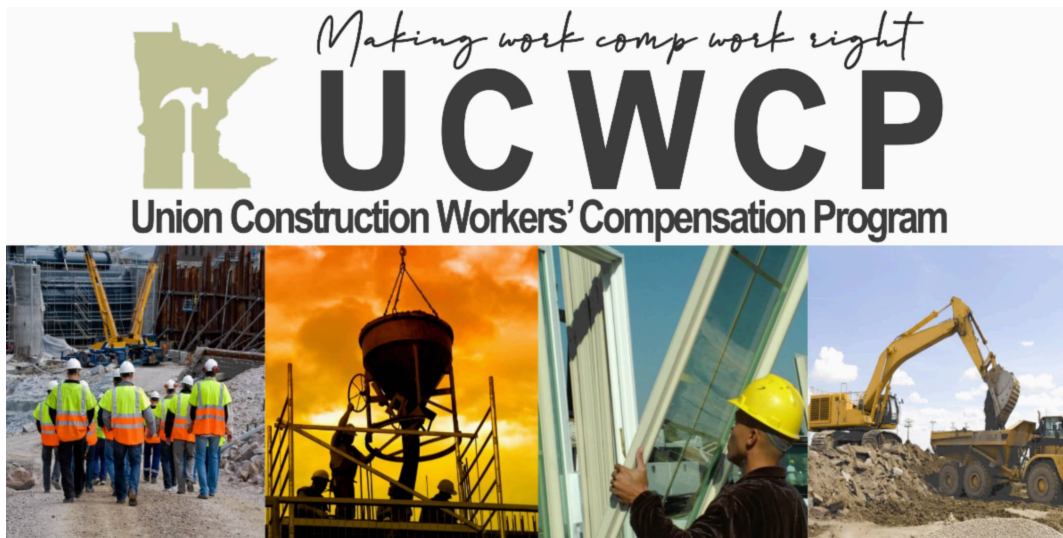


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Fall 2025 Newsletter

Thank You, Barry and Welcome Chad!

It is with gratitude, thanks, and a bit of sadness that we bid farewell to Barry Davies as Union Co-chair of the Union Construction Workers' Compensation Program's Board of Trustees. Barry has been a member of the Board since March 24, 2015. He became Co-chair of the Board in December of 2015. During that time Barry has been instrumental in overseeing growth and stability within the program and has been a resource for all members. In addition, he has been a wonderful resource as I started my new role as Program Director. Luckily for us, Barry is staying on as a Board Member but, I just want to thank him for the time and effort he has dedicated to this program. We are grateful for his continued service as we move into the future.

It is with great pleasure and excitement that I welcome Chad Morris as our new Union Co-chair as of September 2025. Chad has been a member of the Board since September of 2023. Chad is the Business Manager of the OPCMIA Local 633 and will bring great insight and direction. It will be an exciting time as Chad, along with Heather, and the Board focus on new ideas to for program recognition, efficiency, and growth. I look forward to working with both Chad and Heather as we continue to make the program the best choice for our union contractors, union employees, and insurers. We truly are the better alternative and will always strive to do what is best for our members.

Bill Marshall

Program Director
Union Construction Workers' Compensation Program



Mediator/Arbitrator Panel Update

The UCWCP maintains a panel of experienced mediators and arbitrators who are experts in workers' compensation law and dispute resolution.

We're pleased to announce three new additions to our panel: Kerry Atkinson, Peter Pustorino, and James Schaps. Please join us in welcoming them to the UCWCP panel.

Please visit our website to view the updated [Mediator/Arbitrator Panel](#).

Qualified Rehabilitation Consultant Network Update

The UCWCP's Exclusive Rehabilitation Consultant Network is made up of experienced QRCs who are reviewed annually to maintain the highest standards of care.

Our goal is to ensure injured Union members receive timely medical treatment, clear communication throughout recovery, and a safe, prompt return to work. When returning to the trade isn't possible, we help members transition into other meaningful employment.

It's all part of our commitment to supporting recovery and long-term success. Please visit our website to view the updated [Qualified Rehabilitation Consultants Panel](#).

Please help us in welcoming our newly added QRC's to the UCWCP network!



New to the UCWCP or interested in learning more? Come to our next contractor training and learn more about membership benefits and steps to improve workers'

compensation injury outcomes for your company and its union employees.

This training session will include an overview of the UCWCP, Program updates and workers' compensation resources.

Register Now



Exclusive Provider Organization (EPO) Updates

The EPO Nominations and Review Committee (ENRC) recently reviewed the Neurologist and Neurosurgery specialty providers to ensure treatment recommendations and outcomes continue to align with the mission of the Program. A number of additions have been made to our [Specialty Care Directory](#).

Need help with our EPO? For assistance, or to provide feedback about any of our EPO providers or clinics, please email ucwcphelp@wilson-mcshane.com. Thank you for your help in ensuring our participants have the best work injury care possible.

Fall and Winter Safety Tips

As the weather turns from summer to fall and winter, construction doesn't stop. It is important to remember the key cornerstones in keeping your jobsites and yourself safe from unexpected hazards the season can bring. Here are a few timely tips to keep us working safe.



Jobsite Awareness

Unsafe conditions can be lurking even out in plain sight. It is imperative that your daily routine includes jobsite inspections. Look for the obvious hazards that weather can bring including downed power lines and trees, damaged equipment, and other non-job-related materials that may make their way onto the site due to blustery weather. It is also important to expect the unexpected. Hazards that are harder to notice need extra scrutiny. Hazards such as ice, icicles, animals looking for a home, and even non authorized individuals looking for a spot to stay out of the colds are examples of some of the unexpected hazards that workers could encounter on job sites. Before allowing workers to begin work, and periodically throughout the day, inspect for these and other hazards. Remember to take the time to clear all snow and ice from walking and working surfaces, including walkways, roofs, scaffolding, and ladders. Be sure to stress the importance of fall safety protection to workers when icy conditions exist. Put down salt or sand to melt icy patches and improve traction for workers. Make sure to mark areas that cannot be cleared and remind workers to slow down and take shorter

steps, especially when carrying materials and tools to avoid slips. Take the time needed to ensure the site is safe.

Know the Forecast

Just like spring and summer, fall and winter bring their own unique weather changes. The last thing you want is to have a construction site full of workers stranded because a blizzard blew in without you knowing. Keep an eye on the weather to ensure workers have adequate time to secure the construction site and get home safely before severe weather strikes.

As temperatures plummet, keep a careful watch on workers for signs of hypothermia and frostbite. Make sure workers wear appropriate clothing for the weather and encourage them to take frequent breaks to warm up from the cold.

Have a Heated Break Area

Just like the heat of the summer, the cold of the winter is equally concerning. Workers expend more energy when working in cold weather to keep their bodies warm. Make sure you have an indoor area for workers to warm up from the cold. Limit exposure to the elements by encouraging workers to take frequent breaks to rest and warm up, drink warm liquids and change out of wet clothing.

Make sure you and your employees know the signs of fatigue, frostbite or hypothermia. Remind workers to look out for each other and to limit the consumption of caffeine, nicotine and other stimulants that can cause them to feel warmer than they really are.

Also, make sure you are using the proper heating equipment. If using portable heaters in break areas, make sure to properly vent the area and use CO sensors to monitor carbon monoxide exposure and make sure all combustibles, enclosure materials and employee clothing, cannot be exposed to any heat source.

PPE, PPE, PPE

Make sure workers wear all necessary personal protective equipment (PPE) when winter weather conditions are present. Using hard hat liners in hard hats will help keep workers warm and prevent heat from escaping. They will also ensure workers wear their hard hats properly to prevent being struck by falling objects like icicles and chunks of snow.

Make sure proper gloves and mittens are chosen so workers maintain warmth but also manual dexterity to work with tools and materials. This will not only prevent cold related injuries but also encourage employees to always keep them on, especially when climbing ladders, scaffolding, or getting onto construction equipment. Remember, frostbite can occur immediately if workers touch extremely cold metal with bare hands.

Make sure goggles, safety glasses, and facemasks are anti fog or can be treated with anti-fog spray to prevent their vision from being obstructed.

Make sure personal fall arrest systems are adjusted to properly fit over bulkier clothing and are inspected before each use to ensure straps aren't frozen with ice.

Boots should be waterproof with non-slip soles and, if possible, extra socks should be worn to protect against the cold. Remember, steel-toed boots are great at protecting toes and feet but can also be cold magnets in the winter. Proper socks and liners are important safety precautions this time of year.

Make Sure Proper Clothing is Available and Worn

Keeping warm is one of the most important things when working in cold weather. The key is to find a balance between wearing enough layers to stay warm while still being able to maintain work mobility.

Layering with moisture-wicking, warm clothing on the inside with a waterproof outer layer prevents moisture from getting in and body heat getting out. If clothing does get wet, it's important to change into dry clothes to avoid losing body heat.

It is also imperative to limit the amount of skin exposed to cold temperatures with careful attention to the extremities. This is where proper PPE and proper clothing become extremely important. Also, don't forget your face. Somehow, the face is always an afterthought. Don't forget it takes minutes to freeze ears, noses, lips, and all areas of the face. Make sure you have proper face wear to protect you from extreme cold exposure.

Have Emergency Kits Available.

From heating areas to company vehicles, cold weather kits are important. Vehicle kits should include a shovel, ice scraper and brush, sleeping bag, water, non-perishable snacks like protein bars, tow straps, emergency flares, and a backup battery for your cell phone. It's also a good idea to have some cat litter, salt, or sand to help with traction in case you get stuck. Encourage your workers to create emergency kits for their personal vehicles.

Other kits should include blankets, hand warmers, feet warmers, and all warming areas should have the ability to get warm liquid accessed by employees who need it.

Just remember, fall and winter can be a great, productive time of year, but dangerous conditions can happen fast. Be as prepared as you would away from the jobsite. Work hard and work safe.



Union Employee's Guide



www.ucwcp.com

Making Workers' Compensation Work
Right for Minnesota's Union
Construction Industry Since 1997

Are You Distributing the "Union Employee Guide" at the Time an Injury is Reported?

The "Union Employee Guide" should be distributed annually to all Union employees **and to the injured party at the time an injury is reported** to ensure important information about the UCWCP is acknowledged.

Looking for Personalized Training for Your Team?

The UCWCP offers both virtual and in-person training tailored to meet the needs of contractors, unions, insurance providers, management associations, and their members. We provide valuable resources to help enhance the skills and knowledge of your staff, field employees and team members.

Brochures are available in both [English](#) or [Spanish](#) and can be accessed electronically from the UCWCP website or through request by emailing ucwcp@wilson-mcshane.com.

Contact us today to schedule a customized training session, either in-person or virtual, to fit your needs!



Need to contact the UCWCP?

Twin Cities 952-851-5943 | Duluth 218-298-6010

General Assistance Email: ucwcp@wilson-mcshane.com

Certificates of Insurance: ucwcp@wilson-mcshane.com

For appointments:

Wilson-McShane Corporation
3001 Metro Drive, Suite 500
Bloomington MN 55425

Wilson-McShane Corporation
2002 London Road, Suite 300
Duluth MN 55182

Mailing address:

Union Construction Workers Compensation Program
3001 Metro Drive, Suite 500
Bloomington MN 55425

Program Quick Links

Looking for additional Program information, training or resources? Utilize the following links for assistance:

Program
Website

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