

## FEBRUARY 2019

### FEBRUARY

**February 20**  
**Monthly DINNER Meeting**  
*Syberg's on Dorsett*

**February 27**  
**Educational Seminar**  
***What Banks & Surety Co's***  
***Look For!***  
*Enterprise University*

### MARCH

**March 6-9**  
**ASA SubExcel Convention**  
*Nashville, TN*

**March 20**  
**Monthly LUNCH Meeting**  
*Syberg's on Dorsett*

### APRIL

**April 6**  
**The ASA MWC**  
**Mad Hatter Awards Gala**  
*The Four Seasons*

**April 24**  
**Monthly DINNER Meeting**  
*Syberg's on Dorsett*

### MAY

**May 15**  
**Construction Showcase**  
**& BBQ**  
*Queeny Park*

### JUNE

**June 19**  
**Monthly LUNCH Meeting**  
*Contegra Construction*

I am super excited that the expo went so well. We had over 1200 attendees this year, with 34 GC exhibitors. Thank you to all the GC's who participated, and to all the attendees. Special thanks to Susan Winkelmann and the committee for all their hard work, it went off without a hitch.

Don't forget that our safety committee is working hard for you. We have added tool box talks to the website for your convenience. Check out the safety tab on the website to download fresh tool box talk ideas, we've already received outstanding feedback about it.

I am looking forward to the February meeting. We have discussed implementing a key initiative of the ASA is to provide resources to recruit and train next generation of workers. A distinguished panel of experts from associations, schools, companies and unions will provide their insight into how they are recruiting and training the next generation of workers. The discussion will focus on best practices for the St Louis region. This topic is critical for our industry and I certainly hope to see many of you attend so we can devise a plan for ASA to move forward on this initiative.

We are also hosting an educational seminar on February 27<sup>th</sup>. *What Banks and Surety Companies Look For*, is the topic. The seminar will be at Enterprise University in Creve Coeur. Visit [www.asamidwest.com](http://www.asamidwest.com) for all the details, and to register by February 22<sup>nd</sup>. Our program chairs, Chris O'Hagan, JD Kutter, and Steve Albart, Enterprise Bank & Trust, will be the instructors that morning.

For anyone interested in the ASA National Meeting, the theme of SUBExcel 2019 will be **"Technology—for Millennials to Dinosaurs."** The premier education and networking event for subcontractors, specialty trade contractors, and suppliers. Renaissance Nashville Hotel. Nashville, Tennessee March 6<sup>th</sup>-March 9<sup>th</sup>, 2019. Please make sure to sign up at [www.subexcel.com](http://www.subexcel.com).

I look forward to seeing you at the next ASA Midwest Council meeting or event!

Jennifer Church,  
United Rentals  
President, ASA Midwest Council  
[jchurch@ur.com](mailto:jchurch@ur.com) 314.486.3899

**Syberg's on Dorsett**  
2430 Old Dorsett Rd  
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.

*The ASA Midwest Council Presents  
an Informative & Interactive Seminar!*

## **What Banks & Surety Companies Look For!**

**Wednesday, February 27, 2019**

7:30 to 11:00 a.m. (Continental Breakfast Included)

**Enterprise University**

11401 Olive Blvd, St. Louis, MO 63141

**ASA Members \$35    Non Members \$65**

Register at [asamidwest.com](http://asamidwest.com) by February 22nd 2019.

 ENTERPRISE  
BANK & TRUST

*JD Kutter*

**Presenters:**

Chris O'Hagan, JD Kutter

Steve Albart, Enterprise Bank & Trust



**MIDWEST COUNCIL**

Building. Community.



## **WE NEED YOU!!**

ASA Midwest Council needs  
your Time & Talent!  
*Consider Joining a Committee to help  
ASA be the Best we Can be!*



### **Membership**

(Chris O'Hagan/Matt Tucker)

### **Programs**

(Chris O'Hagan/Steve Albart)

### **Golf**

(Jennifer Church/ Steve Cummins)

### **Advocacy**

(Tim Thomas)

### **Awards Gala**

(Molly Spowal /Rick Swanson)

### **Construction Showcase & BBQ**

(Amy Heeger/Rick Williams)

### **GC Expo**

(Walter Bazan, Jr. /Tim Thomas)

### **Safety**

(Rose Kastrup/Steve Williams)

### **Brand Development**

(Stephanie Woodcock)

### **Contract Review**

(Dick Stockenberg)

Contact a committee chair or Susan Winkelmann to  
join any of the above committees!

Visit the committee page on our new website for  
more information on all of ASA Midwest Council  
committees available to join!

## **FEBRUARY 2019 Monthly DINNER Meeting**

### ***Syberg's on Dorsett***

*Wednesday, February 20, 2019*

*5:30 to 8:00 p.m.*

Please make plans to join us for the February  
Monthly Member **DINNER** Meeting on Wednesday,  
February 20, 2019 at 5:30 p.m., Syberg's on  
Dorsett when we will **discuss a very important  
topic affecting everyone in the construction  
community!**

### **Workforce Development - Who is training and recruiting the next generation of workers?**

A key initiative of the ASA is to provide resources to  
recruit and train next generation of workers. A panel  
of experts from associations, schools companies and  
unions will provide their insight into how they are  
recruiting and training the next generation of workers.  
The discussion will focus on best practices for the  
St Louis region.

### **Panelists include but not limited to:**

John Gaal, Carpenters Reg Council Training Ctr

Paul Smith, AGC Training Center

Ron Wiese, Vice President, Alberici Constructors

Tom Finan, Executive Dir., STL Construction Forum

Dave Baker, Asst. Superintendent-N/S County Tech

Chris DeGeare, Assoc Dean of Tech Educ at Jeff Co.

### **MEETING AGENDA:**

Networking & Cocktail 5:30 to 6:30 p.m.

BPI (subs only) 5:45 to 6:20 p.m.

Announcements/  
Dinner 6:30 p.m.

Program/Panel Event 7:15 to 8:00 p.m.

### **BPI Companies:**

Bex Construction Services, BSI Constructors, Inc,

HBD Construction, Helmkamp Construction

Impact Strategies, United Construction

*Registration includes hosted bar, dinner & program*

**\$42 ASA Members**

**\$65 Non ASA Members**

Register online-[www.asamidwest.com](http://www.asamidwest.com)

by Friday, February 15, 2019

*Attendees not cancelled by 2.15.19. will be  
charged per ASA cancellation policy.*

# Tips for Businesses Feeling the Squeeze of Extended Payment Terms

Steve Albart  
Enterprise Bank & Trust

I recently had lunch with a client who owns a thriving local company but was frustrated that his company's accounts receivables were being extended by several clients. This prevailing frustration is partly due to a recurring trend in the business world: extended payment terms. It began as a systemic problem during the recession and is becoming more frequent in our local market.

## The rise of extended payment terms

Originally, extended payment terms were a hallmark of a business's cash flow problems. Today, these payment terms have become a normalized part of the payments landscape. Over the past few years, large companies in the area have increasingly insisted on a 90-day payment window. Now, even 180-day payment terms are becoming more prevalent, and they are putting pressure on small businesses in St. Louis.

Enterprise Bank & Trust's survey of nearly 100 local businesses found that two-thirds of businesses were affected by extended payment terms. That number is enough to warrant concern — especially because these payment terms pose serious challenges to businesses that find themselves unprepared to deal with them.

For example, if you are expecting a payment of \$500,000 in 30 days but are not paid until day 120 that leaves you only 90 days to finance. Add in a 5 percent interest rate on borrowed capital, and this could potentially cost you an extra \$6,000.

The problem can quickly compound from there as your ability to make capital investments diminishes because you have a lower influx of cash. Ultimately, this pattern affects your ability to grow your business.

I have certainly seen that unfavorable payment terms hurt some niche industries more than others. That said, savvy leaders in all industries should prepare in advance for how to address extended payment terms when they occur.

Time will tell just how much impact they have moving forward. In the interim, these alternatives provide a solution to help you deal with them effectively:

### 1. Adjust your accounts payable and credit lines

Many businesses are proud to say they pay their bills within 15 to 30 days. If you pay your bills early, it might be an option to negotiate a discount or another benefit as a result of your prompt payment. That can help to offset some of the squeeze from any extended payments you may be facing.

By paying on time (as opposed to early), you can increase working capital and reduce borrowing expense. Determining the cost of capital and quantifying all the benefits is a complicated formula, but it is crucial to evaluate your payment approach on this metric. Even a minor shift on your payables schedule can have an impact on your fiscal fluidity, depending on your margins.

Another option that offers you flexibility is a purchasing card, which often comes with additional cash rebate benefits, not to mention a longer payment window. This can free up cash flow and allow you to invest in your business.

You should also adjust your credit lines to fit your specific circumstances, especially when you have several clients imposing extended payment terms. You will want to have access to funds and the ability to make purchases while you wait for a payment. Credit lines are an important tool in allowing you to manage this type of situation.

### 2. Diversify your client roster

Business owners need to regularly assess their clients to make sure the relationships are still profitable and consistent with their business strategy. Those clients who extend payment terms require extra scrutiny. Do not let a client's influential name determine your decision to work with it. Instead, base your decisions on whether a client matches your business strategy.

Diversity in your client base is the most effective protective measure. Enterprise recommends having no more than 20 percent of your business with any one client. This way, it is easier to mitigate risk and ensure any single change in payment terms does not affect your ability to cover your expenses.

### 3. Consider your accounts receivable approach

A related tactic is variable discounting. Just as you might ask for a discount for your own prompt payment, you can also offer discounted pricing to clients that pay promptly and add premiums for clients that insist on extending their payment terms. This may compensate for any reduced cash flow — especially if you have a large roster of clients that each pay slightly more for your product or service.

Finally, strengthening your collection efforts can accelerate your cash flow and help account for any cash shortfalls due to extended payment terms. Through strong client relationships, it is possible to speed up the collections process in a way that is favorable to everyone involved. Even a few days can help improve your cash flow — particularly at critical times when you suddenly find you need those funds.

By making a few small adjustments and being proactive, you can cope with — and even thrive in — the evolving and uncertain business paradigm of extended payment terms. It is never too early to start preparing for how to address cash flow deficiencies that result from changes to payment terms, and the sooner you are prepared, the less risk they pose to your business.



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.

Please consider making a tax deductible donation to the Tom Owens Memorial Scholarship Fund to further our cause today.

**For additional information about the Scholarship Fund contact  
Chris O'Hagan, J D Kutter -[chris@jdkutter.com](mailto:chris@jdkutter.com)**

# THANK YOU

**to the MEMBER COMPANIES that attended the Monthly Meeting**

Affton Fabricating & Welding  
American Steel Fabrication  
Archview Metals  
Aschinger Electric Co.  
Aspen Waste  
BAZAN Painting Co.  
Bell Electrical Contractors  
Bi-State Utilities Co.

CMIT Solutions  
CSA Advisors  
ELCO Chevrolet Cadillac  
Enterprise Bank & Trust  
Event Productions  
Fabick  
Gencorp Services  
George McDonnell & Sons

Hayden Wrecking  
ideas4promos  
J.D. Kutter  
Liberty Mutual Surety  
Murphy Company  
Nu Way  
Parkway Construction Svcs  
PPG Paints

Precision Analysis, Inc.  
Schaeffer Electric  
Schmersahl Treloar & Co  
Seal the Deal Too  
SFW Partners, LLC  
United Rentals

## ***Upcoming ASA Midwest Council Meetings & Events***



- |                           |   |
|---------------------------|---|
| <b><i>February 20</i></b> | <b><i>Monthly Membership DINNER Meeting</i></b><br><i>Syberg's on Dorsett</i>                             |
| <b><i>February 27</i></b> | <b><i>Educational Seminar-What Banks &amp; Bonding Co's Look For!</i></b><br><i>Enterprise University</i> |
| <b><i>March 20</i></b>    | <b><i>Monthly Membership LUNCH Meeting</i></b><br><i>Syberg's on Dorsett</i>                              |
| <b><i>April 6</i></b>     | <b><i>ASA Midwest Council Awards Gala-The Mad Hatter Gala</i></b><br><i>The Four Seasons Hotel</i>        |
| <b><i>April 24</i></b>    | <b><i>Monthly Membership DINNER Meeting</i></b><br><i>Syberg's on Dorsett</i>                             |
| <b><i>May 15</i></b>      | <b><i>Construction Showcase &amp; BBQ</i></b><br><i>Queeny Park</i>                                       |
| <b><i>June 19</i></b>     | <b><i>Monthly Membership LUNCH Meeting</i></b><br><i>Contegra Construction</i>                            |

**[VISIT WWW.ASAMIDWEST.COM TO REGISTER FOR ANY OF THE ABOVE EVENTS!](http://WWW.ASAMIDWEST.COM)**  
**[Event registration now requires member login, contact susan@asamidwest.com with questions!](mailto:susan@asamidwest.com)**



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





# ASA in Wonderland

## 2019 Nominees

### General Contractor 2019

#### CATEGORY A

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

#### CATEGORY B

Interface Construction Corp  
KAI Design & Build  
Kozeny-Wagner  
Musick Construction  
Rhodey Construction, Inc.

#### CATEGORY C

BEX Construction Services  
Eagan Building Group  
G.S. & S. General Contractors  
LANDCO Construction

### MEP Subcontractor 2019

#### CATEGORY A

Corrigan Co.  
Guarantee Electrical  
Haberberger, Inc.  
PayneCrest Electric  
RockHill Mechanical Corp  
Sachs Electric Co.

#### CATEGORY B

Aschinger Electric Co.  
Boyer Fire Protection  
Kaemmerlen Electric  
Kaiser Electric, Inc.  
OJ Laughlin Plumbing Co.  
Pipe and Duct Systems LLC  
Parkway Construction Services  
R.F. Meeh Co.  
Schaeffer Electric Co.

### Specialty Subcontractor 2019

#### CATEGORY A

Collins & Hermann  
Fenix Construction Co.  
Flooring Systems, Inc.  
Golterman & Sabo  
John J. Smith Masonry Co.  
Niehaus Building Services LLC  
T. J. Wies Contracting, Inc  
Wies Drywall & Construction

#### CATEGORY B

AME Constructors  
BAZAN Painting Co.  
Bloomsdale Excavating Co.  
Hoette Concrete  
P.M. Leach Painting Co.  
Signature Craft

### Service Provider/Supplier 2019

Enterprise Bank and Trust  
J.D. Kutter  
K & K Supply  
Montgomery Bank

NuWay  
Precision Analysis  
Seal the Deal Too



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P.O. Box 510743  
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www.asamidwest.com





## **ASA Midwest Council Has a New WEBSITE!!**

The ASA Midwest Council has a NEW & IMPROVED website!!  
Watch for enhanced features and benefits for our members in the coming months!

**PLEASE** take a few minutes to login to the new site and check out  
the new event registration features!

**Don't have your login information?** Just visit the login page, enter your email  
address and then select "FORGOT PASSWORD", you will receive an email  
with a temporary password so you can then login!

**If you have any issues, PLEASE contact [susan@asamidwest.com](mailto:susan@asamidwest.com)**  
**and we will walk you thru the login/registration process**



January has come and gone and with that, legislators have returned to Jefferson City and the 2019 Legislative Session is in full swing. The 100th General Assembly began at noon on January 9th, with the swearing-in of all the newly elected and re-elected Senators and Representatives.

Also being given the oath of office in January were newly appointed Attorney General Eric Schmitt and newly appointed Treasurer Scott Fitzpatrick. Schmitt was halfway through his tenure as Treasurer when he was tapped by Governor Mike Parson to fill the vacancy in the Attorney General's office due to Josh Hawley advancing to the US Senate. Fitzpatrick had served as a State Representative from Shell Knob and was also the Chairman of the House Budget Committee when Parson gave him the nod to become the State's new Treasurer.

The beginning of a new session is also the opportunity for the Governor to give the State of the State Address. Governor Parson delivered his speech to a joint assembly of the House and Senate on January 16 and outlined his priorities for the upcoming session. Chief among those were workforce development and infrastructure. In addressing the workforce development issue, Parson put forth the idea of a program called "Fast Track". The program would be an infusion of \$75 million to "allow Missourians to receive advanced training in high-demand areas largely taught at our community colleges, technical schools, and colleges and universities", Parson said.

Governor Parson also announced he is adding \$5 million in broadband funding. He noted that the state has around ten school districts and many rural areas that have no access to high-speed broadband. Finally, the Governor mentioned the issue of road and bridge funding when he announced a plan to put forth a \$351 million bonding issue to construct or repair 250 bridges across the state.

Several proposals have also been filed by legislators to address highway funding since the failure of Prop D in the November election. One measure would require that 0.5% of state sales taxes collected shall be deposited into the state road fund. Another proposes a constitutional amendment which would allow MoDOT to collect tolls on interstates and four lane highways. Also filed is a constitutional amendment to allow a portion of motor vehicle registration fees, adjusted for inflation, to be deposited into the state road fund.

Not surprisingly, the Prevailing Wage issue is on the radar again as well, even though all parties involved had agreed to compromise language last session. Senator Bill White of Newton County has filed Senate Bill 239, which allows political subdivisions throughout the state to pass an ordinance or resolution stating that prevailing wage laws shall not apply in their locality. This bill is not likely to advance but will certainly bear watching.

Three separate bills dealing with Right to Work have also been filed, with one specifying that individual counties across the state could enable Right to Work ordinances. None of these measures are expected to gain much traction during the session.

We will continue to report on ASA's legislative priorities and monitor all legislation that impacts ASA members and the construction industry as the legislative session progresses. You should be receiving weekly legislative update e-mails. If you are not, please reach out to Susan and she will make sure you are added to the distribution list. Please feel free to contact us any time with questions or concerns about the 2019 Legislative Session. Nikki Strong, Strong Consultants.

# ASA Midwest Council Members

Acoustical Ceilings, Inc.  
Advanced Environmental Svcs  
Affton Fabricating & Welding  
Ahern Fire Protection  
AME Constructors  
American Burglary & Fire, Inc.  
American Steel Fabrication, Inc.  
Aqueduct Plumbing LLC  
Architectural Sheet Metal Systems  
Archview Metal Systems Co.  
Aschinger Electric  
Aspen Waste Systems  
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  
Building Point Mid-America  
C.E. Bollmeier Company, Inc.  
C. E. Jarrell Contracting  
CK Power  
CMIT Solutions  
CNA Surety  
CSA Advisors LLC  
Cardinal Environmental Operations  
Cee Kay Supply  
Century Fire Sprinklers, Inc.  
CliftonLarsonAllen, LLP  
Collins & Hermann  
Common Sense Solutions  
Corrigan Company  
Doll Services and Engineering  
Drilling Service Company  
Dynamic Controls, Inc.  
ELCO Chevrolet Cadillac  
Enterprise Bank & Trust  
Equipment Share  
Event Productions, Inc.  
Fabick CAT  
FBM  
Fenix Construction Co. of STL  
Flooring Systems, Inc.  
Foreman Fabricators

Foundation Supportworks by Woods  
Freeman Contracting  
Frost Supply  
Galloway, Johnson, Tompkins,  
Burr & Smith  
George McDonnell & Sons  
Golterman & Sabo  
Grant Contracting  
Guarantee Electrical  
H & G Sales, Inc.  
Haberberger, Inc.  
Hager Companies  
Hanenkamp Electric  
Hansen's Tree, Lawn & Landscaping  
Hawkins Construction & Flatwork  
Hayden Wrecking  
Heitkamp Masonry  
Hoette Concrete  
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  
KAM's Mechanical LLC  
Kay Bee Electric  
Kent Companies LLC  
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  
Montgomery Bank  
Mueller Prost

Murphy Company  
Negwer Door Systems  
Niehaus Building Services  
NuWay  
O.J. Laughlin Plumbing Co.  
On Site Companies, Inc.  
P & A Drywall Supply  
P.M. Leach Painting Co.  
Parkway Construction Services  
Patterson's Hospitality Agents LLC  
PayneCrest Electric  
Pearl Street Electric, LLC  
Pipe and Duct Systems  
PPG Paints  
Precision Analysis, Inc.  
Professional Installers  
Professional Metal Works, LLC  
R.F. Meeh Co.  
RJP Electric  
Raineri Building Materials  
Ravensberg, Inc.  
Rebar Specialists Installation  
Rental Supply, Inc.  
Rock Hill Mechanical Corp.  
RubinBrown LLP  
Sachs Electric Company  
Safety International, LLC  
Sandberg, Phoenix, von Gontard  
Schaeffer Electric Co., Inc.  
Schmersahl Treloar & Co.  
Seal the Deal Too  
Seiler Instruments  
SFW Partners, LLC  
The Sherwin-Williams Co.  
Signature Craft  
Sikich LLP  
Smash-It  
St. Louis-KC Carpenters Reg Council  
Stylemaster Apparel, Inc.  
Sunbelt Rentals  
Swanson Masonry, Inc.  
T.J. Wies Contracting  
Taylor Excavating  
Team Industrial Services  
Tradesmen International  
TROCO Custom Fabrication  
UHY LLP  
United Rentals  
Vee-Jay Cement Contracting  
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. Interested in joining a committee? Contact Susan Winkelmann, ASA Executive Director-[susan@asamidwest.com](mailto:susan@asamidwest.com) or 314.845.0855*

## **MEMBERSHIP**

The ASA Membership Committee is asking for your help. If you know a subcontractor who could benefit from the resources that ASA brings to its members, let us know. The benefits of ASA membership are many and our committee is very focused on adding quality new members. Contact Chris O'Hagan at (314) 444-4949 or by email at [chris@jdkutter.com](mailto:chris@jdkutter.com).

## **SAFETY**

The safety committee meets the fourth Thursday of the month at 4:00pm. The location varies by month. We are growing as a committee, and are always looking for more members. Please consider sending someone from your staff to join our committee. Let's be Always Safety Aware! Due to everybody's busy schedule please call to confirm we are meeting this month. Call Rose Kastrup at 417 761-4194 for more information about the Safety Committee. Our new Safety Committee Co-Chairs are Rose Kastrup with CSA Advisors & Steve Williams with Bell Electrical.

## **CONTRACT REVIEW**

The Committee is in the process of reviewing the subcontract of Layneco Construction Services, LLC (O'Fallon, MO).

If you have questions regarding the contract review service, contact committee chair, Dick Stockenberg, Sandberg Phoenix, von Gontard [rstockenberg@sandbergphoenix.com](mailto:rstockenberg@sandbergphoenix.com).

## **PROGRAMS**

The ASA Programs Committee is putting the finishing touches on 2019. Our goal is to continue to provide relevant programming to all our members. Registration information for our First Quarter Seminar is available online. "What Banks and Bonding Companies Look For" will help you better understand how to maximize cash flow, bank credit and bonding capacity by providing an increased understanding of the Work In Progress schedule and deeper insight into your company's balance sheet and income statement. Additionally, we continue to focus on our friends on the Illinois side of the river by hosting a GC Lunch with Contegra in June. If you have questions, please contact either of our Programs Committee Co-Chairs:

**Chris O'Hagan, [chris@jdkutter.com](mailto:chris@jdkutter.com) OR Steve Albart, [salbart@enterprisebank.com](mailto:salbart@enterprisebank.com)**

# 2019 SUBExcel

## ASA - We Build Excellence

**The premier education and networking event for subcontractors, specialty trade contractors, and suppliers!**

SUBExcel is the annual national convention of The American Subcontractors Association. There are many perks of attending SUBExcel:

1. Get proven business tips from acclaimed speakers that will transform your company and your bottom line to succeed in today's construction markets.
2. Learn about the latest productivity-enhancing products and services provided by ASA exhibitors.
3. Enjoy the luxury hotel accommodations.
4. Enjoy special events, including the ASA President's Welcome Reception and the Final Reception & Banquet.
5. Take a deeper look at your industry, your chapter, and your association and be part of mapping our industry's path forward in ASA's task force, committee and council meetings.
6. And much more!

Whether you have been working in construction for a long time and are cautious about technology, or you are a tech-savvy millennial who is quick to see the benefits of technology, one thing is certain: technology in construction is here to stay. Two-thirds of general and specialty trade contractors report significant improvements to the flow of project information after incorporating mobile technologies for project teams; three-fourths of these find they have better collaboration among team members; and more than two-thirds of these report improved productivity, according to McGraw Hill Construction. More and more owners will only demand that quality work be done faster and technology will allow you to make that happen.

In keeping with this idea, the theme of SUBExcel 2019 will be "Technology—for Millennials to Dinosaurs." Several education workshops will focus on technology. Visit the Program for more information!

There are always a number of good reasons why you and your employees should join us for our annual convention, but this year's SUBExcel 2019, which will take place March 6-9, 2019, at the Renaissance Nashville in Nashville, Tenn., will offer something special:

1. High-energy speakers.
2. Top-notch business education workshops.
3. Networking opportunities, including the ASA President's Welcome Reception, networking breaks and the Final Reception & Banquet.
4. A hotel offering luxury accommodations located in the business district of downtown within walking distance of major attractions.
5. Built-in free time to explore Nashville.
6. And more!

SUBExcel 2019 promises to be the single event of the year that you won't want to miss! Registrants are encouraged to arrive in Nashville in time to attend the ASA President's Welcome Reception on Wednesday, March 6. The annual convention will kick off the next morning and will continue through Saturday, March 9.

Don't miss it! Online registration is now available at <https://asa.events.idloom.com/SUBExcel2019>





**It's that time of year ...  
Deadline for Posting  
OSHA 300A Summary Approaching**

Employers who are required to track workplace injuries and illnesses under 29 CFR 1904 must post a paper copy of the 300A Summary from February 1 through April 30. If the e-Submit requirement applies to you, you must submit your 2018 300A Summary data to OSHA by March 2, 2019, using the Injury Tracking Application on the OSHA website.



**New Memo Clarifies OSHA Stance on  
Post-Incident Drug Testing**

**Federal Transit Administration Will Raise  
Minimum Random Drug Testing Rate  
to 50% in January**

In a recent letter from the Acting Administrator, the U.S. Department of Transportation's Federal Transit Administration (FTA) announced that it will increase the minimum rate of random drug testing from 25% to 50% of covered employees for employers who are subject to the agency's drug and alcohol regulation. The change will take effect on January 1, 2019. The letter notes that the increased random drug testing rate results from a recent uptick in the proportion of violations identified through random drug testing. The required minimum random testing rate for alcohol is unaffected and will remain at 10% for 2019. To view the letter in its entirety, visit the FTA website.

<https://www.transit.dot.gov/sites/fta.dot.gov/files/docs/regulations-and-guidance/ccam/policies-programs/118686/fta-dear-colleague-letter-2019-random-drug-testing-rate-increase-final-10-17-18.pdf>

**SUBMIT YOUR ASA SAFETY AWARD  
APPLICATION BY FEBRUARY 18th!**

***\*\*WATCH YOUR EMAIL FOR THE SAFETY AWARD  
APPLICATION FOR THE ANNUAL ASA MIDWEST COUNCIL SAFETY  
AWARD! APPLICATIONS ARE DUE BY FEBRUARY 18, 2019.***

***YOU WILL NEED TO INCLUDE YOUR OSHA 300A FORM FOR 2018  
ALONG WITH THE COMPLETED APPLICATION TO BE CONSIDERED  
FOR THE ASA SAFETY AWARD. WINNERS WILL BE CHOSEN USING A  
BLIND EVALUATION PROCESS BY THE SAFETY COMMITTEE\*\****

***Questions? Contact ASA Safety Co Chairs:  
Rose Kastrup, CSA Advisors; OR  
Steve Williams, Bell Electrical Contractors.***

The Occupational Safety and Health Administration (OSHA) recently issued a memorandum clarifying the agency's position that its final rule — published in May 2016 — that prohibits employer retaliation against employees for reporting work-related injuries or illnesses, does not prohibit workplace safety incentive programs or post-incident drug testing. Through the guidance, the agency clarifies that it believes that many employers who implement safety incentive programs and/or conduct post-incident drug testing do so to promote workplace safety and health, and further states that action taken under a safety incentive program or post-incident drug testing policy would only violate OSHA's anti-retaliation rule if the employer took the action to penalize an employee for reporting a work-related injury or illness rather than for the legitimate purpose of promoting workplace safety and health. The memo also states that most instances of workplace drug testing are permissible.

Previously, OSHA indicated that employers could not use "drug testing (or the threat of drug testing) as a form of adverse action against employees who report injuries or illnesses." Instead, employers were limited to drug testing when there was a "reasonable possibility" that drugs or alcohol contributed to the accident or injury. For specific examples of permissible drug testing or for more information, view the memorandum in its entirety, and be sure to share it with your clients who may be uncertain about OSHA's position on post-incident drug testing. The memorandum may be viewed in its entirety by visiting below:  
<https://www.osha.gov/laws-regs/standardinterpretations/2018-10-11>

INTERESTED IN SPONSORING AN UPCOMING MEETING?  
ONLY \$250-CONTACT [SUSAN@ASAMIDWEST.COM](mailto:susan@asamidwest.com) FOR DETAILS!

***Advanced Environmental Services  
Hager Companies  
Hawkins Construction & Flat Work  
Mueller Prost***

*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](mailto:susan@asamidwest.com)*

**Join a committee today.**

**Membership**

(Chris O'Hagan/Matt Tucker)

**Programs**

(Chris O'Hagan/Steve Albart)

**Golf** (Jennifer Church)

**Advocacy** (Tim Thomas)

**Awards Gala**

(Molly Spowal /Rick Swanson)

**Construction Showcase & BBQ**

(Amy Heeger/Rick Williams)

**GC Expo**

(Walter Bazan, Jr. /Tim Thomas)

**Safety**

(Rose Kastrup/Steve Williams)

**Brand Development**

(Stephanie Woodcock)

**Contract Review**

(Dick Stockenberg)



**WOMEN OF ASA WE NEED YOU!!**

**WE ARE FORMING A WOMEN'S PEER GROUP  
AND NEED ALL WOMEN OF ASA TO JOIN US!  
WATCH YOUR EMAIL FOR  
DETAILS COMING SOON!**

# 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
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- 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



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Contact Susan Winkelmann  
[susan@asamidwest.com](mailto:susan@asamidwest.com)

