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Third Quarter 2016
Volume 4, Issue 1

Preparing to heat up, get your fluids

Thirsty? Drink.

Even the most inept meteorologist could tell you that June's average high temperature in Minnesota is 79 degrees. That's a sharp climb from May's 69. July (83*) and August (80*) are warmer yet before another significant fall off in September (72*).

Working in the heat requires extra special precaution to avoid dehydration, heat exhaustion, and worse yet, heat stroke.

Common symptoms for mild to moderate dehydration include increased thirst, a dry mouth, feeling tired or sleepy, urine is low volume and more yellowish than normal, headache, dry skin and dizziness.

These symptoms can worsen quickly. Signs of severe dehydration include little to no urine



output and a deep yellow or amber colored urine, dizziness that leaves a person unable to walk or stand, decreased blood pressure, rapid heart rate, and poor skin elasticity.

Here are a few ways to combat the heat of summer.

- Stay hydrated. Drink at least 8 to 12 glasses of water daily, and more if you are losing fluids through sweat.

- Avoid alcohol. These increase the potential for dehydration.

- Wear lightweight, light-colored clothing. If possible, change into dry clothes as soon as your clothes get soaked with sweat.

- Include leafy greens, fresh fruit and nuts in your diet to help replace electrolytes lost through sweat.

Heat stroke is a most serious concern, and early recognition and treatment is critical. Symptoms include dilated pupils, confusion, angry behavior, delirium and convulsions. Lack of immediate attention can result in brain damage or even death.

Take the victim to a cool area and soak their clothes in water and vigorously fan the body until help arrives. Do not give the victim fluids to drink. Emergency medical treatment is crucial.

News and Notes

Camping fun ...

Bob Hedstrom continues to work diligently on the RTL Construction camping get-away, slated for Aug. 26-27 at El Rancho Manana Campground near Long Lake in Richmond, MN. Interested parties should contact Hedstrom before the end of the month so he can provide the campground a headcount. RV hookups are available, as well as plenty of camping sites for tents.

RTL Construction will provide burgers and hot dogs and beverages for this family fun event. Swimming, fishing, boat rental, playgrounds, horseback riding and 25 miles of scenic walking/biking/hiking trails are available.

Timely timecards

Please remember to get your timecards to your foreman or superintendent on Friday. Your timecard is your lifeline to your paycheck. If compensation for your efforts is important to you, filling out your timecard daily and getting it in on Friday should also be important.

The games of the XXXI Olympiad

The games of the XXXI Olympiad will commence from Aug. 5 through 21 in Rio De Janeiro, Brazil. More than 10,500 athletes will be represented by a record number of participating countries, including first-time entrants Kosovo and South Sudan. Twenty-eight sports will be featured, including the first time ever competitions in rugby sevens and golf. Rio is the first South American city to host the summer Olympics. Oddly enough, it will be winter in Rio during the Summer games. Chicago was one of the four finalist cities.



Big fish

This unidentified RTL employee pulled this big pike through the ice last winter at an undisclosed Minnesota lake. Reports that the fish needed to be sedated before the man posed with it were unsubstantiated.

Don't be left out in the hall, training available

Many of RTL's jobsite leaders will be taking a confined space training course in June and will be able to share their expertise on the jobsites to ensure that everyone is following proper procedure in the field.

The Carpenter's union in the Twin Cities also offers a number of training courses throughout the year to help its membership gain knowledge and experience.

A complete list of training opportunities can be found on the North Central States Regional Council of Carpenters website at www.northcountrycarpenter.org. Drop down on "Training/Edu-

cation" at the top of the screen for a complete list of offerings at the Twin Cities Training Center.

Some popular classes offered this summer include OSHA 30, OSHA 10, Scaffold 40, Stepping up to Foreman, PITO Rough Terrain, Aerial Lift, ICRA: Best Practices and Construction Fall Protection.

These classes are available in the evenings and are offered free of charge. Call the training center at 651.646.7337 to register.

RTL Construction can arrange classes specifically for RTL employees with a minimum of six participants.



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How to handle a work-related injury?

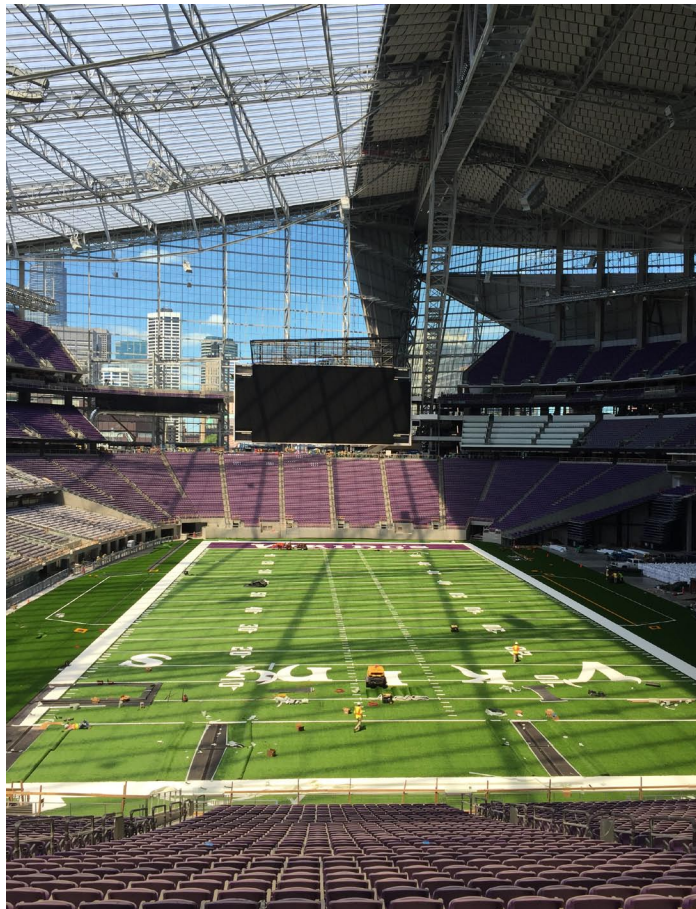
If someone is to suffer a work-related injury, proper procedure on the jobsite is a must.

If the situation is an emergency, call "911" IMMEDIATELY.

In non-emergency situations, report all injuries to the job foreman immediately. If foreman is not available, the job superintendent is next in line. If not an option, Safety Director Steve Gilman (612.802.7843) should be notified.

If the injury requires additional treatment, the injured party must be accompanied to the nearest Minnesota Occupational Health clinic.

Also, all clinical documentation must be submitted to the RTL office indicating whether or not the injured is cleared to return to work.



Ready ... set ... down hut

Workers installed the turf at the new home of the NFC North Division Champions last week. The Minnesota Vikings will kick off its first year in the new facility this fall with a Sunday night tilt against the Green Bay team. Workers from RTL Construction have not helped construct the new facility, but have begun work on an accessory store at the stadium called "The Locker Room." This photo was taken by an RTL representative last week while visiting the site.



Stop. Look. Listen.

This laser was resting peacefully in its case when it was abruptly disturbed by the wheel of a 40' lift, rendering the \$2,500 laser useless. Most important thing to come from this is to always be aware of your surroundings when operating equipment, and use caution where you set tools that aren't in use.

"If your stars don't line up your future won't be very bright."

-Brooks Gosch
RTL Vice President

Stuck? Stop.

Spring, summer and fall can wreak havoc on construction sites, and make it easier for heavy equipment to sink in the muck. If you find yourself stuck in the muck, you're stuck. Take some time to evaluate the situation and come up with a plan to get un-stuck. And use caution before hooking a chain to that unit to avoid unnecessary damage that could cost thousands.





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ICRA becoming a standard

More and more contractors want ICRA trained workers

More and more work in medical facilities is requiring that a contractor's workforce has undergone ICRA training to contain dust and debris to a construction area.

Among its many training opportunities, the North Central Regional Council of Carpentry (NCRCC) offers an ICRA training course.

This 24-hour course includes four sessions from Monday through Thursday night, and an eight hour "build" on Saturday. A large group from RTL's crew in Fargo recently completed the ICRA course as a team.

Upcoming ICRA sessions in St. Paul are offered July 10-15, August 21-26, September 18-23 and October 23-28. The NCRCC would also put together a specific training for RTL employees.

Completion of this course increases the pool of RTL workers eligible to work in these medical facilities, and



A group of RTL employees in Fargo recently completed the Union's ICRA training. ICRA training is becoming more and more essential as contractors look to award projects in medical facilities.

increases our opportunity in this increasing field.

Information on ICRA training and

all NCRCC training can be found on the website at <https://northcountrycarpenter.org>.

News and Notes

Matters of time

Every week we spend time chasing down a handful of timecards. Like yours, our time matters.

Please remember to get your timecards to your foreman or superintendent on Friday. Your timecard is your lifeline to your paycheck. If compensation for your efforts is important to you, filling out your timecard daily and getting it in on Friday should also be important.

4th Phun Phacts

John Adams and Thomas Jefferson have a lot in common. Both served as President of the United States. Both were among 56 people that signed the Declaration of Independence, and both died on the same Independence Day, July 4, 1826.

Americans light about 200 million pounds of fireworks each year, and most are imported from China, nearly \$250 million worth. And Americans consume about 150 million hot dogs on July 4.

The expression about providing your "John Hancock" signature comes from an actual guy named John Hancock, who was President of the Continental Congress and was one of the signatures on the Declaration of Independence.

The first draft of the Declaration of Independence was written in June 1776. The Continental Congress actually declared independence on July 2, 1776, and the Declaration wasn't signed until Aug. 2, 1776, and it wasn't delivered to Great Britain until November 1776.

Raising the bar (code) on tool tracking

Many of you have probably seen members of RTL's tool tracking team scurrying about your jobsites slapping barcodes on your RTL issued tools and the tools issued to that job.

RTL Construction has implemented a new bar code tracking system to help organize its tool inventory.

With up to 70 jobs going concurrently, and nearly 300 employees with issued tools, it's increasingly important to know what is where.

This system will help RTL manage its assets, so that tool you need at your job can be found and delivered much more efficiently.

Please have patience during the implementation process, as with any new system, especially one involving technology, there are going to be bumps along the way.

But with certainty we'll get there together.



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Stepping into ancient history

RTL employee Dylan Shaney visited Europe this spring and toured a bunch of castles, including this one in Sankt Goar along the western bank of the Rhine River in Germany. It was constructed in 1245. Some of the walls are 13' thick.

Silica enforcement pushed back

As many of you know RTL has been increasing the awareness of the silica standard that is soon coming into effect. OSHA has pushed back the date for enforcement of the new standard to Sept. 23, 2017. The current standard was put into place on June 23.

RTL Construction went the extra

mile and performed the required air monitoring to help gain an understanding of silica exposure on site. Measures have been put in place to control silica exposure for the tasks performed on site.

On a positive note, the exposure levels for routine tasks performed by RTL employees were relatively low.

"We hold these Truths to be self-evident, that all Men are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty, and the Pursuit of Happiness."

- Thomas Jefferson

Author - Declaration of Independence

RTL COOKBOOK

Beating the heat ...

Not looking to get yourself bogged down with heavy foods during those hot summer months? Give this refreshing BLT Pasta Salad a try and you might never look back.

Ingredients

BLT Pasta Salad
2 ½ cups uncooked bow tie pasta
6 cups torn romaine lettuce
1 medium tomato, diced
4 bacon strips, cooked and crumbled
½ cup ranch dressing
¼ teaspoon pepper

INSTRUCTIONS

1. Cook pasta according to package directions. Drain. Then rinse pasta under cold water.
2. In a large bowl, combine the romaine lettuce, tomato, bacon and pasta.
3. Drizzle the ranch dressing and barbecue sauce over the top. Gently toss to coat evenly. Season with pepper. Serve immediately and enjoy.

RTL wants you.

The construction season will soon be in full bloom. That means that help will be wanted. Historically our best avenue of quality help is from in-house references.

If you know someone that would be a good addition please have them stop by and fill out an application.

RTL has put together a hiring incentive program. If you refer someone that becomes a long term member of our team, a \$100 bonus will be rewarded. Another \$200 is available after three months of continued employment, and another \$200 after six months.

Injured? Do this...

If someone is to suffer a work-related injury, proper procedure on the jobsite is a must.

If the situation is an emergency, call "911" IMMEDIATELY.

In non-emergency situations, report all injuries to the job foreman immediately. If the foreman is not available, the job superintendent is next in line. If this not an option, Safety Director Steve Gillman (612.802.7843) should be notified.

If the injury requires additional treatment, the injured party must be accompanied to the nearest Minnesota Occupational Health clinic, which is posted in the gang box, and Steve Gillman should be notified.

Injured parties are required to complete a post-accident drug screen, and will not be permitted to work until the results are received by the RTL office and found favorable. Also, all clinical documentation must be submitted to the RTL office indicating whether or not the injured is cleared to return to work.

AL Central

| Team | W-L | GB |
|-------------------|-------|-----|
| Cleveland | 45-39 | - |
| Kansas City | 44-40 | 1 |
| Minnesota | 44-41 | 1.5 |
| Detroit | 38-46 | 7 |
| Chicago White Sox | 37-47 | 8 |

Recent scores

Minnesota 6, Baltimore 4



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Respect and inspect every day

Routine inspections of everyday equipment is a safe practice

When it comes to the equipment that we use every day it may look simple and easy to inspect with a quick glance, but in reality it isn't.

There are a lot of different things that need to be looked at daily to insure that the equipment works safely and efficiently.

Baker scaffolds

Check to make sure the frames and planks are in good shape, make sure the brakes are locked when personnel are on them. And always make sure that the planks are locked in with whatever locking method the baker has.



Retractable

should be inspected daily. Check that the carabiner is in working order, pull the cable out and make sure it isn't frayed or kinked, give the cable a tug to make sure the safety mechanism latches, and then inspect the hook to make sure that the red tab isn't showing indicating that the retractable has been used for fall arrest.



Stilts

need to have the straps inspected and also the bolt and pin connections. And like everything else, check the general condition of the stilts - if they look bad take them out of service.

Scissor lift

- water level in the batteries needs to be above the plates inside, electrical connections from the control box to the machine are not frayed or loose, motion alarms are working when you go up and down or forward and backward, hydraulic oil levels, tires need to be in good shape and not missing chunks, and the frame of the machine and guardrails need to be in good condition.



Hitting the books ...

From fancy landings at Spring Lake Park to exterior shells at St. Cloud Tech, RTL Construction has a busy slate of building learning facilities (aka schools) for the neighborhood kids. RTL is in the midst of school construction throughout the metro area and beyond.



News and Notes

Diamond dandies

In area baseball news we have the New Prague Twins T-ball team with no games as of yet just a lot of practicing, according to Brian Arens. The team is focusing on chasing a batted ball without tripping over the sandcastles in the infield.

Coach Ryan Niemala reports that the White Bear Lake Pirates 8U team have won three of five after an 0-2 start. Coach Niemala said it's been some high scoring baseball because the kids are still learning, not because of bad coaching.

The Hanover Golden Potatoes suffered its first defeat last week after 10 victories to start the season. Avery Johnson hit a 3 run triple.

Derek Vosejkpa was forced into action for the Lonsdale Aces town ball club. The savvy veteran collected a base hit in three trips to the plate and handled each of his chances at first base without incident.

State Fair fare

Consumption and calories are among the main reasons to visit the Minnesota State Fair.

This year there are many new offerings to be tested, including the Ahi Tuna Poke Bowl, Bananas Foster French Toast, and a BBQ Split with scoops of BBQ pulled pork, mac and cheese and coleslaw served side by side with a pickle spear.

Other delectables include Earth Wings (fresh cauliflower pieces dipped in a seasoned batter, deep fried and smothered in organic sesame BBQ sauce, General Tso Chicken Taco and Irish Tater Kegs, a jumbo deep-fried tater tot made with a blend of corned beef, sauerkraut, Swiss cheese, sour cream and potatoes and drizzled with Thousand Island dressing and nestled on a bed of sauerkraut.



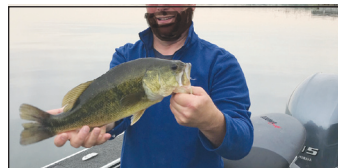
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Putting the lines to the test

RTL anglers have toured the state in search of Minnesota's open water prize, the elusive walleye. Upper left, this unidentified RTL angler landed a 20" walleye immediately after hitting the lakes on opening morning. It was one of two fish caught for the day. Upper right, this RTL angler had a big day, a couple muskie follows and this 22" walleye landed while Lindy riggin' with leeches on an undisclosed northern Minnesota lake. Bottom right, this RTL angler landed this lunker walleye while pan fishing at an undisclosed central Minnesota lake. Only after he released the fish did his fishing buddies tell him it was a largemouth bass.



Handling job site injuries

There is a larger process that needs to take place when an injury happens, but we would like to make sure to emphasize to you that the first thing that needs to happen is reporting the injury.

Even if the injury is minor, a cut to the finger for example, you know you don't need a doctor you know it will be just fine, clean out the wound put a bandage on it and get back to work, right?

Not so, you need to report it to

the site foreman, and the site foreman needs to report to the superintendent and they will call the office.

The most important aspect of reporting the injury is that the insurance company knows that there was an injury and all the particulars.

Employees should not seek medical attention for a "work-related" injury that was not IMMEDIATELY reported to the foreman, the superintendent or Steve Gilman.

If such a situation is to arise, contact Safety Director Steve Gilman to discuss.



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"A pessimist is one who makes difficulties of his opportunities and an optimist is one who makes opportunities of his difficulties."

- Harry S. Truman

- 33rd President of the United States



WORLD CUP UPDATE

Mexico advances out of group stage

Mexico finished second in Group F with a 2-1 record and advanced to the Knockout Stage of the 2018 World Cup soccer tournament in Russia.

Mexico defeated defending champion Germany 1 to nil in the opening round, then bested Korea Republic by a 2-1 count before falling to Sweden 0-3 in the final group test.

Germany's loss to Korean Republic in the final group match helped Mexico into the Knockout stage. It was the first time in history that Germany failed to advance to the Knockout round.

Mexico has lost in the round of 16 in each of the last six competi-

tions. It advanced to the round of eight in 1970 and 1986. Mexico's overall World Cup record is 14 wins, 14 draws and 25 defeats.

Brazil, one of the premier soccer clubs in the world, has a career record of 70 wins against 17 draws and 17 defeats.

Uruguay, Croatia and Belgium are the lone three teams to advance from the group stage unscathed at 3-0, with Uruguay not allowing a single mark against in its three games.

Knockout round first round games include France v Argentina, Uruguay v Portugal, Spain v Russia, Croatia v Denmark, Belgium v Japan, Sweden v Switzerland and Columbia v England.



Constructing a new home

Work continues on RTL's new headquarters, just a short throw from the existing space. Current projections have the operation moving to its new location by the first of September.





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‘Be aware of your surroundings’ Pay close attention to your co-workers, and others, too

You have all heard the phrase “be aware of your surroundings.” When working around other trades this statement could be the difference of whether or not you go home tonight.

In the past month RTL has had two instances that involved a lack of communication resulting in an RTL employee being injured.

In the first incident, RTL was working on an exterior wall and at the same time the roofers were setting up their guardrail system right

above us.

A piece of the guardrail fell to the ground. No one was hit by the equipment, but an RTL employee hurt himself trying to get out of the way.

The second incident involved two RTL employees in an aerial boom lift working over a trash dumpster and a not so smart person in a rough terrain forklift dumping trash into the dumpster. The forklift made contact with the aerial

boom lift causing one of the RTL employees to be ejected from the lift and then was pinched between the wall and the cage of the lift.

Thankfully no one was seriously hurt in either of these incidents; hopefully by sharing these accidents with you, it will help you to realize that we need to pay attention to our surroundings and what other trades are doing so that we don’t become involved in their poor decisions.



If 100 people waste 30 minutes a day, it costs the company \$3,500 daily, \$15,000 weekly, \$60,000 monthly, and \$720,000 annually.

Be present with a purpose.

Summer slam going fast. No swoon in site.

RTL’s field staff has grown by nearly 30 percent in recent months to nearly 300 people, a number right in line with 2018.

While the summer school push is nearing an end, the back log is very healthy as summer turns to fall and winter.

As RTL workers continue to work effectively, efficiently and safely for its General Contractor partners, opportunity will continue to present itself as RTL continues to make its mark as a leader in the industry.

Be part of the future by demonstrating continued efforts to be hard-working, responsible, career-oriented tradesmen and women.

AL Central

| Team | W-L | GB |
|--------------------|-------|----|
| Minnesota | 62-40 | - |
| Cleveland | 60-42 | 2 |
| Chicago White Sox | 45-55 | 16 |
| Kansas City Royals | 39-65 | 24 |
| Detroit Tigers | 30-68 | 30 |

Recent scores

Cleveland 5, Kansas City 4 (14 inn)
Minnesota 10, Chicago 3

News and Notes

Protect yourself

If you’re working outside, sunscreen is a must. More than 73,000 cases of melanoma are diagnosed annually. Melanoma is the deadliest form of skin cancer, and using sunscreen daily is your best defense against it.

Use a sunscreen with a minimum SPF rating of 35. Also, reapply every two hours, even if your sunscreen is advertised as water resistant. Skin tone does not factor in whether or not sunscreen is necessary.

Call ‘em back

Cell phones are powerful tools. When used appropriately then can provide instant access to information, family and friends.

But when used at the wrong time and in the wrong manner, they can be a dangerous distraction that can get us in trouble at work, costing your company valuable production, money, or worse yet, cause serious injury.

Hands off!

The state’s hands-free cellphone driving requirement kicks in Aug. 1, meaning holding your phone while operating a motor vehicle is punishable by a \$50 ticket on the first offense and \$275 for tickets thereafter.

There’s no need to panic. The new law still allows you to grab your phone to make emergency calls.

Take the time!

Still getting far too many calls from individuals that are short hours on their check.

Please remember to enter your time daily. When you see the “time submitted successfully” message, your time has been submitted successfully.



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SUPT PROFILE

Meet Ben Blickem



Ben's been with RTL for 13 years, prior to that he was in the Army, his father was a carpenter as well.

Ben's Favorite part of working at RTL is the work life balance and the family-oriented nature of the company. He's been a foreman for 10 years with us and is the new superintendent in the Mankato area.

Outside of work Ben likes to spend time with his daughter, is a hockey dad and enjoys camping, hunting, golfing and snowmobiling.



Roughfish story of day for RTL angler

One unidentified RTL angler was too embarrassed to have his photo taken after landing a large Sheephead on an undisclosed central Minnesota fishery. The freshwater drum, also known as sheepshead, is known for the rumbling and grunting sounds the males make to attract mates. It is a large, round-profiled, silver humpbacked fish. The freshwater drum is a rounded fish with a small tail and a silvery cast to its scales. Its mouth is located toward bottom of its face. It's the only freshwater fish on which the lateral line, a sense organ used to detect motion in the water, runs right through tail.

Classic car makes impression



RTL foreman Jason Pelowski's 1976 Chevrolet Chevelle is a popular stop for on-lookers at Classic Car shows in the area. One of Pelowski's favorite stops is Old Car Night in Henderson, MN each and every Tuesday. More than 500 cars and motorcycles are not uncommon in the small river valley town one-hour south of the Twin Cities.

"We can complain because rose bushes have thorns, or rejoice because thorn bushes have roses."

- Abraham Lincoln
- 16th President of the United States

Make yourself more valuable

A complete list of training opportunities offered by the Carpenter's union can be found on the North Central States Regional Council of Carpenters website at www.northcountrycarpenter.org. Drop down on "Training/Education" at the top of the screen for a complete list of offerings.

These classes are available in the evenings and are offered free of charge. Call the training center at 651.646.7337 to register.

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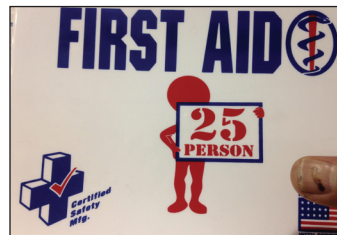
know it will be just fine, clean out the wound put a bandage on it and get back to work, right?

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