



VALUE REPORT

# Construction

Construction businesses can potentially save up \$10,000 annually with Mineral® solutions.

## Typical Construction Issues We Resolve

### Health & Safety Working Conditions

Are there special requirements for restroom facilities based on the number of employees? Must we provide drinking water to our outdoor workers? Are we required to pay or reimburse employees for PPE? What are the requirements for recording/reporting injuries?

### Travel Time

We have a lot of employees who do not have a defined worksite and drive our company trucks to each site. Do we have to pay for the time driving to the site, since it is different every morning? What about employees who go to different sites during the workday?

### Fair Labor Standards Act (FLSA)

If we hire a minor, are there restrictions on what type of work they can do? Do our site supervisors or foremen need to be paid overtime?

### Americans with Disabilities Act (ADA)/Alcohol

An employee admitted to her supervisor she has a problem with alcohol but says she does not drink while working. Can we require alcohol testing on the job since she works in a safety sensitive position, drives a company vehicle to job sites, and performs work as a construction inspector? An employee is returning from leave after an injury, do we need to adjust their job assignments if they ask? We think one of our employees is too old to do the job now, can we strongly suggest they retire? An employee takes prescription medicine; can we prohibit them from operating equipment?

## Trusted Guidance, Content, and Technology



### HR Compliance Tools

Create a high-performing organization in record-time.



### Advisory Services

Resolve employee issues promptly and accurately



### Training Solutions

Ensure your workforce is productive and safe.

**Annual Value\***

**Construction Company**

- Mineral Experts™ – \$1,000
- Smart Employee Handbooks – \$2,000
- Training – \$6,500
- Mineral Platform\*\* – \$500
- Total – \$10,000**

“

Having a trusted resource to help us with compliance is a huge help. Mineral gives me peace of mind!

Kathy O.  
Commercial construction industry  
Waukesha, WI

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\*For companies with 1-99 employees.

\*\*Access to compliance resources, law alerts, job description builder, salary comparison tools, and more.