



THE INSIDER

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REASONABLE SUSPICION DRUG TESTING

Due to the recent legalization of recreational marijuana in Minnesota and to allow for flexibility in TBG's drug testing credit program, we are expanding our pre-employment and post-accident credit to include reasonable suspicion testing based on certain requirements.

Our goal in making this change is to promote jobsite safety while allowing our members to find a drug-free workplace solution that fits their needs based on guidance from your legal representation. TBG's current 3% drug testing credit for pre-employment and post-accident drug testing is still available for members who apply. If your legal counsel does not recommend TBG's drug testing credit program, consider implementing a reasonable suspicion program as an alternative to qualify for a 3% credit.

Implementing a reasonable suspicion program will aid employers in assessing whether employees are fit for duty and able to perform the task safely. Members choosing to perform pre-employment, post-accident, and reasonable suspicion are eligible for a total credit of 3%.

To qualify for the drug testing credit offered by TBG, members will need to have a legally compliant drug testing program in place, ensure your supervisors are trained in reasonable suspicion awareness (if opting for the R/S credit), and work with your agent to submit a completed and up-to-date Drug Testing Program Credit Request Form to TBG's underwriters.

TBG recommends that members consult with their legal counsel to create a program that suits their specific circumstances. If legal guidance is needed, please reach out, and we will provide contact information for attorney partners specializing in this area.

WE ARE EXCITED FOR THE FUTURE AT TBG AND TO FURTHER SUPPORT OUR MEMBERS' SAFETY EFFORTS. TO ADD EVEN MORE VALUE TO OUR PARTNERSHIP, KEEP YOUR EYES PEELED FOR FUTURE ANNOUNCEMENTS REGARDING TBG'S VERY OWN SAFETY GRANT PROGRAM!

STEWARDSHIP AT DUNWOODY COLLEGE

TBG would like to thank Dunwoody College of Technology for collaborating with us as they train the next generation of tradespeople. We had the opportunity to host students of Tom Suek, instructor of Dunwoody's Electrical Construction and Maintenance Program, on October 13, 2023, at TBG's state-of-the-art training facility. Our time together was spent on providing the students with a safety-focused interactive learning experience while learning more about their motivations for getting into the trades.

Dunwoody's commitment to education for construction-related careers has had a significant and positive effect on TBG and our members, who immediately need more people to pursue a career in the trades.

Dunwoody maintains an affiliation with the Minnesota Subcontractors Association (MSA). Through Dunwoody's involvement with MSA, Tom takes advantage of invitations to their events, such as their annual rodeo, to expand his network and build relationships with construction-related businesses.

One such event occurred at TBG, where our team presented a comprehensive introduction to our safety training approach. Tom found our venue and safety training impressive, recognizing the value for his students enrolled in construction programs.

Adam Tripp, Director of Safety Service at TBG, said, "I appreciate Tom for making the connection because that's what the resources are here for - our members and future members." He also noted that hands-on training is what TBG strives for and what we'll provide more of - because that's how our members learn.

Thanks to our connection with Tom, we hosted a second student training on November 7th and excitingly have more in the works.

During the training, we reviewed TBG's goals and discussed safety from two perspectives: first, why safety is essential, and second, the consequences of neglecting safety in the workplace.

TBG also highlighted our fall arrest demo system, which includes a harness to simulate falling. Nate Swanson of Dunwoody, Academic Director Electrical & HVAC - Construction Sciences & Building Technology, commented on how beneficial it is for students to see the real-world application of this life-saving system and the importance of training students on what it feels like when an accident occurs in real-time so they can be better prepared.

The first-semester Dunwoody students who attended the training were engaged and had so much positive feedback to share.

Over the years, TBG has awarded scholarships through our partnerships with various construction-related associations throughout Minnesota. Dunwoody truly appreciates that over ten students have benefited from these scholarships, including one student associated with The Minnesota Builders Exchange (MBEX) who won a scholarship early this fall.

We're also excited to share that more opportunities to partner with this highly regarded educational institution are in progress, such as classroom visits, TBG-led training sessions in our state-of-the-art training center, and scholarships.

Our industry has faced a long-term decline in recruiting enough workers to fill open positions. Because of this trend, TBG established the TBG Education Foundation to address this challenge.

Specifically, through the TBG Education Foundation, we support technical college scholarships and participate in a program called Tools for Schools, which supplies tools, funding, and education to high school shop classes. The result? Our member companies can find and recruit a new generation of workers for the full range of jobs in the construction industry.

From increasing awareness of skilled construction trade career opportunities to promoting long-term career viability and providing financial support through grants and scholarships, TBG is investing in the future of skilled trades.

"There is no perfect solution for safety. Therefore, we must be innovative in our educational approach and provide as many solutions as possible to help set them up for safety success."

– Adam Tripp

If you are a member of TBG and need to hire qualified, highly skilled graduate students to work for your business, take advantage of the career services department at Dunwoody and the career fair they host twice a year.

More About Dunwoody College of Technology's Involvement with the Construction Community:

1. In the spring of 2023, 20 Dunwoody students competed at the Minnesota Construction Association (MCA), participating in several events.
2. Dunwoody has a student chapter at the National Electrical Contractors Association (NECA) for those who want to get involved with networking and extracurriculars.
3. Dunwoody benefits from the scholarships offered by MBEX and MSA, participating in competitions to get students more experience and make them even better tradespeople.



DESIGNED CABINETS

Because of TBG's close ties to the construction industry, we all understand the importance of safety training. A safe work environment ensures employees' well-being and contributes to the overall success of the businesses we serve.

That's why we're so proud to highlight the story of our successful partnership with Designed Cabinets, a custom cabinet manufacturer based in Lakeville, MN.

For 15 years, TBG and Designed Cabinets have worked hand in hand, showing incredible progress in safety improvements, especially in the last eight years.

Located in the Twin Cities area, Designed Cabinets specializes in creating custom cabinets for new build and remodel projects. We spoke with Michelle Ohland, Vice President of Designed Cabinets, and Scott Selig, Product Engineer/Safety Committee Head, about how our partnership has helped elevate their safety standards.

Michelle noted that one of the key benefits of working with TBG was having a fresh set of eyes on their day-to-day operations. Their dedicated contact (TBG Safety Service Representative Lana Steck) has been invaluable in identifying improvement areas and ensuring safety is always top of mind.

Over the years, TBG and Designed Cabinets have implemented various safety initiatives including updating company-wide safety manuals, expanding the safety committee, and organizing regular safety committee meetings.

TBG has supported Designed Cabinets with several operational improvements, such as helping improve operations at the ground level by upgrading equipment, installing SawStop table saws, adding fans for improved circulation, installing machines to reduce material handling, and implementing better dust collection systems.

In addition to quarterly safety inspections (and reports on areas of opportunity), Lana provides regular safety training to Designed Cabinets employees. This includes everything from proper equipment usage to machine guarding and material handling.

Designed Cabinets has also shown its commitment to safety by maintaining an environment where employees hold each other accountable for safe practices and keeping emergency first aid items like AEDs on site (which saved a life in an emergency on one occasion).

Designed Cabinets is a Builder's Club North member and actively networks with other builders and trade partners. They implement this community-centric mindset by participating in volunteer events and community donations.

When we asked Michelle what makes working with TBG different from other workers' comp funds, Michelle noted how TBG offers a preventative approach to claims.

Our dedicated safety specialists, like Lana, work closely with our members to ensure that safety is always a priority, reducing the need for claims in the first place. And when a claim does need to be filed, our easy-to-navigate website makes the process a breeze.

Our partnership with Designed Cabinets has paid huge dividends. Safety has improved significantly, with employees more aware of the small actions they need to take to protect themselves, such as wearing safety glasses, using machine guards, and lifting cabinets correctly. These small changes have made a big impact, and it's a privilege to play a part in creating a safer work environment for the team at Designed Cabinets.

"Anytime you're with a company that wants you to succeed individually and not have to rely on them is a great partnership."

– Michelle Ohland



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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.



THE INSIDER

MAKING WORKERS' COMP WORK FOR YOU

OSHA INJURY/ILLNESS ELECTRONIC REPORTING CHANGES IN THE NEW YEAR

OSHA has updated its electronic reporting requirements to improve the tracking of workplace injuries and illnesses. The final rule goes into effect January 1, 2024, and will require certain employers to electronically submit workplace injury and illness data from OSHA Forms 300 and 301.

Current Rule

The new rule retains these requirements and adds to them.

The following establishments are required to electronically submit their OSHA Form 300A from the previous calendar year. All Minnesota employers with 20 or more employees must submit, regardless of their NAICS code.

Other establishments that fall under Federal OSHA:

- Establishments with 20-249 employees that are classified in certain industries.
- Establishments with 250+ employees are required to keep OSHA injury and illness records.

**March 2nd of each year is the deadline for submitting your previous year's data to OSHA.*

New Rule

The new rule retains the current requirements listed above and expands to include the following requirements:

Establishments with 100 or more employees in certain high-hazard industries must electronically submit information from their OSHA Forms 300 and 301 once a year.

- These submissions are in addition to the submission of Form 300A Summary.
- Establishments with a peak employment of 100+ employees during the previous calendar year meet this size criteria.
- Industries include logging, manufacturing, waste collection, warehousing/storage, transportation, boat building, certain contractors, etc.

The data must be electronically submitted through OSHA's Injury Tracking Application (ITA). OSHA will begin accepting 2023 injury and illness data on January 2, 2024. The due date to complete this submission is March 2, 2024.

**March 2nd of each year is the deadline for submitting your previous year's data to OSHA.*