

STATE OF MINNESOTA
Department of Labor and Industry

In the Matter of the Construction Contractor
Registration of Gullickson Floor Tech, LLC

**LICENSING ORDER
WITH PENALTY**

I. ORDER

The Commissioner of the Minnesota Department of Labor and Industry (“Commissioner”) issues this Order against Gullickson Floor Tech, LLC (“Respondent”).

Pursuant to Minn. Stat. §§ 326B.082, subd. 6; 326B.082, subd. 12 (b); 326B.083 (2014); and 326B.701 (2014), the Commissioner hereby assesses against Respondent a monetary penalty of \$3,500 of which \$2,000 is hereby forgiven pursuant to Minn. Stat. §326B.701, subd. 6 (2014).

Pursuant to Minn. Stat. § 326B.082, subs. 11(b) and 12 (2014) and Minn. Stat. § 326B.083 (2014), the Commissioner hereby suspends the construction contractor registrations of Respondent, Nos. IR690635 and IR711125, until such time that Respondent pays the portion of the monetary penalty imposed herein that is not forgiven.

The Commissioner takes the above action based upon the following Findings of Fact and Conclusions of Law:

II. FINDINGS OF FACT

1. Minn. Stat. § 326B.701, subd. 2 (2014) requires all contractors who intend to provide commercial or residential building construction or improvement services in Minnesota to be registered with the Minnesota Department of Labor and Industry (“Department”)’s Construction Contractor Registration Program (“Registration Program”) if they are not required to hold a license issued by the Department.
2. Pursuant to Minn. Stat. § 181.723, subd. 3 (2014), an individual who performs services for a person that are in the course of the person’s trade, business, profession, or occupation is an employee of that person and that person is an employer of the individual unless the individual meets all nine factors described in Minn. Stat. § 181.723, subd. 4(a) (2014) (“the nine factor test”). If the individual cannot meet all nine factors, he or she is deemed to be an employee of the person that hired the individual.
3. Minn. Stat. § 181.723, subs. 4(a) and 4(b) (2014) also states that an individual who is required to be registered in the Registration Program but who fails to do so, is presumed to be an employee of any person that hires the individual to perform services on the person’s behalf. However, the person for whom the services were performed may rebut this presumption by showing that the unregistered individual met all nine factors of the nine factor test at the time the services were provided.

4. According to the records of the Minnesota Secretary of State (“SOS”), Gullickson Floor Tech, LLC filed as a limited liability company on February 15, 2012 with a registered office address of 315 4th Street SW, Pine Island, MN 55963.
5. Respondent held a construction contractor registration issued by the Minnesota Department of Labor and Industry (“Department”) on February 19, 2015, No. IR690635, which expired December 31, 2015 and was not renewed. Respondent completed a new registration on July 13, 2016, No. IR711125. In its most recent registration, Respondent identified its mailing address as 25224 795th Avenue, Spring Valley, MN 55975, and disclosed that Dustin Gullickson (“Gullickson”) is the sole owner of the business.
6. Respondent, as a registered contractor, must comply will all statutes and rules governing the residential and commercial construction industry, including contractor registration and worker classification, Minn. Stat. §§ 181.723, 326B.701, and 326B.081 to 326B.085 (2014) and Minn. R. Chapter 5224 (2015).
7. Minn. Stat. § 326B.701, subd. 5 (2014) prohibits a contractor from hiring another contractor to perform building construction services unless the contractor being hired is licensed with the Department or registered in the Department’s Construction Contractor Registration Program (“Registration Program”).
8. On June 8, 2016, the Department opened an investigation of Respondent based on information that indicated Respondent may have engaged in violations of the Minnesota statutes and rules governing worker classification in the construction industry.
9. On June 23, 2016, a Department investigator mailed a subpoena duces tecum to Respondent. The subpoena required the production of documentation relating to Respondent’s subcontractors, contractors, and employees.
10. Respondent complied with the subpoena in part by providing a list of six subcontractors that were paid for performing construction or improvement services. The Department concluded that Respondent paid Tylor Bruggeman, Jeremy Jarrett, and Ryan McConnell for the performance of building construction or improvement services and treated them as independent contracts despite the fact that the contractors were not licensed by the Department or registered in the Registration Program at the time they performed construction services on Respondent’s behalf.
11. The business records that Respondent provided in response to the subpoena listed individuals or business entities, their addresses, and telephone numbers. Respondent did not include contracts, bids or invoices, or payment records except for a total amount paid in an undefined time period.
12. On July 14, 2016, the Department investigator mailed a letter to Respondent requesting all invoices, and copies of checks or a list of payments made to the three persons listed as subcontractors to determine if they were independent contractors and that the business relationship with each person complied with the nine factor test.
13. Based on its review of Respondent’s response, the Department determined that between January 2014 and December 31, 2015, three of Respondent’s subcontractors failed to meet the nine factor test. Two of the three individuals were previously reported as

employees according to the Respondent's quarterly reporting to the Minnesota Department of Employment and Economic Development's Unemployment Insurance Program. Respondent's business records do not support that the three persons performing building construction or improvement services for Gullickson meet the nine factor test. Respondent did not submit bids, invoices, written contracts, or payment records to support the amount paid to subcontractors.

14. Respondent's business records included: CREW2 INC work orders; invoices to homeowners that do not clearly reflect the source of the invoice; proposals submitted to Gullickson with specific information from CREW 2 INC work orders; and documents scanned over other documents showing changes by other individuals. There is no evidence that Respondent received bids from the subcontractor, received bills or invoices for all work performed by the subcontractor, or that payment was made to the individuals based on completed work.
15. On July 13, 2016, Respondent provided a list of subcontractors including Ryan McConnell ("McConnell"). McConnell is not licensed by the Department or registered in the Registration Program. Gullickson, in response to a subpoena duces tecum, reported that McConnell was paid \$430. On July 21, 2016, Respondent provided 17 documents as its proof that McConnell was an independent contractor. The documents failed to demonstrate that McConnell received compensation for the services performed under the contract on a commission or per-job or competitive basis and not on any other basis.
16. The Department found insufficient evidence to support that Tylor Bruggeman ("Bruggeman") was an independent contractor and complied with the nine factor test. Bruggeman is not licensed by the Department or registered in the Registration Program and was paid as an employee of Gullickson in the fourth quarter of 2013 into the second quarter of 2015. In response to the subpoena, Respondent provided a list of payments made to Bruggeman every two weeks beginning May 26, 2015 for a total of \$13,176. In a telephone conversation with Dustin Gullickson on July 20, 2016, he stated that one of his workers received a daily rate of \$96 if he showed up, and that there were no invoices.
17. The Department found insufficient evidence to support that Jeremy Jarrett ("Jarrett") was an independent contractor and complied with the nine factor test. Jarrett is not licensed by the Department or registered in the Registration Program, and was an employee of Gullickson from the third quarter of 2013 into the second quarter of 2014. In addition to weekly deductions noted for the use of a van, Jarrett appeared to have worked from CREW2 Inc. work orders.

III. CONCLUSIONS OF LAW

1. Respondent has committed a violation of applicable law. Minn. Stat. §§ 181.723, 326B.701 and 326B.082, subd. 11 (b)(1) (2014).
2. Respondent contracted to perform or performed construction services for another person without first being actively registered in the Registration Program in violation of Minn. Stat. § 326B.701, subd. 5 (b)(1) (2014).

3. Respondent hired persons that were neither licensed by the Department nor registered in the Registration Program to provide construction services on Respondent's behalf and treated them as independent contractors in violation of Minn. Stat. § 326B.701, subd. 5 (b)(2) (2014).
4. Respondent misclassified at least three workers who failed to meet the factors required by Minn. Stat. § 181.723 subd. 4(a) and (b) (2014) in order to qualify to be treated as independent contractors.

IV. DETERMINATION OF PENALTY AMOUNT

In determining the amount of the penalty, the Commissioner considered: the extent of deviation from compliance; whether the violations were willful; the gravity of the violations; the number of violations; whether there is a history of past violations; whether Respondent gained economic benefit in not complying with the law; and other factors as justice may require.

V. REQUEST FOR HEARING

Pursuant to Minn. Stat. § 326B.082, subd. 12(c) (2014), Respondent shall have 30 days after issuance of this Licensing Order to request a hearing. A request for hearing must be in writing and must be served on or faxed to the Commissioner at the following address or fax number by the deadline.

Minnesota Department of Labor and Industry
CCLD - Enforcement Services Unit
Attention: Charlie Durenberger
443 Lafayette Road North
St. Paul, MN 55155

Fax number: (651) 284-5746

The date on which a request for hearing is served by mail shall be the postmark date on the envelope in which the request for hearing is mailed. If the request for hearing is served by fax it cannot exceed 15 pages in length and must be received no later than 4:30 p.m. central time on the last day permitted for serving a request. Respondent's review rights are more thoroughly described in Minn. Stat. § 326B.082, subds. 4 and 12(c) (2014).

If Respondent submits to the Commissioner a timely request for hearing, this Licensing Order shall be stayed unless otherwise ordered by a judge, and a contested case hearing will be conducted. The contested case procedures are set out in chapter 14 of the Minnesota Statutes, and the Rules of the Office of Administrative Hearings, Minn. Rules 1400.5010 to 1400.8400 (2015), and Minn. Stat. § 326B.082, subd. 12(c) (2014). These materials may be purchased from the Minnesota Book Store, telephone (651) 297-3000, and are also available at www.revisor.mn.gov.

VI. EFFECT OF FINAL ORDER

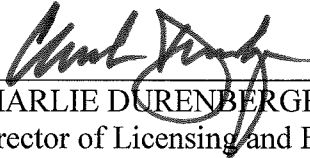
If Respondent does not request a hearing or Respondent's request for a hearing is not served on or faxed to the Commissioner by 30 days after issuance of this Licensing Order, this Licensing Order shall become a final order of the Commissioner and will not be subject to review by any court or agency. *See* Minn. Stat. § 326B.082, subd. 12(c) (2014).

The portion of the monetary penalty assessed against the Respondent by this Licensing Order for hiring unregistered subcontractors is forgiven, but the violation alleged herein shall be deemed evidence of a history of a violation for hiring an unregistered subcontractor for purposes of calculating a monetary penalty for any future violation of Minn. Stat. § 326B.701, subd. 5 (b)(2) (2014).

The monetary penalty assessed against the Respondent by this Licensing Order other than the forgiven portion is due and payable on the date the Licensing Order becomes final. *See* Minn. Stat. § 326B.083, subd. 3(a) (2014). When this Licensing Order becomes final, the Commissioner may file and enforce any unpaid portion of the penalty as a judgment in district court without further notice or additional proceedings. *See* Minn. Stat. §§ 16D.17 (2014) and 326B.083, subd. 2 (2014). Failure to pay a monetary penalty owed may result in the revocation, suspension, or denial of any or all licenses, permits, certificates, and registrations issued by the Commissioner. *See* Minn. Stat. § 326B.082, subd. 17 (2014). Also, pursuant to Minn. Stat. § 16D.13 (2014), Respondent is hereby notified that thirty (30) days after the date this Licensing Order becomes final, simple interest computed in accordance with Minn. Stat. § 16D.13, subd. 2 (2014) will begin to accrue on the unpaid portion of the penalty.

Dated: 8/4/16

KEN B. PETERSON
Commissioner

BY: 
CHARLIE DURENBERGER
Director of Licensing and Enforcement
Construction Codes and Licensing Division
Department of Labor and Industry