

FEBRUARY 2018

FEBRUARY

February 21
Monthly Meeting
DINNER Meeting
Syberg's on Dorsett

Feb 28 thru Mar 3
ASA SUBEXCEL
Tempe, AZ

MARCH

March 21
Monthly Meeting
LUNCH Meeting
Korte & Luitjohan

APRIL

April 14
Viva Las Vegas
Awards Gala
The Four Seasons Hotel

April 18
BPI in a Box Luncheon
Syberg's on Dorsett

visit
www.asamidwest.com
for full calendar
of events.

We are well on our way into 2018. Hopefully by now you've stopped accidentally writing 2017 next to everything you sign your name to. On January 31st we had our 16th annual Meet the GC's Expo, and the turnout was exceptional! This is one of my favorite ASA events, because everyone is there for the face to face time that we rarely get anymore. In the electronic age, it becomes more and more difficult to "put a face with a name", and the ASA Meet the GC's Expo, gives us a chance to do just that.

I often hear from people that they don't have time for networking. That they have more bidding opportunities than they can handle, and they could spend their time more effectively, than meeting new people at another networking event. Well for some reason even those people were at this event in January, and they still see the value of spending time with old and new business contacts, at the annual Expo.

Whether it was to catch up with someone they haven't seen in a while, hear about what jobs are coming down the line, find out how that last bid went, or to just say hi face to face with someone they usually only communicate with electronically, everyone that attended had a reason for wanting to be in that room with those 37 very successful St. Louis metro area General Contractors.

I'd like to thank the General Contractors that participated, and support ASA's initiatives. These 37 GC's see the value of spending time with the subcontracting community, in order to strengthen and build important relationships with ASA members and the community as a whole.

Congratulations, and thank you to our GC Expo Committee, headed by Walter Bazan, Jr., Tim Thomas, and ASA Executive Director, Susan Winkelmann, for again creating and executing such an awesome event for our industry.

Make sure to mark your calendar for the upcoming ASA events this spring. Beginning with the February 21st GC Superintendent Appreciation Happy Hour, sponsored by ASA Member, Golterman & Sabo. Our March 21st lunch meeting will be hosted by GC Korte Luitjohan, at their HQ in Highland, IL. Finally, make plans to attend the **Viva Las Vegas Awards Gala** on April 14th at The Four Seasons Hotel STL. The annual gala is another fantastic way to mix and mingle with the best of the best in the STL Construction Community, while enjoying the festive & fun atmosphere, celebrating our 2018 nominees and winners.

I look forward to catching up with you soon at an ASA Midwest Council event!

Val Perales
Bazan Painting Co.
vperales@bazanpainting.com
President, ASA Midwest Council



Syberg's on Dorsett
2430 Old Dorsett Road
Maryland Heights, MO

**Directions: Exit HWY 270 at the Dorsett Exit.
Go east on Dorsett, and a left onto Old Dorsett
Road to Syberg's.**



Join a committee today.

Membership

(Chris O'Hagan)

Programs

(Chris O'Hagan)

Golf *(Jennifer Church)*

Advocacy *(Tim Thomas)*

Awards Gala

(Molly Spowal /Rick Swanson)

Construction Showcase & BBQ

(Amy Heeger/Jim Riportella)

GC Expo

(Walter Bazan, Jr. /Tim Thomas)

Safety

(Mike Sicking)

Brand Development

(Stephanie Woodcock)

Contract Review *(Dick Stockenberg)*

Contact a committee chair today, to join a committee!

**FEBRUARY 2018
MONTHLY MEETING
MEMBER HAPPY HOUR MEETING
Syberg's on Dorsett
Wednesday, February 21, 2018**

Please join the ASA Midwest Council for our Monthly Membership **HAPPY HOUR** Meeting on Wednesday, **February 21, 2018** Syberg's on Dorsett **4:00 to 7:00 p.m.**

Join us for a GC Project Superintendent Appreciation Happy Hour on Wednesday, February 21st, 2018 4-7 p.m.

The February monthly meeting is sponsored by Golterman & Sabo!



Mix & Mingle with STL GC Project Superintendents from multiple STL GC's while enjoying cocktails & appetizers! Space is limited, register by February 16, 2018.

MEETING AGENDA:

Networking & Cocktails 4:00 to 7:00 p.m.

*Registration includes hosted bar & appetizers.
\$42 ASA Members/\$65 Non Members*

Register online-www.asamidwest.com by Friday, February 16, 2018 Attendees not cancelled by 2.16.18 will be charged per ASA cancellation policy.



**JOIN US FOR THE
25th ANNUAL ASA MWC
AWARDS GALA**

THE FOUR SEASONS HOTEL

**SATURDAY, APRIL 14, 2018
6:00 to 11:00 p.m.**

**VISIT
www.asamidwest.com
FOR RESERVATIONS BY APRIL 4th**

BLACK TIE OPTIONAL

\$160 Per Person/Valet Parking Included

**Interested in sponsoring the event?
Contact susan@asamidwest.com**

A Three-Pronged Approach to Cash Flow Management

Bill Forsythe, Enterprise Bank & Trust

PUTTING TOGETHER AN EFFECTIVE WORKING CAPITAL MANAGEMENT PLAN

Cash flow is the lifeblood of your business. By taking a strategic approach to managing working capital, treasurers can free cash flow and maintain a healthy financial state. However, the challenge many business owners, CFOs, controllers and treasurers face is devising a working capital management plan that supports the organization's growth objectives, and then putting that plan program into action.

To achieve optimal results, treasury professionals should follow a three-pronged approach – define, develop and execute – when creating a working capital management strategy. By dissecting an organization's cash conversion cycle (the amount of time it takes in days for a business to convert purchases into cash receipts from buyers), and applying industry best practices, you can create a working capital management plan that will yield sustainable results.

DEFINE: HOW LONG DOES IT TAKE TO COLLECT A DOLLAR?

The most effective approach in the development of a successful working capital management strategy is to begin with a thorough review of your cash conversion cycle – the amount of time needed to sell inventory, the amount of time needed to collect receivables and the length of time the company is afforded to pay its bills. This in-depth examination of how your business operates - from invoicing and inventory, to its ability to integrate receivables and payables - produces insights into processes that would benefit from improvement.

Depending on the size and sophistication of your organization's treasury function, you should start by looking for bottlenecks that may be slowing down collection efforts. For example, examine how receivables are being processed. Identify Day Sales Outstanding (DSO), and how this impacts the inflow of cash. Consider questions, such as:

- √ Has your company taken steps to reduce the number of paper checks being processed, replacing them with faster electronic payment receipts?
- √ Does treasury receive complaints from customers or business partners, which might be indicative of faulty processes?
- √ What receivable challenges exist as your business looks to expand into new markets?

While examining the disbursement processes, use the Days Payable Outstanding (DPO) metric to determine what, if any, initiatives exist to meet critical targets. Questions to ask, include:

- √ What is your company doing to reduce the number of check payments issued and increase electronic payment frequency?
- √ What measurements have you taken to manage payment fraud?
- √ Do you have sufficient tools to evaluate payment terms to take full advantage of discount opportunities with suppliers?

Measuring the Days Inventory Outstanding (DIO), can help to determine if manufacturing processes are aligned properly with actual customer demand and forecasted demand. Examine the following:

- √ Do you know your inventory carrying costs?
- √ Is your inventory turning over at the same pace as your industry?

Enterprise Bank can help you benchmark DSO, DIO and DPO performance against your industry peers. This will help you pinpoint where working capital management improvements can be most effective. Using information from your cash conversion cycle examination, you can now establish your working capital management goals. Before you begin to develop a plan, you must first understand your intended goals. For instance, you may decide that your plan should focus on receivables improvements since your DSO is growing well beyond the industry averages.

DEVELOP: IF YOU PLAN IT, THE CASH FLOW WILL COME

Once you have accurately documented the current state of all your processes, it is important to examine each activity and determine if it is required and/or adds value to your customer. Those processes that fail to meet this litmus test should be eliminated or changed.

There is a tendency at this stage to quickly work through the checklist of current state elements because of your familiarity with the process. You might consider bringing in someone from outside the treasury operation, such as a banking partner like Enterprise, who can provide an objective perspective. Enterprise Bank has tremendous expertise in working capital management, and can ask probing questions and challenge the status quo during the planning phase. This can guide you to critical process improvements.

Having identified activities that are contributing to pain points and bottlenecks in your collection process, you can begin to formulate a working capital optimization strategy with clearly defined goals designed to meet your business objectives. This plan should consider the current work environment, as well as the capabilities of your staff to execute once completed.

Making substantial changes to treasury processes can prove difficult and time consuming, but you shouldn't lose sight of the benefits your organization will reap. The sports adage, "no pain, no gain," is certainly true when it comes to developing an effective working capital management plan that delivers substantive change.

EXECUTE: DIVING IN HEAD FIRST TO DRIVE BUSINESS SUCCESS

After you have identified gaps in the cash conversion cycle and created initiatives to overcome those gaps, you must now prioritize plan implementation. Plan execution can be done in phases, depending on the scope and scale of your process changes. Taking a phased approach also allows for course corrections when needed, and presents a unique opportunity to assess the value being achieved from each change./p>

To ensure your plan can deliver the desired results, it should be carefully measured against established goals. Due to the dynamic nature of business, you should periodically review your plans in order to make changes to the treasury function in keeping with your objectives.

Steve Albart, President, South Region / Enterprise Bank & Trust serves on the board of ASA Midwest Council, and is the local EB&T representative to the ASA MWC Chapter.

2018 | **SUBExcel**
ASA - We Build Excellence

Feb. 28 - March 3
Tempe, Arizona



VISIT WWW.ASAONLINE.COM FOR ADDITIONAL INFORMATION

THANK YOU

to the MEMBER COMPANIES that attended the CASINO NIGHT monthly meeting:

Affton Fabricating &
Welding
American Steel Fabrication
Bazan Painting Co.
Bi-State Utilities Co.
Boyer Fire Protection
CliftonLarsonAllen LLP
CMIT Solutions
CNA Surety

CSA Advisors
ELCO Chevrolet Cadillac
Enterprise Bank & Trust
Fabick Rents
Gencorp Services
George McDonnell & Sons
ideas4promos
Integrated Facility Services
J D Kutter

Liberty Mutual Surety
Luby Equipment Svc.
Midwest Construction
Services & Products
Murphy Company
Nu Way
Parkway Construction
Precision Analysis, Inc.
Professional Installers

Schaeffer Electric
Sachs Electric
Schmersahl Treloar & Co.
Seal the Deal Too
SFW Partners, LLC
Tradesman International
TROCO, Inc.
United Rentals
Vinson Mortgage

Upcoming ASA Midwest Council Meetings & Events



- | | |
|--|---|
| <i>February 21</i> | Monthly Membership HAPPY HOUR Meeting
<i>Syberg's on Dorsett</i> |
| <i>February 28-
March 3rd</i> | ASA SubExcel Convention
<i>Tempe, AZ</i> |
| <i>March 21</i> | Monthly Membership LUNCH Meeting
<i>Korte & Luitjohan</i> |
| <i>April 14</i> | ASA Midwest Council's Viva Las Vegas Awards Gala
<i>The Four Seasons Hotel STL</i> |
| <i>April 18</i> | BPI in a Box Lunch Meeting
<i>Syberg's on Dorsett</i> |



*ASA Midwest Council is on Facebook, Twitter & LinkedIn
Follow ASA Midwest Council for the latest news and information!*

ASA MIDWEST COUNCIL'S AWARDS GALA

VIVA LAS VEGAS

**ELVIS IS IN THE BUILDING
SATURDAY, APRIL 14, 2018**

EVENING SCHEDULE

- 6:00 - 7:30 P.M. PRESIDENT'S COCKTAIL RECEPTION**
- 7:45 - 9:00 P.M. DINNER SERVED**
- 9:00 - 10:00 P.M. AWARDS PRESENTATION**
- 10:00 - 11:00 P.M. CELEBRATION!**

TO REGISTER, PLEASE VISIT ASAMIDWEST.COM BY APRIL 4, 2018. | COST IS \$160 PER PERSON. VALET PARKING INCLUDED.
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ASA ROOM RATE AT FOUR SEASONS IS \$205 | PLEASE CALL 314.881.5757 TO BOOK BY MARCH 24, 2018

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SPECIAL APPEARANCE BY MICHAEL DEAN & MEMPHIS



FOUR SEASONS HOTEL • 999 NORTH SECOND STREET • ST. LOUIS, MISSOURI

ASA MIDWEST COUNCIL'S VIVA LAS VEGAS AWARDS GALA

2018 Nominees

General Contractor of the Year 2018

CATEGORY A

Alberici Constructors
ARCO Construction Co.
BSI Constructors, Inc.
Contegra Construction Co.
McCarthy Building Co.
Tarlton Corporation

CATEGORY B

Kadean Construction
Kozeny-Wagner
McGrath & Associates
MC Hotel
Rhodey Construction, Inc.

CATEGORY C

Eagan Building Group
G.S.& S. General Contractors
J. E. Foster Building Co.
LANDCO Construction

MEP Subcontractor 2018

CATEGORY A

Corrigan Co.
Guarantee Electrical
Jarrell Contracting Co.
PayneCrest Electric
RockHill Mechanical Corp
Sachs Electric Co.

CATEGORY B

Aschinger Electric Co.
Bi-State Fire Protection
Boyer Fire Protection
Duct Systems
Parkway Construction Services
R.F. Meeh Co.
Schaeffer Electric Co.

Specialty Subcontractor 2018

CATEGORY A

Affton Fabricating & Welding
BAZAN Painting Co.
Bloomsdale Excavating Co.
Fenix Construction Co.
Flooring Systems, Inc.
John J. Smith Masonry Co.
T. J. Wies Contracting, Inc
Wies Drywall & Construction

CATEGORY B

AME Constructors
Hoette Concrete Construction Co.
Meyer Painting Co.
Midwest Elevator
Swanson Masonry, Inc.
TROCO Custom Fabrication

Service Provider/Supplier 2018

Enterprise Bank and Trust
Fabick Rents
J.D. Kutter
J W Terrill
K & K Supply

Montgomery Bank
Marketeer Inc.
Nu Way
Seal the Deal Too
Sunbelt Rentals

ASA Midwest Council
P.O. Box 510743
St. Louis, MO 63151
314.845.0855
info@asamidwest.com
www.asamidwest.com

January 3rd marked the opening day of the legislative session, as lawmakers have returned to Jefferson City for the next five months. Opening day is largely ceremonial in nature, as the Speaker of the House and President Pro-Tem of the Senate outline their priorities for the year, make appointments to committees, and do general housekeeping work.

Tax reform, labor reform, and tort reform are several of the issues we expect the General Assembly to tackle, as laid out by House and Senate leadership.

Their labor reform agenda includes another attempt to change the prevailing wage laws in Missouri. At least fourteen different bills have been filed that could impact prevailing wage in the state, ranging from a total repeal, to exempting third and fourth-class counties from the provisions, and everything in between. We do expect the legislature to act on at least one of the bills, but at this point, the outcome of any legislation is uncertain. Several, but not all the prevailing wage bills were heard in House and Senate Committees the last week of January. As of newsletter press time, the bills had not been voted out of Committee; however, it is expected they will quickly move out of Committee and onto the floor of both chambers for debate. For the most up to date information on the progress of the prevailing wage legislation, please read the weekly legislative updates that are emailed to the membership each week.

Three bills have been filed dealing with highway construction and maintenance. The first implements the Streamlined Sales and Use Tax Agreement, which basically taxes internet sales, and dedicates the resulting revenue to the State Road Fund. Another bill allows the Highways and Transportation Commission to issue bonds to finance transportation infrastructure. The final bill increases the fuel tax from 17 cents per gallon to 27 cents per gallon. None of the bills have seen much movement through the legislative process to date.

Aside from legislation being filed, other news in Jefferson City revolves entirely around Governor Eric Greitens. After he delivered his annual State of the State Address on January 10, news reports began circulating regarding an alleged affair between the governor and his hairdresser, and a subsequent blackmail allegation to keep the affair quiet. Following the news reports, several legislators from both parties called for the governor to resign, along with talk of impeachment proceedings should he decide to stay in office. Greitens took to social media later that evening admitting to the affair, but has since denied, on several occasions, any blackmail or abuse as was alleged.

Some legislators also asked that Attorney General Josh Hawley conduct an investigation of the matter, but Hawley's office determined he does not have the authority to investigate such an incident, and the jurisdiction rested with the local Prosecuting Attorney. Following that announcement, St. Louis Circuit Attorney Kim Gardner said her office would launch an investigation.

Regardless of the outcome, the incident will serve to further alienate the governor from the General Assembly. That relationship had already been strained due to numerous issues, the latest being the actions taken by Greitens on the State Board of Education appointees in his desire to have the Commissioner of Education removed from her position.

We will continue to keep you updated all the political happenings in and around Jefferson City. If you are not receiving your weekly legislative update, please contact Susan Winkelman. Nikki Strong, Strong Consulting.

ASA Midwest Council Members

Acoustical Ceilings, Inc.
Affton Fabricating & Welding
AME Constructors
American Burglary & Fire, Inc.
American Steel Fabrication, Inc.
Architectural Sheet Metal Systems
Aschinger Electric
Autco Appliances
Automatic Controls Equipment
Bangert Computer Systems
Bazan Painting Company
Bell Electrical Contractors
Benson Electric Company
Bick Group
Big Boy's Steel Erection
Bi-State Fire Protection Corp.
Bi-State Utilities Company
Bloomsdale Excavating Co.
Boyer Fire Protection
Briner Electric
Building Point Mid-America
C. E. Jarrell Contracting
CK Power
CMIT Solutions
CNA Surety
CSA Advisors LLC
Car-Doc Automotive
Cardinal Environmental Operations
Cee Kay Supply
Century Fire Sprinklers, Inc.
CliftonLarsonAllen, LLP
Collins & Hermann
Commercial Fabrication
Common Sense Solutions
Corrigan Company
Doll Services and Engineering
Drilling Service Company
Duct Systems
Dynamic Controls, Inc.
ELCO Chevrolet Cadillac
Enterprise Bank & Trust
Event Productions, Inc.
Fabick CAT
Fenix Construction Co. of STL
Flooring Systems, Inc.
Foreman Fabricators
Foundation Supportworks by Woods
Freeman Contracting
Frost Supply
GadellNet Technology Solutions
Gateway Land Services
Galloway, Johnson, Tompkins,
Burr & Smith
GBI, Inc.
George McDonnell & Sons
Golterman & Sabo
Grant Contracting
Guarantee Electrical
H & G Sales, Inc.
HM Risk
Haberberger, Inc.
Hanenkamp Electric
Hayden Wrecking
Heitkamp Masonry
Herc Rentals
Hoette Concrete
Hunt Vac Services
Ideas4Promos
Integrated Facility Services
Irwin Products
JD Kutter
J.F. Electric
J.W. Terrill
John J. Smith Masonry
Johnson Controls
Jos. Ward Painting Co.
K & K Supply, Inc.
Kaemmerlen Electric
Kaiser Electric
Kay Bee Electric
Kirberg Company
Kirby-Smith Machinery, Inc.
Knapheide Truck Equipment
Landesign LLC
Lawrence Fabric & Metal Structures
Leach Painting Company
Liberty Mutual Surety
Lindberg Waterproofing
Linek Plumbing Co.
Lizmark
Luby Equipment Services
Marketeer, Inc.
Martin Fence, LLC
Meyer Painting Co.
Midwest Elevator
Midwest Construction Services & Products
Montgomery Bank
Murphy Company
Negwer Door Systems
Niehaus Building Services
Nu Way
O.J. Laughlin Plumbing Co.
On Site
P & A Drywall Supply
P.M. Leach Painting Co.
Parkway Construction Services
PayneCrest Electric
Pearl Street Electric, LLC
Pirtek Fenton
Precision Analysis, Inc.
Professional Installers
Professional Metal Works, LLC
QualSafe Solutions
RAI Insurance Group
R.F. Meeh Co.
RJP Electric
RM Supply
Raineri Building Materials
Ravensberg, Inc.
Rebar Specialists Installation
Rental Supply, Inc.
Ritchie Bros Auctioneers
Rock Hill Mechanical Corp.
RubinBrown LLP
Sachs Electric Company
Safety International, LLC
Sandberg, Phoenix, von Gontard
Schaeffer Electric Co., Inc.
Schmersahl Treloar & Co.
Schowalter & Jabouri, P.C.
Seal the Deal
Seiler Instruments
SFW Partners, LLC
The Sherwin-Williams Co.
Signature Craft
Sikich LLP
St. Louis-KC Carpenters Reg Council
Stylemaster Apparel, Inc.
Sunbelt Rentals
Swanson Masonry, Inc.
T.J. Wies Contracting
Taylor Excavating
Tradesmen International
TROCO Custom Fabrication
Tyson Onsite
UHY LLP
United Rentals
Vee-Jay Cement Contracting
Vinson Mortgage
Wies Drywall and Construction
Zurich Surety

Each month you will receive an update on the committees within ASA, to keep you informed on current happenings at the committee level. Below are this month's committee reports.

MEMBERSHIP

We are 152 companies strong, and growing. Do you know a company that would benefit from joining the ASA? Contact membership chairman Chris O'Hagan-chris@jdkutter.com or Susan Winkelmann, ASA executive director susan@asamidwest.com with any prospective new members. The membership committee will follow up with your contacts, and invite them to the next ASA membership meeting, as our guest.

CONTRACT REVIEW

The Committee recommends agreeing in advance and incorporating into your subcontract lien waiver forms that limit the waiver of lien rights "to the extent of the payment received." Lien waivers for progress payments should not waive lien rights to the date the lien waiver is given.

If you have questions regarding the contract review service, contact committee chair, Dick Stockenberg, Sandberg Phoenix, von Gontard at rstockenberg@sandbergphoenix.com.

SAFETY

The safety committee meets the first Thursday of the month at 4:00pm. The location is Fallons Bar & Grill 9200 Olive Blvd. Olivette, Mo. 63132. We are growing tremendously and always looking for more members. Please consider sending someone from your staff to join our committee. Remember Safety Pays! Due to everybody's busy schedule please call to confirm we are meeting that month. Call Mike Sicking at 314-486-3141 for more information about the Safety Committee.

PROGRAMS

The ASA Midwest Council has as its mission statement the following:

We are an association that helps subcontractors to get business, and with their business.

The ASA Programs Committee (and other ASA committees) use that mission statement as a framework to shape the various ASA programs that permeate our calendar.

We strive to help you GET business by putting you in front of your customers as much as we can at the GC Expo; at our semi-annual GC lunch-and-learns; and at various times throughout the year where your customers are present (the ASA Gala and ASA Showcase). We listened to your feedback and we heard that you want to be front and center with YOUR customers.

We strive to help you WITH YOUR business by providing relevant, real-time information such as the feedback from our Contract Review committee, who stringently reviews General Contractor contracts and provides invaluable feedback. We help you WITH YOUR business by providing an ongoing series of seminars that are pertinent to what's happening in your world today. We help you WITH YOUR business by providing pertinent monthly speakers at ASA monthly meetings. And we help you WITH YOUR business by advocating for subcontractor's rights through the legislative process in Jefferson City.

Please take a moment and ask how ASA might help you. Then let us know. Chris O'Hagan, Programs Chairman, chris@jdkutter.com

SUBExcel 2018 Roundup: Cowboys, Baseball, Tech Bar, Shuttle Info and Video

SUBExcel 2018 will take place Feb. 28-March 3, 2018, in Tempe, Ariz.
Register ASAP to reserve your spot!

SUBExcel Highlights:

Awards Banquet—Rustler's Rooste

The final reception, banquet and awards ceremony will take place on Friday, March 2 at Rustler's Roost and will have a Western theme. Attire is cowboy casual—wear your cowboy hat and boots!

Spring Training Baseball

ASA has 25 tickets to the Spring training baseball game between the Chicago Cubs and the Cincinnati Reds on Saturday, March 3. Tickets are \$60/each and include a buffet meal. Tickets are sold separately and are NOT included with registration. Transportation to/from the game is on your own. Quantities are limited!

Tech Bar

ASA will, for the first time, offer a Tech Bar on Thursday and Friday during Registration Desk hours (7:00 a.m. to 5:00 p.m.), providing:

- Hands-on expert guidance to help you learn how to better use your devices and digital marketing.
- Event mobile app support and education.
- Digital marketing tips and best practices.
- Personal and professional branding techniques.
- Practical tech tips and best practices.

Complimentary Airport Shuttle

You can register and view the full schedule and other information via www.SUBExcel.com.

A promotional graphic for SUBExcel 2018. At the top, the text "2018 SUBExcel" is displayed, with "2018" in a vertical font and "SUBExcel" in large, colorful letters (S in red, U in orange, B in green, E in blue, X in green, C in blue, E in green). Below this, "ASA - We Build Excellence" is written in a smaller, black font. A red horizontal bar contains the dates "Feb. 28-March 3, 2018" in white. Below the bar, a green horizontal bar contains the location "TEMPE MISSION PALMS HOTEL & CONFERENCE CENTER | TEMPE, AZ" in white. The bottom half of the graphic features a close-up photograph of a red cactus flower with yellow stamens and a red cactus bud. Overlaid on the bottom half of the image is the text "Register Now!" in large, white, bold letters.

2018 SUBExcel
ASA - We Build Excellence

Feb. 28-March 3, 2018

TEMPE MISSION PALMS HOTEL & CONFERENCE CENTER | TEMPE, AZ

Register Now!

VISIT WWW.ASAONLINE.COM FOR ADDITIONAL INFORMATION

What type of OSHA violation could I get?

Michael Sicking, Safety International, LLC

Employers often ask me about the different types of OSHA violations and what do they mean. I have listed below the various categories depending on the severity of the violation where it may be classified. They are listed from worst to not a monetary fine.

Types of Violations

WILLFUL: A willful violation is defined as a violation in which the employer either knowingly failed to comply with a legal requirement (purposeful disregard) or acted with plain indifference to employee safety.

SERIOUS: A serious violation exists when the workplace hazard could cause an accident or illness that would most likely result in death or serious physical harm, unless the employer did not know or could not have known of the violation.

REPEATED: A Federal agency may be cited for a repeated violation if the agency has been cited previously for the same or a substantially similar condition and, for a serious violation, OSHA's region wide (see last page) inspection history for the agency lists a previous OSHA Notice issued within the past five years; or, for an other-than-serious violation, the establishment being inspected received a previous OSHA Notice issued within the past five years.

OTHER-THAN-SERIOUS: A violation that has a direct relationship to job safety and health, but is not serious in nature, is classified as "other-than-serious."

De Minimis: A De Minimis violation is a technical violation of OSHA rules that have no direct impact on health or safety. It is the least serious class of violation, and OSHA inspectors typically do not levy fines or issue citations for these types of violations.

Posting Requirements:

When you receive an OSHA Notice, you must post it (or a copy of it) at or near the place where each violation occurred to make employees aware of the hazards to which they may be exposed. The OSHA Notice must remain posted for 3 working days or until the hazard is abated, whichever is longer. (Saturdays, Sundays and Federal holidays are not counted as working days).

Naturally if you are cited by OSHA for a repeated or serious violation and fail to correct the hazard you are in extreme jeopardy of receiving a willful violation. This is the worst of all citations and will result in exponentially higher fines and most likely will impede your ability to get more work in the future.

If you have any further questions about these feel free to call me.

As always, Stay Safe!

Michael Sicking
ASA Safety Chairman
Safety International LLC
314-486-3141

SPONSOR AN UPCOMING MONTHLY MEETING
CONTACT [SUSAN@ASAMIDWEST.COM](mailto:susan@asamidwest.com) FOR INFO.

COMMON SENSE SOLUTIONS

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THE SHERWIN-WILLIAMS CO.

*Help ASA Midwest Council continue to grow, by inviting someone who would benefit from ASA membership, to join us at the next monthly meeting. All first time non member guests are free of charge.
Please register your guest in advance by contacting susan@asamidwest.com*



ASA Meeting Sponsorship

Highlight your company at an
ASA Monthly Meeting

It is only **\$250** to be a meeting sponsor.

What do you get for \$250?

*Full Color Sponsor Flyer
Slide in Meeting Presentation.*

*Microphone time to present company
overview to meeting attendees!
Announcement at Meeting.
Recognition in Newsletter.*

Contact Susan Winkelmann
susan@asamidwest.com

Sponsorship Rates

Sponsorship opportunities are available in the ASA newsletter. Rates are very reasonable but are limited. Below are the rates. If interested, please call Susan at 314 845-0855.

- Website Rotating \$420/Year
- Website Static \$1,000/Year
- 1/4 Page Monthly \$300/Year
- 1/4 Page Quarterly \$125/Year
- 1/2 Page Monthly \$500/Year
- 1/2 Page Quarterly \$225/Year
- Business Card Monthly \$125/Year
- Business Card Quarterly \$70/Year
- Whole Page 1X \$300 Per Issue
- Whole Page Quarterly \$900/Year
- Classified Ads \$15 Per Issue

ASSOCIATION PARTNERSHIP

Mason Contractors Assoc. (MCA)

Contact David Gillick

(314) 645-1966



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*The **Tom Owens Memorial Scholarship** is a 501(c)(3) non-profit organization that provides financial assistance to qualified candidates who are part-time or full-time students who attend or will be attending accredited junior college, college, university or post-graduate institutions.*

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