



AFFILIATED WITH NEW MEXICO HOME BUILDERS ASSOCIATION

BLUEPRINTS

Your Newsletter for Quality Worker's Compensation Information

Third Quarter Edition 2019

2020 RATES APPROVED

Once again, another great year and another great story for Builders Trust. Now that our rates for 2020 have been approved by the Workers' Compensation Administration, our Participants can enjoy a higher level of confidence when bidding on 2020 projects. Builders Trust Participants currently have 167 class codes available for the broad scope of work they are conducting each year. For the new year, we have decided to keep the overall impact of rate adjustments to a zero impact to the fund. Remember that for 2019, we had an overall 10% decrease in rates. Of our 167 class codes, 106 will see no change in manual rate for 2020. Thirty-five class codes will receive an average decrease of \$0.38 while only 26 class codes will see a modest increase by an average of \$0.54.

Overall, Builders Trust rates will remain flat, which is fantastic news for our Participants. Builders Trust COO Randy Akin stated, "We are able to once again avoid raising rates, even in this era of escalating medical cost. Our Participant-Owners, day-in and day-out, across New Mexico, are implementing safe work practices which results in fewer injuries. Fewer injuries means fewer claims and thus fewer dollars paid out on injuries. The credit for keeping rates low goes to our Participant-Owners who focus on safety."

SUSTAINED SUCCESS

How has Builders Trust Sustained Long Term Success?

Success can be defined as achieving a stated goal. Many of you know the Builders Trust story – the goal was to find a new way to provide workers' compensation coverage for contractors. In the late 1980's the big insurance carriers were leaving the state in droves because our workers compensation laws had changed drastically three times in six years, and the benefits structure for injured workers had spiraled out of control due to high claim losses driven by poor court and legislative decisions. Many high-risk industries could not find coverage. The mainstream insurance companies that remained in New Mexico continued to raise rates due to losses and a lack of competition. Rates for builders with traditional insurance companies were skyrocketing. Recognizing the Incredible strain on the construction industry, leaders of the New Mexico Home Builders Association reached out to other states to educate themselves on the idea of group self-insurance. From these early, grass-roots efforts, the NMHBA created one of the first group self-insurance funds in New Mexico – a fund created by builders, specifically for builders. Creating Builders Trust took smarts, guts and grit. But how has Builders Trust *sustained* success all these 32 years later?

The answer lies with you, our Owner Participants.

Builders Trust Participants have worked diligently over the years to provide safe work sites for their employees and Builders Trust Participants have embraced a worksite safety culture that assures workers can return home safely after a day of hard work. Further, the Builders Trust Board of Trustees, who are your fellow Participants, have guided the organization over these many years by continually putting our Participants first. By always keeping safety at the forefront, Builders Trust will be here now, and in the future, to serve New Mexico's construction industry by providing affordable workers' compensation coverage you can count on.

Executive Supervisors - Splitting Payroll

An Executive Supervisor is expected to spend some time in the office as well as time in the field visiting various job sites to keep track of job progress and may meet with the site foreperson or supervisor. Per NCCI the Executive Supervisor may not direct the workers' job duties and may not work with any tools of the trade.

While Builders Trust follows NCCI class code guidelines, your Board of Trustees has implemented a policy that allows Executive Supervisors (Project Manager, Job Superintendent), in certain situations, to split their payroll.

Builders Trust Board Policy allows owners, partners, officers and employees who would meet the qualifications for assignment to Executive Supervisor, to split their payroll with other trade codes. An individual may qualify for Executive Supervisor on a particular job and then act as foreperson or laborer on another job where their payroll should be assigned to the operation they are directly supervising or the class code for the manual labor they are performing.

Builders Trust allows this unique split of payroll because, as a group self-insurance fund created by contractors for contractors, we understand the realities of the jobsite and we understand that in certain circumstances we need to do what is right for our Participant-Owners to support your success.



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When Lightning Strikes

When Lightning Strikes - Do You Have a Plan?

Lightning strikes can severely injure or kill workers whose jobs involve working outdoors. Lightning is often overlooked as an occupational job hazard, but employers need to be aware of this hazard, especially when working outside and at construction sites where the structure is not yet enclosed. Lightning is a dangerous natural force and in the United States cloud to ground strikes occur 20 to 25 million times annually. Unfortunately, these lightning strikes result in approximately 25 deaths per year in the United States and many others suffer severe injuries due to lightning. Job site supervisors and workers must take seriously lightning safety protocols to prevent exposure when working outdoors, especially when operations are performed in open spaces, on or near tall objects, near conductive materials such as metal or steel framing and when working with explosives.

WHAT YOU CAN DO:

- **Train Supervisors to be cognizant of weather conditions as part of job site safety**
- **Reschedule work when it is clear that dangerous weather is expected**
- **Empower Supervisors to shut down work due to the presence or anticipation of lightning**
- **Check weather reports on websites such as *weather.gov* and tune in to local radio stations**
- **Designate a safe place for workers to take cover if lightning is present or expected**

Understanding lightning risks, characteristics and precautions will help to keep your employees safe. Lightning unpredictable and can strike outside the heaviest rainfall areas and even up to 10-miles from any precipitation. Many victims are caught outside during a storm because they did not act promptly to get to a safe space, or they go back outside too soon after a storm has passed. It is recommended that work operations be considered for re-scheduling to avoid workers being caught in hazardous weather conditions like lightning, rain and high winds.

Supervisors and workers should be trained to recognize changing conditions which generally lead to worsening and unsafe weather conditions. Watch for darkening skies and increasing wind speeds that can indicate approaching thunderstorms. Supervisors should make sure employees know of the jobsite's designated safe shelter. A fully enclosed building with electrical wiring and plumbing is the safest shelter. These buildings are generally electrically grounded, providing a safe route for electricity to pass into the earth. If safe buildings structures are not accessible. Employers should direct workers to hard topped metal vehicles with rolled up windows. Either option can provide safe shelter in a thunderstorm, but employees should remain there for at least 30-minutes after the last lightning sighting.



PLEASE ENJOY THIS COMPLIMENTARY ISSUE OF BT BLUEPRINTS

To find out how you can join Builders Trust of New Mexico AND receive the best value in workers' compensation coverage for New Mexico Home Builders Association members, please contact us at
PH: 505-345-3477 or 1-800-640-3369 or www.builderstrust.com

CONFIDENTIALITY STATEMENT

Builders Trust of New Mexico (Builders Trust) is a workers' compensation group self-insurance fund. Builders Trust values its Participants and works diligently every day to honor the trust you place in us. Below is our Confidentiality Statement which outlines our commitment to carefully protect the non-public confidential information you provide us.

Builders Trust's Commitment to You Includes:

1. We require organizations and independent contractors that provide services on Builders Trust's behalf to keep this information strictly confidential and to only use it to provide the specific services that Builders Trust has requested they perform.
2. We are committed to protecting your information at every level of our organization with physical, electronic and procedural safeguards.
3. We do not share any information with other organizations or individuals outside of Builders Trust that would use your information to contact you about their own products or services.
4. We do not sell any information about our Participants or Insured Workers to third parties.
5. Within Builders Trust, we safeguard this information carefully.

The Trustees and Management of Builders Trust hope this Confidentiality Statement helps in answering any concerns you may have. If you have any questions or other concerns, please contact our Service Center at 505-345-3477 or 1-800-640-3369.