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MERIT SHOP
CONTRACTOR
WISCONSIN

COMPLIANCE VS. CULTURE
WHAT REALLY MATTERS

BEFORE OSHA KNOCKS:
BUILDING AN AI SAFETY VAULT

BUILDING SAFETY
INTO EVERY PHASE OF THE JOBSITE

THE VALUE OF SAFETY



SAFETY

SUCCESS STARTS WITH A COMMITMENT

SAFETY IS MORE THAN A CHECKLIST. IT'S A COMMITMENT.
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SAFETY

SUCCESS STARTS WITH A COMMITMENT

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FROM OUR PRESIDENT

Safety Is More Than a Checklist. It's a Commitment.

ABC MEMBERS MEASURE SUCCESS IN MANY WAYS. Projects completed on time, budgets met, customers satisfied and businesses growing. But there's one measure of success that matters more than all the others: ensuring every worker goes home safely at the end of the day.

Safety has always been a cornerstone of ABC Wisconsin's mission. It's a responsibility shared by every contractor, supervisor and employee on the jobsite. And while the tools, technology and regulations surrounding safety continue to evolve, the goal remains the same: protecting people.

In this issue of Merit Shop Contractor, we're taking a closer look at how contractors can strengthen their safety programs, embrace new technology and build a culture where safety is more than a requirement. It's simply the way we do business.

Technology is creating exciting opportunities to identify hazards before they become incidents. In "**Before OSHA Knocks: Building an AI Safety Vault That Finds Risks Before the Inspector Does**," Charles Palmer and Kurt Ellison explore how artificial intelligence can help contractors take a more proactive approach to safety.

Additionally, there will come times when OSHA does visit a jobsite. Understanding and navigating OSHA requirements are the key to successful visits. In "Safety and OSHA on the Site," ABC Wisconsin Safety Director Don Moen shares his expertise on maintaining safe jobsites while meeting regulatory expectations.

Understanding the safety guidelines are important, but having the entire crew's buy-in is crucial.

That's the focus of "**Compliance vs. Culture: What Truly Matters?**" by ABC's Safety Committee Chair, Brent Thesing. Thesing explains that when safety becomes part of a company's culture, everyone benefits.

And in "**Building Safety Into Every Phase of the Jobsite**," Edgar Sanchez of Milwaukee Tool reminds us that safety doesn't begin when crews arrive on-site. He explores some of the new tools and features that are designed to protect crews as they work.

Together, these articles reinforce an important message: Safety isn't one person's job, one department's responsibility or one annual training session. It's a commitment that must be reinforced every day, on every jobsite.

At ABC Wisconsin, we're proud to support our member companies in that commitment. Our safety professionals provide training, consultation and resources to help contractors navigate regulations, reduce risks and create safer workplaces. Whether it's OSHA 10 and OSHA 30 training, specialized courses, or assistance with jobsite challenges, our goal is to give members the knowledge and tools they need to succeed.

A strong safety record isn't just good for employees. It's good for business. Contractors who prioritize safety protect their most valuable asset — their people — while strengthening productivity, reducing costly incidents and building trust with customers.

As you read this issue, I encourage you to consider what your company can do to take safety one step further. Sometimes it's adopting new technology. Sometimes it's improving a process. And sometimes it's simply having a conversation with your team about what safety means to them.

Those small actions can make a lasting difference.

> SAFETY HAS ALWAYS BEEN A CORNERSTONE OF ABC WISCONSIN'S MISSION.

Honoring Don Moen: Nearly 30 Years of Safety Leadership

As we dedicate this issue to safety, it's especially fitting that we recognize someone who has made an extraordinary impact on the safety of Wisconsin's construction workforce.

After nearly 30 years with ABC Wisconsin, **Safety Director Don Moen is retiring**, leaving behind a remarkable legacy.

Don was hired as ABC Wisconsin's first Safety Director, and he built our safety program into one of the association's most valuable member resources. Today, that program includes five safety professionals serving nearly 1,200 member companies statewide.

Over the years, Don has helped countless contractors develop stronger safety programs, navigate OSHA requirements and train their employees. He has been a trusted adviser during difficult situations, a passionate advocate for safety education and a driving force behind our annual SuperCon safety conference.

Don's leadership, dedication and friendship have made a lasting difference. We wish him all the best in his well-deserved retirement.

— Kelly Tourdot, President

By Brent Thesing – Safety Director for Wieser Brothers General Contractor, Inc.

COMPLIANCE VS. CULTURE

WHAT TRULY MATTERS?







Introduction

Walk onto almost any construction site and you can see compliance. Culture takes a little longer to find.

Hard hats, safety glasses, high-vis gear, guardrails, barricades, inspections, JHAs, SDSs and company policies show that safety requirements are in place. But here is the question every contractor should ask: What happens when the safety professional leaves, the superintendent turns the corner, or nobody is watching?

A company can have good policies, meet regulatory requirements and check every box on an inspection form, but none of that guarantees someone will make the right decision when it matters. Compliance gives us the standard. Culture is what people do with it.

Who Am I?

My name is Brent Thesing, and I have been the Safety Director for Wieser Brothers General Contractor for the past eight years. I have seen what can happen when an organization takes safety seriously from the top down. Outside of construction safety, I also serve as a first responder in my community. Between those roles, I have seen the work that goes into preventing incidents and what can happen when corners are cut, hazards are overlooked or someone takes a shortcut.

Those experiences have shaped how I view my job. My role isn't just enforcing regulations or pointing out what somebody is doing wrong. It is helping people recognize hazards, understand why expectations exist and feel comfortable speaking up.

One thing I have learned is that you cannot build a safety culture from the safety department alone. It takes everyone, from company leadership to the person holding the tool. Safety isn't a hired position; it is a culture built throughout the company.

Compliance or Culture?

"We do it because we have to" and "we do it because this is how we work" may sound similar, but there is a big difference.

Compliance is following a rule because there is a regulation, company policy or consequence attached to it. Culture is when that expectation becomes part of how the work gets done.

It is the electrician putting on safety glasses for a two-minute task. The carpenter replacing a guardrail instead of stepping around it. The

plumber stopping before entering an excavation that doesn't look right. The operator making eye contact before moving equipment.

Regulations give us minimum expectations, and we need them. The goal is to move beyond simply following rules to where employees understand the risk and make the right decision without needing someone to remind them.

What Does Culture Look Like in the Field?

You can tell a lot about a company's safety culture by watching how its crew's work.

It is a foreman taking five extra minutes before a difficult lift. A concrete crew checking access before trucks arrive. An HVAC installer asking for another set of hands. A steel erector speaking up because conditions changed from what was planned.

Most of those decisions will never make an incident report. That is the point. Those small decisions are often why an incident never happened.

Safe crews are usually productive crews too. When materials are staged correctly, access is planned, equipment is ready and everyone understands the plan, work goes better. Safety and production don't have to compete. Good planning helps both.



Changing the Conversation

How do we move from compliance to culture? Start by changing the conversation.

If employees only hear about safety during an inspection, after somebody gets hurt or when someone breaks a rule, safety will feel like enforcement. Talk about it the same way we talk about schedule, manpower, quality and production.

Morning huddles and pre-task planning shouldn't be another piece of paper to sign. What changed overnight? Who else is working nearby? What is different today? Where could somebody get hurt?

Instead of always telling the crew what the hazards are, ask them.

That is especially important on a multi-employer jobsite. Electricians, plumbers, carpenters, operators and concrete crews may all be working in the same area. One contractor changing their plan can create a hazard for somebody else.

Explain the "Why"

"Because OSHA says so" may technically answer the question, but it doesn't create much buy-in. It can leave employees thinking the company doesn't necessarily believe in the requirement—we are simply doing it because someone told us to. That is the difference between a compliance mindset and a culture mindset.

People are more likely to follow expectations when they understand why they exist. Explain what we are protecting them from and what could happen if a step gets skipped. Use examples from projects, close calls and incidents from our industry.

Employees don't need somebody reading regulations to them. They need supervisors and safety professionals who can connect those regulations to the work in front of them. Once people understand the reason behind an expectation, it becomes personal instead of just another rule.

> "COMPLIANCE GIVES US THE STANDARD. CULTURE IS WHAT PEOPLE DO WITH IT.

Ask the Person Holding the Tool

If you really want to know where the hazards are, talk to the person doing the work.

Safety professionals can recognize hazards, provide training, write policies and understand regulations, but we aren't experts at every trade. The person doing the task every day may see something we never will from the outside.

It is easy for a safety professional to point out what is wrong and explain why something cannot be done a certain way. The next step is working together to determine how the task can be completed safely and efficiently. That is where trade expertise and safety work together instead of against each other.

Ask what they see, what makes the task difficult and what would make it safer. Give people the authority to stop work when something doesn't look right and back them up when they do.

Recognize good catches and share lessons learned. When people see that speaking up leads to change, they are more likely to speak up again.

At Wieser Brothers, we continue to see that safety cannot belong to one person or department. Project managers, superintendents, foremen, craft workers, operators and trade partners all have a part in it. The safety department can help lead the effort, but the field is where it has to live.

Leadership Has to Go First

You can't expect people in the field to believe in something leadership is willing to overlook.

Employees notice what leaders pay attention to. If we discuss schedule and production every day but only talk about safety after somebody gets hurt, people notice.

Get out to the jobsites. Talk with employees. Ask what concerns they have. Recognize somebody who made a good call. Back up the superintendent or foreman who stops a task because the setup isn't right.

The real test comes when doing the right thing costs something.

Construction will always have schedule pressure, weather issues, manpower problems and unexpected conditions. If leadership walks past something unsafe because "we just need to get this done," employees remember it. They also remember when leadership says, "Stop, let's get this right," even when it costs time or changes the plan.

What leadership consistently accepts, supports and corrects eventually becomes the expectation in the field.

Use the Resources Around You

None of us have to figure all of this out alone.

ABC of Wisconsin members have resources available to help contractors strengthen compliance and safety culture. Training, toolbox-talk resources, consulting, jobsite assistance, regulatory support and educational opportunities can all be useful.

These resources can help smaller merit contractors without a full-time safety professional, as well as established safety departments looking for another set of eyes.

Ask questions. Attend training. Talk with other contractors and safety professionals.

Find out what works for others and share what works for you. We shouldn't have to learn every safety lesson the hard way.

Take an Honest Look at Your Company

Want to know if you really have a strong safety culture? Take an honest look at what happens in the field.

Programs such as ABC's STEP Safety Management System can help contractors evaluate their processes and find areas to improve. But the goal shouldn't simply be another certificate hanging on the wall.

Are field employees involved in safety or just being told what to do? Are supervisors having real conversations or collecting signatures? Will an employee stop work? What happens when someone reports a hazard? Does leadership support the safe decision when it affects production?

Those answers may tell you more about your culture than an inspection score ever will.

It Doesn't Matter What Is on the Side of the Truck

Safety culture doesn't belong to one trade.

Whether you are an electrician, plumber, HVAC contractor, concrete contractor, steel erector, carpenter, roofer, excavator, specialty contractor or general contractor, the basic idea is the same.

We all have regulations to follow. What each company gets to decide is what happens beyond those minimum requirements.

That is one of the strengths of the merit-shop construction community. We can learn from each other. Something that works for one contractor may work for another. A lesson learned on one project may prevent an incident on the next.

Compliance to Culture: Where Do You Start?

Moving from compliance to culture doesn't mean rebuilding your entire safety program. Start with simple things:

- Ask employees what hazards they see.
- Explain why safety expectations are in place.
- Recognize good catches and good decisions.
- Give employees stop-work authority and support them.
- Get leadership into the field.
- Share lessons learned between projects.
- Use the industry resources available to you.
- Be consistent. What you allow today can become tomorrow's standard.

None of this is complicated. Being consistent is the hard part.

Final Thoughts

One safety meeting, one policy or one good speech isn't going to change how people work. It happens over time.

A new employee sees a veteran worker stop and fix something instead of walking past it. A foreman thanks someone for speaking up instead of getting upset about a delay. Management supports a superintendent who stops work even though the schedule is tight.

Those moments matter.

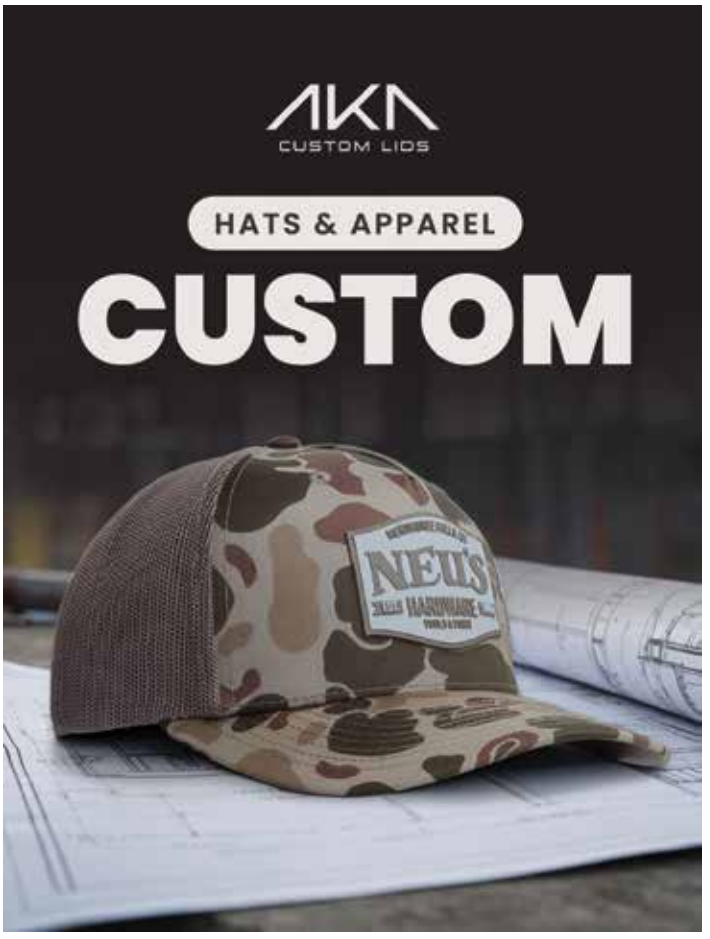
At the end of the day, I keep coming back to one question:

What does your crew do when nobody is watching?

Compliance matters. It always will. We need regulations, policies, training and accountability. But those things should be where we start, not where we finish.

When the answer changes from "we do it because we have to" to "we do it because this is how we work," you have moved beyond compliance.

You have built a culture where safety and production are equally important.





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BEFORE OSHA KNOCKS

BUILDING AN AI SAFETY VAULT THAT FINDS RISKS BEFORE THE INSPECTOR DOES

By Charles B. Palmer and Kurt F. Ellison – Attorneys for Michael Best & Friedrich LLP

Many contractors think of their safety program as a collection of documents: a safety manual on a shelf, OSHA logs in a file cabinet, training records in a spreadsheet, inspection reports in email folders, and incident investigations stored somewhere on a network drive.

While those things are part of the safety program, the reality is that most companies possess an enormous amount of safety intelligence. The challenge is that it is scattered across dozens of locations, making it difficult to use effectively. The modern challenge is for the contractor to learn from it.

Artificial intelligence is creating an opportunity to transform years of accumulated safety records, audits, training materials, and incident reports into a searchable knowledge resource that can help identify trends, improve compliance, and strengthen safety performance. Over time all your safety data should be put together into a digital collection. Think of it as creating a "Safety Vault" for your organization. (Before starting this process, read to the end about how to reduce legal risk in this exercise).

What Is a Safety Vault?

A Safety Vault is a centralized repository containing documents and records that collectively tell the story of an organization's safety program and safety history.

- Written safety policies and procedures
- Job hazard analyses (JHAs)
- Toolbox talks
- Training records
- OSHA 300 logs
- Near-miss reports
- Incident investigations
- Workers' compensation loss information
- Equipment inspection records
- Industrial hygiene reports
- Internal audit findings
- Corrective-action reports

> A SAFETY VAULT CAN HELP PRESERVE ORGANIZATIONAL KNOWLEDGE BY MAKING HISTORICAL INFORMATION EASIER TO LOCATE AND ANALYZE.



- OSHA citations and correspondence
- Subcontractor safety evaluations
- Complaints
- Suggestion box items

Traditionally, these documents are retained for compliance purposes, but less frequently viewed as a resource. However, AI tools can analyze these records as a body of knowledge quickly and comprehensively.

Instead of manually searching through hundreds or thousands of files, safety professionals can ask questions directed at the Safety Vault in plain language and receive answers based on the organization's own history.

Your Safety Program Already Knows the Answers

Consider how often organizations unknowingly repeat the same issues.

A supervisor experiences a near miss involving falls from ladders. Six months later, a different project encounters a remarkably similar situation which is documented by a different supervisor. Two years later, an OSHA inspection identifies a fall protection concern that traces back to the same root causes. OSHA asks for prior records involving fall hazards. The violation is considered "willful," because the organization knew, or should have known, the risk and breakdown in compliance.

The information existed. The organization simply lacked an efficient way to connect the dots.

An AI-powered repository can rapidly identify patterns that might otherwise remain hidden.

For example, a contractor could ask:

- Have we experienced similar incidents before? Show me the documentation.
- What deficiencies have our auditors identified most frequently during the past three years?
- Which hazards are referenced most often in our internal reports?
- What corrective actions have repeatedly remained open past their target dates?
- Which training topics appear most often in incident investigations?
- What training records exist for the recent employee misconduct we just observed?
- How many incidents occurred with that crew/employee in the past year?

These are not hypothetical questions. They are questions that safety directors routinely ask, often requiring hours or days of manual review. Often, there is no time to get the answers until something major occurs.

Preparing for OSHA Before OSHA Arrives

One of the most stressful moments for any contractor is an unexpected OSHA inspection.

When compliance officers arrive, they often review far more than physical jobsite conditions. They frequently request evidence demonstrating that safety programs are being implemented effectively.

Examples include:

- Training documentation
- Inspection records
- Disciplinary records
- Written programs
- Hazard assessments
- Corrective-action documentation
- Incident investigations

Many employers possess the necessary records but struggle to locate them quickly and consistently. The documents may be in personnel files, binders, handwritten notes, spreadsheets, and computer files.

A well-organized Safety Vault can make those records easier to locate and evaluate. More importantly, it may help employers identify weaknesses before an inspector does, or ward off citations by showing a proactive, cutting-edge approach towards mitigating safety risks.

If dozens of reports reveal recurring scaffold deficiencies or repeated lockout/tagout concerns, management does not need an OSHA citation to understand where attention should be focused.

The same discipline applies to the documents themselves. If a Safety Vault shows that a written program has not been updated in several years, that training certifications are expiring, or that inspection checklists are incomplete on certain projects, those gaps can be closed internally. Correcting them before an inspection is far less costly than explaining them to a compliance officer afterward.

Learning From Near Misses

Many organizations collect near-miss reports because they recognize that serious incidents are often preceded by warning signs. Unfortu-

nately, those reports frequently disappear into file folders after they are completed. They are like time-bombs sitting in your files waiting to explode when some other trigger is activated.

AI tools can help organizations aggregate and analyze large numbers of reports to identify common themes and defuse those time-bombs.

• Perhaps multiple reports reference housekeeping issues.

• Perhaps several reports mention communication failures during equipment movement.

• Perhaps recurring concerns arise regarding temporary electrical installations.

Viewed individually, these events may appear insignificant. Viewed collectively, they may reveal trends requiring immediate attention.

A safety director might ask, for example, which near misses over the past year involved the same equipment, the same task, or the same time of day? Answers that once required reading every report can surface in minutes, allowing toolbox talks, retraining, and jobsite controls to target the hazards that are recurring, rather than those that are simply most memorable.

Preserving Institutional Knowledge

Construction companies often face another challenge: turnover.

Retiring superintendents, project managers, and safety professionals frequently take decades of experience with them. Much of that knowledge eventually becomes inaccessible because it exists only in individual memories or scattered records.

A Safety Vault can help preserve organizational knowledge by making historical information easier to locate and analyze. Having retiring employees write exit memos, and pull together their safety practices, documents and tools, can capture legacy knowledge into the safety vault.

Imagine being able to ask:

• How did we address a similar hazard five years ago?

• What safety measures were successful on comparable projects?

• Which corrective actions reduced recurring incidents?

The organization's prior experience becomes available to a broader audience rather than remaining locked inside individual filing systems.

Practical Considerations

Before rushing to implement AI solutions, contractors should recognize that technology is only as effective as the information placed into it.

Garbage in still produces garbage out.

Organizations should focus first on:

❶ Selecting appropriate AI tools that are secure (non-public), and setting acceptable use policies involving those tools, so that employees are only using those designated tools in the manner allowed by the organization.

❷ Organizing records.

• Create a centralized, searchable filing structure with standardized folders, descriptive file names, dates, project identifiers, and document owners.

• The AI tools themselves can help coach you through the design process.

❸ Maintaining document consistency.

• Use common templates, naming conventions, metadata, and version controls so equivalent records can be compared reliably across projects and time periods.

❹ Establishing document-retention practices.

• Set retention periods by record type, preserve required OSHA and project records, document defensible deletion rules, and suspend deletion when litigation or an investigation is reasonably anticipated.

❺ Confirming confidentiality and access controls.

• Limit access by job role, protect sensitive medical and personnel information, require secure authentication, and confirm that vendors do not use company data to train external models.

❻ Verifying information before relying on AI-generated conclusions.

• Require a knowledgeable reviewer to confirm source documents, dates, context, and applicable requirements before acting on an AI-generated summary, trend, or recommendation.

Human judgment remains essential. AI should be viewed as a tool that enhances professional decision-making, not replace it.

Legal Considerations: Privilege and Discoverability

A Safety Vault that makes information easier to find for the company may also make it easier to find for others. Records gathered into a central repository may be requested by OSHA during an inspection, sought in discovery after a serious injury, or reviewed in workers' compensation and third-party litigation.

Self-critical audits and AI-generated trend reports deserve particular care. An analysis identifying recurring hazards can be valuable evidence of a proactive safety culture, but it can also be portrayed as proof that management knew of a problem and failed to act. Every identified trend should therefore be paired with documented follow-up and closed corrective actions.

Contractors should consider involving legal counsel when structuring sensitive analyses, such as reviews conducted after a fatality or serious incident, so that privilege protections are evaluated at the outset rather than after a dispute arises. Clear labeling, limited distribution, and consistent retention practices all help. The collection of data may not be subject to attorney/client or work product privilege, but the output generated from the Safety Vault may be directed by legal counsel under privilege.

Getting Started

A Safety Vault does not need to be built all at once. Many organizations begin with a limited pilot, such as two or three years of incident investigations and near-miss reports from a single division. A pilot allows the safety team to test search results, refine naming conventions, and confirm access controls before expanding to the full organization. Early wins, such as identifying a recurring hazard that had gone unnoticed, can build support from leadership and field supervisors alike.

> A SAFETY VAULT THAT MAKES INFORMATION EASIER TO FIND FOR THE COMPANY MAY ALSO MAKE IT EASIER TO FIND FOR OTHERS.

The Future of Safety Management

For years, contractors invested heavily in collecting safety information. The next frontier may be learning how to use it more effectively. The most successful safety programs of the future may not necessarily be those with the most data. They may be those that can transform information into insight.

As artificial intelligence continues to evolve, contractors have an opportunity to turn decades of policies, inspections, training records, incident reports, and safety experience into a living knowledge base that supports better decisions and stronger compliance efforts.

The goal is not simply to be ready when OSHA arrives. The goal is to identify tomorrow's safety problems before they become tomorrow's OSHA citations, or worse, tomorrow's injuries. Used to their full potential, AI tools can solve a long list of challenges facing modern workplaces. Safety risks should be at the top of that list.



THE VALUE OF SAFETY

WHAT TO DO WHEN OSHA VISITS

Don Moen – ABC-WI HR & Safety Director

As I begin the final months prior to my retirement, I want to THANK everyone I have worked with over the past 29 years. I have seen the good times and bad times, companies going years without an accident, to jobsite fatalities, congratulating trades professionals for their excellent safety records, to consoling the group who just experienced the loss of a coworker. Every moment was a learning experience I will take with me for the rest of my life. With that I would like to offer these few thoughts/insights. Every year, close to one thousand construction workers are killed on the job (average of 3 deaths per day), and more than 2.0 million suffer a serious job-related injury or illness. Even one serious workplace injury or illness can have a devastating impact on a business, including costs associated with higher workers' compensation premiums, medical expenses, legal fees, replacement worker training, lost productivity, equipment repairs, and lower worker morale – to say nothing of the overwhelming personal impacts.

Utilizing safety assistance like ABC-WI has can:

Prevent workplace injuries and illnesses.

Improve compliance with laws and regulations.

Reduce costs, including significant reductions in workers' compensation premiums.

Engage workers.

Enhance social responsibility goals.

Increase productivity and enhance overall business operation.

ABC-WI members vary in size from a one to 50 personnel company, to well over 2,000 employees. All employers place a high value on the well-being of their employees. Many small businesses employ family members and personal acquaintances. And, if you don't know your workers before they are hired, the size of your workplace will promote the closeness and

concern for one another "that small businesses value."

ABC-WI Safety provides helpful resources and is in existence to work with members to promote a safe and healthful workplace. Employers that make job safety and health a real part of their everyday operations will benefit in the long run. Investing in safety and health now will help you avoid possible losses in the future. A safe business is a sound business.

The main goal of ABC-WI Safety is to prevent workplace injuries, illnesses, and deaths, as well as the suffering and financial hardship these events can cause for workers, their families, and employers. Traditional approaches are often reactive; that is, problems are addressed only after a worker is injured or becomes sick, a new standard or regulation is published, or an outside inspection finds a problem.

ABC-WI Safety encourages every workplace to have a safety and health program (system). Through these systems ABC-WI Safety will provide resources to help member companies develop safety and health programs and to recognize the successes of these programs through STEP's Safety Management System.

ABC-WI Safety uses a proactive approach to managing workplace safety and health, recognizing that finding and improving situations and procedures before they cause injury or illness is a far more effective approach. The Recommended Practices present a step-by-step approach to implementing a successful safety and health program, built around five core elements:

- Total Human Health
- Leadership
- Culture
- Process
- Results

ABC-WI Safety can begin with a basic program, set simple goals, and grow from there. If you focus on achieving goals, monitoring performance, and evaluating outcomes, your workplace can progress to higher levels of safety and health achievement.

By developing and implementing a total safety and health program through ABC-WI Safety, members are expressing and documenting good faith and commitment to protecting their workers' health and safety. Doing so does not usually require additional workers or high costs. You can integrate safety and health into your other business functions through ABC-WI Safety with modest effort.

The key to a successful safety and health program is to see it as a part of your day-to-day business operation. As members incorporate it into their business culture, safety and health awareness will become second nature to you and your workers, leading to a safe and sound business.

Every workplace should have a safety and health program that includes management leadership, worker participation, and a systematic approach to finding and fixing hazards. Regular workplace inspections are an important tool for identifying hazards and fixing them.

ABC-WI offers no cost to low cost and confidential safety and health services to member companies. Five highly trained construction safety and health professionals from ABC-WI Safety work with employers to identify safety and health hazards in workplaces and how to fix them. ABC-WI Safety also advises members on how to comply with OSHA standards, train and educate workers, and assist with establishing and improving safety and health programs along with defending members against OSHA citations. To take advantage of this resource, members just call ABC-WI and ABC-WI Safety will determine the scope of the visit. The visit may focus on a single concern of the members, or it may involve a thorough hazard assessment of the entire company and its operations.

> A SAFE BUSINESS IS A SOUND BUSINESS.



The next step focusing on developing a world-class safety program to ensure your company stays on the continuous path to safety excellence. To quantify the positive impact of proactive injury and hazard elimination programs on the jobsite ABC has gathered data from STEP participants in construction. Then analyzed the aggregated data from STEP to determine how measures taken to prevent incidents actually improve lagging indicator performance. From this data we found STEP to be a great safety benchmarking and improvement tool which you as a member can use to measure your safety programs and policies. STEP is a Key Component detailed questionnaire to help you meet your goal of implementing and or enhancing safety programs that reduce jobsite incident rates. From STEP, now apply ABC's world-class processes to improve safety performance regardless of company size or type of work and you have the ultimate in safety programs. Our model for a world-class safety program utilizes STEP and contains the following elements:

Leadership Commitment – Top Management Engagement and Commitment Matters

Employer involvement at the Top level of company management produces a 63% reduction in total accidents.

Cultural Transformation - New Hire Safety Orientation

New-hire orientations are standard practice throughout the construction industry and are designed to onboard new employees into the culture, policies and procedures of their new employer. This process is normally conducted before an employee sets foot on a job site or enters into a training program and can vary in length. The onboarding process can take many forms, but the most important aspect is introducing a new employee to the culture and norms of the company—to indoctrinate them and help them understand the how's and why's of what a company does and expects of the new employee. Here senior leadership delivers the introduction of the companies' safety culture and core values. This process experiences nearly 50% lower incident rates than companies that limit their orientations to basic safety and health compliance topics.

Best Practices and Core Leading Indicators

A leading indicator is a system or process used to identify hazards and eliminate or minimize the condition to prevent injury. ABC STEP focuses on eight best practices/core leading indicators that have the most dramatic impact on safety performance.

❶ **Toolbox Safety Talks** – Can you brief employees on safety too much? No matter what you may have heard, there is no negative effect to conducting daily toolbox safety talks – brief, single topic training session of 15 to 30 minutes held on the jobsite for all employees. The less frequently this type of training is conducted the fewer safety topics covered, the higher the training indicators. Companies that conduct daily toolbox talks reduce total accidents by 85% compared to companies that hold them monthly.

❷ **Substance Abuse Programs** – One-third of all incidents on construction jobsites are drug or alcohol-related. Companies with substance



> THE KEY TO A SUCCESSFUL SAFETY AND HEALTH PROGRAM IS TO SEE IT AS A PART OF YOUR DAY-TO-DAY BUSINESS OPERATION.

abuse programs/policies with provision for drug and alcohol testing where permitted are 60% safety than those without a program. Plus, substance abuse testing can be an effective method of incident prevention if used properly.

❸ **Safety Program Performance Review** – A biannual review of safety program performance by executive leadership that evaluates whether the program is producing expected results and identifies opportunities for improvement leads to a 59% reduction in total accidents and a 60% reduction in days away from work.

❹ **Taking Action on Trailing Indicators** – Training personnel to know the meaning and relevance of key safety rates and numbers such as EMR (Experience Modification Rate), TRIR (Total Recordable Incident Rate), and Dart (Days Away, Restricted or Transferred), leads to a 57% reduction in TRIR and a 62% reduction in DART rates.

❺ **Employer Supervisory Safety Meetings** – Conduction weekly safety meetings with supervisors and distributing minutes for review leads to a 56% reduction in TRIR and a 59% reduction in DART rates.

❻ **Use of Personal Protective Equipment** – Having a written PPE Policy that is consistently and universally enforced, conducting an annual needs assessment and continually investing in new equipment leads to a 55% reduction in total accidents.

❼ **Pre-planning for Jobsite Safety** – Integrating safety pre-planning into the estimating, bid and pre-mobilization phases of a project leads to a 53%, reduction in TRIR and a 54% reduction in DART rates.

❾ **Safety Program Goal Setting** – Implementing a formal process to annually assess safety program needs and establish safety goals lead to a 48% reduction in TRIR and a 50% reduction in DART rates.

The STEP Safety Management System provides a clear picture of what world-class looks like. Analysis of each of the Key Components' scores against lagging indicator performance will continue to provide statistical evidence of how individual elements of a safety program contribute to performance. Combined with the resources developed by ABC and the construction industry companies will be able to identify and develop singular elements of their safety program to improve their safety performance further.

As construction industry professionals, we all have a moral obligation to protect ourselves and each other, to ensure that anyone who sets foot on our jobsites does so in the safest manner possible. Through this analysis, and by identifying the elements that lead to improved safety performance, we can achieve our ultimate goal — to send every single construction employee home in the same — or better —condition than they arrived, every day.

Avoiding workplace hazards in construction takes a lot of effort and due diligence on the contractor's behalf, but it is critical to ensure safety and health of your employees. Compliance needs to be maintained as OSHA regulation citations can be very costly. So, what do you do if OSHA comes knocking at your door to assess your jobsite or facility. Below is a guide to help you combat and understand OSHA's procedures for site and/or facility visits.

CONDUCTION WEEKLY SAFETY MEETINGS WITH SUPERVISORS AND DISTRIBUTING MINUTES FOR REVIEW LEADS TO A

56% REDUCTION IN TRIR

&

62% REDUCTION IN DART RATES.



OSHA INSPECTION SEQUENCE OF EVENTS

Why is OSHA inspecting your company?

Ask the purpose of the inspection, especially whether it is in response to a complaint. If so, ask who made the complaint. If the person requested to remain anonymous, ask if it was made by a present or past employee, by an individual, a customer, supplier, another contractor, or by a person not directly involved, such as a union official with no trades people on the job. Request a copy of the complaint. Employees cannot be discriminated against for filing complaints. Seventy-six percent of the inspections are due to complaints of which only sixteen percent are valid.

Compliance Officer Identification

The OSHA compliance officer must present his or her credentials. Ask to see them immediately, along with ID's of anyone accompanying him or her. Credentials include a color photo of the compliance officer and I.D. number. Non-OSHA personnel have no legal right to be along. Beware of imposters, especially sales people.

Who is Your Company Representative?

The compliance officer will ask to see the person in charge. If no employer representative can appear within a reasonable time, the inspections may still be conducted. If another contractor in the job site is being inspected, or your site is open to public view, you could be cited for a violation even though you had no representative present. Be sure all of your people who might find themselves "in charge" know what to do. You may also ask to alert top management or other corporations involved that an inspection is in progress.

Does OSHA Need a Warrant?

Although you have the right to insist upon a warrant for an inspection, this is generally not advisable, since the compliance officer will probably get one quickly and return, alert for violations. If he/she can see an exposed violation, he/she generally does not even need a warrant. The only time you might want to request a warrant would be when extenuating circumstances dictate this.

Present a Good Attitude

Be polite, cooperative, and respectful and try to show an awareness of the seriousness of safety hazards. Control your emotions. Take notes. Do not delay the inspection. OSHA is directed to act "in a reasonable manner" and to avoid undue and unnecessary disruptions at work.

At the Opening Conference

The compliance officer will review your safety program, especially for:

- Written Safety Program and Safety Rules.
- Hazard Communication Program and training records.
- Records of safety training, safety meetings and tool box talks.
- Who is in charge of safety?
- How are accident investigations conducted?
- Are the OSHA poster and emergency phone numbers posted?
- Are required OSHA records on the site or accessible and up to date?
- Do you have safety posters or other means of promoting safety?
- Who has valid certification in CPR/First Aid?
- Is personal protective equipment required or available?
- Does management appear very interested in safety?

Be cooperative and assist the compliance officer in filling out forms on your operation. Evidence of your good faith efforts to promote safety can reduce fines up to 30 percent and a good safety record can reduce fines by 10 percent.

The Walk Around Inspection

The employer representative can and should accompany the compliance officer on the "walk around." The compliance officer may deny the right of anyone who interferes with a fair inspection to accompany him/her or permit additional personnel to go along (such as company safety officer). The compliance officer may take photographs and use other investigator equipment needed.

When an employee representative exists, that person should also accompany the compliance officer. When there is no authorized employee representative, the compliance officer must consult with a reasonable number of employees on the job regarding safety and health conditions. He or she can speak with employees whether or not there is an employee representative but is less likely to interrupt work if one is present.

The compliance officer does not necessarily have to see an unsafe practice to cite for a violation if there is enough evidence that a violation has taken place.

Company Representative's Duties During Inspection

Take notes of what areas and equipment were examined, what employees and others were interviewed and what comments were made by the compliance officer.

Take pictures, if possible (during or immediately after the inspection), especially if conditions photographed by the compliance officer, but may show a different angle or perspective more beneficial to the employer.

Act as the company spokesperson and point out company safety practices and corrections which have been made. Do not point out conditions you thought were dangerous.

Have corrected immediately, right before the compliance officer's

eyes, if possible, any violations he or she has pointed out. Or point out where employees are not affected or special conditions or conflicts when other regulations exist.

The compliance officer may ask that substances be removed, an operation be stopped or personnel be removed. He/she cannot shut down your job without a court order. However, if he/she points out a serious hazard, it is best to correct it or get your employees away from the hazard.

The Closing Conference

The compliance officer will meet with the employer representative and should indicate what standards may have been violated and will advise that citations may be issued and penalties imposed. He/she may also fix a reasonable time for abatement of violations.

The employer representative should ask questions he may have, make sure violations are clarified and try to determine whether the compliance officer feels they are serious or non-serious. Do not argue or say anything which might hurt your case but point out information which may help you.



OSHA Follow Up

The OSHA Supervisor should write up a report based on notes taken, including what violations the compliance officer pointed out, then contact the company. A follow-up inspection may take place within seven days after the abatement date, if a willful, serious or repeated violation has been found. OSHA will generally check to determine that such hazards have been corrected.

When the Compliance Officer Arrives

If your job site is inspected by OSHA, there are certain procedures the compliance officer must follow.

❶ Upon arriving at the job site, the compliance officer will introduce him/herself and show his/her credentials including both photograph and serial number and ask for an authorized representative of the company he or she is inspecting.

❷ Next, the compliance officer will: (A) establish the purpose of the visit - is it a general inspection or a response to a complaint?, (B) establish that the company being inspected is involved in interstate commerce; and (C) establish the number of employees on the project and the number of contractors.

❸ Focused Inspections are OSHA's attempt to address the leading cause of injuries and illnesses and to become more effective in eliminating the hazards causing serious injury or death. Compliance officers have been instructed to review written programs and policies, interview employees, and determine the safety attitude and awareness of the company being inspected. If the company's efforts are sincere and if there are no violations in the focused topics, then the inspection will be concluded, and citations will not be written for minor concerns.

❹ Before starting an inspection on the job site, the compliance officer should: (A) request that a representative of each subcontractor be contacted, so each sub can be represented at the opening conference; (B) establish the time for the opening conference; (C) allow adequate time for subcontractors to be contacted; and (D) not delay the inspection for lack of representatives or subcontractors.

❺ Prior to the opening conference, the compliance officer may ask to see employer records, such as the OSHA Form 300A, 300 and accident reports (OSHA 301 or Workers compensation records). In February, March and April only, you must have the previous year's 300A summaries posted at the job site and employee bulletin boards.

❻ At the opening conference, the compliance officer will establish the scope of the inspections. He/she does not have to specific about the areas of work or types of problems he/she may be looking for; he/she may only give a general indication of his/her purpose.

❼ Before starting the inspections, the compliance officer may request that an employee representative be present for the inspection. Without employee representation, the compliance officer may speak with employees at random. On-site employees, whether union or non-union, have the right to have a representative on the "walk around."

❽ During the inspection, the compliance officer may take notes of all areas and pictures of problem areas. The compliance officer may mention areas which he/she sees as a problem. He/she may ask employees about specific conditions on the job site. During the inspection, you should also take notes and pictures (from a different angle). It is important to defend your practices with good reasons whenever possible, but don't be abusive or argumentative. Permit the discussion to take place without interference.

❾ After the inspection, the compliance officer will have a closing conference, during which he/she will (A) review his/her notes from the inspection, and indicate areas for which a citation may be issued (he/she may not indicate every area); (B) establish the control or responsibility for various areas; (C) establish an abatement period for violations; and (D) provide contractors' representative with written information on rights under the OSHA Act, options for contest/appeal of citations and related information.

❿ Under the Act, a citation must be issued with "reasonable promptness" after the inspection. However, delays in the investigation of a problem, the circumstances surrounding an accident, etc., can slow the process. The outside limit is six months after the original inspection. Citations describe OSHA requirements allegedly violated, list any proposed penalties, and give a deadline for correcting the alleged hazards. Violations are categorized as willful, serious, other-than-serious, de minimis, failure to abate, and repeated. In settling a penalty, OSHA has a policy of reducing penalties for small employers and those acting in good faith. For serious violations, OSHA may also reduce the proposed penalty based on the gravity of the alleged violation. No good faith adjustment will be made for alleged willful violations.

⓫ Appeals, When OSHA issues a citation to an employer, it also offers the employer an opportunity for an informal conference with the OSHA Area Director to discuss citations, penalties, abatement

EVENT REMINDERS

ABC Wisconsin
Associated Builders and Contractors

- **Construction Estimating Principles & Application**
  Nov. 10, Live Online
- **Crew Leadership: The Good, The Bad & The Uncomfortable**
  Nov. 12, Madison
- **Reading Construction Documents**
  Nov. 12-13, Live Online
- **Qualified Rigger & Crane Signal Person Training**
  Nov. 13, Milwaukee
- **Bluebeam Baseline Basics**
  Nov. 17, Live Online
- **From Bid to Win: The Human Side of Modern Construction Sales**
  Nov. 18, Green Bay
- **Bluebeam Baseline Basics**
  Nov. 18, Live Online
- **Bluebeam Basics: Materials Takeoffs & Estimates**
  Nov. 19, Live Online
- **Networking Social**
  Nov. 19, Fond du Lac
- **FA/CPR Training**
  Nov. 20, Appleton
- **Bluebeam Advanced Materials Takeoffs & Estimates**
  Nov. 20, Live Online
- **Trenching & Excavation Competent Person Training**
  Nov. 24, Sheboygan
- **Bluebeam for Administrative Professionals**
  Nov. 24, Live Online
- **Qualified Rigger & Crane Signal Person Training**
  Nov. 25, Sheboygan
- **NEC Electrical Exam Prep 2026**
  Dec. 1-2, Madison
- **30-Hour OSHA Construction Safety & Health Outreach**
  Dec. 3, Madison
- **Apprenticeship Skill Competition**
  Dec. 8, West Bend
- **FA/CPR Training**
  Dec. 11, Sheboygan
- **Foreman Fundamentals**
  Dec. 11, Madison
- **10-Hour OSHA Construction Safety & Health Outreach**
  Dec. 14-15, Green Bay
- **Networking Social (Holiday Party)**
  Dec. 16, Madison
- **Trenching & Excavation Competent Person Training**
  Dec. 18, West Bend
- **Qualified Rigger & Crane Signal Person Training**
  Dec. 21, Appleton
- **MSHA Part 46 Refresher**
  Dec. 23, Appleton
- **10-Hour OSHA Construction Safety & Health Outreach**
  Dec. 28-29, West Bend
- **FA/CPR Training**
  Dec. 29, Rice Lake
- **Trenching & Excavation Competent Person Training**
  Dec .30, Appleton

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OSHA INSPECTION SEQUENCE OF EVENTS

(Continued from P16)

dates, or any other information pertinent to the inspection. The agency and the employer may work out a settlement agreement to resolve the matter and to eliminate the hazard.

OSHA's Inspection Priorities

OSHA inspections are usually unannounced and can take place anytime during normal working hours. Inspections can be the result of:

Imminent Danger - Dangerous conditions or reasonable certainty to cause death or serious physical harm exists. The compliance officer will ask the employer to abate the hazard and remove endangered employees from exposure.

Severe Injuries and Illnesses or Fatal Accidents - Employers must report:

- All work-related fatalities within 8 hours.
- All work-related inpatient hospitalizations, amputations, or losses of an eye within 24 hours.

Complaints - These typically come as a result of employee complaints of alleged violations of standards or unsafe working conditions.

Targeted Inspections - inspections aimed at specific high-hazard industries or individual workplaces that have experienced high rates of injuries and illnesses also receive priority.

Follow-up Inspections - These are to determine if previously cited violations have been corrected. Failure to correct violations are taken very seriously by OSHA and usually result in additional penalties.

Referrals - of hazards from other federal, state or local agencies, individuals, organizations or the media receive consideration for inspection.

If OSHA arrives on your job-site follow the above step and do not hesitate to call one of your ABC-WI Team members for assistance.

BUILDING
INTO EVERY PHASE OF THE JOBSITE

Edgar Sanchez – National Account Manager over Health & Safety for Milwaukee Tool

For contractors, safety extends far beyond compliance or the use of personal protective equipment. It is a jobsite-wide responsibility that begins during preconstruction planning and continues through equipment selection, daily coordination, and field execution. Every decision can influence how effectively crews identify hazards, manage risk, and perform their work.

That challenge is becoming more complex. Construction sites are dynamic environments where multiple trades, changing conditions, equipment, and schedules intersect. Hazards can emerge or change throughout the day, making a reactive approach to safety insufficient. A task that presents little risk in one environment may require a different approach as conditions change and how crews move through the site.

At the same time, the construction workforce is evolving. Experienced professionals are retiring, new workers are entering the trades, and contractors continue to manage demanding schedules and productivity expectations. These factors make it increasingly important to create jobsites that protect workers from immediate hazards while also addressing exposures that can affect long-term health and well-being.

Technology is helping address these challenges. Advances in ergonomics, battery systems, electronics, sensors, and integrated safety features are enabling tools and equipment to do more than simply perform a task. They can also help reduce exposure, improve control, and address hazards closer to their source.

Manufacturers such as Milwaukee Tool are using research, field testing, and data-driven product development to better understand how professionals interact with tools in real-world applications. The result is a more proactive approach to safety, one that considers worker protection alongside productivity, usability, and long-term workforce health.



Field testing aids in the development of safer tools.

The 7 Pillars of Safety

To address the range of hazards professionals encounter on the jobsite, Milwaukee® developed a framework built around seven foundational pillars: Dust Management, Vibration & Noise, Ergonomics, Safety Technology, Visibility, Emissions, and Personal Safety.

Each pillar addresses a distinct area of jobsite risk while contributing to a broader approach to workforce health and safety. Together, they provide a framework for incorporating safety considerations into tool design, jobsite planning, and everyday work practices. Rather than treating individual hazards in isolation, the framework recognizes that safety is interconnected.

1 Dust Management

Dust is one of the most persistent hazards across construction environments. Cutting, drilling, grinding, surface preparation, and demolition can generate airborne particles that affect visibility, cleanliness, and worker exposure.

Reducing exposure starts with controlling dust at its source. Rather than allowing particles to become airborne and attempting to capture them afterward, source-capture solutions are designed to collect dust as it is generated. Integrated dust shrouds, extraction systems, and high-efficiency filtration can help contain particles while supporting cleaner work areas and improved visibility.

As awareness of airborne hazards grows, dust management is becoming an important part of a broader workforce health strategy, not simply a compliance consideration. Effective dust control can also contribute to a more organized and productive work environment by reducing cleanup demands and keeping visibility around the application clearer.



Safety improvements are a regular part of tool and gear development.

2 Vibration & Noise

Vibration and noise are common exposures across the trades, particularly during high-demand applications involving rotary hammers, demolition equipment, saws, and other power tools. Unlike many jobsite hazards, their effects can accumulate over time, making exposure reduction an important consideration in tool design.

Extended exposure to hand-arm vibration can contribute to conditions such as Hand-Arm Vibration Syndrome (HAVS), while repeated exposure to excessive noise can contribute to hearing loss. These risks can also affect day-to-day work. High vibration can increase operator fatigue, while excessive noise can make communication more difficult when multiple crews are working in the same area.

Tools commonly associated with high vibration and noise levels, such as hydraulic drivers, rotary hammers, and reciprocating saws, are increasingly being equipped with vibration-dampening mechanisms and quieter motor systems. These features help reduce user fatigue, improve comfort, and lower the risk of long-term injury. By focusing on both the mechanical and physiological impacts of vibration and noise, the industry is moving toward safer, more sustainable tool use across a wide range of applications.

3 Ergonomics

Musculoskeletal disorders are a significant concern across construction and industrial trades. Repetitive movements, awkward positions, overhead work, prolonged exertion, and excessive force can place cumulative stress on the body.

Because these demands are often inherent to the application, tool design can play an important role in reducing unnecessary physical strain. Advances in research and measurement technologies are providing greater insight into how professionals move, exert force, and interact with tools during real-world applications.

Milwaukee Tool uses technologies including surface electromyography (sEMG) and inertial measurement units (IMUs) to study muscle activation, fatigue, and movement during tool use. This research can help engineers evaluate factors such as balance, grip geometry, required force, and overall tool control.

The goal is to identify opportunities to make tools easier and more intuitive to operate without compromising the performance required for demanding applications. Small design improvements can become meaningful when multiplied across repeated tasks and full work shifts.

Addressing these considerations during product development can help reduce unnecessary physical demands while maintaining productivity. As contractors work to support an evolving workforce, ergonomics is becoming an increasingly important part of long-term worker health and tool design.

4 Safety Technology

Loss-of-control events such as kickback, bind-up, unexpected movement, and unintentional activation can happen in fractions of a second. In demanding applications, the time available for a user to react may be extremely limited.

Traditional mechanical safeguards remain an important part of tool safety, but advances in electronics, sensors, and processing have created new opportunities to respond to hazards in real time. Modern systems can monitor operating conditions and react when potentially unsafe events occur.

Milwaukee has incorporated technologies such as AUTO STOP™, RAPIDSTOP™, and DUAL-TRIGGER systems into select products. Depending on the application, these technologies are designed to help limit unwanted movement, stop accessories quickly, or require deliberate activation before operation.

These systems demonstrate how safety technology can provide an additional layer of protection without requiring professionals to change the fundamental way they approach a task. Instead, safety features can be integrated directly into the tool and activated automatically or through intentional user interaction when appropriate.

The broader shift is toward tools that play a more active role in risk mitigation. By combining mechanical safeguards with intelligent electronics, these technologies can provide professionals with another layer of protection while maintaining the performance required for demanding applications.

5 Visibility

Visibility is another important component of jobsite safety. Construction environments can change quickly, and workers may operate in low-light conditions, confined spaces, congested areas, or locations where equipment and materials can obstruct sightlines. Poor visibility can make it more difficult to identify hazards, locate materials, communicate with other workers, or maintain awareness of the surrounding work area.

Addressing these visibility challenges requires providing workers with clear visibility of both the task at hand and the surrounding environment. Lighting and visibility solutions are designed to support this by providing task-specific illumination, improving visibility in difficult work areas, and helping professionals maintain awareness as conditions change

6 Emissions

Gas-powered tools have long been a standard on construction sites, but they contribute to elevated levels of noise, vibration, and exhaust emissions, factors that can negatively impact worker health. These risks are especially pronounced in enclosed or poorly ventilated spaces, where exposure to exhaust can increase the likelihood of respiratory issues and long-term health complications.

In response, the industry is increasingly shifting toward battery-powered platforms that eliminate the need for combustion engines. These alternatives offer quieter operation, minimized vibration, and reduced emissions, making them more suitable for confined spaces and indoor use.

7 Personal Safety

The final pillar, Personal Safety, focuses on the protective equipment and solutions workers rely on directly. Hard hats, eye and hearing protection, respiratory protection, gloves, high-visibility apparel, and other forms of personal protective equipment (PPE) remain fundamental components of a comprehensive safety strategy.

However, personal safety is most effective when it works alongside other controls rather than serving as the only line of defense. Equipment and processes designed to reduce hazards at the source can help minimize exposure, while PPE provides an additional layer of protection when risks cannot be completely eliminated.

By emphasizing the role of PPE as a proactive safety measure, the industry continues to foster a culture of safety, one that prioritizes worker well-being and supports safer, more sustainable practices across construction and industrial environments.



Personal safety remains crucial to each job site.

Continued Innovation in Jobsite Safety

Jobsite safety continues to advance through ongoing investment in innovation, technology, and solutions designed to address the evolving challenges professionals face in the field. Milwaukee Tool supports these advancements through extensive research, product development, and testing capabilities that help accelerate innovation while upholding rigorous quality and performance standards.

These efforts are reinforced by advanced testing facilities, emerging technologies, and third-party certifications that help validate safety solutions in demanding, real-world environments. By designing equipment and systems that not only comply with industry requirements but aim to surpass them, manufacturers can drive meaningful improvements in worker protection, productivity, and overall jobsite performance.

Beyond product development, Milwaukee Tool supports jobsite safety through a network of dedicated safety specialists who provide training, technical expertise, and on-site support across a variety of trades and applications. Working alongside safety committees, industry organizations, and trade professionals, these efforts help advance best practices, strengthen safety culture, and drive continued innovation across the construction industry.





NEW MEMBERS

For membership information contact Bill Stranberg, Membership Director
Associated Builders and Contractors of Wisconsin – 608-244-5883

SEPTEMBER 2026

• Blue Sky Contractors
Ethan Fett
2300 W. Everett St.
Appleton, WI 54914
920-733-1250
Description: Contractor Member
Sponsor: Jenna Milis
Beam Club Members-to-date: 13

• CMiC
Jason Rumanek
4850 Keele St.
Toronto, ON M3J3K1
647-290-9469
Description: Associate Member
Sponsor: Jessie Cannizzaro
Beam Club Members-to-date: 49

• Germantown Iron & Steel Corp.
Kyle Frost
N174W21370 Alcan Drive
Jackson, WI 53037
262-677-2530
Description: Supplier Member
Sponsor: Charlie Vine
Beam Club Members-to-date: 1

• Marco Technologies
Fred Kunkel
4510 Heatherwood Road
St Cloud, MN 56301
320-259-3000
Description: Supplier Member
Sponsor: Chad Derrick
Beam Club Members-to-date: 5

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OCTOBER 2026

• Blue Wave Plumbing LLC
Manny Wagnitz
917 Williamson St.
Madison, WI 53703
608-514-3739
Description: Contractor Member
Sponsor: Sam Daniels
Beam Club Members-to-date: 11.5

• Bolder Services LLC
Joe Rockett
1055 Lake St.
P.O. Box 522
608-448-3769
Baraboo, WI 53913
Description: Contractor Member
Sponsor: Jack Vogel
Beam Club Members-to-date: 21

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No. Copies of Single Issued Published Nearest to Filing Date: 0
c. Total Paid Distribution [Sum of 15b (1), (2), (3), and (4)]
Average No. Copies Each Issue During Preceding 12 Months: 1,076
No. Copies of Single Issued Published Nearest to Filing Date: 1,467
d. Free or Nominal Rate Distribution (By Mail and Outside the Mail)
(1) Free or Nominal Rate Outside-County Copies Included on PS Form 3541
Average No. Copies Each Issue During Preceding 12 Months: N/A
No. Copies of Single Issued Published Nearest to Filing Date: 0
(2) Free or Nominal Rate In-County Copies Included on PS Form 3541
Average No. Copies Each Issue During Preceding 12 Months: 0
No. Copies of Single Issued Published Nearest to Filing Date: 0
(3) Free or Nominal Rate Copies Mailed at Other Classes Through the USPS (e.g., First-Class Mail)
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(4) Free or Nominal Rate Distribution Outside the Mail (Carriers or other means)
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e. Total Free or Nominal Rate Distribution [Sum of 15d (1), (2), (3), and (4)]
Average No. Copies Each Issue During Preceding 12 Months: 0
No. Copies of Single Issued Published Nearest to Filing Date: 0
f. Total Distribution (Sum of 15c and 15e)
Average No. Copies Each Issue During Preceding 12 Months: 1,076
No. Copies of Single Issued Published Nearest to Filing Date: 1,467
g. Copies Not Distributed
Average No. Copies Each Issue During Preceding 12 Months: 50
No. Copies of Single Issued Published Nearest to Filing Date: 50
h. Total (Sum of 15f and g)
Average No. Copies Each Issue During Preceding 12 Months: 1,126
No. Copies of Single Issued Published Nearest to Filing Date: 1,517
i. Percent Paid (15c divided by 15f times 100)
Average No. Copies Each Issue During Preceding 12 Months: 100%
No. Copies of Single Issued Published Nearest to Filing Date: 100%
16. Electronic Copy Circulation
a. Paid Electronic Copies
Average No. Copies Each Issue During Preceding 12 Months: 0
No. Copies of Single Issued Published Nearest to Filing Date: 0
b. Total Paid Print Copies (Line 15c) + Paid Electronic Copies (Line 16a)
Average No. Copies Each Issue During Preceding 12 Months: 1,076
No. Copies of Single Issued Published Nearest to Filing Date: 1,467
c. Total Print Distribution (Line 15f) + Paid Electronic Copies (Line 16a)
Average No. Copies Each Issue During Preceding 12 Months: 0
No. Copies of Single Issued Published Nearest to Filing Date: 0
d. Percent Paid (Both Print & Electronic Copies) (16b divided by 16c x 100)
Average No. Copies Each Issue During Preceding 12 Months: 100%
No. Copies of Single Issued Published Nearest to Filing Date: 100%
I certify that 50% of all my distributed copies (electronic and print) are paid above a nominal price.
17. Publication of Statement of Ownership
If the publication is a general publication, publication of this statement is required. Will be printed in the 11/1/26 issue of this publication.
18. Signature and Title of Editor, Publisher, Business Manager, or Owner: Laura Kocum, 9/30/2026
I certify that all information furnished on this form is true and complete. I understand that anyone who furnishes false or misleading information on this form or who omits material or information requested on the form may be subject to criminal sanctions (including fines and imprisonment) and/or civil sanctions (including civil penalties).

NEW MEMBERS

For membership information contact Bill Stranberg, Membership Director Associated Builders and Contractors of Wisconsin – 608-244-5883

• DH Plumbing and Remodels LLC
Jessica Herber
N68W13303 Ranch Road
Menomonee Falls, WI 53051
262-332-7862
Description: Contractor Member
Sponsor: Mike Ritt
Beam Club Members-to-date: 2

• GLS Utility LLC
Adam Marabelli
1773 County Road V
Columbus, WI 53925
608-444-6240
Description: Supplier Member
Sponsor: Kyle Kraemer
Beam Club Members-to-date: 22

• GPS Ed
Ann Widen
N19W24075 Riverwood Drive
Waukesha, WI 53188
608-852-7675
Description: Associate Member
Sponsor: Darryl Feldman
Beam Club Members-to-date: 1

• Hancock & Robinson CPAs
Travis Robinson
1425 WI-16
La Crosse, WI 54601
608-433-9886
Description: Associate Member
Sponsor: Tony Zignego
Beam Club Members-to-date: 2

• Insperity
Chris Nowak
10361 W. Innovation Drive,
Suite 175
Wauwatosa, WI 53226
262-751-8344
Description: Associate Member
Sponsor: Tony Zignego
Beam Club Members-to-date: 3

• Kelmann Restoration
Dylan Basterash
7865 N. 86th St.
Milwaukee, WI 53224
414-396-4783
Description: Contractor Member
Sponsor: Jessie Cannizzaro
Beam Club Members-to-date: 50

• Pipping Concrete Inc.
Carla Pipping
N6106 Co. Road C
Rosendale, WI 54974
608-797-5587
Description: Contractor Member
Sponsor: Charlie Vine
Beam Club Members-to-date: 2

• Radius Works LLC
Anthony Schaeve
2907 S. Delaware Ave.
Milwaukee, WI 53207
414-800-9188
Description: Contractor Member
Sponsor: Diana Schmidt
Beam Club Members-to-date: 5

• RP Rents
Ben Reina
W339 S2218 County Road C
Oconomowoc, WI 53066
414-704-3524
Description: Supplier Member
Sponsor: Mike Bosshard
Beam Club Members-to-date: 1

• SafeHouse Electric LLC
Michael Stackle
7249 S 36th St.
Franklin, WI 53132
414-244-9900
Description: Contractor Member
Sponsor: Tim Saale
Beam Club Members-to-date: 2

• Schmidt Bookkeeping, LLC
Kenny Schmidt
1313 Waldron St.
Watertown, WI 53094
920-823-8322
Description: Associate Member
Sponsor: Roger Thimm
Beam Club Members-to-date: 32.5

• Wolf River Electric
Tyler Faust
101 Isanti Parkway Northeast
Isanti, MN 55040
763-297-4669
Description: Contractor Member
Sponsor: Brent Pember
Beam Club Members-to-date: 4

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