



Minnesota Educational Facility Management Professionals

The Messenger

MASMS State Meeting An Event for ALL Chapters Tuesday January 11, 2022

A full lineup of educational classes!

This day is FREE to all MASMS Members and their staff.

The Keynote is a workshop on leading diverse teams.

This workshop was given at the Mankato School District, and it comes HIGHLY recommended. If you and your staff need ideas on leading and understanding diverse teams, this is definitely one workshop you do not want to miss. MASMS is covering the full cost of this workshop.

This event will be held at Jimmy's Event Center, 3565 Labore Road, Vadnais Heights, MN on Tuesday January 11th.

The day's agenda:

8:30 AM Registration

9:00 – 10:00 AM | Select from one of two educational sessions.

1. How Schools Comply: COVID-19 OSHA ETS, Vaccination, Testing Response | Mary Ferrian, IEA
2. Maintaining School Facilities | Jake Staum, Kraft Mechanical

10:00 AM Break | Networking

10:15 – 11:15 AM | Select from one of two educational sessions.

1. HVAC with the Plumbing Maintenance Program
Lori Bauer, Climate Makers and Amy Satterfield, IEA
2. Maintenance and Documentation of Fire Protection Features in Schools | Tom Roessler, State Fire Division

11:15 AM Lunch | Networking

Noon – 1:45 PM Keynote | Workshop (About 1.5 hours in length.)

Toby Spanier, University of Minnesota Extension Center

Leading Diverse Teams

Register for this meeting at www.masms.org, just select meeting registration under "Quicklinks"

*If you are traveling a distance, and need hotel rooms the night before, we reserved a block of rooms at the Holiday Inn Express that is connected to Jimmy's event center. **Hotel is at the member's expense.** Just call (651) 484-2400 and ask for the MASMS State Meeting Rate.*

We look forward to seeing you there!

8 Great Reasons to attend MASMS Monthly Meetings!

We know that getting away for your MASMS Chapter Meetings can be hard, however making the effort to do so is well worth the effort and hassle.

The true value of attending MASMS Chapter meetings is achieved by going many times, for months and months or years and years. You may find that at some meetings you may have met a specific person or learned a specific skill that had a positive effect, and then there may be those meetings that on the way home you think it was not worthwhile to attend.

With that said, attending Chapter meetings all provide the potential to meet new people and learn new things, the real value is larger in scope. Being active in your Chapter for a length of time has many advantages:

- 1) Talking to others in your profession helps keep you current on industry trends, products, services, and technologies.
- 2) Listening to multiple speakers, over a period of time, greatly enhances your overall knowledge of your profession.
- 3) Seeing the same people, month in and month out, allows you to develop strong professional relationships with people in your profession.
- 4) You may hear about potential job opportunities that otherwise would have been outside your view.
- 5) Getting involved in your Chapter meetings allows you to practice leadership among your peers.
- 6) Attending Chapter meetings offers the opportunities to give back to MASMS by volunteering your time and helping others. This is good for you and good for MASMS.
- 7) Having developed long-term professional contacts, you can call them for advice if you have questions!
- 8) You have the opportunity to meet great people, many of which may become good friends.

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MASMS.ORG

Hello Everyone,

MESSAGE FROM THE BOARD



*Scott Kaminski,
State Vice President*

Happy New Year! Cheers to making the most out of every day! Hopefully 2022 can bring us some happiness and joy. As I sit down to write this letter, it is the first time in a week where I actually got to sit down and think. I just got back from a hunting trip in Nebraska with a couple of buddies, where we took back some memories and experiences we will never forget. Which is going to be the topic of this piece... experiences.

How this trip started... A buddy of mine called one day last year and asked if I would be interested in a Muzzleloader Mule Deer hunt in Nebraska before the season ends (Dec 31). Not taking many hunting trips in the past, I thought this would be a great opportunity to start. So I said yes and asked a couple more buddies that were all in too. About a month before we were supposed to leave for Nebraska, my buddy that originally set this hunt up called me and said he would not be able to make the trip... the guy who knew where to go and what to do... cannot make it. We all hunt whitetails here in MN, but Mule Deer, let alone in the Nebraska Sandhills are a whole new ballgame. Us remaining 3 were relying heavily on the guy who backed out. After a few phone calls and some "what if" conversations, the remaining 3 decided we would still go and see what we can do. December 26th at 6am, we loaded up the Suburban with all our gear and headed out West. I drove the 6.5 hours to Valentine, Nebraska while one of the other guys slept and the other watched YouTube videos on "Muzzleloader Mule Deer Hunting in Nebraska" (hoping to pick up some pointers). When we got there, we had enough time to check into the Air BNB and go out and do some scouting. After seeing only some Bison in the public land, we decided to pick a different piece of public land and hunt that in the morning.

HUNT 1

We use GPS hunting maps that help us track and pinpoint meeting spots and decide on a time to meet... we clink our guns together, say "shoot straight", and start our hike. Let me remind you, this terrain and spot and stalk style of hunting is all new to us. After an up and down hike a little over 4 miles (as a crow flies) back into the hills, while only spotting 2 doe that we unsuccessfully stalked, the guy who I was with and I decided to stop for lunch

and make a plan to head back to the truck before it got dark out. At this point, we were completely exhausted, our legs terribly sore and spirits kind of in the dumps. We ate our smooshed up sandwiches that we kept in our packs, and looked South to where the truck was. We looked at each other and said "there has to be another way". So, I looked on the map and found a minimum maintenance road that curved around and headed to the main road, so we decided to take that back. At this point, we were not even concerned about seeing any deer. We just wanted to make it back to the truck in one piece. When we all got back to the truck and talked about what we saw, it ended up being 4 total deer after 30+ combined miles put on by the 3 of us. We needed to change up our game plan. Best piece of advice we got was to head to the local tavern and talk to some people there. If they feel bad for the out of state hunters, they will help you out with where to go and what to do. So, we did that and talked to a guy with some land that butted up the back side of the public land that he allowed us to hunt. That conversation and convincing only cost us 4 drinks we paid for him.

HUNT 2

We decided to sleep in and hit the private land piece hard in the afternoon so we don't kick out any deer walking out through the woods in the morning. We got there a little earlier than we wanted so we could drive around and come up with a plan. Our style had to change as this terrain was more like back home, woods, water and bean fields. After formulating our plan and pinning the meeting spot on our phones, we clinked the guns and whispered "shoot straight". One went left, one went right and I went straight. I actually walked all the way past their land and onto the public piece. I sat on a ravine hillside that was littered in deer trails, so I felt really confident. About 30 minutes into this sit, after looking up from my phone, I was staring into the eyes of a coyote that was 15 feet away from me. It must have scented me and crept its way up the ravine without me even hearing it. Of course, the first thing I thought about was getting a video of this thing and sending it to the crew.

Probably the opposite of most people's first reaction which would have been to throw their arms in the air and spook it back down the hill. After the coyote took off, I watched it and it almost looked like it was circling around me. I was not interested in getting hunted while I was out here, so I picked up my gear and headed to the top of the ravine so I could look over everything better. As soon as I got to the top, I heard footsteps through the snow at the bottom of the ravine. Yes, you guessed it. 4 doe and 2 small bucks were just trotting through while I am now 75 yards away, when 5 minutes ago, I would have had a 15 yard shot. With all the trees in the way, I could not get a shot, so I just watched. At that time, one of my buddies texted the group and said "had 2 in front of me, but my gun wouldn't fire LOL". I actually did LOL, just picturing what he was doing/thinking/saying as his gun was malfunctioning. It was just about dark and I heard a shot nearby. Before I could text and ask who shot, our group got a text from the guy with the gun malfunction that said, "guess the old smoke pole isn't accurate at 150 yards LOL". He is a big LOL'er. So essentially he found out what was wrong with his gun, just in time to miss a doe out of his range. Again, we met up at the truck, talked about what we saw and decided we needed to hunt the woods and water with all the deer we saw. The night ended with some Kaminski Words Of Wisdom... "There is a reason your gun didn't work and you missed that doe. Everything happens for a reason."

HUNT 3

We decided to hunt the public piece that butted up the private land we hunted the day before. We got up, packed our gear and headed out for the day. You know the story... marked the meeting points and clinked the guns. Away we went. This is also the public land where we saw the herds of Bison scattered through the land. Of course, on our way out, we came within 15 yards of a resting Bison that we kicked up as it was laying in some thick brush. I about turned around and headed back to the truck after that, as my pants were almost in need of a change. Once I got to my spot, I noticed I had zero cell phone connection... so I was pretty much on my own for this one. At 1:30pm, I hear a "ka-pow". Knowing it was one of our guys that shot, I couldn't text or call to find out the who/what/where. After about 30 min of wondering, I decided to make my way up a hill to find some service. Once I got to a spot, I called the guys and they answered by saying... "buck down, buck down!"

Donk shot it. He said there were 2 other bucks with it that ran my way. One was small and one was a big one." Donk is the buddy who missed the night before. Those 2, who had cell service were already taking care of retrieving the animal and told me to continue to hunt. I ended up seeing a smaller buck in range, but waited for the bigger one to show up. Just my luck, the smaller one was out of range and gone, with the big one not even showing up. Oh well. I decided to head to where the others were to help with the harvest. Once I got there, everything was all taken care of and bagged up ready to go. After some high fives, hugs and some pictures, we looked at our path to the truck, all the meat we had to haul and started to laugh. We knew we would be making multiple stops to rest, so we decided to head out right away and not hunt the rest of the evening. On the hike back, 2 miles away from the shot, we talked about what we saw. I told them I had a little buck right in front of me, but didn't shoot because I was waiting for "the bigger one".

Continued on Page 3

Message from the Board | Continued from Page 2

Where I was sitting, I was another half mile past them. Immediately after telling them what I saw, Donk said, "just like you told me... everything happens for a reason. If you would have shot that one, there is no way we would have been able to haul 2 deer back." We all agreed and were talking about how lucky he was that his gun malfunctioned yesterday so he was able to harvest a nice buck today.

A couple hours and about a dozen rest stops later, we finally made it up the ravine to the truck. Once we made it to the top and saw the truck, we all fell to our knees and some straight to their backs trying to catch our breath. For about 15 minutes we laid on the ground, laughing and dang near crying talking about what we just accomplished. We honestly could not believe what we just did. It was so rewarding. We know people do this type of stuff often and sometimes alone, but we didn't let that stop us from believing we were the greatest hunters around...

HUNT 4

The last day, we decided to go back to the same spots as yesterday to see if my other buddy and I could tag out before the trip home. Marked our meeting spots and clinked the guns. With high spirits and the weather conditions perfect, our expectations were high. Knowing we had a long night ahead of us and only seeing a couple small ones 300+ yards away, we decided to start the trek to the meeting spot so we could get up the hill and maneuver past the Bison before dark. This trip to the truck was a lot easier than the night before, so there were fewer stops. We got to the top, took one last look over the terrain, snapped a couple photos, loaded up and started home.

The trip home started out with the whole "what was your favorite part of the trip" question. Obviously Donk said him shooting the buck was his favorite part. He then began to apologize to us not getting one and he wishes we could stay another night so us other 2 would have another chance. I stopped him and told him I would not have changed anything about this trip. From how it started to how it finished. Us 2 that didn't tag out, started to talk about our favorite part of the trip and here's what I said..."My favorite part was EVERYTHING. From the first hunt each walking over 12 miles that day to you shooting that buck. Everyday, how we worked together to try to put us in the best spot to see/harvest an animal. That type of stuff is what I watch in hunting videos from people who get paid to hunt and have all the best gear and equipment. We were about as novice as you could get on how to hunt these deer in this state, but we did it. And how we packed that deer out of there was so rewarding once we got to the top and looked over the terrain and thought, "how the heck did we do that?". So don't apologize for anything, thank you for coming on the trip and helping me make this experience something I will never forget."

Like I said at the beginning of this letter (for those that are still with me), it was about the experience. Whether it was good or bad, right or wrong, we made our choices and figured it out as we went on. If we would have known at the beginning of the trip what we knew after, I promise you, our hunt would have been a lot different and probably would have been over in a day or 2 with all 3 tags filled.

I know these last couple of years have been tough for everyone, but just know the experiences will make us better. Although its tough come out with positives out of these situations, keep your focus on what you learn, how you adapt, and what you can control. Like we always do through MASMS, continue to work together. Like we did, by talking to the locals at the tavern... we asked for help. We tried to do it alone on day one, and that was a disaster. After we swallowed our pride and asked for help, things made a turn for the best immediately.

As always, feel free to reach out with anything. My phone is always on. Thank you for everything you all have contributed to your schools, businesses and each other. I am proud to be a part of this organization and look forward to even better things in 2022!



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A New Year | A few positive suggestions that may go a long way in improving morale and productivity in 2022!

- Personally thank workers for doing a good job – one on one, in writing or in person. Do it often and sincerely.
- Be willing to take the time to meet with and listen to your workers – as often as possible.
- Provide workers with specific and frequent feedback about their performance based on the standards they were trained to by your trainer.
- Recognize, reward and promote high performers based on their abilities, experience, etc.
- Deal promptly with bad attitude and low performers so they will either improve or leave.
- Make sure your staff understands the history and goals of your company with an emphasis on their importance in the scheme of things.
- Involve employees in decisions that affect them. Remember that involvement equals commitment.
- Give everyone a chance to grow and learn new skills. You may be surprised at the response from those you least expect.
- Create a partnership with each employee and always encourage them to do their best. Of course, it helps if you set the example.
- Provide a sense of ownership as it relates to each worker's safety, environment and work.
- Strive to create an environment that is open, trusting and fun. Encourage and reward new ideas, suggestions and initiatives that benefit the company and the customer.
- Learn from rather than punish mistakes.
- Celebrate successes. Remember that enthusiasm is contagious.
- Take time for team and morale building to keep everyone on their game.



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Vendor Corner



*Mike Remington, Inspec
MASMS Vendor Rep*

Remember Those Less Fortunate

With the New Year starting, a lot of people make New Year's Resolutions. One we should all consider is trying to remember those less fortunate than ourselves more often. Most of us are able to join with family and friends, especially around the Holidays, and sometimes it's hard to remember there are a lot of people less fortunate than you that are going through serious family issues, money issues, or feel alone. MASMS had a recent example of how great it is when we think about those less fortunate people and how we can help them:

The MASMS Southern Chapter meeting in December was scheduled to be held in Rochester. Almost last minute, the meeting had to be cancelled due to the whole Tik Tok School Shooting concerns that day. This came up so late, there was no time to cancel the food order for the meeting from John Hardy's BBQ in Rochester which included 7 pounds of turkey. Kevin Hildebrandt, a longtime MASMS Board

Member, Treasurer, and supporter, had a great idea: Why don't we donate this food to a good cause? Kevin even offered to go pick up the food himself. Upon hearing about this, John Hardy BBQ decided to donate the turkey and even added in some bread and sauce and Kevin picked up all this food and delivered it to a transplant house in Rochester that helps transplant patients and their caregivers.

Hats off to Kevin Hildebrandt and consider dropping by John Hardy's BBQ in Rochester if you're in the area!

Wishing you all a Happy New Year and the best of luck in 2022!



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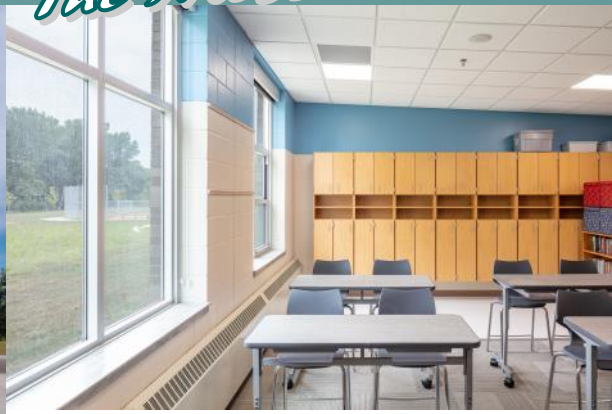


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PROJECT HIGHLIGHT Castle Elementary School



Project submitted by:
Adolfson & Peterson Construction

Architect: LHB
Construction Manager:
Adolfson & Peterson Construction

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The renovation and expansion was completed for students to start school in the fall, with the final touches completed in December 2019.

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6 professional resolutions for the new year

January 1st is here, and along with the celebration of a new year, and all the promises that come with the new year!

So many things to commit to doing, or maybe even, stop doing. If this is the year you decided to focus your energy on your professional life, here are a few suggestions that may help you put yourself in a better position this year.

As you approach this list, say to yourself, “Who’s doing what by when?” “SMART goals are specific, measurable, achievable, relevant, and time oriented. You need to make a plan.”

Take that strategy and apply it to the suggestions below:

Keep a journal

Putting thoughts on paper is one of the best ways to move things forward and create goals for yourself. Before you start your day, spend five minutes writing down what your day is going to look like, and at the end of the day, spend five minutes looking back at what you wrote. The importance is that five minutes at the beginning and five minutes at the end of the day to plan and to reflect.” This can help you remember your goals and stay organized.

Have regular meetings with your boss

Get yourself on your boss’s calendar more often. Have regular one-on-ones to make sure you’re aligned with their priorities, but also so you have that running conversation about how you’re doing and what you’re doing. Try scheduling a 20-minute chat every two weeks.

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6 professional resolutions for the new year

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Connect with other people

Make this the year you proactively reach out to people in your network and strengthen old connections. Doing this puts you in a good position later if you need help. Attend MASMS events to help you connect with peers.

Expand and enhance your knowledge

No one knows everything they need to know about everything; there's always a way to improve yourself. Identify one or two actions you can take—industry meetings (MASMS) you can attend, reading publications that offer information. You might also take a course to learn or improve a skill that's useful in your current position, or that will help you get the next one.

Improve your personal branding

When your name pops up in a meeting, and people think of you, what's the first thing that comes to mind? Would they say, "Oh, Jill! She did such a good job on that last project." *That's your personal brand.*

Make it a point to actively manage the way people think of you by being deliberate when it comes to talking about your achievements and results. If you're not talking about it, chances are no one else is either.

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6 professional resolutions for the new year

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Evaluate your big projects

Look at the main things on your plate, the things you do in your job that take up the most time and energy. Are they helping you work toward the next step you want to take?

Ideally, the things you're putting blood, sweat, and tears into are building blocks that are the foundation for a long and successful career. If they're not, start looking for the projects that will be.

Stay focused all year

The beginning of the year is a great time to make New Year's resolutions for work, but there's plenty more things you can do year-round to bump up your professional profile.

One of those is to become and stay active in MASMS.

Attend chapter meetings, take the time to go to the MASMS events—make this year the year to build new MASMS relationships and in turn build your career!



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The "Tool Box" for Educational Facility Management Professionals

Mark Your Calendar 2022 Custodial/Grounds/ Maintenance Days

After Covid stopped us from holding these events the past two years, we are super excited to bring it back!

June 15 & 16, 2022 | Metro

(Same program both days, allows you to send 1/2 of your staff each day).

June 21, 2022 | Northern/Northwest/West

June 23, 2022 | Southern

Plan ahead—let's blow the roof off the number of staff that attends this year! This is a Thank You event for Custodial/Grounds and Maintenance Staff—learning, fun, entertainment and prizes. It's a great day, and a great way to say thank you.

Please consider the following:

1. Plan to send as many staff members as you can.
2. If your staff needs to travel a long distance, plan for a hotel stay the night before.
3. Let the school board and administration team know how important this event is to your staff, and the importance of them to attend.
4. Let the MASMS office know of any specific training you would like to see at this event.
5. If you cannot send your entire staff on one day, consider sending part of your staff on different days—your staff can attend ANY of the days, regardless of where they are being held.

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**Watch for the MASMS
Custodial/Grounds/
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registration in February!**

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Watch for registration info in February.

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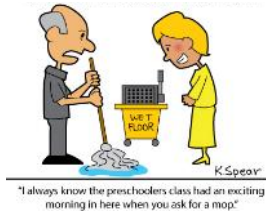
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It's time to take humor seriously.

Research shows that teams that laugh together are more engaged and creative. So how do we bring more humor into the workplace, even in trying times?



First, recognize that you don't have to be a class clown or a comedian to be funny. Everyone has their own humor style, and studies show that any kind of levity brings benefits.

Next, try some simple attempts at humor that offer both truth and surprise; even something as simple as a clever sign-off can bring a smile to someone's face.

Research shows that leaders with *any* sense of humor are seen as 27% more motivating and admired than those who don't joke around. Their employees are 15% more engaged, and their teams are more than twice as likely to solve a creativity challenge — all of which can translate into improved performance.

So why does this work? Part of it is that shared laughter accelerates a feeling of closeness and trust. For example, when pairs of strangers were prompted to laugh together for five minutes before completing a self-disclosure exercise, their interactions were viewed as 30% more intimate than duos who conversed without laughing first. Even reminiscing about moments of shared laughter causes couples to report being 23% more satisfied in their relationships.

And research by Gallup shows that one of the greatest drivers of employee performance is having a close friend — presumably one you laugh with — at work.

A lot of humor's power is chemical. When we laugh, our brains produce less cortisol (inducing calm and reducing stress) and release more endorphins (which give us something like a runner's high).

So how do we do more of that at work? First, recognize that everyone is funny in their own way, and that it's possible to both hone your sense of humor and learn to deploy it more effectively. A lot of us worry that because we aren't natural class clowns or comedians, we shouldn't even try to make colleagues laugh. We worry that their jokes or stories will fall flat. But remember what the research shows: People appreciate almost any kind of levity, provided it's not hurtful or offensive.

Humor comes across as a kind of magic, but it's learnable. It's up to all of us — and especially leaders — to bring more of it into our workplaces, thereby boosting our well-being and team performance.

Now more than ever, it's time to take humor seriously.

LOOKING FOR JOB DESCRIPTIONS & INTERVIEW QUESTIONS? LOOK NO MORE !

Go to www.masms.org, Select "Resources" Under "Quicklinks" Select "Job Descriptions & Interview Questions"

We are always looking for more job descriptions and interview questions. If you would like to share, please contact the MASMS office!

A DATE FOR YOUR CALANDER | MAY 12, 2022

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MASMS Covid Discussion Group Zoom Meetings Resume | January 27, 2022

We will be resuming Covid Zoom meetings on Thursday January 27th. They will be held once a month.

The first meeting for this year will be a discussion of any new Covid 19 concerns and policies/practices. If you have any questions you would like to submit prior to the meeting, please email the MASMS Office (ruth@masms.org).

You have three options to join the meeting at 9:00 AM on Thursday January 27, 2022:

Option #1 | Zoom On-Line

Join Zoom Meeting go to: www.zoom.us

Select "Join Meeting" on the top right side of the screen and enter meeting ID.

Meeting ID: 931 291 1084 - Passcode: 4585

Or go directly to: [https://us02web.zoom.us/j/9312911084?](https://us02web.zoom.us/j/9312911084?pwd=UE1xc0Y3YTZ6V3FzOFZyZnVNbVM2QT09)

[pwd=UE1xc0Y3YTZ6V3FzOFZyZnVNbVM2QT09](https://us02web.zoom.us/j/9312911084?pwd=UE1xc0Y3YTZ6V3FzOFZyZnVNbVM2QT09)

You do not need to enter the meeting ID.

Passcode: 4585

Option #2 | Call In

Dial 1 312 626 6799

Meeting ID 931 291 1084

Passcode: 4585

Option #3 | Do Both

Use the video from the on-line and the audio from your phone.



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Health & Safety

The MASMS Health & Safety Committee supplies information for this section. If you have a specific topic you would like to see covered, let the MASMS office know.

Minnesota OSHA to adopt federal OSHA COVID-19 Vaccination and Testing Emergency Temporary Standard

Dec. 21, 2021

The U.S. Court of Appeals for the Sixth Circuit dissolved the Fifth Circuit's stay of the COVID-19 Vaccination and Testing Emergency Temporary Standard (ETS) on Dec. 17. The ETS, which was published in the *Federal Register* on Nov. 5, requires employers with at least 100 employees to mandate that employees get vaccinated against COVID-19 or mandate that employees get vaccinated or submit to weekly testing and wear face coverings at work. As a state plan, Minnesota OSHA (MNOSHA) must adopt this standard as written or an equivalent standard that is "as effective as" this standard to protect workers in Minnesota. To meet these obligations, MNOSHA is preparing to adopt the ETS by reference as soon as Jan. 3, 2022. The ETS will be effective immediately in Minnesota as of the date of its publication in the *State Register*.

MNOSHA's state plan applies to all public and private employers in the state with limited exceptions. Federal OSHA maintains jurisdiction over federal employees working in Minnesota.

Effective dates

After it is adopted by publication in the *State Register*, the rule will be effective immediately.

To account for any uncertainty created by the stay, federal OSHA is exercising enforcement discretion with respect to the compliance dates of the ETS. MNOSHA will exercise similar enforcement discretion with respect to the compliance dates and look to follow OSHA's timeline. MNOSHA will not issue citations for noncompliance with any requirements of the ETS before Jan. 10 and will not issue citations for noncompliance with the standard's testing requirements before Feb. 9, so long as an employer is exercising reasonable, good faith efforts to come into compliance with the standard.

The U.S. Court of Appeals decision dissolving the stay of the ETS has been appealed to the U.S. Supreme Court. MNOSHA will react accordingly to further judicial determination as the current litigation makes its way through the process.

Resources

Federal OSHA's ETS is currently up for public inspection and [is accessible online](#). OSHA has also updated its [webpage](#) with access to the regulatory text, fact sheets, [a webinar](#), sample policies, frequently asked questions and links to related U.S. Department of Labor and Centers for Disease Control and Prevention resources.


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UPCOMING MASMS EVENTS

January 11, 2022	MASMS State Meeting
January 19, 2022	MASMS West Chapter Meeting
January 20, 2022	MASMS Northern Chapter Meeting
February 8, 2022	MASMS Metro Chapter Meeting
February 23, 2022	MASMS Southern Chapter Meeting
February 23, 2022	MASMS NW Chapter Meeting
March 8, 2022	MASMS Metro Chapter Meeting
March 16, 2022	MASMS West Chapter Meeting
March 17, 2022	MASMS Northern Chapter Meeting
April 12, 2022	MASMS Metro Chapter Meeting
April 20, 2022	MASMS Northern Chapter Meeting
April 20, 2022	MASMS Southern Chapter Meeting
April 27, 2022	MASMS NW Chapter Meeting
May 18, 2022	MASMS West Chapter Meeting
MAY 12, 2022	State Meeting, Allianz Field, St. Paul

The Messenger

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