

JUNE 2023

JUNE

June 21
Monthly Dinner Meeting
Syberg's on Dorsett

Well summer is officially here. Where did the time go? It feels just like last month I was writing my first newsletter article and now I am writing my last.

JULY

July 19
Monthly Lunch Meeting
Fabick HQ

Serving as president for the last year has been a great experience. I met so many great people and learned so much. I was pushed out of my comfort zone and was able to personally accomplish so much. When I was asked to be on the board I was hesitant. I thought I don't have time, I can't do this, someone else will do it. I came up with every excuse not to do it but so glad I said yes. I was told when I joined ASA "You only get out of ASA what you put in" So true!!! Take time, get involved, make a difference for ASA and you will get everything and more back. I am honored to have worn the name tag with president on it and will be honored to wear one that says past president for years to come.

AUGUST

August 16
BPI in a Box LUNCH Mtg.
Syberg's on Dorsett

SEPTEMBER

September 20
Monthly Dinner Meeting
Syberg's on Dorsett

I would like to thank everyone that has helped me through this journey. There are so many great people that will lend a hand anytime you ask. One special "Thank You" goes to Susan Winkelmann, she is truly the glue that holds everything together. We would all be lost if it was not for her. This organization has always done great things and will continue to do great things as presidents come and go. The next president I know will do a great job. Denny Voss will be leading this great organization through another year, and I wish him all the luck in the world.

OCTOBER

October 2
ASA MWC Golf Tournament
Whitmoor Country Club

In closing, thank you to everyone for the added friendships and great memories.

*For a complete list of all
upcoming ASA MWC
meetings and events visit
our website
www.asamidwest.com*

Dan Tucker
MC Mechanical Services
President, ASA MWC
314.707.7595 | dtucker@mcservicestl.com

Syberg's on Dorsett
2430 Old Dorsett Rd
Maryland Heights, MO 63043

June 21, 2023 | 5:30 to 7:30 p.m.
Annual Meeting & Safety Presentation |
\$42 ASA members | Dinner/Hosted Bar

The ASA WOMEN'S COUNCIL | *She's Built For This*

The purpose of our women's peer group is to become a valuable resource for women in the construction industry and related fields. Our goal is to help woman **Build. Community.** by providing resources needed to build relationships; be a source of information & support; and to provide connections & networking opportunities to all women from our member companies and the STL construction industry as a whole!

For more information & to join our peer group contact the "She's Built For This" committee co-chairs:

Jennifer Church, United Rentals | jchurch@ur.com

Stephanie Woodcock, Too Creative | stephanie@toocreativestl.com

Susan Winkelmann, ASA Midwest Council | susan@asamidwest.com



June 21, 2023
Monthly **DINNER** Meeting

Syberg's on Dorsett
2430 Old Dorsett Rd / Maryland Heights, MO
5:30 to 7:30p.m.

Join us for the ASA Monthly **DINNER** Meeting on Wednesday, June 21st at 5:30 p.m. for Dinner, Hosted Bar & safety program featuring 2023 OSHA & DOT updates.

| Program includes 2023 Safety Updates |

*Presented by ASA MWC Safety Committee Co-Chairs
Rose Kastrup, CSA Advisors and Steve Williams, Bell
Electrical Contractors.*

- ✓ OSHA National and Local Special Emphasis Programs
- ✓ Updated Penalty (fines) Structure
- ✓ New Citations by Instance Policy
- ✓ 2023 DOT Updates

SYBERG'S ON DORSETT
2430 Old Dorsett Road
Maryland Heights, MO

MEETING AGENDA:

NETWORKING & COCKTAILS | 5:30 to 6:15 p.m.
BPI (*SUBS & SUPPLIERS ONLY*) 5:45 to 6:15 p.m.
ANNOUNCEMENTS & DINNER | 6:15 to 6:45 p.m.
ASA MWC Election of 23-24 Board | 6:45 p.m.
PROGRAM | 6:50 to 7:30 p.m.

Registration includes Dinner, Hosted Bar & Program
\$42 ASA Members | \$65 NON ASA Members
\$250 Meeting Sponsorship (includes two attendees)

Register online-www.asamidwest.com
by Friday, June 16, 2023

*(Attendees not cancelled by 6.16.23. will be charged
per ASA cancellation policy. No refund after 6.16.23.
but you may always send someone in your place if
you are unable to attend the meeting)*

ASA MEANS BUSINESS

Membership Benefits!
How ASA Helps YOU!

ASA's Legislative involvement on the State & National Level to provide representation of Subcontractors & Suppliers in the Construction Industry in Jefferson City and Washington DC.

Ongoing Work to Improve Laws & Regulations affecting the construction industry

Protecting Your Contract Rights via legislative and contract review activities

Chapter Contract Review Committee with member access to a library of reviewed GC contracts

Business Practices Interchange (BPI) sessions to gain first-hand knowledge of GC's, from peers

Building Your Business & Management Skills thru relevant training and resources provided locally & nationally

Enhancing Your Professional Status with area General Contractors via networking opportunities at our Awards Gala, GC Expo, and Golf Tournament.

Networking Opportunities with Subs & Suppliers who Share Your Concerns, and the opportunity to share ideas with peers

Outstanding Educational Seminars, Publications and Materials, to build your professional knowledge of the industry.

Assistance with improved Job Safety & Working Conditions with information and resources provided by ASA Midwest Council Safety Committee

Access to MEMBER ONLY Safety information, including monthly **TOOL BOX TALK** topics updated each month

ASAdvantage Program & local Affinity Programs to provide member only discounts on important goods and services needed to conduct business efficiently

Did you know? ASA offers a discount on all your UPS shipping needs thru our ASA UPS Savings Program

Member Savings Include:

50% on Domestic Next Day / Deferred

30% on Ground Commercial / Residential

Up to 50% off International Imports / Exports

Plus, UPS Smart Pickup® service is free

TIPS ON PREVENTING THE HIGH COST OF TURNOVER

I am not sure what happened, but finding and keeping good people has become nearly impossible. Over the last year, I have cycled through 25+ employees; when my whole team is 30 people, that is a lot. I know I am not the only one, and many of you have gone through the same. Now being in a bit more stable position (knock on wood, I don't want to jinx it), I have also learned some important lessons through this experience. The most important thing I have learned is that when people need to keep their jobs, it hides many flaws in the company's leadership. Meaning when people need to keep their jobs, they are willing to put up with bad leaders, but when they can get a different job the next day, they are not so willing to put up with a lack of leadership.

As the founder, owner, or person at the top, you are the company's psychology, vibe, and heartbeat. Your good traits, such as dedication, motivation, and hustle mentality, can be seen in your company, but your bad ones can also come through. Your impatience, lack of clarity, and know-it-all attitude are visible to employees too. The first step is self-reflection to see which of your less-than-desirable traits is causing the most damage. If you have trouble seeing which of your traits is negatively affecting your company, I highly recommend the help of a life/business coach. They can help you see things in a way you never have before. With the help of my coach, my failure at communication, specifically a lack of clarity, was causing the biggest issues at my company.

My lack of clarity issues is probably very familiar to someone who starts a business because they are good at what they do. You think everyone knows what you do; they know how to paint the right way, they know how to install flooring the right way, and they know how to deal with the customers the right way. It all seems obvious to you, and the new team member has experience in the construction industry. Surely they know the same things you do. They don't... One of the most effective ways to reduce turnover is to be clear on what is expected.

A well-written job description is a great tool to clarify what is expected in a role. Even if you don't have an HR department, you can draft a great job description. If you already have one, you can start with that as your basic outline of what the new team member will be expected to do. If you still need to get a detailed job description, start by imagining what you want this new team member to do in a day and write down a sentence or less describing everything this new team member will do. Once you have this outline, you can add two or three more sentences to describe the activity, but you want to keep the job description two pages or under. You can have a more detailed description of a specific process you create for that activity in a training manual. It is very helpful to bring the job description to the interview so you can explain exactly what will be expected in the position. On the new team member's first day, review the job description with them and have them sign that they understand everything.

Another important tool for workplace clarity is a well-written and up-to-date employee handbook. An employee handbook does two very important things. It lets everyone know the ground rules and CYA (cover your ass). If you have any employees, you need an employee handbook. It is easier to start initially than get team members already working for you to agree to the handbook's terms. The following is a list of things that should be included in your employee handbook:

- Mission/Vision – Now more than ever, people want to know that they are making a difference and are part of a team doing the same. Taking time to create a Mission statement, truly reaching for it, and giving examples of when you meet it is huge to the leadership journey.
- Values – What are the company's values, what do you want to be known for? When you act in accordance with the company's values, your team will too, and that is what the customer will experience.
- Attendance – When you expect everyone to show up and what time they get to leave.
- Breaks & lunch – when do they get to take breaks, lunches, and for how long.
- Time Off – If they need time off, who do they ask? Do you offer paid time off? How much? When do they earn it?
- Holidays – what holidays are you off, and do you offer paid holidays?
- First 90 days – It is a good idea to have the first 90 days be a probationary period where you can find out if this new team member is fit and have a check-in every 30 days to go over the things that are going well or things that need improvement.
- Reviews – When and how will reviews be conducted? After the 90 probationary period, it is good to have a review at least twice a year, once in the middle of the year to tell them what they need to improve if they want to see a raise at the next review.
- Benefits – do you offer any other benefits? When are they eligible, and what are the guidelines?
- Equal opportunity employer. – You provide equal employment opportunities to all applicants.
- Anti-Harassment Policy – That harassment of any type is unacceptable and how to file a complaint.
- Conflicts of Interest & Confidentiality – The team member will not take actions that conflict with the company's interest. The information they learn while employed is confidential and not to be shared outside the company.
- Safety Policy – What the company is doing and what the team member needs to do to ensure a safe work environment.
- Disciplinary policy – When a team member is not doing what is required, how many warnings do they get before being fired? Ensure all warnings are in writing and signed off on by the team member.
- Work From Home Policy – If working from home is part of their employment, explain what is expected when they work from home.

This is not an inclusive list, but just some ideas to start. If it is important to you, let people know by putting it in your employee handbook.

The second most important part of having an employee handbook is prioritizing everyone following what it says. That means as soon as you see something out of line, you need to have a hard conversation and address it immediately. There will always be a test to see if you mean what you say. It is important for all your team members to address issues immediately and not let them linger. Challenging times such as now are what make great leaders, but you have to put in the work and do the hard things no one else is willing to do.

By Karalynn Cromeens, Esq., The Cromeens Law Firm, PLLC

CONGRATULATIONS TO OUR

2023 *Emerald City Awards Gala* Winners

380 attendees celebrated the STL Construction Community on April 22, 2023!

General Contractor of the Year

Category A

Tarlton Corporation

Category B

Kozeny-Wagner

Category C

United Construction Ent. Co. of St. Louis

MEP Subcontractor

Category A

Guarantee Electrical

Category B

Bi-State Fire Protection

Specialty Subcontractor

Category A

T. J. Wies Contracting

Category B

Leach Painting Company

Service Provider/Supplier

Enterprise Bank & Trust

ASA Legacy Award Winner

Richard Stockenberg, The Stockenberg Law Firm

GC Office Employee of the Year

Meredith Greene, BEX Construction Services

GC Field Employee of the Year

Matt Knickmeyer, Tarlton Corporation

2022 Safety Award Winners

Div. I	Murphy Company
Div. II	T.J. Wies Contracting
Div. III	Bell Electrical Contracting
Div. IV	Hayden Wrecking
Div. V	Swanson Masonry, Inc.
Div. VI	Grant Masonry Contracting

For event photos visit www.asamidwest.com

Upcoming ASA Midwest Council Meetings & Events



June 21

***ASA Monthly Member **DINNER** Meeting
Syberg's on Dorsett***

July 19

***ASA Monthly Member **LUNCH** Meeting
Fabick HQ***

August 16

***BPI in a Box **LUNCH** Meeting (Subs & Suppliers Only)
Syberg's on Dorsett***

September 20

***ASA / SITE Joint Member **Dinner** Meeting
Syberg's on Dorsett***

October 2

***ASA Midwest Council Golf Tournament
Whitmoor Country Club***



[SCAN QR CODE TO VISIT ASAMIDWEST.COM TO REGISTER FOR ANY EVENTS](https://asamidwest.com)
[Event registration 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 Midwest Council needs your time and talent!



**Are you a new member looking to get more involved with the ASA?
Or perhaps you are a long time member, and have never joined a committee!**

**We are always looking for committee members to assist with our
quarterly events, as well as the ongoing committees,
that help run the organization & further ASA's goals!**

**If you are interested in joining a committee, contact executive director,
Susan Winkelmann 314.845.0855 or susan@asamidwest.com**

ATTENTION ASA MEMBERS | Membership Dues Renewal Time!

RENEWAL TIME HERE!

INVOICES WERE EMAILED ON MAY 9TH | Payment due 6.30.23

DID YOU KNOW?

**Your ASA membership is a company membership, so all employees
are members of ASA for the low annual rate of \$945.**

Questions? Contact susan@asamidwest.com | 314.845.0855

THANK YOU to the MEMBER COMPANIES that attended our May Monthly Meeting

*A1 Professional Asphalt
Archkey Sachs
Armanino LLP
Bazan Painting Co.
Bell Electrical
Corrigan Company
D&L Painting and Drywall
Deltek*

*Enterprise Bank & Trust
Golterman & Sabo
JD Kutter
K&K Supply
Luby Equipment
MC Mechanical
Meyer Painting Co.
Midwest Monogram*

*MJ Products Co.
Montgomery Bank
Pipe and Duct Systems
R.F. Meeh
Reinhold Electric Co.
Schmersahl Treloar
SFW Partners
Sunbelt Rentals*

*The Daniel and Henry Co.
The Stockenberg Law Firm
T J Wies Contracting
Too Creative
United Rentals
USI Insurance Services
Vision Electric*

ASA Midwest Council Golf Tournament

October 2, 2023 | Whitmoor Country Club | 11:30 am. Tee Time

SAVE THE DATE



REGISTRATION INFORMATION COMING SOON
visit www.asamidwest.com for details

The 2023 legislative session came to a close at 6:00 pm on Friday, May 12, and will likely be remembered as being filled with missed opportunities. Many bills that were close to passing became casualties of dysfunction in the Senate during the final days of session. While House members spent the final hours of session passing numerous pieces of legislation, the Senate became a place of drawn-out theatrics that plagued the passage of many bills in the final hours. Each senator has substantial power to hold the floor for an extended period of time, but the final week saw this practice taken to the extreme as a handful of senators used this power to hold the entire body hostage in order to pass their own policy objectives.

The result was another year where very few policy-related bills found their way to Governor Mike Parson's desk. Of the over 2,000 bills that were filed this session, only 41 policy bills await the Governor's signature.

Several priority bills fell victim to the delay tactics, including initiative petition reform, which was a priority of the Speaker of the House, legislation to limit the ownership of Missouri farmland by foreign investors, and a provision to legalize sports betting in Missouri. We are certain each of these topics will be revisited next session.

The Fiscal year 2024 budget is probably the highlight of the legislative session, as many big-ticket capital improvement projects found their way into the budget as a result of the massive cash surplus currently in the state coffers. At the top of this list is the \$2.8 billion earmarked to widen and improve Interstate 70 across the state. Also included is \$25 million for environmental impact studies for Interstate 44 and U.S. Route 63 to prepare for improvements to those roadways as well.

Several provisions of interest to members did make their way to the finish line this year,

including language to privatize Missouri Employers Mutual Insurance Company. The company was started by state statute in 1993 to address a crisis in the workers' compensation market. According to supporters of the bill, that crisis no longer exists and paved the way for passage of the legislation.

Also awaiting action by the Governor is HB417, which contains several provisions relating to employment skills, including an income tax credit for taxpayers who hire an apprentice or intern, and a provision to make grants available to employers for each employee who obtains upskill credentials.

The Governor has until June 30 to determine if he will sign or veto budget related bills and must decide the fate of policy bills by July 14. Bills that are signed into law will become effective on August 28, unless the bill has an emergency clause or specific date of implementation.

Thank you for the opportunity to represent you in Jefferson City, and please don't hesitate to contact us should you have any questions regarding legislation or political happenings around the state.

We will continue to keep you updated on political events in Jefferson City and around the state as they happen. Nikki Strong, Strong Consulting Group.



**FOLLOW ASA MIDWEST COUNCIL
ON LINKEDIN,
TWITTER & FACEBOOK!**

ASA Midwest Council Members

A-1 Professional Asphalt & Sealing	Foreman Fabricators	National Sales Company
Acoustical Ceilings, Inc.	George McDonnell & Sons	Negwer Door Systems
Affton Fabricating & Welding	Golterman & Sabo	Nu Way
All American Painting Co.	Grant Contracting	O.J. Laughlin Plumbing Co.
AME Constructors	Grasser Electric	On Site Companies, Inc.
American Steel Fabrication, Inc.	Guarantee Electrical	P & A Drywall Supply
Aqueduct Plumbing LLC	H & G /Schultz Door Inc.	Parkway Construction Services
Archview Metal Systems Co.	Haberberger, Inc.	PayneCrest Electric
Armanino LLP	Hanenkamp Electric	Pirtek Overland
Aspen Waste Systems	Hansen's Tree, Lawn & Landscaping	Pipe and Duct Systems
Bazan Painting Company	Hawkins Construction & Flatwork	Precision Analysis, Inc.
Bell Electrical Contractors	Hayden Wrecking	Professional Metal Works, LLC
Bene Smart	Heitkamp Masonry	R.F. Meeh Co.
Benson Electric Company	Imperial Metal Company	RJP Electric
Bi-State Fire Protection Corp.	Integrated Facility Services	Ravensberg, Inc.
BluSky Restoration	Irwin Products	Reinhold Electric, Inc.
Boyer Fire Protection	JD Kutter	Rental Supply
Budrovich	J.F. Electric	Ritchie Bros
C.E. Bollmeier Company, Inc.	J & S Industrial Services	Rock Hill Mechanical Corp.
C. E. Jarrell Contracting	J.W. Terrill	RubinBrown LLP
C&R Mechanical	John J. Smith Masonry	Sachs Electric Company
Capital One	K & K Supply	Sandberg Phoenix
Central Power Systems & Services	Kaemmerlen Electric	Schaeffer Electric Company
Century Fire Sprinklers	Kaiser Electric	Schmersahl Treloar & Co.
CK Supply	KAM's Mechanical LLC	Seiler Instruments
CliftonLarsonAllen LLP	Kay Bee Electric	SFW Partners, LLC
CMIT Solutions	Kirby-Smith Machinery, Inc.	The Sherwin-Williams Co.
CNA Surety	Knapheide Truck Equipment	Siemens
CSA Advisors LLC	Lawrence Fabric & Metal Structures	Sikich LLP
Cardinal Elevator	Leach Painting Company	Stylemaster Apparel, Inc.
Century Fire Sprinklers, Inc.	Liberty Mutual Surety	Sunbelt Rentals
Cooperworks Industries	Lindberg Waterproofing	Swanson Masonry, Inc.
Corrigan Company	Linek Plumbing Co.	Titan Carpentry LLC
DJM Ecological Services	Luby Equipment Services	T.J. Wies Contracting
D&L Painting and Drywall	Marketeer, Inc.	Taylor Excavating
Deltek	Maxim Crane Works LP	The Daniel and Henry Company
Drilling Service Company	Metal Supermarkets	The Stockenberg Law Firm
Dynamic Controls, Inc.	Meyer Painting Co.	Too Creative
E. Meier Contracting	MC Mechanical	Total Contractors Services LLC
ELCO Chevrolet Cadillac	Mid-America Carpenters Reg. Council	TROCO Custom Fabrication
Empire Fence & Custom Iron Works	Midwest Elevator	UHY LLP
Enterprise Bank & Trust	Midwest Monogram Promotions	United Rentals
Fabick CAT	MJ Products	UNITS Moving and Portable Storage
FastTrac Rentals LLC	Mold Solutions	USI Insurance Services
Federal Steel & Erection Co.	Modern Communications	Vee-Jay Cement Contracting
Flooring Systems, Inc.	Montgomery Bank	Vision Electric & Systems
	Murphy Company	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 or 314.845.0855



SAFETY

ASA MIDWEST COUNCIL IS Always Safety Aware! JOIN US AT THE JUNE 21st DINNER meeting, where the Safety Committee will present a 2023 OSHA & DOT UPDATE.

Check out the Safety page on the ASA website. Member only access to monthly Tool Box Talks is included in your ASA membership! For additional information regarding the ASA Safety Committee, or to join the committee, contact our Safety Committee Co-Chairs: Rose Kastrup with CSA Advisors at (417) 761-4194 or Steve Williams with Bell Electrical at (314) 447-9071.



MEMBERSHIP

Welcome to our FIVE new members this month! (see page 13 for list of new members)

If you know a subcontractor who would 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. For Additional information contact our Membership Committee Chairperson, Chris O'Hagan, JD Kutter. (314) 444-4949 or chris@jdkutter.com.

CONTRACT REVIEW

Did you know ASA Midwest Council has an extensive library of General Contractor contracts on file? These contracts have been reviewed by the Contract Review Committee, and include comments/suggestions of changes you may want to request during your contract negotiations. The contracts are available to ASA members only, and can be requested by sending an email to susan@asamidwest.com

If you have questions regarding the contract review service offered to our ASA members, please contact the Contract Review committee chair, Dick Stockenberg, ASA MWC chapter attorney, The Stockenberg Law Firm; richard@stockenberglawfirm.com

PROGRAMS

Do you have suggestions for upcoming speakers and seminar topics? We want to hear from our members to ensure we are providing the best content possible to meet your needs! Who would you like to hear from at a meeting? If you have suggestions or feedback, please contact our Programs Committee Chair: Chris O'Hagan, chris@jdkutter.com or executive director, Susan Winkelmann; susan@asamidwest.com

ASA Announces FASA Cares with Focus on Diversity, Suicide Prevention



The American Subcontractors Association recently announced the re-launch of their Foundation with a new initiative called FASA Cares. In 2023, FASA Cares will focus on two important topics currently facing the construction industry: Diversity & Inclusion and Suicide Prevention. These two initiatives were chosen as priorities because they align with the Foundation's vision of a safe, inclusive, ethical, and ecologically responsible workplace.

FASA was originally established in 1987 as a 501 (c)(3) tax-exempt entity to support research, education, and public awareness. FASA's mission is to "educate and equip subcontractors and suppliers with the education and resources they need to thrive in the construction industry. Additionally, FASA raises awareness about issues critical to and about construction in the United States."

The FASA Cares initiative is designed to connect subcontractors with the knowledge and resources they're seeking to provide support for those in need.

On Diversity & Inclusion, FASA is partnering with BuildCulture.org and their Culture of Care initiative as an Impact Champion. ASA has taken the pledge as an organization and is encouraging everyone in the construction industry to also take the pledge. Access resources and read more here: <https://www.asaonline.com/fasa-diversity-inclusion/>.

On Suicide Prevention, FASA has taken the pledge to Stand Up for Suicide Prevention with the Construction Industry Alliance for Suicide Prevention (CIASP) and is actively offering webinars and education sessions via ASA Chapters and the upcoming SUBExcel conference in Fort Worth, Texas. The construction industry currently has one of the highest suicide rates among all industries. Access resources and learn more here: <https://www.asaonline.com/fasa-suicide-prevention/>.

According to ASA CEO Richard Bright, these initiatives have been a long time coming. "With the complex environment that currently exists in the construction industry and society at large, ASA realized that the Foundation is the ideal vehicle to support our members with these key resources. People need help and they need to know that their peers and their profession will support them. That's why ASA is here and that's what the Foundation is for. We're proud to play a role in raising awareness of these critical issues."

In addition to FASA Cares, the Foundation also provides the industry with The Contractor's Compass, a monthly educational journal that features information, guidance, and practical business knowledge designed to help subcontractors succeed.



Age and Experience Matter in Workplace Injuries



Employees in their first year on a job account for 34% of workers' compensation claims, resulting in 7 million missed workdays.

After examining more than 1.2 million worker compensation claims from 2016 to 2020, a new study from The Travelers Companies, Inc. shows that an employee's time spent in a particular role and their age were driving factors in injury frequency and cost of claims, respectively.

The data clearly highlights two populations to watch when it comes to workplace injuries: new and aging employees. As employers navigate turnover and a multigenerational workforce, it's important that they stay aware of the risks that come with changing worker demographics so they can help keep employees safe and businesses running.

Employees in their first year on a job, regardless of their age or industry experience, represented more than one-third (34%) of all claims and accounted for nearly 7 million missed workdays due to injury.

Though they were injured less often than most other age groups, employees ages 60 and older had higher average costs per claim, totaling nearly 15% more than employees between the ages of 35 and 49 and approximately 140% more than those ages 18 to 24.

Other highlights from the report include:

- **The most common injuries** – At 38%, strains and sprains accounted for the most injuries, followed by fractures (13%); contusions (8%); inflammation (7%); and dislocations (7%).
- **The most common causes of injury** – Overexertion caused the most claims (29%), followed by slips, trips and falls (23%); being struck by an object (13%); motor vehicle accidents (5%); and caught-in or caught-between hazards (5%).

- **The costliest common claims** – Dislocations were the costliest of the most common injuries, coming in at almost three times the average cost per claim. Slips, trips, and falls were among the most common causes of injuries and cost 35% more than the average claim, closely followed by motor vehicle accidents (33%).

- **Workdays missed due to injury** – On average, the injuries analyzed resulted in 71 missed workdays.

The construction industry had the highest average number of lost workdays per injury (99 workdays), followed by transportation (77 workdays)

Injured employees from small businesses missed an average of 79 workdays.

Slips, trips, and falls caused employees to miss an average of 83 workdays, followed by motor vehicle accidents (79 workdays); overexertion (71 workdays); and being struck by an object (67 workdays).

As for the outliers, amputations led to some of the most expensive claims, costing nearly five times the average, followed by electric shock and multiple trauma injuries, such as breaking multiple bones at once. Together, these injuries accounted for slightly more than 1% of claims.

After an injury, an employee's road back to work can be difficult, and the longer they remain out, the harder it can be for them to return – especially if they're dealing with a psychosocial barrier, such as fear or worry. That's why a holistic approach to recovery is so critical, and why employers should promptly file claims after an incident – so that injured workers can immediately receive the help they need.

*For additional information regarding the ASA Safety Committee, or to join the committee, contact our Safety Committee Co-Chairs:
Rose Kastrup with CSA Advisors at (417) 761-4194
Steve Williams with Bell Electrical at (314) 447-9071.*

THANK YOU TO OUR MAY MEETING SPONSORS
BAZAN PAINTING CO | JD KUTTER | MC MECHANICAL | UNITED RENTALS

***Bene Smart
National Sales Company (NSC)
Rental Supply
Ritchie Bros
Schaeffer Electric Company***

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



**FOLLOW US ON FACEBOOK,
TWITTER & LINKEDIN!**

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 \$450/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

ASA Meeting Sponsorship

Highlight your company at an
ASA Monthly Meeting

Only \$250 to be a meeting sponsor.
Includes 2 Meeting Attendees

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
314 845-0855

Join a committee today.



Membership
(Chris O'Hagan)

Education/Programs
(Chris O'Hagan)

Golf
(Jennifer Church | Steve Cummins)

Advocacy
(Chris Sauer | Walter Bazan, Jr.)

Awards Gala
(Rick Swanson)

GC Expo
(Walter Bazan, Jr. | Tim Thomas)

Safety
(Rose Kastrup | Steve Williams)

Brand Development
(Stephanie Woodcock)

Contract Review
(Dick Stockenberg)



