



The Messenger

The Monthly Newsletter of the Minnesota Association
That Is Committed to Promoting Excellence in the
Operation and Care of Educational Facilities

June 2019

\$1,000 MASMS Grant to be Awarded to a MASMS Member School District

MASMS will be awarding two school districts who are MASMS members a grant for \$1,000. The project theme this year is “getting students involved in a facility and/or grounds project”. This grant will be awarded Thursday October 3, 2019 at the MASMS conference banquet. This grant is to be used in your school for a project that involves students. The project will need to be submitted to MASMS by August 15, 2019. All applications are reviewed by the MASMS Executive Board and a winner will be chosen from the submissions.

MASMS suggests that you try and involve the students if you can.

Some project ideas include:

- Landscaping (trees and/or shrubs)
- Install a low maintenance garden
- Sponsoring a field trip(s) related to facility and/or grounds
- Start/revitalize a nature center area
- Recycling and/or waste reduction
- Building project

If you are interested in this opportunity please complete the following steps:

1. Identify the project—Provide MASMS with an overview of the project.
2. Provide MASMS with a timeline for the project.
3. Email this information to ruth@masms.org before August 15, 2019

We look forward to receiving your project ideas and to awarding this to one of our member schools this fall!

2019 MASMS Conference—Registration is Open!

Thursday October 3rd and Friday October 4th, 2019

Education—Trade Show—MASMS Banquet—Entertainment - Networking
Registration is Now Open—Go to www.masms.org for the Registration Forms

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Over 30 Educational Sessions to Select From

GREAT TRADE SHOW Your opportunity to meet and visit with vendors.

At this Expo you will find 180+ Facility Management Vendors all under one roof!

PRESIDENTS RECEPTION and BANQUET

Enjoy an evening with your peers networking, relaxing and honoring achievements.

TWELVE \$500 BUILDING AND GROUNDS GRANTS TO BE AWARDED

During the Trade Show there will be drawings for twelve(12) \$500 Building and Grounds Grants to be used for a building and grounds project of the schools choosing!

NETWORKING Two days to network and learn from your peers!

Why?

We have had many questions as to why MASMS does not offer on-line conference registration. One simple answer—cost! MASMS feels it is better to save the dollars and use that money to keep the cost of the conference down and provide more training opportunities for our members!

The “Tool Box” for Educational Facility Management Professionals



A Message from the Board



Kevin Hildebrandt, State Treasurer

It is that time of year for membership renewal. By now our vendor members should of all gotten their information for the annual fall conference. As always the conference registrations are coming in quite fast. Do not delay any further as we are fortunate that it sells out every year. It is also time to renew your annual membership. As far as school members, annual membership renewals will happen shortly along with fall conference registration.

As you sign up for the conference please keep in mind your staff. There are many concerns that as veteran directors retire the jobs would be outsourced. Our current staff working with us would make great candidates for becoming new B&G directors. What a better way for them to broaden their knowledge and become a better candidate / employee than by coming to the fall conference and becoming a new MASMS member.

Summer is a busy time for all of us. Let's remember to take time for family and to be safe.

Kevin Hildebrandt, MASMS Treasurer

2019 Conference Highlights Two Keynotes—One Each Day!

Thursday October 3, 2019

Being a "Champion of Change"

Pat Finnemore, Kenosha Schools

Friday October 4, 2019

"Being Wild at work means having the courage to bring the gift of all of who you are to all of what you do."

Chris Heeter, Dog Musher

We are so very excited to bring our members an amazing conference this year. We are celebrating that MASMS is 40 years strong this year!

WELCOME EDUCATIONAL MEMBERS

Allan Sabrowsky, Alexandria Schools
Nathan Borden, Alexandria Schools
Jeremy Vangrinsven, Onamia Schools
Dana Vivant, Onamia Schools

WELCOME BUSINESS MEMBERS

Eric Klingsporn, Sound & Media Solutions
Pat Overom, ICS Consulting
Matt Gamble, All City Elevator, Inc.
Dave (TEH) Chen, Nilfisk
Simone Noz, Dude Solutions
Rick Pearson, Building Material Supply Inc.
David Swan, Bright School's Project

Looking for a Mentor?

Options Include:

- Meet once a month with your MASMS Mentor
- Phone contact —only when issues arise or when you need advice

Contact the MASMS office at ruth@masms.org if you would like to find a MASMS mentor!

MANAGING A BUILDING HAS ITS UPS AND DOWNS!

Especially when your elevators need the attention that you were promised...

Truth be told, we don't have much in common with the "other guys". In fact, our 26 year-old founding principal revolves around the discontent in the way other companies have decided to execute their roles within the industry.



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Newsletter Articles

MASMS is accepting articles for the MASMS Newsletters.

Articles received before the 20th of each month will be considered for the following months publication. If we have too many articles, they will be held and used in an upcoming month.

Please email them to: ruth@masms.org

Vendor Corner

Mike Remington, Inspec
MASMS Vendor Representative



Effective Presentations Tell a Story - Part 2

In last month's article I talked about how effective presentations tell a story, how people tend to retain information better that way, and the importance of having a clear and concise message.

Another recommendation is to make a concerted effort to pare down the information in your presentation as much as possible. When it comes to presenting information to an audience "more is NOT better"! It is easy to include too much information and overwhelm and confuse your audience instead of successfully delivering your message.

Try to eliminate information from your presentation that doesn't "have to" be there. Really boil it down, try to include only essential information in your presentation. Think about classic stories: they usually don't contain any details or information that wasn't essential to the story. Remember the names of the three little pigs in the old classic tale? Of course not, they didn't have names because they weren't important to the story, only what type of houses they lived in!

Go through your presentation several times and try to condense it by removing unnecessary details and information, your "story" will be easier to understand and more effective.

Thanks! Mike

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Health & Safety Section

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

How Millennials Are Changing Approaches to Workplace Safety

Given that they make up about one-third of the American workforce, it should be of no surprise that millennials are having a profound effect on all aspects of work. In fact, millennials are becoming a driving force in making workplaces safer for everyone. If you are looking to [further your career in occupational safety and health](#), understanding the millennial perspective and what they expect from their employers in terms of safety is vital, and can ensure that your efforts to support safer workplaces are effective.

Why Millennials Care

When you consider the defining moments of these workers' lives—events like the Columbine High School shooting, 9/11, etc.—it only makes sense that safety is a priority to them. It's also important to note that many younger workers are among the first generation of children to have been closely supervised and provided with safety gear for common childhood activities.

While it might be a point of pride for a Gen Xer to remember the days of riding bicycles without helmets or spending entire days out of their parents' sight, millennials had significantly less freedom during their formative years. To them, taking safety precautions is simply a fact of life, something they have done since they first learned to ride a bike while wearing a helmet.

In fact, according to the American Psychological Association, millennials reported that personal safety is the leading cause of stress in the workplace, and they are more concerned about personal safety than any other generation in the workplace. Some of this concern is warranted, as the Centers for Disease Control and Prevention reports that younger workers are more likely to be injured on the job than older adults, a trend that is attributed to less experience and training, as well as the fact that many young workers (those aged 15 to 24) are more likely to be working in an environment that could lead to injury, such as a restaurant. Still, there is ample evidence to support the notion that millennials want safe workplaces, so it is up to OSH professionals to not only create safer workplaces, but communicate about workplace safety in a way that resonates with these individuals.

Continued on Page 5

June is Safety Month

NATIONAL
SAFETY
MONTH

You can take a safety pledge from the National Safety Council and receive a certificate to post in your workplace! Click here for the pledge:

<https://www.nsc.org/work-safety/tools-resources/safe-at-work-pledge>



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How Millennials Are Changing Approaches to Workplace Safety (Continued from page 4)

Millennial Expectations for Safety

Millennials are looking for evidence that companies are committed to safety. They want clear evidence that their company has a culture of safety, and want to know what their employer is doing to keep them safe. This translates into new methods of communication and engagement building designed to meet these workers where they are.

For the OSHA professional, this more specifically means:

- **Gamifying safety.** It might seem that something as serious as safety shouldn't be a game, but engaging millennials in creating a safer workplace is more effective when it's a game. Challenge employees to identify potential safety issues and create a contest to see who can identify and solve the most safety issues.
- **Getting social.** Social media is second nature to millennials. Use the platform to discuss your safety program and engage workers in the conversation. Conduct polls, share photos and stories that demonstrate your commitment to safety, encourage participation in a conversation. Not only do you engage your current employees, but discussing safety on social media can also help attract new employees to your company.
- **Communicate effectively.** Keep your communication focused, bite-sized, and relevant. Consider developing infographic style posters and social posts to help keep safety at the forefront of everyone's mind and support training. Be sure to recruit millennial employees to serve on communication committees to gain their perspectives, and ensure that your safety communication efforts hit the right notes.
- **Be clear and transparent about safety policies and protections.** Your employees will want to know what safety precautions are in place, and how to respond in the event of an emergency. Some job candidates may even ask about these issues during the interview. Be upfront about your culture of safety and what you do to protect employees in order to attract younger workers.

The fact that millennials are having conversations about workplace safety and it is such a concern to them is beneficial to all employees. While some of older workers, who have been working behind a desk for 25 years might scoff at the notion of "safety training," in today's world you simply cannot afford to ignore the risks. Use this new energy and commitment to your advantage and develop a culture of safety that works for everyone.



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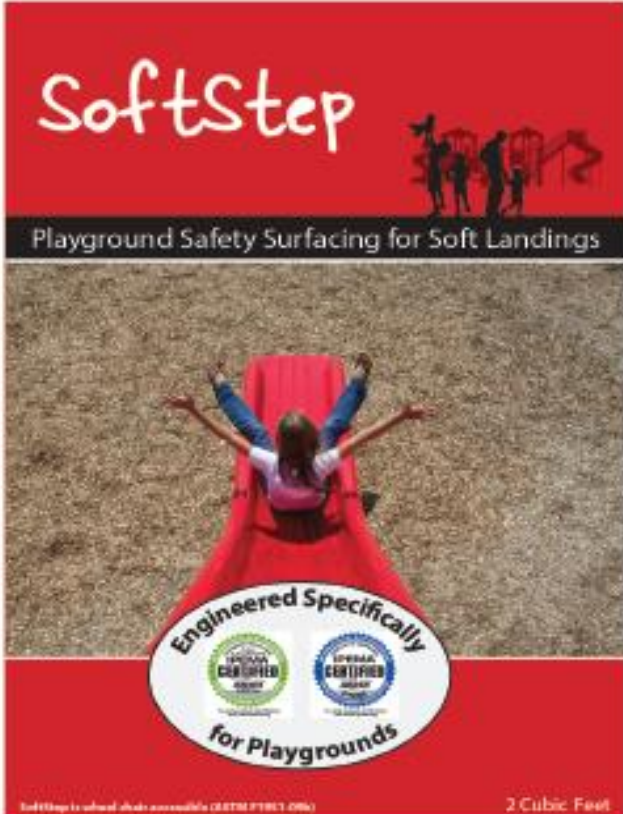
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Case Study of a Radon Remediation

Submitted by Dave Bahr, Hiller Commercial Floors

We were approached by the Facilities Director of large school district in the twin cities regarding a room they had at an elementary school that registered high radon. The average reading was 5.2 PCi/1. Anything over 4 PCi/1 requires remediation. This was the first time we had been involved in a Radon problem and had never worked on one. With the new testing requirements we feel there will be other schools having similar issues.

Looking at the available flooring options we agreed to use a Vinyl Backed roll type carpet with chemically welded seams to achieve a seamless floor. In addition, we checked the underlying concrete for cracks and filled them with an epoxy crack filler. The edges of the room were caulked and a vinyl base installed. Testing several months later saw a new average of 1 PCi/1 and the school is very pleased with the results. They will continue to monitor the room but it appears to have solved the problem. A carpet of this nature can easily perform for 20 plus years in a classroom setting.

Although one room is not a totally scientific test, the results were very promising. We also feel we can achieve the same results with a heat welded sheet vinyl floor. Our caution is sheet vinyl floors are especially sensitive to moisture migration through the concrete slab that react with the adhesive and can cause failure. The carpet option is unaffected by moisture migration.



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Instructions:

Go to: www.masms.org
Look to the left hand side of the windows under “Quicklinks”
Click on “Questions and Answers from MASMS Member” Button
Select the question you would like to see the answers from!

If you would like to submit a question, just email the MASMS office with your question, and we will take it from there!



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2019 legislative activity closes in Minnesota

Sam Walseth, MASMS Lobbyist

The dust is settling on the special session that was held on Friday May 24th to pass the various budget bills that failed to get done in time for the regular session adjournment on May 20th. The leadership budget deal that was reached on Sunday, May 19th called for a one-day special session to pass the unfinished budget bills. Despite some saber rattling by the minority caucuses about prolonging the special session, they were able to come in Friday the 24th and get all of the budget bill passed by 7am Saturday morning.

Governor Walz signed the E-12 budget bill into law on May 30th. He's expected to sign the rest of the budget and tax bills into law soon. With that, legislative activity is done in Minnesota until the legislature reconvenes on Tuesday, February 11, 2020. There's always consternation about how these legislative sessions finish up, but in the end many of the budget bills saw broad bi-partisan support in both chambers. The E-12 bill passed the Senate 67-0 and the House voted 112-13. Democracy is messy, but the job got done in Minnesota even with divided government.

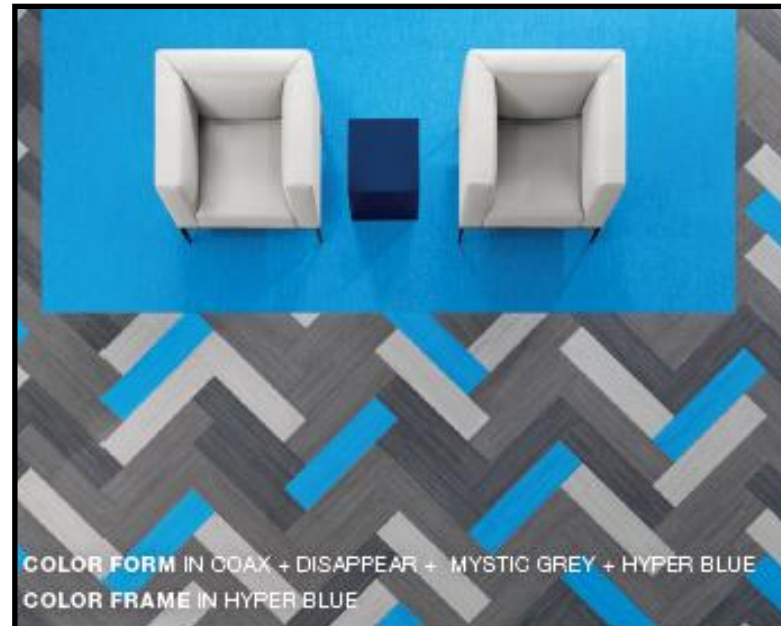
For school facility managers and personnel there are a few items of interest that made it into the final budget bills.

School safety improvement could see a one-time boost if the state closes its books on June 30th with more money available than the previous budget forecast predicted. In an unusual move, the E-12 bill includes a \$30 million pot of money that will be distributed per pupil to schools and charter schools for school safety related projects. We won't know until July at the earliest if these dollars will come to fruition. No changes were made to the LTFM program this session.

Schools and charter schools will be required to make publicly available the results of lead in cooking or drinking water. Schools must formulate a plan to ensure student exposure to lead is minimized and to follow actions in guidance from the state (MDE and MDH) to remediate the presence of lead to below the level set in state guidance. Any water source above guidance levels must be made unavailable until the lead hazard has been minimized.

School districts are required to enter and maintain monthly energy consumption data into the B3 benchmarking system hosted by the Department of Commerce. The new law states that schools may not be penalized for failure to execute this task.

Continued on Page 8



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2019 legislative activity closes in Minnesota

Continued from page 7

The tax bill includes an expansion of the tax credit paid to agricultural property owners for their share of property taxes due for school bond payments. The previous 40% credit will grow to a 70% credit over the next several years. This is in recognition of the difficult farm economy and that rural schools struggle to pass school building bonds.

Several pieces of legislation we were tracking did not pass. These items include:

- Mandatory radon testing every five years
- A proposal to allow for alternative fire drills
- A proposal to require schools to develop a policy for unclaimed drugs
- Funding for solar projects on school buildings

The bills that didn't pass in 2019 are viable for the session that begins on February 11, 2020. It's important to make contact with your legislators over the interim and offer yourself as a resource to them should they have questions about school facilities. Clearly, there's an interest by legislators to move legislation along that will directly impact the work you do.

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See you at Custodial Days over the next two weeks!
We do accept last minute attendee registrations. Just call the MASMS office, or if it is really last minute—show up at the event and ask for Ruth. We will make it happen!

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Importance of Employee Training

aka Reasons to sign up yourself and your staff for the 2019 MASMS Conference!

1. Untrained Employees = Unhappy Employees
 Employees who feel inadequate, underachieving, or unsupported are unhappy. They aren't satisfied in their work, which will cause them to underperform, make mistakes, and not care about their work.

2. Untrained Workers Have a Low Production Value

The quality of their work is lower than it could (or should) be.

3. Untrained Workers Are Inefficient

More time and effort is spent when employees aren't fully or properly trained to perform their tasks or to fulfill their responsibilities. It takes them longer to do the work.

4. Lost Time/Money Due to Mistakes

When untrained worker makes a mistake, the time and materials used are lost.

5. An Increase in Miscellaneous Expenses

These are more difficult to track or attribute to untrained workers, but they are there. That means it takes more time to fix the mistake, more materials, and more time rechecking the work. If it were done correctly the first time, these costs wouldn't be there.

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