

SEAA Modern Erector Criteria

To help you prepare, refer to this list of assessment areas and documentation criteria.

1. Assessment Areas

- Business Operations (Maximum Points: 10)
- Culture & Engagement (Maximum Points: 25)
- Employee Experience (Maximum Points: 15)
- Safety & Risk Management (Maximum Points: 40)
- Training & Development (Maximum Points: 25)

2. Required Documentation

- Bank letter of good standing on financial institution’s letterhead
- Articles of Incorporation or Business License

3. Optional Documentation

| Business Operations | Culture & Engagement | Employee Experience | Safety & Risk Management | Training & Development | Quality & Technical Excellence |
|--|---|---|---|--|---|
| <ul style="list-style-type: none"> • Company Manual (Bilingual) • Org Chart • Trade Association Involvement • Licensing (State/Local/National) • Document Control Procedures • Project Management Software • 5- & 10-Year Growth Goals • Succession Plan | <ul style="list-style-type: none"> • Career Planning • Core Values in Practice • Company Handbook • HR Manager • Electronic HR System • Employee Engagement • Recognition/Appreciation Program • Company Events • Community Volunteering • Apparel & Clothing | <ul style="list-style-type: none"> • Health / Dental / Vision Insurance • Retirement Benefits (Any plan: 401k, annuity, IRA, union plan, etc.) • Paid Travel / Per Diem / Paid Lodging • Bonus Plan / Profit Sharing • Vacation / PTO / Sick Pay • Life Insurance / Short-Term & Long-Term Disability | <ul style="list-style-type: none"> • EMR rate exceeds 1.00 or increasing above .70 • EMR Improvement • Total Recordable Incident Rate • Lost Time Incident Rate • DART • Other on OSHA Form • Fatalities • OSHA Citations in 2025 • Written safety program incl. | <ul style="list-style-type: none"> • Craft / Apprentice Training • DOL / NCCER Apprentice Program • Leadership Training • Training Refreshers • OJT Task List • Training Manager • Training Documentation • Paid Seminars/Courses • Bilingual Materials | <ul style="list-style-type: none"> • Quality Control Manager • Quality Control Procedures • Project Awards • Client Endorsements • Welder Certifications |

- Team Building
- Family Inclusion
- Social Media Recognition
- Internal Audit (non-safety)
- Employee Onboarding Plan
- Annual Raise Evaluations
- Performance Evaluations
- Mental Health Awareness Program

- Employee Financial Planning
- Bilingual Communications
- Field Turnover Rate
- Tech for Field Supervisors

- Hazard Communication
- Last revision of Health & Safety Policy
 - Orientation program for new hires
 - Site-specific safety plans
 - Disciplinary program
 - Submit OSHA Form
 - 100% Fall Protection 6' and above policy
 - Daily Stretch & Flex program
 - Supervisors JSA or Pre-Task meetings
 - First Aid/CPR certified employees on site
 - Training for all Ironworkers