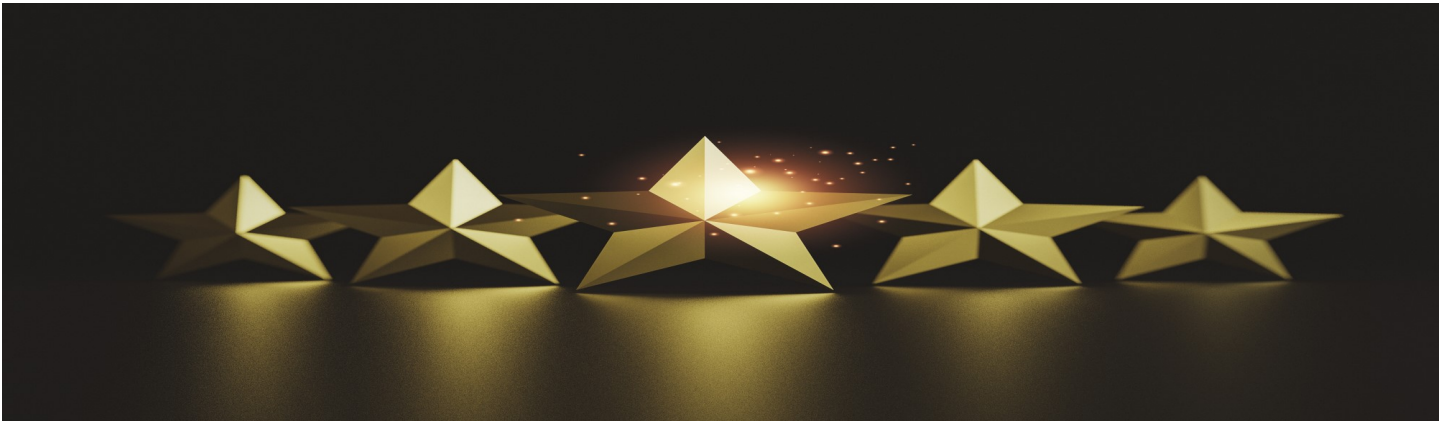




# BLUEPRINTS

Your Newsletter for Quality Workers' Compensation Information



We are pleased to acknowledge two more Builders Trust Participants who have been recognized nationally. **Del Rio Enterprises, Inc.** and **DRB Electric, Inc.** were recipients of National Certifications in Accredited Quality Contractor from the Associated Builders & Contractors. ABC Top Performers must certify their commitment to the following:

- The highest levels of quality construction
- Financial fitness – capable, bondable and insurable
- World-class safety – all AQC members achieve STEP Gold, Platinum or Diamond status
- Workforce development, talent management, and inclusion, diversity and equity
- The betterment of the communities in which they work

Congratulations again to **Del Rio Enterprises, Inc.** and **DRB Electric, Inc.!** You represent the best of New Mexico contractors.

## Hiring Summer Help

It's summer and while everyone is looking for employees, beware of the rules regarding the hiring of anyone under the age of 18. In construction, this is even more significant. There are state and federal laws regarding the hiring of teens and what they are legally allowed to do. Builders Trust has a section in the Participant Manual, available under **Resources** on the Portal, that gives a lot of good information on what young adults are and are not allowed to do. Please read through this information carefully before considering hiring a teenager. You can also call our Policy Administration Department at (505) 345-3477.



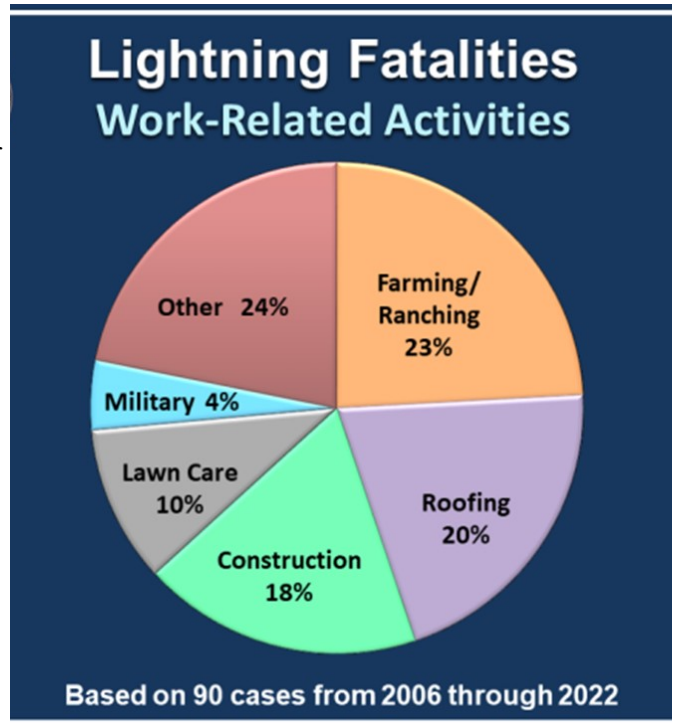
Please note that our office hours have changed. We are now open Monday—Friday from 7:30 a.m.—4:00 p.m.

## “When Thunder Roars, Go Indoors!”

Even though we live in a desert, New Mexico experiences more lightning strikes than many other states. In fact, per Vaisala Xweather, there are 3M to 5M occurrences of lightning in New Mexico each year. In the U.S. an average of 28 people are killed each year by lightning. And, as shown in the graph, 28% of work related lightning fatalities from 2006 to 2022 were in construction related work.

Because most of our Participants work outdoors, they are especially susceptible to lightning injuries. The most dangerous months are June, July and August, which also coincides with our monsoon season. In fact, a person can encounter lightning within 10 miles of a very strong thunderstorm.

Make sure you and your employees are safe by keeping an eye on the weather and, should lightning form, take cover indoors or in a vehicle. Open sided buildings and trees are not good places to shelter. Take heed of the National Oceanic and Atmospheric Administration’s motto:



## “When Thunder Roars, Go Indoors!”



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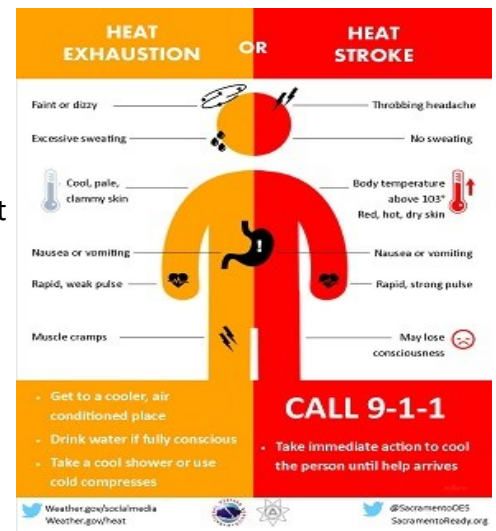
## Summer Heat

Todd Sanchez—Field Safety Manager

It's summer and it's **HOT** outside. Keep an eye out for heat stroke and heat exhaustion in your employees when they are working outdoors. Know the signs and symptoms of each.

Heat Stroke is the most serious heat-related health problem. Symptoms include confusion, loss of consciousness, seizures, high body temperature and can include either dry skin or profuse sweating. **Heat stroke is life threatening!** Call 911 immediately if they are displaying these symptoms.

Heat Exhaustion is not life threatening but is still a medical emergency which, left untreated, can result in Heat Stroke. Symptoms include headache, nausea, dizziness, weakness, thirst, heavy sweating and decreased urination. If an employee is suffering from heat exhaustion, remove them from direct sunlight and provide water and/or liquids, remove any unnecessary clothing including shoes and socks. Cool the employee with cool compresses to the head, neck and face.



### What is Experience Rating?

#### Part Two — Frequency vs Severity and

#### Split Points



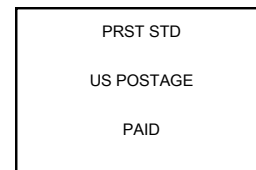
In this second installment we'll explore two of the largest factors affecting your modifier, the **Split Point** and **Frequency vs Severity**.

The **Split Point** is the break between the total medical and indemnity costs, or incurred, of the claim and its **Primary Losses**. For 2023, the **Split Point** for New Mexico is \$18,500. This does change each year and generally goes up. What this means is that only the first \$18,500 of any claim will count towards your **Primary Losses**, which reflects frequency. Anything above the **Split Point** is **Excess Losses**, which reflects severity, and doesn't affect the modifier as significantly as **Primary Losses**. Both are used in the calculation of the modifier, however, as we will learn in the next edition, ballast and weighting factors are then applied to these numbers to produce the final modifier.

Because **severity**, the cost of an individual claim, is less predictable than the fact that the claim occurred, the **frequency** is weighted more heavily on the modifier. For example, think of two employers of similar size. Employer A has one claim for \$50,000 and Employer B has five \$10,000 claims totaling \$50,000. Employer A has one claim, with only \$18,500 counted in **Primary Losses** and \$31,500 in **Excess Losses** (the difference between incurred and primary losses.) Employer B has five claims, each counting for \$10k in Primary Losses but nothing in **Excess Losses**. Based on this, Employer B will have a higher mod because he has \$50k in **Primary Losses** whereas Employer A only has \$18,500 in **Primary Losses**. Employer B now has higher work comp costs than Employer A, with the potential for any of those claims to exceed the split point. Employer B's actual losses now exceed expected losses, increasing the modifier.

In Part Three we will briefly cover some of the other factors that go into the modifier.

Information courtesy of NCCI Publication "ABCs of Experience Rating"



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, (800) 640-3369 or [www.builderstrust.com](http://www.builderstrust.com)

## Reminders and Suggestions from our Policy Administration Staff...

- Be sure to utilize all the tools available to you on the portal. From there you can find your policy documents such as your dec page, loss runs and your modifier if you qualify.
- Take advantage of online payments. It's easy and secure and does all the math for you.
- When you push through a payment online, there is a one-time confirmation number. Please make a copy of this as we can't track it.
- Take advantage of our free safety videos AND our new mobile safety app, also free!
- Remember, your Portal Administrator can add additional users and grant them access via their login.
- Please return our calls and e-mails. Whether we are setting up a safety visit or reminding you that a payment is coming due soon, it is our intent to help you in any way we can and keep from having to send you a notice of cancellation. No other carrier will do that for you.
- If you have a name, ownership or address change, please contact us as soon as possible. As your workers' compensation carrier, it's important for us to have the most updated information to serve you best.
- Premium payments are due in the Builders Trust office no later than 4:00 p.m. on the 15<sup>th</sup> of the month. Remember, you get a 2 ½ % discount when premium is received on time!
- As always, if you have **any** questions, need help or are just unsure about something, please give us a call.

***We are here to help you.***