



STATE OF MINNESOTA

# CONSTRUCTION INDUSTRY CONFERENCE

RESIDENTIAL • COMMERCIAL • HIGHWAY/HEAVY

THURSDAY, FEB. 18, 2016

EARLE BROWN HERITAGE CENTER — BROOKLYN CENTER

## INDUSTRY PARTNERS

Associated General Contractors of Minnesota  
Associated Builders and Contractors, Inc.  
Builders Association of Minnesota  
Minnesota State Building Trades Council

## GOVERNMENT PARTNERS

Department of Labor and Industry  
Department of Employment and Economic Development  
Department of Transportation  
Department of Administration  
Department of Human Rights

# CONFERENCE AGENDA

|   |  |   |   |
|---|--|---|---|
| <u>Captain's Room</u><br><b>Commercial Construction</b> | <u>Harvest Room A/B</u><br><b>Highway &amp; Heavy Construction</b> | <u>Carriage Hall B</u><br><b>Residential Construction</b> | <u>Garden City Ballroom</u><br><b>State Contracts &amp; Procurement</b> |
|---|--|---|---|



|             |  |   |   |   |
|-------------|--|---|---|---|
| 7:00-8:00   | <b>Registration and breakfast - Carriage Hall A</b>  |   |   |   |
| 7:45-8:00   | <b>Introduction:</b> State of the Industry: Construction by the Numbers - Carriage Hall A    |   |   |   |
| 8:00-8:45   | <b>Opening session:</b> Perspectives from Inside the Construction Industry - Carriage Hall A |   |   |   |
| 9:00-10:00  | General Contractors Panel  | <b>MnDOT, MPCA – Erosion Control: Common Violations &amp; Significant Design Considerations</b> | <b>DLI – Contractor Licensing 101*</b>  | The Construction Workforce Talent Pipeline                  |
| 10:15-11:15 | <b>DLI, MDHR – WESA in the Construction Workplace</b>  | <b>MnDOT, DLI – Prevailing Wage Compliance</b>  | <b>DLI – Minnesota Contractor Recovery Fund: What it is and How it Works*</b> | <b>ADMIN, MnDOT – Responsible Contracting Law</b>           |
| 11:30-1:00  | <b>Lunch general session:</b> Ask the Commissioners Panel - Carriage Hall A                  |   |   |   |
| 1:15-2:15   | <b>DLI – Fall Protection: No Room for Trial and Error</b>                                    | <b>DLI – MNOSHA'S Focus: Top Four Construction Hazards</b>                                      | <b>DEED, DLI – Myths &amp; Facts About Independent Contractors*</b>           | <b>ADMIN, MDHR, MnDOT – Workforce and Contracting Goals</b> |
| 2:30-3:30   | <b>DLI – Q&amp;A: Minnesota Commercial Construction Building Codes*</b>                      | <b>MnDOT – AASHTOWare Project, Civil Rights &amp; Labor System (CRL)</b>                        | <b>DLI – Exploring Enforcement*</b>   | <b>ADMIN, MnDOT – Best Practices for Leveraging TGBs</b>    |
| 3:30-4:00   | <b>Evaluations and networking</b>  |   |   |   |

\*Continuing education units available

**All day**

Harvest Room C  
**1-on-1 with the State Sessions**

Sign-up at the conference registration desk for a seven-minute appointment with a subject matter expert in topics including contracting, prevailing wage, apprenticeship, workers' compensation, safety and more. Sessions available throughout the day and conducted in Harvest Room C.



**#MNCIC**

# GENERAL SESSIONS

## CARRIAGE HALL A

### 7-8 a.m. — Registration and breakfast

### 7:45-8 a.m. — Introduction: State of the Industry: Construction by the Numbers

An overview of current economic trends for the Minnesota Construction Industry. Presented by Commissioner Katie Clark Sieben, DEED.

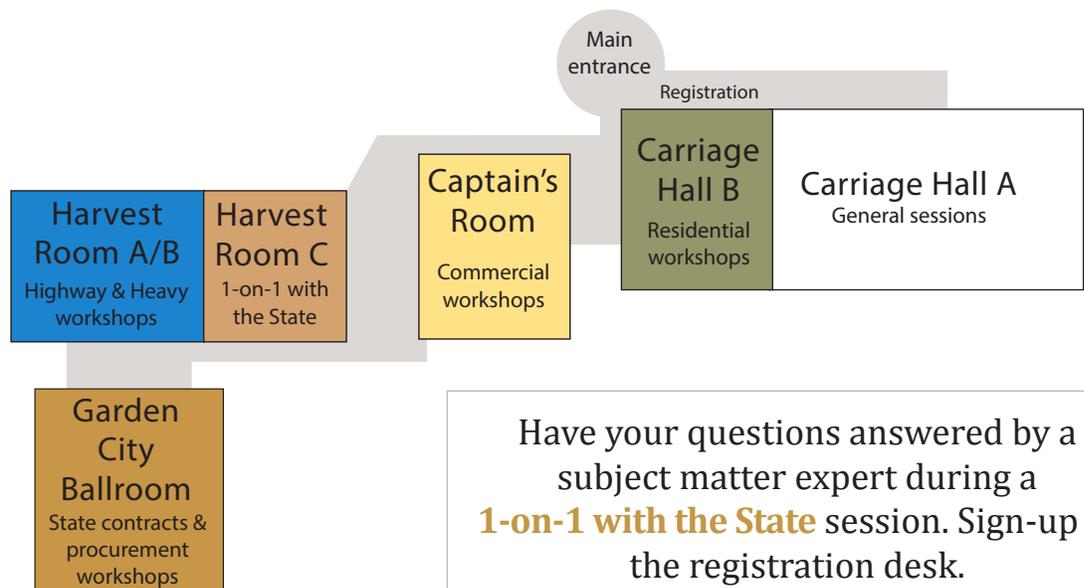
### 8-8:45 a.m. — Opening session: Perspectives from Inside the Construction Industry

This panel includes a cross-section of contractors and industry representatives from around the state. Panelists will tackle topics about economic stability and sustainability, workforce recruitment and retention plus the challenges and opportunities of working with state and local governments. **Panelists:** Scott Clements, Stevens Construction Corporation, Chris Duininck, Duininck Inc., Harry Melander, Minnesota Building and Construction Trade Council, Rick Packer, Mattamy Homes, John Pfeifer, McGough Construction, Carla Struble, Electrical Production Services, Inc. and Kurt Welker, Welker Custom Homes. **Moderated** by Commissioner Ken Peterson, DLI.

### 11:30 a.m.-1 p.m. — Lunch general session: Ask the Commissioners Panel

This panel of state commissioners will answer questions submitted by attendees. **Panelists:** Commissioner Katie Clark Sieben, Department of Employment and Economic Development (DEED), Commissioner Kevin Lindsey, Department of Human Rights (MDHR), Commissioner Matt Massman, Department of Administration (ADMIN), Commissioner Ken Peterson, Department of Labor and Industry (DLI), Commissioner Charlie Zelle, Department of Transportation (MnDOT). **Moderated** by Dave Semerad, AGC.

## Construction Conference floor plan



# COMMERCIAL CONSTRUCTION

## CAPTAIN'S ROOM



Download presentation materials at [www.dli.mn.gov/construction/commercial.asp](http://www.dli.mn.gov/construction/commercial.asp)

**9 a.m. General Contractors Panel** – Panelists: Matt Buggi, Graham Construction, Eric Engh, Ryan Construction, Hoyt Hsiao, Shaw-Lundquist Associates Inc. and John Pfeifer, McGough.  
Moderator: Tim Worke (AGC)

*This session features a panel of commercial contractors who will offer their perspectives about how current challenges and opportunities impact their view of the public and private construction markets. The panel will dig deeper into the issues facing the industry and offer suggestions to help balance the broader policy goals of public contracting and construction regulation with the challenges of delivering timely, efficient and cost effective construction services.*

**10:15 a.m. Minnesota's Women's Economic Security Act (WESA): Employer Obligations in the Construction Workplace** – Presenters: Jessica Brennan, MDHR and Sara Ellstra, DLI

*State agencies will provide an overview of employer obligations under Minnesota's new Women's Economic Security Act (WESA) specific to the construction industry. Topics include how to obtain an Equal Pay Certificate, how to accommodate nursing and pregnant employees and the use of parental leave.*

**11:30 a.m. Lunch general session** – Carriage Hall A

**1:15 p.m. Fall Protection: No Room for Trial and Error** – Presenter: Bob Durkee, DLI

*This workshop, presented by Minnesota OSHA, will cover employer and employee responsibilities when employees are exposed to fall hazards in construction, including acceptable methods of protecting employees from falling, methods to engineer out the hazard and the key points in designing and using personal protective equipment to prevent falls.*

**2:30 p.m. Q&A about the Minnesota Commercial, Energy and Accessibility Building Codes\*** – Panelists: Karen Gridley, DLI, Greg Metz, DLI and Jerry Norman, DLI  
Moderator: Scott McLellan, DLI

*Three panelists will discuss topics related to the Minnesota State Commercial Building Code, Accessibility Code and Commercial Energy Code. Questions submitted prior to the session will be addressed and the balance of time will be spent presenting and responding to the most frequently asked questions seen by the building code enforcement staff.*

*\*This workshop is approved for one continuing education credit.*

# HIGHWAY & HEAVY CONSTRUCTION

## HARVEST ROOM A/B



**Download presentation materials at [www.dli.mn.gov/construction/hh.asp](http://www.dli.mn.gov/construction/hh.asp)**

**9 a.m. Erosion Control: Common Violations and Significant Design/Planning Considerations** – Presenters: Dave Bauer, MnDOT, Paul Erdmann, MPCA and Mike Findorff, MPCA

*State agencies will discuss design, planning and construction considerations associated with highway and linear construction projects in the context of protecting our water resources by controlling stormwater, sediment and erosion. Permanent stormwater treatment system requirements, common permit violations found on linear projects and potential solutions will be presented.*

**10:15 a.m. Prevailing Wage Compliance** – Presenters: Michelle Dreier, DLI and Charlie Groshens, MnDOT

*This workshop will provide the construction industry with general knowledge of prevailing wage compliance and enforcement, and explain how companies can avoid wage-and-hour law violations when working on state and federally funded highway projects.*

**11:30 a.m. Lunch general session** - Carriage Hall A

**1:15 p.m. MNOSHA'S Focus: Top Four Construction Hazards** – Presenter: Lisa Hollingsworth, DLI

*According to OSHA, 90 percent of all worker deaths in highway heavy construction are related to falls, electrocution, struck-by object and caught-in/between. Eighty-five percent of all OSHA citations and 90 percent of dollars applied as fines are related to these areas. To help mitigate these risks, this presentation targets contributing factors and provides preventative strategies to eliminate these hazards in the workplace.*

**2:30 p.m. AASHTOWare Project, Civil Rights and Labor System (CRL)** – Presenters: Charlie Groshens, MnDOT and Sean Skibbie, MnDOT

*This workshop will provide an overview and helpful hints about MnDOT's AASHTOWare Project for Civil Rights and Labor (CRL), the Web-based application for contractors to submit bidder-quoter, payroll and payments data related to MnDOT construction projects.*

# RESIDENTIAL CONSTRUCTION

## CARRIAGE HALL B



**Download presentation materials at [www.dli.mn.gov/construction/residential.asp](http://www.dli.mn.gov/construction/residential.asp)**

**9 a.m. Contractor Licensing 101\*** – Presenter: Charlie Durenberger, DLI

*This session will provide an overview of the state licensing, bonding and registration requirements for residential construction and improvement contractors, subcontractors and their employees.*

**10:15 a.m. Minnesota Contractor Recovery Fund: What it is and How it Works\*** – Presenter: Kelly Cooper, DLI

*This workshop will provide an overview of the Contractor Recovery Fund and how it works including the laws that govern the fund, who is eligible, how to apply and the claims payment process.*

**11:30 a.m. Lunch general session** - Carriage Hall A

**1:15 p.m. Myths and Facts About Independent Contractors\*** – Panelists: Charlie Durenberger, DLI, Craig Gustafson, DEED, Kyle Makarios, North Central States Regional Council of Carpenters and Pam Petron, Gopher State Contractors.  
Moderator: Remi Stone, BAM

*This workshop will explore misclassification of workers as independent contractors in the construction industry. Panelists will discuss best practices and red flags related to unemployment, wage and hour, workers compensation and contractor registration.*

**2:30 p.m. Exploring Enforcement\*** – Presenter: Charlie Durenberger, DLI

*Contractors will have an opportunity to discuss DLI's goals and processes relating to investigations and enforcement activity. This session is intended to be a dialogue between DLI's enforcement director and industry professionals.*

\*Continuing education units are available. A total of four credits are available in this workshop track.

# STATE CONTRACTS AND PROCUREMENTS

## GARDEN CITY BALLROOM



**Download presentation materials at [www.dli.mn.gov/construction/contr.asp](http://www.dli.mn.gov/construction/contr.asp)**

- 9 a.m. The Construction Workforce Talent Pipeline** – Panelists: Michael Johnson, MDHR, Don Mullin, Building and Construction Trades Council, Christa Seaberg, JE Dunn.  
Moderator: Rick Martagon, DLI

*This workshop is a panel discussion about how contractors can develop and engage in outreach, exposure and exploration opportunities to attract more young people to consider construction careers. It will include an explanation of the role of registered apprenticeship programs in the development of the construction workforce.*

- 10:15 a.m. Responsible Contracting Law** – Presenters: Jim Cownie, MnDOT, Susan Groth, ADMIN

*This workshop will address common questions and provide an opportunity for feedback from contractors about how the responsible contracting law is implemented on state-funded construction projects.*

- 11:30 a.m. Lunch general session** - Carriage Hall A

- 1:15 p.m. Workforce and Contracting Goals** – Panelists: Maria Conley, MnDOT, Michael Johnson, MDHR, Sheila Scott, ADMIN and Sean Skibbie, MnDOT.  
Moderator: Alice Roberts-Davis, ADMIN.

*This workshop includes a panel discussion about how to reach state goals for both workforce and subcontracting. Also learn what constitutes a good faith effort when goals cannot be met.*

- 2:30 p.m. Best Practices for Leveraging TGBs** – Presenters: Joyce Brown-Griffin, MnDOT, Betsy Hayes, ADMIN and Justin Kaufman, ADMIN

*This session will provide practical tips to promote diversity and inclusion as part of the state contracting procurement process. It will draw from past experiences of state procurement staff and address useful tips and tools to promote best practices and avoid common missteps.*

# 1-ON-1 WITH THE STATE SESSIONS

HARVEST ROOM C



**why?** Is it safe?  
What will it cost? **Am I covered?**  
**Which form?** Where do I go from here?  
Is my contract sufficient?  
**Do I need a license?**

## Have questions for state agency staff?

Register for a **1-on-1 with the State** session during the Construction Industry Conference.

Visit the conference's registration desk to sign up for a seven-minute appointment with a subject matter expert in topics like these:

- contracting with MnDOT
- construction codes
- contractor licensing
- prevailing wage
- real estate and construction services
- registered apprenticeship
- safety and health consultation
- workers' compensation

Appointments are available throughout the day and sessions filled on a first-come, first-serve basis. Sessions are conducted in Harvest Room C. Each session is limited to seven minutes. Attendees may request up to three sessions and organizers will make every effort to accommodate requests.

# PRESENTERS

## General sessions



### **Katie Clark Sieben**

Sieben was appointed commissioner of DEED in October 2012. She has served as executive director of the Minnesota Trade Office, worked in the private sector at Target Corporation and National Wind, and served as finance director for Mark Dayton for a Better Minnesota.

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### **Kevin Lindsey**

Lindsey is commissioner of the Minnesota Department of Human Rights. He previously served as a civil litigation attorney in the Office of the Ramsey County Attorney and has 20 years of experience in resolving complex legal and public policy questions. As commissioner, Lindsey is responsible for a department that investigates charges of discrimination, ensures that businesses seeking state contracts are in compliance with equal opportunity requirements, and strives to eliminate discrimination by educating Minnesotans about their rights and responsibilities under the Minnesota Human Rights Act.

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### **Matt Massman**

Massman is commissioner of the Minnesota Department of Administration. In that role, he leads over a dozen administrative service divisions, including the state's purchasing, real property, fleet, risk management, demographic analysis, and continuous improvement services. Prior to joining Governor Mark Dayton's office as deputy chief of staff, he served as the deputy commissioner and assistant commissioner for tax policy and external relations at the Minnesota Department of Revenue.

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### **Ken Peterson**

Peterson is commissioner of the Minnesota Department of Labor and Industry. He served in the same position from 1988 to 1990. From 1999 to 2007, he was the state's deputy attorney general for government operations. Peterson also served as deputy commissioner for utility regulation of the state Department of Public Service, as director of St. Paul's Department of Planning and Economic Development, and as chief of staff of the St. Paul mayor's office.

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### **Charlie Zelle**

Zelle was appointed commissioner of the Minnesota Department of Transportation in December 2012. Zelle came to MnDOT from Jefferson Lines, an intercity bus company with routes in 13 heartland states from Minnesota to Texas. He worked there for more than 20 years, and served as president and chief executive officer.

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# PRESENTERS

**Dave Bauer** – Bauer is a professional soil scientist who earned a master's in soil degree from the University of Minnesota. He has applied his skills to both erosion control and stormwater management. Through jobs with Ramsey Conservation District, Rice Creek Watershed District and MnDOT, he has inspected or reviewed hundreds of project sites. Bauer is part of a team that oversaw an erosion and sediment control program that installed an estimated \$12.4 million of practices in the metro area in 2015.

[david.bauer@state.mn.us](mailto:david.bauer@state.mn.us)

**Jessica Brennan** – Brennan is a licensed attorney who has worked with MDHR as a legal analyst since January 2014. Brennan provides legal support to the department which investigates potential violations of the Minnesota Human Rights Act, including facilitating conciliation in cases where the department believes the act has been violated and working with the Minnesota Attorney General's office to determine which cases to litigate. Prior to working the MDHR, she gained experience in discrimination issues in both the employment and housing contexts. She has worked closely with issues arising from Minnesota's WESA law. Brennan has a Juris Doctorate from Hamline University School of Law.

[jessica.brennan@state.mn.us](mailto:jessica.brennan@state.mn.us)

**Joyce Brown-Griffin** – Brown-Griffin is a small-business program specialist for MnDOT's Office of Civil Rights. She has a bachelor's degree in business and earned a master's degree in compliance administration from the ACCA in 2015. She has more than 30 years of experience in the construction industry including as a contractor in the early 1980s, a consultant for contractors in the early 1990s, and a contract compliance specialist for Hennepin County from the mid-1990s to the mid 2000s. She worked as an EEO consultant for a construction firm in the private industry from 2007

prior to beginning her career at MnDOT in 2012.  
[joyce.brown-griffin@state.mn.us](mailto:joyce.brown-griffin@state.mn.us)

**Matt Buggi** – Buggi is the operations manager for Graham Construction Services in Eagan. He received a degree in construction management from the University of Nebraska - Lincoln and has worked in multiple roles throughout his 16-year career, including positions as an estimator, project coordinator, project manager and project controls manager. Buggi has gained experience working for construction firms throughout the United States as well as a small construction management company just entering the market.

**Scott Clements** – Clements is director of business development for Stevens Construction Corp. He has more than 30 years of project management experience in many market sectors of the Twin Cities construction industry. Having worked with several of the largest general contractors and developers in the Twin Cities Metro area, the majority of Clements' experience has been in the multi-family housing sector, which includes market rate apartments, senior living facilities and student housing.

**Maria Conley** – Conley is the contract compliance and workforce innovation supervisor for MnDOT's Office of Civil Rights. As part of the leadership team in the Office of Civil Rights she focuses on internal and external efforts in building a more diverse and equitable workforce. Conley received a bachelor's degree in psychology from St. Catherine University and her Juris Doctor degree from Hamline University. She has direct experience with facilitating female and minority labor participation on construction contracts.

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# PRESENTERS

**Kelly Cooper** – Cooper has administered the Contractor Recovery Fund at DLI since 2012. In February of 2013, she was asked to supervise the permitting unit for the Construction Codes and Licensing Division. In addition, Kelly represents DLI for Minnesota Business First Stop, which streamlines the development process for complex business startups, expansions or relocations that involve issues that overlap multiple state agencies. Kelly has a bachelor's degree from Hamline University and law degree from William Mitchell College of Law.

[kelly.cooper@state.mn.us](mailto:kelly.cooper@state.mn.us)

**Jim Cownie** – Cownie is assistant chief counsel for MnDOT. He has been with the agency since 1999. Cownie works in the areas of construction law and government contracts. With an annual construction program of about \$1 billion, MnDOT is the state's largest owner of public construction projects. Cownie is a graduate of the University of Minnesota Law School, where he is also currently an adjunct professor. He was involved with drafting the Responsible Contractor law and its subsequent amendments, and he testified about the bill at the legislature.

[james.cownie@state.mn.us](mailto:james.cownie@state.mn.us)

**Michelle Dreier** – Dreier is the program administrative director of prevailing wage at DLI. Dreier directs the work of prevailing wage investigators who certify and enforce prevailing wage rates on state-funded construction projects. She has more than 15 years of experience in prevailing wage investigations, worker classification issues and wage rate analysis.

[michelle.dreier@state.mn.us](mailto:michelle.dreier@state.mn.us)

**Chris Duininck** – Duininck has worked in the construction industry for more than 25 years. He began in 1984 working during the summers in the quality control department of Duininck

Incorporated and has worked in all facets of construction, from gradation testing to senior project manager. He is currently the vice president of contracting for Duininck's Minnesota Construction Division. He has been a chairman for Associated General Contractors of Minnesota (AGC). He has a bachelor's degree in business economics from Wheaton College, Ill.

**Charlie Durenberger** – Durenberger has been part of the residential building contractor licensing program since its inception in 1991. One of the program's original investigators, he was promoted to investigation supervisor in 2000 and became manager of enforcement programs for DLI's Construction Codes and Licensing Division in 2005. In March 2012, Durenberger was given responsibility for managing CCLD's Licensing and Certification Unit as well as its Enforcement Services Unit. Durenberger has a bachelor's degree from the University of St. Thomas.

[charles.durenberger@state.mn.us](mailto:charles.durenberger@state.mn.us)

**Bob Durkee** – Durkee is a senior safety consultant for Minnesota OSHA Workplace Safety Consultation at DLI. As a 1982 graduate of the University of Wyoming, Durkee has worked in the field of occupational safety and health for more than 30 years. His positions have included, principal safety consultant, OSHA training officer, OSHA quality assurance coordinator (principal safety investigator) and compliance officer safety. He has visited more than 2,000 worksites in virtually every aspect of industry, construction, municipality and utility. Durkee has provided solutions for many occupational safety and health hazards.

[bob.durkee@state.mn.us](mailto:bob.durkee@state.mn.us)

# PRESENTERS

**Sara Ellstra** – Ellstra is the program administration supervisor for DLI's Labor Standards Unit. Ellstra worked as a labor investigator for three years before taking the supervisory position. She received her Juris Doctorate from the University of Minnesota Law School with a concentration in labor and employment law.

[sara.ellstra@state.mn.us](mailto:sara.ellstra@state.mn.us)

**Eric Engh** – As a senior vice president for Ryan Construction, Engh is known for his focus on providing win-win solutions to complex issues. Through his leadership of site selection, land procurement and government processes as well as design, construction and administrative activities, Engh creates an environment where exceptional customer service and responsiveness are paramount. Engh has a degree in civil engineering and an MBA.

**Paul Erdmann** – Erdmann works in compliance and enforcement at the Minnesota Pollution Control Agency (MPCA), inspecting construction sites for stormwater compliance under the National Pollutant Discharge Elimination System/State Disposal System General Permit in the Twin Cities and beyond. He also provides technical assistance about stormwater, erosion and sediment control to contractors and owners of construction projects, local governments and the general public. Erdmann is certified in site management and stormwater pollution prevention plan design by the University of Minnesota's Erosion and Stormwater Management Certification Program. Erdmann has a degree in conservation from the University of Wisconsin-River Falls.

[paul.erdmann@state.mn.us](mailto:paul.erdmann@state.mn.us)

**Mike Findorff** – Findorff is a principal engineer with the MPCA in its Stormwater Research, Engineering and Outreach Unit. For the past 21 years he has worked in the area of water quality

and stormwater focusing on general stormwater permits for construction activity. He also assisted with the development of the General Municipal Stormwater Permit and Multi Sector General Stormwater Permit for Industrial Activity. Findorff works with watershed districts and watershed management organizations to assist with water-planning issues. He has extensive experience developing training and education courses. Findorff has a bachelor's degree in civil engineering with a focus on water resources from the University of Minnesota.

[michael.findorff@state.mn.us](mailto:michael.findorff@state.mn.us)

**Karen Gridley** – Gridley is an accessibility specialist and plan reviewer with DLI's Construction Codes and Licensing Division. She graduated from the University of Minnesota with a degree in housing studies and design. Gridley holds professional accessibility specialist certifications in Minnesota and California (CASp), and is an ICC-certified accessibility inspector/plans examiner. She also served as a voting member of the ANSI A117.1 Accessibility Standards Committee and continues to participate in ongoing A117.1 committee meeting activities. Prior to coming to DLI she worked for Target Corporation where she served as senior accessibility specialist and code compliance lead.

[karen.gridley@state.mn.us](mailto:karen.gridley@state.mn.us)

**Charlie Groshens** – Groshens worked in the construction industry for more than a decade as a sheet metal worker and service technician and owned his own heating and air conditioning company for two years. He has worked with MnDOT for more than 25 years, 23.5 years as the labor compliance supervisor. He's been associated with the AASHTOWare Project, Civil Rights and Labor System since 2005 with several technical review teams in numerous positions and was recently appointed to the project's task force.

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**Susan Groth** – Groth is an acquisitions management specialist with the Materials Management Division at ADMIN. She is one on a team of five staff that handles the procurement for state building construction projects and contracts. Groth has worked in public procurement for 18 years and is a certified professional public buyer.  
[susan.groth@state.mn.us](mailto:susan.groth@state.mn.us)

**Craig Gustafson** – Gustafson is the general counsel for DEED. He also serves as the director of Unemployment Insurance Legal Affairs and Appeals. In that role, he supervises a staff of 33 attorneys and 17 administrative staff. Gustafson has served as the chief unemployment law judge for Minnesota and is a past president of the National Association of Unemployment Insurance Appeals Professionals. Prior to DEED, Gustafson worked for the Minnesota legislature as an attorney in the Office of the Revisor of Statutes. He has a Bachelor of Arts Degree in history from Gustavus Adolphus College in St. Peter and a Juris Doctorate from Cornell University in Ithaca, New York.  
[craig.gustafson@state.mn.us](mailto:craig.gustafson@state.mn.us)

**Betsy Hayes** – Hayes is the chief procurement officer of the State of Minnesota. Hayes has 18 years of public procurement experience with ADMIN's Materials Management Division. Hayes is responsible for directing the state's central procurement office that acquires goods and services in excess of \$4 billion annually. This includes state executive branch purchasing, cooperative purchasing managed on behalf of Minnesota's local units of government and customers from government organizations across the country. Hayes is a graduate of Cornell College in Iowa and received her Juris Doctorate from William Mitchell College of Law in St. Paul.  
[betsy.hayes@state.mn.us](mailto:betsy.hayes@state.mn.us)

**Lisa Hollingsworth** – Hollingsworth has worked at DLI for Minnesota OSHA for five years as a senior safety investigator. She spent two years as a safety investigator principal working with Minnesota construction contractors and partnerships.  
[lisa.hollingsworth@state.mn.us](mailto:lisa.hollingsworth@state.mn.us)

**Hoyt Hsiao** – Hsiao leads the business activities of Shaw-Lundquist and guides strategic direction. Since starting with the company in 1987, Hsiao has brought innovation, managed growth, improved processes and set the vision for Shaw-Lundquist.

**Michael Johnson** – Johnson is compliance manager for MDHR whose mission is to make Minnesota discrimination free. The department sets statewide goals for women and people of color working on state construction projects. Johnson supervises a team of eight enforcement officers to ensure that businesses seeking state contracts are in compliance with equal opportunity requirements. Johnson has more than 14 years of public service experience, a Master of Public Administration degree from Minnesota State University-Mankato and a bachelor's degree in aviation management from Embry-Riddle Aeronautical University.  
[michael.allan.johnson@state.mn.us](mailto:michael.allan.johnson@state.mn.us)

**Justin Kaufman** – Kaufman is the statewide contracts and negotiations manager for ADMIN and manages the group responsible for oversight of \$650 million in professional and technical services. Kaufman joined ADMIN in 2007 and created the state's first negotiation program for professional and technical services contracts. He has also negotiated many of the state's largest information technology, consulting, health care and pharmaceutical contracts, and has trained more than 1,000 government employees. He is a graduate of Marquette University with majors in political science and international affairs and has a law

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degree from William Mitchell College of Law where he is also an adjunct faculty member.

[justin.kaufman@state.mn.us](mailto:justin.kaufman@state.mn.us)

**Kyle Makarios** – Makarios is the director of government affairs for the North Central States Regional Council of Carpenters and represents 25,000 union members and their families from 37 local unions in Wisconsin, Minnesota, North Dakota, South Dakota, Iowa and Nebraska. He was appointed to Minnesota's Task Force on Worker Misclassification and advocated passing the Contractor Registration law.

**Rick Martagon** – Martagon is the supervisor of the Apprenticeship unit at DLI. Prior to his work at DLI, Martagon was the training director for the Bricklayers and Allied CraftWorkers Local No. 1 of Minnesota and North Dakota. He also served as president of the Apprenticeship Coordinators Association of Minnesota from 2010 to February 2015. Martagon is a member of the Dakota County Workforce Investment Board and its One Stop Committee. He is also a member of the Construct Tomorrow board, a hands-on program that promotes apprenticeship to high school students.

[rick.martagon@state.mn.us](mailto:rick.martagon@state.mn.us)

**Scott McLellan** – McLellan is the state building official and director of the Construction Codes and Licensing Division. He has been worked with the State of Minnesota in building code enforcement or administration for the past 27 years. Before beginning his state government career he worked four years in building code enforcement with the city of Plymouth and three years with the city of Columbia Heights.

[scott.mclellan@state.mn.us](mailto:scott.mclellan@state.mn.us)

**Harry Melander** – Melander is the president of the Minnesota State Building and Construction Trades Council, a position he has had since 2009, and is employed by Dougherty Funding LLC. He has also served as executive secretary of the St. Paul Building and Trades Council since 2006, and was a business representative for that organization from 1997 to 2006. Prior to that, Melander worked for the Southern District Council of Carpenters and the Minnesota Statewide District Council of Carpenters, both in St. Paul. Melander has 25 years experience representing unions in the construction industry.

**Greg Metz** – Metz is a senior construction code representative in DLI's Construction Codes and Licensing Division Education Unit where he has focused on latest changes to the Minnesota Building Code and the Minnesota Commercial Energy Code. Metz has practiced commercial architecture since 1987 and has been licensed as an architect in Minnesota since 1999. He has a degree in architecture from Iowa State University and a Masters of Architecture Degree from California State Polytechnic University, Pomona (Los Angeles). He is an experienced project manager for schools, city halls, police stations, multi-family housing and historic adaptive re-use.

[greg.metz@state.mn.us](mailto:greg.metz@state.mn.us)

**Don Mullin** – Mullin is the president of the St. Paul Building Trades Council representing more than 10,000 construction worker members. Mullin is a 20-year member of the International Union of Painters and Allied Trades (IUPAT). Before his election to the Building Trades Council, Mullin worked as political director of IUPAT District Council 82 and as business representative of Sign and Display Local 880.

**Jerry Norman** – Norman has been with DLI for more than 20 years. He has worked as a plan reviewer, supervisor and is now supervisor of the

# PRESENTERS

plan review unit for DLI's Construction Codes and Licensing Division. He co-chaired the Minnesota Building Code adoption process for the past four state-code cycles. He has provided numerous educational seminars to architects, building officials, inspectors and contractors.

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**Rick Packer** – Packer is director of land development at Mattamy Homes in Edina. Packer has an expansive career managing the development of medium to large-sized residential projects in the Twin Cities and St. Cloud areas. He has also worked for companies siting and acquiring land rights for utility-scale wind and solar projects in numerous states. He is a member of the International Right of Way Association and holds a Minnesota real estate license.

**Pam Petron** – Petron is the owner of Gopher State Contractors, Inc. Founded in 1972, Gopher State Contractors, Inc., is a second-generation, family-owned general contractor specializing in the areas of commercial construction and pre-engineered metal buildings. Petron has a Bachelor of Science degree in accounting from St. Cloud State University and also worked as an accountant at Gopher State Contractors, Inc., before becoming the company's owner in 2006.

**John Pfeifer** – Pfeifer joined McGough Construction in 1996 and is responsible for the project management staff and its processes throughout the organization. He has led the development of project protocols, tools and controls through the unique McGough PACE process which ensures project success and client satisfaction. Through his 30-year career in the construction industry he has held operational positions with a core focus on project management, estimating and preconstruction. He is a graduate of the University of Nebraska with a Bachelor of Science degree in construction

management and is currently on the board of directors for ACE Mentoring.

**Alice Roberts-Davis** – Roberts-Davis is the assistant commissioner of Property and Purchasing for ADMIN. Prior to starting at ADMIN in June 2015, for more than 12 years she held various leadership roles with Target Corporation in their Real Estate, Sourcing and Compliance departments. Roberts-Davis graduated from the University of Illinois at Urbana-Champaign with a degree in communications and earned a Juris Doctor from the Florida State University College of Law.

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**Sheila Scott** – Scott is a member of the Office of Equity In Procurement, which administers the Small Business Procurement Program for the Material Management Division of ADMIN. Her responsibilities include all phases of program administration, from initial eligibility reviews and certification of firms, to the setting and monitoring of participation goals assigned to construction, professional and technical services contracts. She has a long history of working with small businesses and human rights issues in the public and private sectors.

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**Christa Seaberg** – Seaberg is the diversity manager for JE Dunn Construction. She has more than 15 years of construction industry experience working for owners, general contractors and subcontractors. She works closely with contractors, unions, government agencies and industry organizations assisting in education about regulations, outreach efforts and increased participation in the industry for both diversity businesses and workforce. She currently oversees the diversity participation for the Minnesota State Capitol Restoration project which has the highest female workforce participation in the nation.

# PRESENTERS

**Dave Semerad** – Semerad is CEO of Associated General Contractors (AGC) of Minnesota, the nation's first AGC Chapter, established in 1919. He has worked in the construction industry for more than 35 years, starting out as a construction laborer. He has held industry leadership positions in safety, human resources, labor relations and education.

**Sean Skibbie** – Skibbie is the small business contracting supervisor for MnDOT's Office of Civil Rights, where he supervises the administration of MnDOT's Disadvantaged Business Enterprise, Targeted Group Business and Veterans Preference programs. Skibbie began working for MnDOT in 2011, and spent time with the Ombudsman's Office and the Office of Construction. He left MnDOT and Minnesota in 2013 for a move to Alaska, where he worked with civil rights as the Alaska DOT's DBE program supervisor. He rejoined MnDOT in 2014 in the Contract Compliance section, and began in his current role later that year. Skibbie has a bachelor's degree from the University of Minnesota and graduated from the William Mitchell College of Law in 2012 with a JD.

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**Remi Stone** – Stone is the executive vice president of the Builders Association of Minnesota. She has more than 20 years of experience working with Minnesota's state government and the construction industry as a lobbyist, practicing attorney and director of government affairs for several organizations and businesses in 23 states and Washington, D.C. Stone has represented the Residential Subcontractors and Suppliers and the Association of Subcontractors, the statewide building officials association (AMBO), the League of Minnesota Cities, the Coalition of Greater Minnesota Cities, the Builders Association of Minnesota and the Builders Association of the Twin Cities. Stone has bachelor's degrees in political science and sociology from the University of

Wisconsin, Eau Claire. She earned a Juris Doctor degree from the Hamline University School of Law where she is also an adjunct professor.

**Carla Struble** – Struble is the owner, president and CEO of Electrical Production Services Inc. She served as the 2015 chairperson of the Minnesota and North Dakota Chapter of Associated Builders and Contractors (ABC). She has also served on the organization's education and legislative committees. ABC is a nationwide association with nearly 22,000 merit shop construction and construction-related firms in 71 chapters throughout the United States.

**Kurt Welker** – Welker is the owner of Welker Custom Homes Inc., a custom builder/remodeler and developer company in Owatonna in business since 1999. Welker has a bachelor's degree in Construction Engineering from Iowa State University. Prior to starting his own business he managed construction for big box retailers around the country and also worked for large general contractors as a project engineer.

**Tim Worke** – Worke serves as the highway and transportation division director of the Minnesota Chapter of the Associated General Contractors (AGC) since 2003. He represents the interests of AGC members at the state legislature and with state and local road authorities. Prior to AGC, Worke spent 17 years with MnDOT working in the areas of legislative relations and policy development. He was the director of the MnDOT Office of Government Relations from 1999-2003 overseeing both state and federal legislative issues. Worke is a 1985 graduate of the University of Minnesota with Bachelor of Arts degrees in political science and criminal justice.

# CONFERENCE PARTNERS

## **Associated General Contractors of Minnesota**

Associated General Contractors of Minnesota (AGC) is a nonprofit professional trade association dedicated to promoting opportunity and excellence in the building and highway construction industry throughout Minnesota. AGC focuses on both the highway and building sectors of the construction market, including heavy and municipal utility construction. Members include general contractors, specialty contractors and affiliated businesses that have a vested interest in these industries. AGC operates as a centralized point of focus for information dissemination, education and training and leadership about important industry related issues. [www.agc.org](http://www.agc.org)



## **Associated Builders and Contractors**

Associated Builders and Contractors (ABC) is a construction trade association representing commercial and industrial contractors, with 350 member companies with more than 20,000 workers in Minnesota and North Dakota. ABC is committed to providing representation, training and business development for all construction companies regardless of union affiliation. [www.mnabc.com](http://www.mnabc.com)



**Minnesota/  
North Dakota Chapter**

## **Builders Association of Minnesota**

The Builders Association of Minnesota (BAM) is the statewide voice for builders and remodelers. BAM's mission is to help its members excel in the building and remodeling industry. The residential construction industry generates millions of dollars of the state's economy and provides jobs for tens of thousands of Minnesotans. Working together, its members represent the industry at the state legislature, work to improve building practices through active involvement in the code development process and provide education to develop the best building practices for licensed contractors and their suppliers. [www.bamn.org](http://www.bamn.org)



## **Minnesota State Building and Construction Trades Council**

The Minnesota State Building and Construction Trades Council is the advocate voice for unionized construction workers in Minnesota. Fifty-thousand members strong, the Minnesota Building Trades has provided leadership and advocacy for construction workers in Minnesota for 60 years. [www.minnesotabuildingtrades.org](http://www.minnesotabuildingtrades.org)



# CONFERENCE PARTNERS

## Minnesota Department of Labor and Industry (DLI)

The Department of Labor and Industry's mission is to ensure Minnesota's work and living environments are equitable, healthy and safe. The department serves employees and employers by regulating workplaces through education and enforcement. [www.dli.mn.gov](http://www.dli.mn.gov)



## Minnesota Department of Employment and Economic Development (DEED)

The mission of the Department of Employment and Economic Development is to enhance the economic success of individuals, businesses and communities by improving opportunities for prosperity and independence. [www.mn.gov/deed](http://www.mn.gov/deed)



## Minnesota Department of Transportation (MnDOT)

The Department of Transportation manages much of the state's transportation infrastructure. It maintains more than 12,000 miles of state roadway and more than 4,500 bridges along those roads. It provides policy and planning efforts for a number of other transportation modes as well, such as aeronautics, freight, ports, public transit, bicycle and pedestrian traffic and railroads. It considers the economic and quality of life effects of all of its decisions and works hard to keep the public informed about transportation issues. [www.dot.state.mn.us](http://www.dot.state.mn.us)



## Minnesota Department of Administration (ADMIN)

The Department of Administration's mission is to provide the best value in government administrative services. It achieves that mission by providing a broad range of business and professional services to more than 100 state agencies, boards and councils so they can succeed in achieving their core missions. Its services include overseeing \$2.1 billion in state purchases, maintaining 4.4 million square feet of owned space and leasing an additional 3.6 million square feet of space. [www.mn.gov/admin](http://www.mn.gov/admin)



## Minnesota Department of Human Rights (MDHR)

The Department of Human Rights' mission is to make Minnesota discrimination-free. The department has three primary roles: investigating charges of illegal discrimination; ensuring businesses seeking state contracts are in compliance with equal opportunity requirements; and striving to eliminate discrimination by educating Minnesotans about their rights and responsibilities under the Minnesota Human Rights Act. [www.mn.gov/mndhr](http://www.mn.gov/mndhr)



Minnesota Department of  
HUMAN RIGHTS

# CONFERENCE SPONSORS

## **Association of Women Contractors**

The Association of Women Contractors is an organization committed to assisting women-owned companies in the construction industry to become an active voice in the business community. The organization promotes contract opportunities, monitors legislative issues that impact the industry and provides a forum for women contractors to network. An emphasis is placed on enhancing the growth and development of the construction industry while providing women business owners with education and professional resources. [www.awcmn.org](http://www.awcmn.org)



## **Builders Association of the Twin Cities**

The Builders Association of the Twin Cities (BATC) is the leading voice for builders and remodelers. It represents more than 1,000 member firms involved in all phases of the home building and remodeling industries. BATC's mission is to help members build their businesses through marketing, advocacy and industry connections.

BATC has presented the Parade of Homes to the region since 1949, and the Remodelers Showcase since 1984. BATC's advocacy work is designed to educate and communicate to government agencies and elected officials about issues of importance to builders, remodelers, developers and others, with a goal of providing a diverse selection of quality and affordable housing to the Twin Cities area. BATC is also a leading provider of builder continuing education through BATC University. [www.batconline.org](http://www.batconline.org)



## **INSTALL - North Central States**

The International Standards and Training Alliance (INSTALL) joins major flooring mills and manufacturers, contractors and professional installers from across the U.S. and Canada in a single mission: To provide industry-directed training and certifications to incoming and existing installers that can be delivered to floorcovering customers through superior and dependable contractors.

The high-quality work performed by INSTALL floor covering professionals remains unparalleled in the floorcovering industry and more than 100 major mills and manufactures around the world acknowledge the difference. [www.installnorthcentralstates.com](http://www.installnorthcentralstates.com)



# CONFERENCE SPONSORS

## **JE Dunn Construction**

JE Dunn Construction was founded in 1924 and today is the 10th largest domestic general building contractor in the United States with offices in 20 locations. The JE Dunn organization is employee-owned and family-owned with representation by three generations of the Dunn family in day-to-day operations and philanthropic activities. The purpose of the company is to enrich lives through inspired people and places. The company vision is to be an indispensable business partner for its clients by first understanding their purpose, goals and customers, and then delivering transformational solutions with certainty of results. [www.jedunn.com](http://www.jedunn.com)



## **Laborers District Council of MN & ND**

Chartered in 1968 by the Laborers International Union of North America, LiUNA, the Laborers District Council of Minnesota and North Dakota and its five affiliated local unions represent about 12,000 workers in Minnesota, North Dakota and Northwestern Wisconsin. The LDC represents workers in the following sectors: commercial building construction, highway heavy construction, environmental remediation, pipeline construction, landscape contracting, commercial cleaning contracting, construction material manufacturing, industrial maintenance and public employees.

[www.minnesotalaborers.org](http://www.minnesotalaborers.org)



## **Manufactured and Modular Homes Association**

The Manufactured and Modular Home Association of Minnesota (MMHA) was formed in 1951 and represents 300 businesses, including factory-home builders, sales centers, land-lease communities, banks and lenders, developers and suppliers to the industry. The MMHA works to promote quality housing that is affordable, encourages a level playing field in the public policy arena and educates its members about new home-building technologies and best industry practices. It holds briefings about state and federal law changes affecting the industry and offers continuing education courses approved by the Minnesota Department of Labor and Industry and Minnesota Department of Commerce for licensed contractors, installers and real estate brokers and agents. The industry overall does approximately \$1 billion in annual gross sales in Minnesota. In 2012, Minnesota was ranked as the largest builder of new modular homes in the nation. [www.mnmfghome.org](http://www.mnmfghome.org)



*Opening doors to better living.*

# CONFERENCE SPONSORS

## Minnesota Electrical Association

The Minnesota Electrical Association (MEA) is a nonprofit trade association. MEA is a member-owned service organization that provides information, education, books, forms and government representation to electrical contractors and their stakeholders.

[www.electricalassociation.com](http://www.electricalassociation.com)



## Minnesota Laborers Employers Cooperation and Education Trust

The Minnesota Laborers Employers Cooperation and Education Trust (LECET) is a nonprofit organization affiliated with the Minnesota Laborers Union and Laborers' International Union of North America. Since 1992, it has helped facilitate the positive relationship between labor and management in the construction industry. LECET offers a variety of programs to Minnesota Laborers Union signatory contractors, including project tracking services and its academic scholarship and safety-driven programs.

[www.mnlecet.org](http://www.mnlecet.org)



LABORERS UNION • UNION CONTRACTORS

## Minnesota Mechanical Contractors Association

The Minnesota Mechanical Contractors Association (MMCA) is a member-driven organization designed to lead and direct the mechanical industry. MMCA provides its members with labor relations, including labor negotiations, legislative matters on the local, state and national levels, promotion of the industry, and training about industry and management needs.

[www.mn-mca.org](http://www.mn-mca.org)



## Minnesota Painting & Wallcovering Association

The Minnesota Painting & Wallcovering Employers Association (MPWEA) is an association of experienced painting and wallcovering contractors that perform many projects both locally and outside of the Twin Cities. MPWEA works to bring stability and professionalism to the industry, as well as increase standards to provide an overall benefit to the construction project.



MINNESOTA  
PAINTING & WALLCOVERING  
EMPLOYERS ASSOCIATION

# CONFERENCE SPONSORS

## Minnesota Pipe Trades Association

The Minnesota Pipe Trades Association is an umbrella organization made up of 11 local unions located throughout Minnesota. These affiliated unions represent approximately 9,000 men and women working in all areas of the plumbing, pipefitting, mechanical and fire protection industry, including residential, commercial and institutional facilities. The association's work also involves the building and maintenance of coal, natural gas and nuclear power plants, oil refineries, renewable fuel facilities, research and bioscience projects, hospitals, sports stadiums, water treatment facilities and more. The members of the Minnesota Pipe Trades Association work hard every day to ensure that safe, high quality projects are delivered on time and on budget.

[www.mnpipe trades.com](http://www.mnpipe trades.com)



## Minnesota Utility Contractors Association

The Minnesota Utility Contractors Association (MUCA) is an association dedicated to the underground utility construction industry. Its mission is to promote the underground utility industry by providing safety training, continuing education, scholarships and legislative relations. [www.muca.org](http://www.muca.org)



## Conference workshop presentation materials

Presentation materials from Construction Industry Conference workshops are available at:

- Commercial construction: [www.dli.mn.gov/construction/commercial.asp](http://www.dli.mn.gov/construction/commercial.asp)
- Highway & heavy construction: [www.dli.mn.gov/construction/hh.asp](http://www.dli.mn.gov/construction/hh.asp)
- Residential construction: [www.dli.mn.gov/construction/residential.asp](http://www.dli.mn.gov/construction/residential.asp)
- State contracts and procurement: [www.dli.mn.gov/construction/contr.asp](http://www.dli.mn.gov/construction/contr.asp)

# NOTES

