and significantly contributing to its evolution. Over the past century, the company has consistently adapted to industry changes, embraced technological advancements and maintained a reputation for quality and reliability.

### **St. Germain's Glass**

Dan Paulson of St. Germain's Glass, a part of the Brin Glass family, has been appointed as the company's new general manager. With a robust background in the glazing industry, Paulson's established track record positions him to steer St. Germain's Glass into further growth. His market knowledge and people leadership experience align with the company's current goals and Brin's future trajectory. Paulson assumed the general manager role on June 3, 2024, and joins the senior leadership team of Brin



*Dan Paulson, general manager of St. Germain's Glass*

Glass Company. St. Germain's is one of four locations under the Brin umbrella.

### **Adolfson & Peterson**

Adolfson & Peterson (AP) announced the promotion of Eric Churchill to vice president of the Central Texas region. In his new role, Churchill will work with regional leadership to provide direction and drive AP's Central Texas expansion efforts, where the contractor expects nearly triple revenue growth in 2024. Churchill spoke with the publication *Construction Dive* in



June about revenue targets, market entry challenges and his vision for AP's growth in Central Texas. Read the interview at [www.constructiondive.com/news/adolfsen-peterson-central-texas-expansion/718751](http://www.constructiondive.com/news/adolfsen-peterson-central-texas-expansion/718751).

**First Supply**

First Supply, the largest Wisconsin-based wholesaler, was named a 2024 Top Workplace for Distribution award winner. Founded in 1897, First Supply is a fifth-generation, family-owned, single-source provider employing more than 650 people and offering HVAC, builder, plumbing, lighting, waterworks, industrial PVF, pump, well and septic supplies. Top Workplaces Industry awards celebrate organizations that have built people-first workplace cultures within their sector. These awards are based on feedback from a research-backed employee engagement survey, marking the winners as employers of choice for those seeking employment in the industry. Energage, a purpose-driven organization that builds and brands employers of choice, determines the awards.

**Mortenson**

Mortenson has been selected as the construction manager at risk for the \$1.3 billion ballpark for Major League Baseball's Tampa Bay Rays in St. Petersburg, Florida. Plans call for work to start on the public-private partnership in January 2025 and finish in time for Opening Day in spring 2028. The ballpark will feature roughly 30,000 seats and a three-deck design with a variety of seating types, including premium clubs and suites, flexible viewing areas, decks and social gathering spaces. Also on the project is Skanska Building USA as owner's representative, Populous as architect and Finrock Construction as design-builder.

**Best Places to Work**

The following member companies were named honorees on *Minneapolis-St. Paul Business Journal's* 26th annual Best Places to Work list: Deerwood Bank, Gardner Builders, J.E. Dunn Construction Co., Redpath & Co. and Ryan Cos. US Inc.

**Terra Construction**

With 16 years of construction experience (seven years exclusively in the tenant interior market), Jaimie Zebro will take over management of Terra Construction's tenant interiors division with the retirement of Scott Anderson. A 2023 *Finance & Commerce* Top Women in Construction finalist, Zebro is regarded for keeping her client's best interest in mind and being easy to work with. Her tenacity to deliver



Jaimie Zebro, senior project manager of Tenant Interiors Division at Terra Construction.



Scott Anderson, Terra Construction.

top-quality construction services will be an asset in this continually growing and evolving market.

**Terra Construction**

After nearly 46 years, Scott Anderson is retiring from the Twin Cities construction industry. He started his career as a carpenter for Janning's Acoustics and Acoustics Associates Inc. until going to work for SVN | Northco Real Estate Services, where he made a transition into project management and estimating. He had a stop at KM Building prior to moving to Terra Construction in 2008.

**Wells**

Wells, one of the largest prefabricated building solutions providers in the United States, has announced the acquisition of GATE Precast, a subsidiary of GATE Petroleum Company. With more than 110 years of combined experience in the industry, the partnership aligns two

companies dedicated to innovation, solutions and services across the United States. With this acquisition, Wells grows to more than 20 locations across the United States with 14 manufacturing facilities, totaling 2,200 team members covering 30-plus states, and in 2023, completing more than 600 projects with almost \$4 billion in preconstruction client engagement.



**H2I Group**

H2I Group celebrates their 100th anniversary

in 2024, marking a century of innovation, growth and unwavering dedication. H2I Group began in 1924 as The Industrial Supply Company, a small operation in Minnesota. The 1950s marked a significant phase of expansion, diversifying into new markets and products. In 1977, the company transformed into a 100 percent employee-owned entity. In 2019, the company rebranded to H2I Group. Now, in 2024, they have broadened their reach from a local supplier to a nationwide leader with more than 400 employees and 18 offices spread across the United States.



Paul Frank, vice president of sales and business development at Mulcahy

**Mulcahy Company**

Paul Frank was named vice president of sales and business development with Mulcahy Company. With 35 years of extensive industry experience (including 17 years of dedicated service within Mulcahy), Paul's extensive knowledge of the industry, coupled with a proven track record of success, makes him the ideal candidate to spearhead Mulcahy Company's sales and business development initiatives. Founded in 1929, Mulcahy Company is a manufacturer's representative, principally serving the heating, cooling and plumbing industries.

# A COMMITMENT TO INDUSTRY EXCELLENCE

by The Builders Group (TBG)

The Builders Group (TBG) works hard to stand out as a pillar in Minnesota's construction industry. We provide workers' compensation insurance to nearly 35,000 Minnesota construction workers and continue our strong support of the industry's trade associations. Our significant involvement with MBEX and other construction trade associations underscores our commitment to the industry we serve.

## The 2023 Numbers

**667**

The number of Minnesota construction companies insured by TBG

**25%**

The percentage of the employees in the Minnesota construction industry we insure

**10**

The number of Minnesota construction trade associations we financially support

**\$137.5k**

TBG's contribution to our construction trade association partners

**\$45k**

TBG's matching dollars contributed to association-based scholarships

**34**

The number of association events attended by TBG leadership



### Why Our Partnerships with Minnesota Associations Are Foundational

TBG's original motto was "created by the trades, for the trades." TBG was created by pooling resources of a handful of trade associations, including MBEX, looking for an industry-focused alternative to workers' compensation. The industry commitment to the creation of TBG is the foundation of our continuing relationships and support of MBEX. Aside from our origin story, there are several other reasons that we continue to support the traded associations. At the core of our involvement is the belief that a united industry is a stronger industry. Our connections with key stakeholders, including contractors, subcontractors and suppliers, grew by actively participating in construction trade associations.

### Keeping Up with Industry Trends

To support the associations, we take advantage of being invited to and participating in their events to learn about industry trends. This allows us to gain firsthand insights into the unique challenges facing the construction industry in Minnesota. By understanding these challenges, TBG tailors its services and programs to address the evolving needs of our members.

### Advocacy

TBG leverages its association memberships to advocate for the construction sector's collective interests. Through active engagement with trade associations, we contribute to shaping policies that positively impact our members. This advocacy extends to legislative changes, regulatory frameworks and safety standards, creating a favorable environment for the industry to continue to thrive.

### It's Just Fun!

Sponsoring and attending association events brings us closer to our members and their employees. Whether at a swanky gala, a bowling alley or a member's warehouse, we love hearing the stories we get from our members about who they are and how their companies are innovating and growing. TBG's strategic partnership with construction trade associations is rooted in a shared vision for the industry's growth and prosperity. By actively engaging with these associations, we strengthen industry bonds, advocate for common interests, tailor solutions to industry needs, promote collaborative learning and reinforce a culture of safety. Through these efforts, TBG remains at the forefront of supporting and championing the success of Minnesota's construction professionals.



# HOW CONTRACTORS ARE USING AI NOW

by Ashlee Hartwig | Membership and Communications Manager

The construction industry is undergoing a significant transformation, driven by the slow but steady adoption of artificial intelligence, or AI.

From project planning and design to supply chain management and field operations, AI is reshaping traditional processes and addressing critical challenges faced by contractors today. AI not only enhances efficiency and safety but also opens new opportunities for innovation in a field long considered “old school.”

On the flipside, contractors have also urged caution, noting AI is still in uncharted territory, and many experts and professionals agree that many parts of the tech’s impact on construction are still uncertain, especially when it comes to AI and the labor crunch.

So, how are contractors utilizing AI technology on today’s job sites? In this article, we explore that very question as well as the many applications of AI in construction, showcasing how industry leaders are currently using the technology to fine-tune operations, improve productivity and adapt to an ever-changing workplace landscape.

Let’s dive in.

## Safety

Contractors are thinking about ways to make the technology work on the safety side.

SmartTagIt, a safety data analysis solution from FactorLab, assists supervisors in giving their morning safety debriefs while a camera records their talks. The software automatically transcribes these conversations and translates them from English to Spanish, or vice versa, when necessary. A safety director can then take that information and review remotely what’s already been discussed by leadership before they step onto the job site.

The software also assigns a score and pulls metrics from the safety talks, based on how closely they cover assigned topics across four different categories. For example, if a supervisor’s score is low based on the data the company can mine from the recorded conversations, higher-ups can work with and coach them on ways to get a higher score.

One area of particular interest when it comes to job site safety is in the trenches. Trench safety is also of particular interest to OSHA and the National Utility Contractors Association. Much like adaptive braking in cars, AI-driven sensors placed on heavy equipment can detect workers in the path of



machinery and alert the operator to stop the equipment. These kinds of early warnings can provide a significant impact on worker safety.

Sensor-driven systems with AI are also paving a wide road (pun intended) to an even safer, more productive job site. For instance, perhaps a site supervisor wants to create a 360-degree view of a job site. To achieve this, sensor data captured around the site could be aggregated and combined with AI to create a real-time picture of the environment's current and changing conditions, such as the movement of personnel, machinery and materials. Sensor-driven systems with AI can also detect hazardous conditions on-site, such as opportunities for slips and falls. When systems detect an issue, operators then receive alerts to address them immediately. Site supervisors can also be alerted if there is an accident on the job site that requires attention.

With good cumulative inspection data, AI can additionally analyze historical data to predict and prevent potential risks. Factors such as weather, employee turnover, frequency of safety training and a project being behind schedule all have an impact on potential safety incidents.

From a preventative maintenance standpoint, AI algorithms analyze sensor data to predict when maintenance is needed, offsetting costly downtime and potentially preventing on-site accidents before they happen.

### Legal

Contracts are long, complicated and full of information that's hard to find unless you know exactly what you're looking for. AI can help.



Document Crunch, an Atlanta startup, uses AI to search, evaluate and annotate contracts based on user queries and potential job site risks. If a team member

has a question like, "What do we do if there's a delay?" they can type it into Document Crunch, and the service will flag all the instances and relevant sections within the contract where language involving delays is present.

While AI can handle these tasks when trained on documents, lawyers are cautious about using models like ChatGPT for contract generation due to concerns about confidentiality and plagiarism. Some have also encountered issues with AI tools generating fake case law when drafting briefs.



### On-Site Automation

Automation in construction is advancing quickly, with AI driving the development of autonomous equipment. Drones, robotic arms and self-driving vehicles are now used for tasks like site surveys, material transport, and even bricklaying and welding.

Looking ahead, the construction industry will see more AI-powered robots and automated machinery handling repetitive tasks such as digging trenches, moving earth and building walls with precision. This not only boosts productivity but also enhances safety by reducing hazardous tasks and creating new job opportunities for workers.

Autonomous vehicles can also take on dangerous jobs, like demolishing large structures.

### Labor Shortages and the Workforce

For every five construction workers retiring, only two new workers join the field, said Jim Barrett, chief innovation officer for Turner Construction, the nation's largest building company. To address this gap, construction companies are turning to high-tech solutions.

Cutting-edge tech like AI engages a new generation of workers, modernizing the traditionally "old school" trade. One example is the remote control of heavy equipment. Caterpillar's new technology, Cat Command, allows operators to control equipment remotely or on-site using a portable, over-the-shoulder control station. With the flip of a switch, an operator in Illinois can power down multi-ton machinery in Arizona and move to another job site in North Carolina, all from their office. The system provides video and audio feeds, replicating the in-cab experience, and allows





one person to control up to five pieces of equipment in different locations, provided there's a reliable Wi-Fi connection.

This technology opens job opportunities for many, including veterans, who might not be able to work on physical job sites. Innovations like Cat Command can also help address work-life balance concerns while enabling companies to operate more efficiently and safely.

#### Planning and Design

AI is increasingly used in project planning and design for heavy civil construction. AI-augmented scheduling tools can quickly perform what-if analyses and identify potential project risks. For instance, a large general contractor working on an 8-mile highway widening project on the East Coast saved more than \$25 million in bonuses and labor and material costs through optimized scheduling.

Building information modeling, or BIM, systems are AI-powered design tools that use machine learning to create 3D models of construction projects. These models improve visualization, helping stakeholders spot potential issues before construction begins.

While BIM is underutilized in U.S. heavy civil construction, its value is well-proven in other countries. Adoption is slow but growing.

#### Preconstruction

AI can improve the handover process from preconstruction to field operations. Requests for information (RFIs), constructability reviews and preconstruction data help operations teams ensure schedule and budget accuracy for owners.

Constructability reviews, based on project risk, complexity and size, are typically done

during the DD and CD stages while preparing preconstruction estimates. Experts in areas like building systems and structures review drawings with the preconstruction team to account for quality control costs early on.

Manual plan reviews can take up to three weeks, but AI can complete these in as little as 48 hours by handling repetitive tasks, allowing teams to focus on technical design aspects. Contractors often work with incomplete designs, posing challenges to operations.

Flinto, a top North American contractor, used AI to reduce risk when preparing a glazing and curtainwall bid package. The glazing schedule showed various curtain walls, storefront and spandrel glass systems by color code to identify placement. AI flagged inconsistencies in the drawing set where curtainwall systems were incorrectly tagged as spandrel glass, allowing the team to verify quantities before purchasing.

AI can also review civil and mechanical scopes, ensuring consistency in specifications like pipe diameters for both when entering a building and inside it.

Addressing these details during preconstruction before the project breaks ground helps deliver more schedule certainty and reduces costly rework for owners.

#### Supply Chains

AI is also transforming supply chain management in construction by streamlining logistics and inventory management. Predictive models forecast material demand, identify smooth supply routes and manage inventory in real time.

AGIC, a major infrastructure and mining contractor in Brazil, uses supply chain automation to optimize material delivery, reducing delays and ensuring timely availability. This highlights the importance of good data, as poor data undermines these advantages.

#### Conclusion

Despite AI's potential in construction, several challenges hinder its adoption, including the need for skilled workers and their comprehensive training, high technology implementation costs, data privacy concerns and a general industry resistance to change. However, companies using AI for safety report fewer incidents and better compliance with regulations.

The ongoing evolution of AI in construction promises to make projects and the industry safer, more efficient and full of new possibilities.

# POWER WORKSHOP RECAP

## WOMEN, MONEY & HAPPINESS

The second MBEX Women's POWER workshop took place on June 26, 2024, led once again by Nicole Middendorf, founder of Prosperwell Financial and the creator of the Live It List. This fun and empowering workshop gave attendees actionable steps to kickstart their journey toward financial happiness as well as a deeper insight between how men and women approach money differently.

A few observations shared included:

- On average, women stay at home with their kids and raising their families for an average 11-and-a-half years. That's 11-and-a-half years where money isn't being earned to go into a retirement plan or Social Security.
- It generally costs women more to live day to day. From dry cleaning to haircuts, these types of services tend to cost women more than men.
- Women tend to live on average seven years longer than men, which might mean needing more money in retirement than anticipated.

If you missed out on joining us for this POWER-ful session, here are a few things you can do tomorrow to help increase your financial happiness and to invest in your future:

- Open a money market account.
- Max out that retirement plan at work and/or set up an IRA.
- Set aside time to do estate planning and meet with an estate attorney to set up a will/trust.
- Schedule an appointment with Nicole or another adviser at Prosperwell Financial. They offer a free one-hour, no-obligation initial consultation to get the conversation started.

To learn more about Nicole or her business, visit [www.prosperwell.com](http://www.prosperwell.com). You can also meet her by attending our next POWER event coming up on October 10. See [www.mbox.org/events](http://www.mbox.org/events) for more information.



Left: Heidi Sedlacek, POWER committee member and MBEX Board Vice President (center) introduces Nicole to the workshop's attendees. | Right: Nicole Middendorf (in purple off-center to the right) led our POWER workshop of *Women, Money & Happiness* at the gorgeous woman-owned co-working space, The Coven, in St. Paul.

Join us on October 10 at the MBEX Fall Social for the second annual Self-Care Health Fair!





# Inside the Online Plan Room: Updating Your Own Company Profile

Members can now directly update their company profiles in the Online Plan Room.

This feature allows members to:

- *Keep information current:* Update contact details, personnel, company types, designations and affiliations to reflect your business' latest offerings.
- *Enhance visibility:* Showcase your company's strengths by maintaining a comprehensive profile.
- *Streamline communication:* Ensure accurate contact information for smoother industry connections.

The process is simple, and we've provided step by step instructions below:

## Step 1:

Log in to the Online Plan Room. From the Deskpad, select the "Administration" tab from the main navigational menu.

## Step 2:

From the "Administration" drop-down menu, select "Edit Company Profile."

## Step 3:

Follow the prompts on each screen to make necessary updates. If everything is current and up to date on a page, simply click the green "Next Step" button at the bottom of each section.

There are five categories members can review and edit:

1. Business information, such as address, phone number and website
2. Listed company personnel
3. Company types, such as electrical, HVAC, insulation, roofing, etc.

4. Business designations, such as DBE, MBE and WBE
5. Labor affiliations, such as union and non-union

## Step 4:

Once the final green "Next Step" button is clicked on, a confirmation screen will appear.

## Step 5:

And you're done!

Please note the following frequently asked questions about updating a company's profile with MBEX:

## Will these updates/change take effect immediately?

Every change request must first be reviewed and approved by a member of MBEX's staff before they are reflected on a company's profile. These change requests are typically processed within one to two business days. Please do not submit the same updates/change multiple times; this will only slow down the approval process, not speed it up.

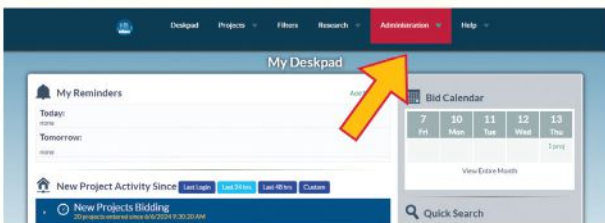
## Is this the only way to update a company's information?

No. You can always email Melanie at [melanie@mbex.org](mailto:melanie@mbex.org) or [info@mbex.org](mailto:info@mbex.org) your needed updates/changes, call us at (612) 381-2620 or wait until the annual *Membership Directory & Buyers Guide* contract is sent to all current members in August.

This new feature underscores MBEX's commitment to providing tools that help our members grow and thrive. Log in today to explore and update your company profile.

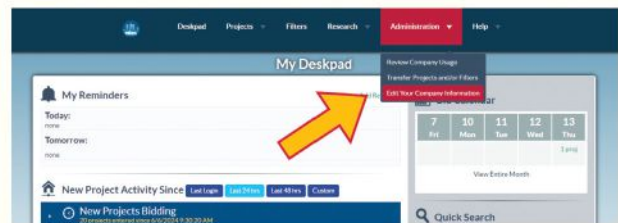
## STEP ONE

Login to the Online Plan Room. From the Deskpad, select the Administration tab from the main navigational menu.



## STEP TWO

From the 'Administration' drop-down menu, select 'Edit Company Profile.'



## STEP THREE

Follow the prompts on each screen to make necessary updates. If everything is current and up-to-date, simply click the green 'Next Step' button at the bottom of each section.

A screenshot of the 'Step 1: Confirm Company Info' form. The form title is 'Step 1: Confirm Company Info'. Below the title, there is a paragraph of text: 'We have the following information on file concerning your company. If you, [USER NAME], would like to edit this information, simply overwrite the fields that need to be updated and proceed to the next step.' Below this text are four input fields: 'Company Name:', 'Mailing Address:', 'PO Box:', and 'City:'. A green 'Next Step' button is visible at the bottom right of the form.

## STEP FOUR

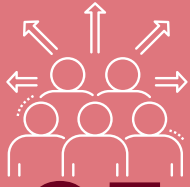
The final page for review is '#5 - Confirm Labor Affiliations.' Once the green 'Next Step' button is clicked on, a confirmation screen will appear.

A screenshot of the confirmation screen. The main heading is 'Your updates have been submitted.' Below this, there is a paragraph: 'An employee will review and approve your changes. They should be reflected on your account shortly.' At the bottom, there is a green 'Close' button.

# MBEX by the Numbers

Information is for the date range 1/1/2024 – 7/31/2024

## NUMBERS AT A GLANCE



95

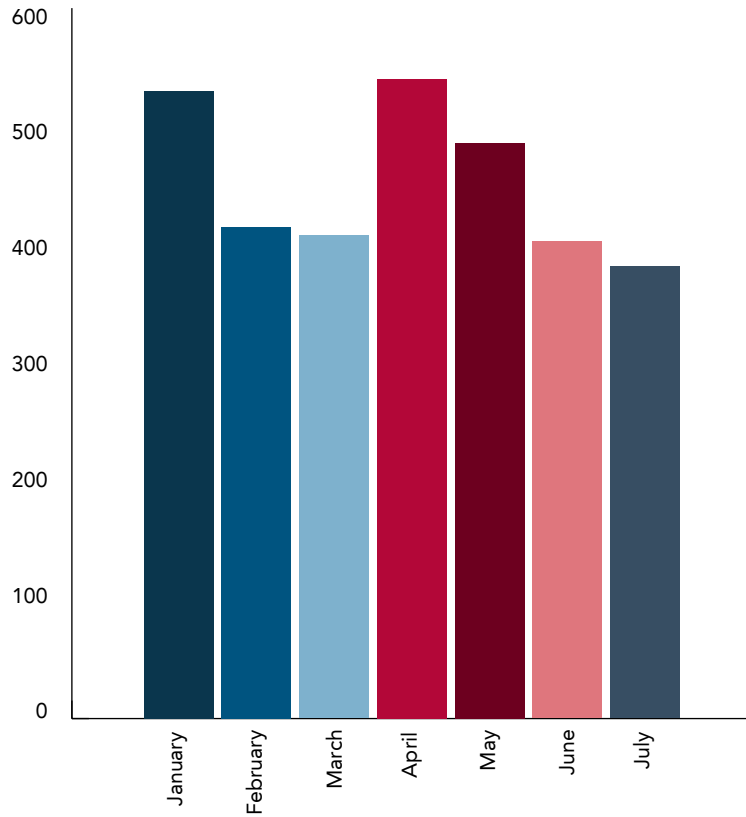
New Members so far in 2024



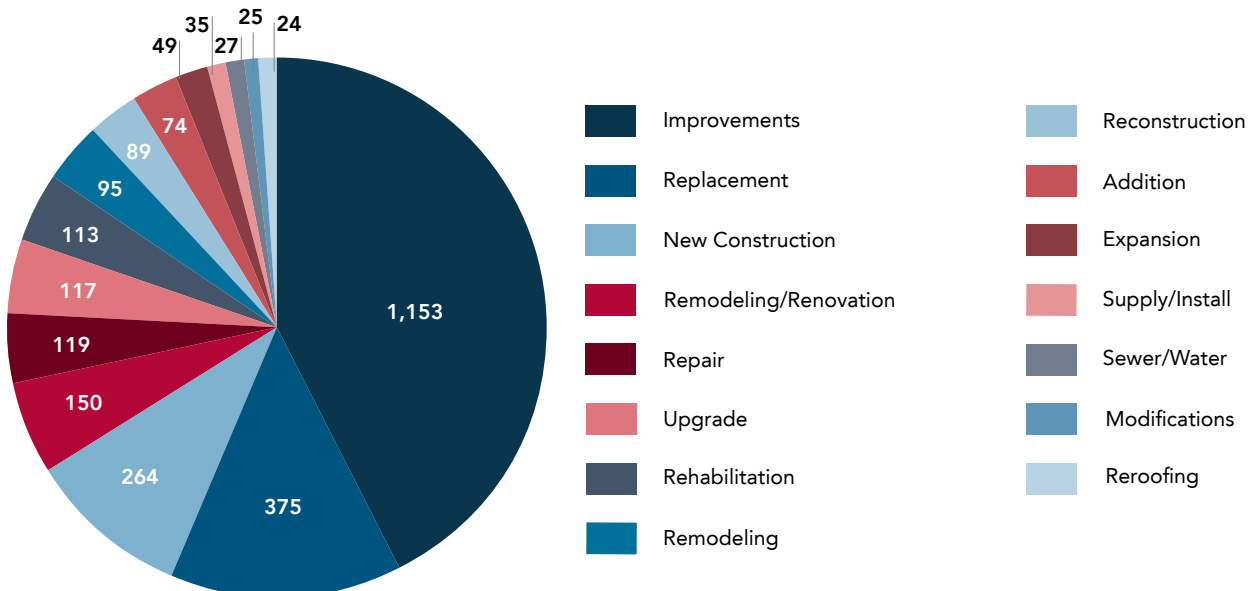
3,174

Total projects in the Online Plan Room in 2024

### Projects Added to the Online Plan Room



### Top 15 Project Types





## New Members Gained: 95



### Minnesota

4 Seasons Roofing (Howard Lake)  
 APX Construction Group (Mankato)  
 All Energy Solar (St. Paul)  
 Always Tile & Stone (Chisago City)  
 Arrow Construction (New London)  
 Aspen Contracting (Minneapolis)  
 Ballman Roofing & Coating (Kasota)  
 Bar Down Electric (Baxter)  
 Bassford Remele – P.A. (Minneapolis)  
 Bessler Brothers Electric (Bemidji)  
 Bill Olson Plumbing (Alexandria)  
 C2 Electric (Hugo)  
 Cobeck Construction Company (St. Paul)  
 Comfort Heating & Air Conditioning (Burnsville)  
 The Concrete Guy (Eden Prairie)  
 Confident Cutting & Coring (Circle Pine)  
 Converjint Technologies (Blaine)  
 Core Mechanical Services (Minnetrista)  
 Crete & Co. (Bemidji)  
 CSI – Construction Services (Duluth)  
 D&M Iron Works (St. Paul)  
 Dreamscapes (Centerville)  
 Duluth Stove & Fireplace (Duluth)  
 East Metro Glass (Rosemount)  
 Esser Plumbing & Heating (Perham)  
 Evenson Concrete Systems (Mankato)  
 Falcon Plumbing (Falcon Heights)  
 Faribo Plumbing & Heating (Faribault)  
 Fluid-Aire Dynamics (Burnsville)  
 Four Brothers Construction (Crystal)  
 Frerichs Construction Company (St. Paul)  
 GHulinsky Consulting (Ramsey)  
 GMH Asphalt Corporation (Chaska)  
 The Garland Company (Minneapolis)  
 Gemcraft Contracting (Park Rapids)  
 Granite Unlimited (Lakeville)  
 Gregg's Plumbing (Bemidji)  
 Hardscape Construction (Burnsville)  
 Hopkins Roofing (Roseville)  
 Ironmark Building Company (Minneapolis)  
 Jake The Plumber (Minneapolis)  
 Keith KruPenny & Son Disposal Service dba  
 Remackel Rolloff Services (St. Paul)  
 Kevitt Excavating (Minneapolis)  
 Kimdall Cleaning Service (St. Louis Park)

L & J Electric (Minneapolis)  
 Landmark Metal Innovations (Mahtomedi)  
 Leedora & Company (Burnsville)  
 Legacy Services Corp. (Elk River)  
 Lopez Son's Plumbing (Eagan)  
 ML Beasley Roofing (St. Paul)  
 Medina Electric (Hamel)  
 Midwest Constructors (Andover)  
 Midwest Elevator & Drilling (Waconia)  
 Midwest Maintenance  
 & Mechanical (Golden Valley)  
 Midwest Select Contracting (Brooklyn Park)  
 Minnesota Utilities & Excavating (Forest Lake)  
 Modern Companies (Blaine)  
 Mud Construction Group (Roseville)  
 NCY Twin Cities Commercial  
 Cleaning Services (Minneapolis)  
 North Star Commercial Finishes (Farmington)  
 Northern Mechanical Solutions (Shoreview)  
 Northern View Construction (Duluth)  
 Owens Companies (Bloomington)  
 Pioneer Critical Power (Champlin)  
 Platinum Standard Elevator (Forest Lake)  
 R J M Construction (Golden Valley)  
 Rosnow Industrial (Monticello)  
 Rumpca Companies (St. Paul)  
 S&P Construction Framing (Plymouth)  
 SF Excavating & Septic Systems (Dalton)  
 SRS Building Products (Centerville)  
 Satoree Flooring (St. Louis Park)  
 Sever Construction Company (Edina)  
 Sharp Mechanical Insulation (Richmond)  
 Solid Rock Construction (Ham Lake)  
 Steiner Construction (Eden Prairie)  
 Stokes Remodeling (Plymouth)  
 Synergy Electric (Montrose)  
 TS Systems (Deer River)  
 T. Scherber (Rogers)  
 T-10 Construction (Oak Grove)  
 True Mechanical Minnesota (Afton)  
 Twin Cities Utilities (North Branch)  
 Twin Construction (Princeton)  
 Utility Systems of America (Eveleth)  
 Viking Gypsum Floors (Wayzata)  
 Wenrich PD Construction (Minneapolis)  
 Wolf River Electric (Isanti)



### Florida

Ischebeck USA (Naples)



### Indiana

Dormakaba (Indianapolis)



### Iowa

Roofing Representatives (Hiwatha)



### North Dakota

Fargo Contracting (West Fargo)



### Wisconsin

CMC Construction (Ashland)  
 Dynamite Demolition (Superior)  
 JW Commercial Painting (Eau Claire)



minnesota builders exchange

**Minnesota Builders Exchange**  
1123 Glenwood Ave,  
Minneapolis, MN 55405

# The Builders Group provides workers' comp insurance to 25% of Minnesota construction workers.

When you choose TBG, you will experience working with the most comprehensive construction related workers' compensation carrier in Minnesota.

## TBG Program Highlights

- 35,000 MN construction workers covered in 2023
- 97% Member retention rate
- \$40M+ in dividends for 8 straight years paid to Members
- Pay-As-You-Go premium payments
- Personalized Minnesota-based claims department - Brad, Darren, Janet, Katie, Peggy, Sandy and Shawn are here to help

## TBG's Internal Safety Services Association

- Over 7,500 employees of our Members trained on OSHA 10, at no cost, in 2023
- 2 Free OSHA 10 trainings provided to our Members each year

## Industry Commitment

- \$200,000 in sponsorships provided to MN-based construction associations
- \$360,000 in scholarships provided by the TBG Education Foundation

**Don't settle for mediocre workers' comp insurance, reach out to your insurance agency to explore your options.**



The Builders Group  
2919 Eagandale Boulevard, Suite 100  
Eagan, MN 55121-1214  
Phone: (651) 389-1140  
TBGMN.com

Members are jointly and severally liable for their proportionate share of obligations for the group and will be assessed on an individual and proportionate share basis for any deficit created by the group. Dividends are not guaranteed.