



2021

YEAR IN REVIEW





INNOVATION FOR TRADES



Milwaukee Tool, founded in 1924, is a global leader in delivering innovative solutions to the professional construction trades that increase productivity and safety. MILWAUKEE® is known for their world-leading M12™, M18™ and MX FUEL™ cordless systems, the ground-breaking performance of their cordless innovations, safety solutions, battery-powered outdoor power equipment, jobsite lighting and clean-up, time-saving accessories, and innovative hand tool and PACKOUT™ Modular Storage products. The company is dedicated to delivering a steady stream of advanced, trade-specific solutions.

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Based on the merit shop philosophy, ABC helps members develop people, win work and deliver that work safely, ethically and profitably for the betterment of the communities in which they work.

2021



3 | **THE MERIT SHOP**

ABC's Free Enterprise Alliance raised \$2 million to promote merit shop priorities and spent more than \$600,000 on issue advocacy campaigns across the country.



5 | **DEVELOP PEOPLE**

ABC members invested \$1.3 billion to educate more than 500,000 course attendees in apprenticeship, craft, safety and construction management education programs.



9 | **WIN WORK**

ABC members competitively won more than half of the value of large federal contracts in fiscal years 2009-2021 based on merit, demonstrating their market and industry leadership.



11 | **WORLD-CLASS SAFETY**

Top-performing members that participate in ABC's STEP Safety Management System were 655% safer than the industry average.



15 | **ETHICS AND COMPLIANCE**

ABC fights against the Biden administration's anti-growth, burdensome policies and regulatory agenda, which create significant uncertainty and barriers to job creation.



17 | **PROFITABILITY**

ABC launched a Tech Marketplace and helped members and their employees save more than \$33.7 million through its discount programs.



19 | **COMMUNITY**

ABC celebrated \$2.7 billion in award-winning merit shop construction projects and community-building charitable endeavors across the country.



21 | **WHAT'S NEXT**

Stephanie Schmidt, 2022 chair of the ABC board of directors, looks to the future.



LED BY MEMBERS TO PROVIDE VALUE TO MEMBERS

ABC is a member-driven organization, governed by a 182-member board of directors selected by each chapter. In addition, ABC offers its members opportunities to serve on committees and affiliate boards to provide valuable input to the board of directors and help establish the association's policies, priorities and objectives.

ABC 2021 Executive Committee

STEVE KLESSIG | vice president of architecture and engineering, Keller Inc., Kaukauna, Wisconsin, chair of the board of directors

STEPHANIE SCHMIDT | president, Poole Anderson Construction, State College, Pennsylvania, chair-elect

MILTON GRAUGNARD | executive vice president, Cajun Industries LLC, Baton Rouge, Louisiana, secretary and South Central region vice chair

LARRY MAY, CPA, CVA | partner, Carr, Riggs & Ingram, Jackson, Mississippi, treasurer

TIM KEATING | owner and president, R. C. Stevens Construction Co., Winter Garden, Florida, immediate past chair

BUDDY HENLEY | president, Henley Construction Co. Inc., Gaithersburg, Maryland, Mid-Atlantic region vice chair

BRENDAN MCANDREWS | chief operations officer and co-owner, Rivercity Glass dba McAndrews Glass, Cincinnati, Mid-America region vice chair

THOMAS "MURPH" MURPHY | vice president of aggregates division, Power & Construction Group, Scottsville, New York, Northeast region vice chair

J. DAVID PUGH | partner, Bradley, Birmingham, Alabama, Southeast region vice chair

SANDRA ROCHE | vice president and general counsel, Roche Constructors Inc., Las Vegas, Mountain West region vice chair

GREG SCHNIEGENBERG | vice president of operations, Helix Electric Inc., Oakland, California, Pacific region vice chair

CALVIN WILLIAMS | president and chief executive officer, Construction Contracting Services Inc., Lansing, Illinois, Midwest region vice chair

MICHELE ROBERTS-BAUER | president, ABC Heart of America Chapter, Kansas City, Missouri, chapter presidents' liaison

MICHAEL BELLAMAN | president and chief executive officer, ABC National, Washington, D.C.

ABC 2021 Executive Committee



Johnnie Sanchez, a plumbing instructor at ABC New Mexico, spent eight years in prison before a chance encounter brought him to ABC. That's where the military veteran learned his craft and now teaches future plumbers. "I take pride every time I pull up to the jobsite, and that's something most felons don't think they can have. I feel as if I'm proving society wrong. This is where you can go."



THE MERIT SHOP

For more than 70 years, ABC has been the leading voice for the merit shop philosophy in construction, defending the principles of fair and open competition.

ABC PAC Builds Momentum Ahead of Midterm Elections



ABC PAC raised more than \$800,000 in 2021 with the help of generous ABC members. Over the past three years, ABC PAC increased its \$5,000 contributors by 261%. The PAC, which supports pro-business candidates running for federal office, is tasked with raising \$1.8 million between 2021 and 2022.

pac.abc.org

ABC Drives Opposition to the PRO Act



ABC President and CEO Michael Bellaman told *One America News* the *Protecting the Right to Organize Act* will take away worker freedoms and harm the more than 87% of construction industry workers who choose not to join a union.

The ABC-led Coalition for a Democratic Workplace conducted a successful campaign to stop the PRO Act—which would have a severe negative impact on the merit shop contracting industry and legislate away worker freedoms and privacy rights—from moving forward in the Senate.

freeenterprisealliance.org/proact | myprivateballot.com

ABC Connects Members With Elected Leaders

ABC and its chapters hosted 203 in-person chapter events, virtual meet and greets and jobsite/training facility tours in 2021—including a record 40 with Democratic lawmakers—to educate elected leaders on merit shop priorities.



Florida Republican Gov. Ron DeSantis advocated expanding technical education and apprenticeship opportunities at ABC's Legislative Conference, June 2-4 in Ponte Vedra Beach, Florida. U.S. Reps. John Rutherford and Kat Cammack, R-Fla., also spoke at the event.



ABC President and CEO Michael Bellaman, ABC Delaware 2021 Chair Carl Marenco, Wohlson Construction, and members met with Sen. Chris Coons, D-Del., in Wilmington, Delaware, on Aug. 16 to discuss the dangers of the PRO Act and federal project labor agreement mandates.



Rep. Michelle Fischbach, R-Minn., toured a jobsite of ABC Minnesota/North Dakota member Willmar Electric on Nov. 22. The electrical contractor showcased progress on the new MACCRAY High School expansion in Clara City, Minnesota.

Free Enterprise Alliance Raises \$2 Million for Merit Shop Advocacy



FREE ENTERPRISE ALLIANCE

FEA raised more than \$2 million in contributions from ABC chapters and members in 2021 and spent more than \$600,000 on issue advocacy campaigns across the country. FEA is a powerhouse in educating ABC members and their employees, elected officials and the public about the issues important to advancing free enterprise and open competition in America.

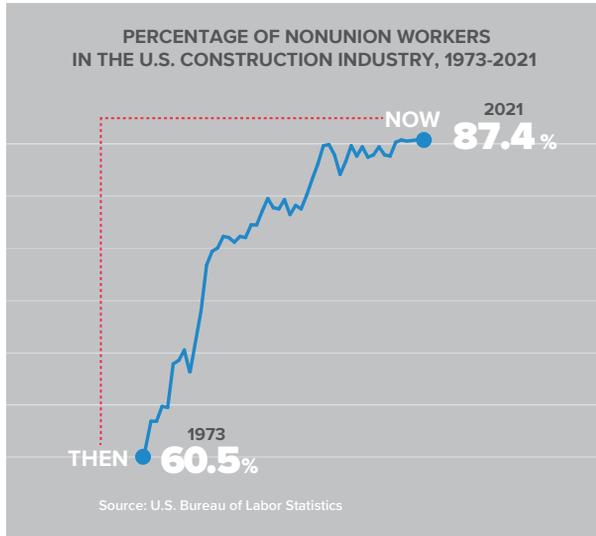
freeenterprisealliance.org

ABC Members Testify Before Congress in Support of Merit Shop Priorities

Annie Mecias-Murphy, co-owner and president of JA&M Developing Corp., Pembroke Pines, Florida, provided testimony before the U.S. House Subcommittee on Contracting and Infrastructure on June 10 to ensure that small construction businesses are not excluded from the competitive bidding process for federal infrastructure projects. Frank Boecker of Sunwest Electric, Anaheim, California, testified before the U.S. House Subcommittee on Innovation, Entrepreneurship and Workforce Development on Nov. 4, urging Congress to promote an all-of-the-above strategy for building the construction workforce of the future.

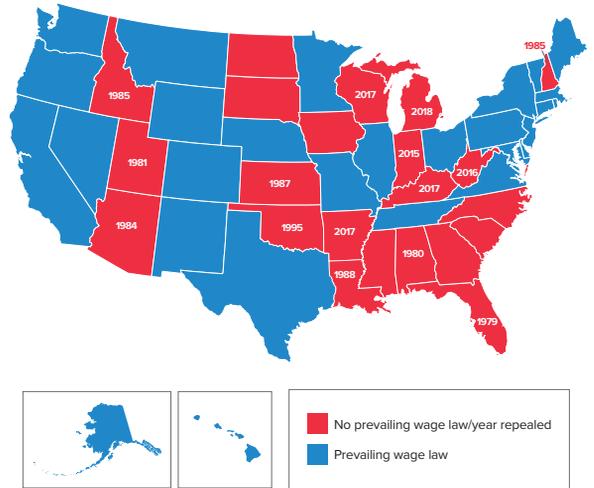
Merit Shop Workforce Grows in 2021

Nonunion workers comprise 87.4% of the U.S. construction industry.



28 States Uphold Merit Shop Compensation Strategies

22 PREVAILING WAGE STATES IN 2021

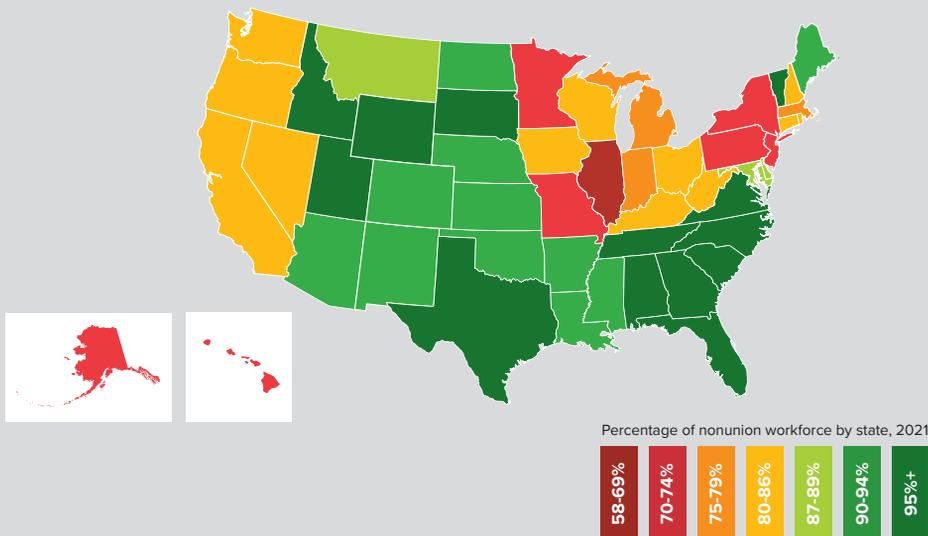


Defense Bill Passes Without ABC-Opposed Labor Provisions

Provisions promoting harmful debarment procedures for federal contractors, apprenticeship requirements and local hire mandates were stripped from the \$768 billion National Defense Authorization Act before it was signed into law. NDAA-funded projects—like award-winning Caddell Construction’s \$33.7 million contract to design and construct a large drone hanger and runway complex for the Army’s Special Forces at Camp Mackall-Fort Bragg—will continue to welcome merit shop contractors to compete.



THE MERIT SHOP CONSTRUCTION WORKFORCE



“There’s no limit for what strong women with grit can do in the construction industry. I joined TIC after high school and grew my career to become the electrical program manager for the entire company.”

Tiffany McMillan, electrical program manager, TIC – The Industrial Company



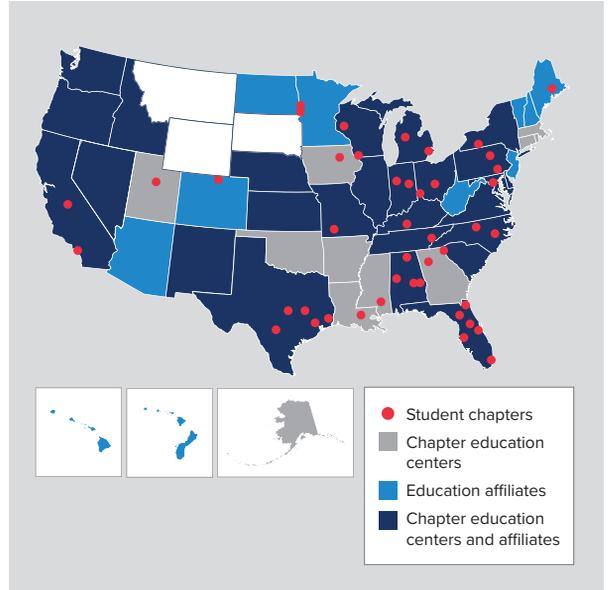
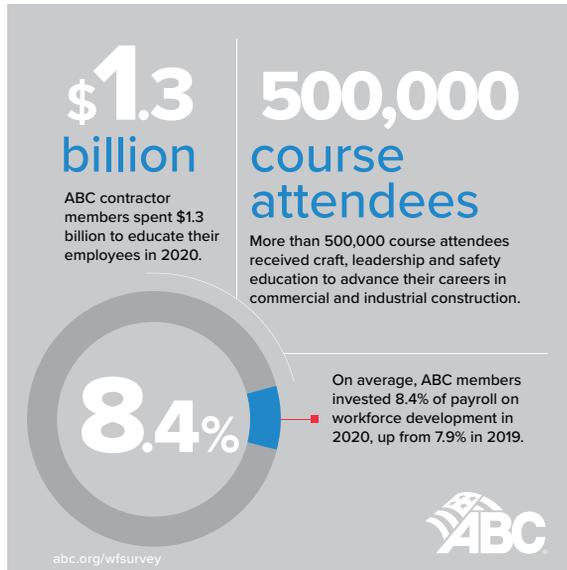
DEVELOP PEOPLE

ABC works to elevate careers in construction and build the workforce talent pipeline.

ABC Members Educate and Upskill 500,000 Course Attendees

According to ABC’s 2021 Workforce Development Survey, ABC contractor members invested \$1.3 billion in workforce development initiatives, providing craft, leadership and safety education to 500,000 course attendees to advance their careers in commercial and industrial construction in 2020. Safety education accounted for 71% of the total workforce investment, revealing an elevated focus on worker education, safety and total human health during the COVID-19 pandemic.

abc.org/wfsurvey



800 Education Programs Nationwide

ABC’s 69 chapters and their affiliates provide apprenticeship, craft, safety and construction management education programs—including 300 government-registered apprenticeship programs—across the country. In 2021, Alabama A&M University, Ball State University and Western Kentucky University joined the ABC National Student Chapter Network, which connects local ABC chapters to colleges and universities with construction management degree programs.

workforce.abc.org

ABC Greater Tennessee Receives \$1M Grant for Skills Education

Thanks to a \$1 million grant from the state of Tennessee, the chapter will provide advanced craft skills training in HVAC, masonry, electrical and carpentry in a new 15,000-square-foot facility with classroom and lab space. The grant will enable ABC to serve an additional 250 students per year in its four-year adult program.





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Construction Needs 1 Million More Workers, ABC Tells CNN



The Infrastructure Investment and Jobs Act will intensify the need for more skilled construction workers, said ABC President and CEO Mike Bellaman.

ABC Awards Four Trimmer Grants

Members contributed more than \$500,000 to the Trimmer Construction Education Fund, which awarded grants to the Carolinas, Eastern Pennsylvania, Georgia and Illinois chapters to support their efforts to develop a skilled, safe and sustainable workforce.

abc.org/trimmer

Clemson University Named Overall Winner of ABC Construction Management Competition

A dozen college and university teams from ABC's National Student Chapter Network competed for honors in a virtual competition of construction management knowledge, organization, time management and presentation skills based on a real-world construction project. Clemson University won the overall competition, as well as first place in project management.

abc.org/cmc



Dallas' Big D Metalworks Named Contractor of the Year

Big D Metalworks received the top honor for its commitment to corporate integrity, safety, professional development and expert craftsmanship. The 40-year-old, employee-owned firm has performed work all over the country, from building the Walt Disney Family Museum in San Francisco to McKinsey and Co. offices in Washington, D.C., and achieved the highest level—Platinum—in ABC's STEP Safety Management System.

constructionexec.com/coty



Construction Workforce Award Winners

abc.org/cwa

CRAFT PROFESSIONAL OF THE YEAR

Pat Willburn

DynaTen Corp., Alvarado, Texas

CRAFT INSTRUCTOR OF THE YEAR

Todd Swan

Franklin County Career and Technology Center, a training affiliate of the ABC Cumberland Valley Chapter

YOUNG PROFESSIONAL OF THE YEAR

Jim Ellis

Price Electric, Robins, Iowa

ABC Keystone Chapter Teaches Young Girls About Industry at Construction Summer Camp



On June 14, the ABC Keystone Chapter welcomed 12 girls from surrounding school districts to its facility to learn about blueprints, the construction process and safety at a weeklong summer program called the All 'Bout Construction (ABC) Girls Camp. The camp allowed girls to meet women who work in the industry, visit a series of jobsites and build and take home their own multitrade, steampunk-themed lighted charging station using their own set of tools donated by Klein and ABC strategic partner Milwaukee Tool.

ABC Celebrates the Growing Role of Women in Construction



ABC highlighted member success stories and encouraged women to consider a career in construction during Women in Construction Week, March 7-13, through a social media campaign and earned media placements. Stephanie Schmidt, president of Poole Anderson Construction and then-chair-elect of the ABC National board of directors, and Alicia Martin, president of ABC's Illinois Chapter, were named Outstanding Women in Construction 2021 by *Construction Business Owner* magazine.



BUILT TO MAKE TOMORROW FLINCH

Obstacles wait for no one. You either have the answer or get out of the way. That's why ABC members should demand JLG. Built to take on the right-now and engineered for the yet-to-come. JLG's line of world-class lifts and telehandlers help you conquer every challenge, every time. Rise above the call of duty and ELEVATE ACCESS.

JLG

JLG.COM



Jennifer Stolzenberg, an electrical apprentice at ABC's New Mexico Chapter, found an unexpected career path after being told the only options for her post-high school were college or the military. "One of the most enticing things about ABC is that it's an apprenticeship program. With ABC, I can have a job that relates to what I'm actually learning in the classroom."



WIN WORK

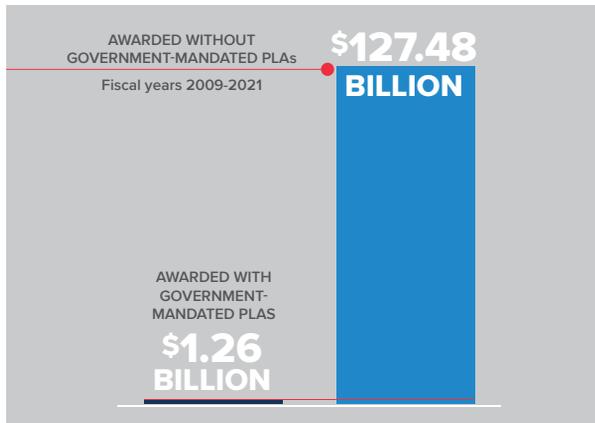
ABC creates opportunities for its members to compete for work on a fair and level playing field, and then helps them win work based on merit.

ABC Applauds Bill to Increase Fair and Open Competition on Construction Contracts

The ABC-supported Fair and Open Competition Act was introduced by Sen. Todd Young, R-Ind., and Rep. Ted Budd, R-N.C., on Feb. 24. This ABC-priority legislation restricts government-mandated PLAs on federal and federally assisted construction projects. In addition, an ABC-led coalition's campaign launched a website, BuildAmericaLocal.com, and successfully prevented the inclusion of pro-PLA language in the Infrastructure Investment and Jobs Act of 2021 and other laws.

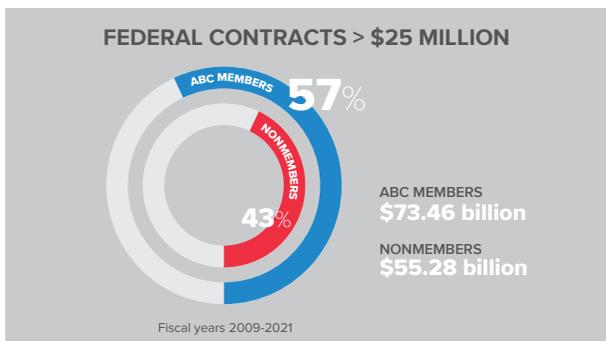
BuildAmericaLocal.com

Over More Than a Decade, 99% of Large Federal Contracts Have Been Awarded Through Fair and Open Competition



More Than Half the Value of Large Federal Contracts Was Awarded to ABC Members from 2009 to 2021

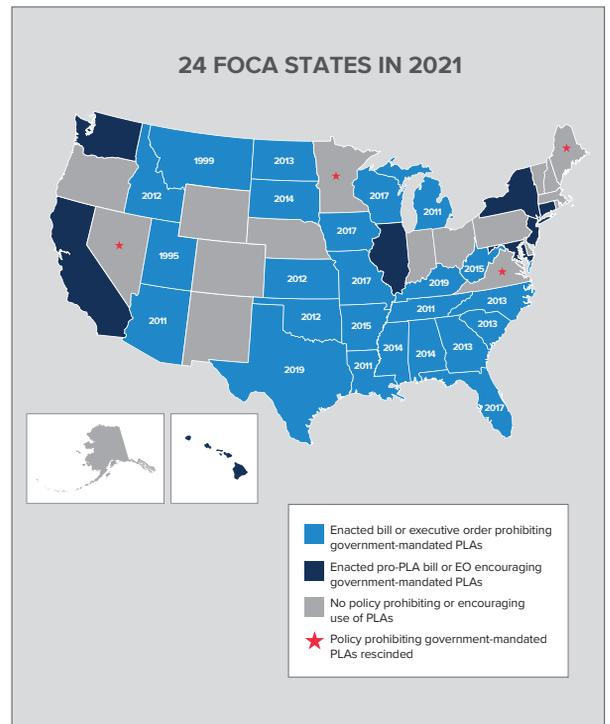
In fiscal year 2021 alone, ABC members won \$5.95 billion in large federal contracts out of a total of \$11.37 billion, or 52%.



24 States Welcome Fair and Open Competition on Taxpayer-Funded Construction Projects

Virginia repealed its FOCA statute, effective May 2021, after Democrats won a trifecta in the 2019 election cycle.

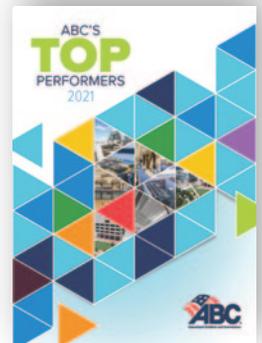
TheTruthAboutPLAs.com



ABC Names the 2021 Top-Performing Member Contractors

Published as a supplement to *Construction Executive* magazine, the third annual Top Performers lists recognized ABC members' achievements in safety, quality, diversity, project excellence and special designations, ranked by work hours. The 2021 edition featured the overall top 200 contractors as well as leading electrical, HVAC, specialty and general contractors, all of which have earned the elite Accredited Quality Contractor credential and STEP Gold or higher, and top performers with special designations.

abc.org/topperformers



ABC Celebrates Inaugural Construction Inclusion Week

Created by ABC members, Construction Inclusion Week harnessed the collective power of the construction industry to build awareness regarding the need to improve inclusion, diversity and equity in the industry. ABC served as an industry affiliate partner, hosting webinars and promoting IDE best practices.

constructioninclusionweek.com



More Than 400 ABC Members Achieve AQC Accreditation

The Accredited Quality Contractor credential honors excellence in quality, safety, craft and management education, talent management—including inclusion, diversity and equity—and community relations. ABC's 450 AQC members performed work across 25 different NAICS designations at volumes ranging from \$1 million to

\$5.9 trillion and total annual work hours of 16,000 to 39.3 million. The AQC credential helps general and prime contractors as well as subcontractors recruit and retain employees, win work and demonstrate corporate citizenship.

abc.org/aqc



ABC Users Summit: Where Project Owners and Merit Shop Contractors Collaborate

The eighth annual ABC Users Summit brought contractors and owners together in Dallas to share insights on project success through trust and collaboration, becoming a customer of choice, new approaches to industrial design and health care preconstruction strategies and hear the latest economic forecast. Among the owners represented at the summit were Microsoft, Entergy, Children's Health and Advocate Aurora Health.

usersummit.abc.org



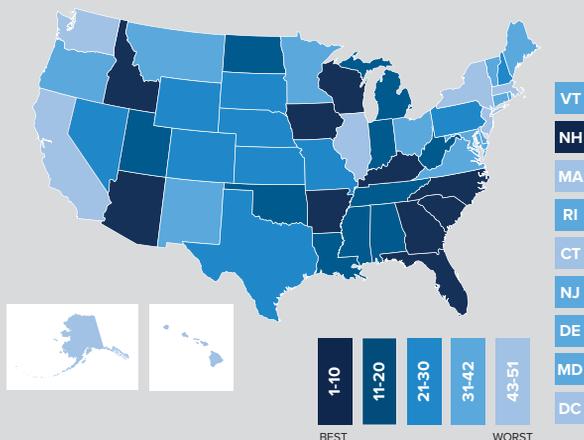
ABC Hosts Its First Virtual Inclusion, Diversity and Equity Summit

The event explored the complexity of IDE in today's world and evaluated its historical journey and sustainable future in the construction industry. ABC also hosts Diversity Resource Groups to solicit input on how ABC can deliver value, promote networking and recruit more diverse member firms. In 2021, ABC awarded five IDE Initiative Grants to assist chapter IDE efforts.

diversity.abc.org

"Bridging the gap between people, opportunities and resources is essential to improved outcomes for all. My role as a diversity resource group leader allows me to help Native Americans navigate the challenges of the construction landscape and obtain equal opportunity to compete on a level playing field."

Jennifer Jozek, president and CEO, York Electronic Systems



Florida Is the No. 1 Construction Business Climate State

Florida returned to the top of the rankings in ABC's seventh annual Merit Shop Scorecard based on policies and programs that encourage workforce development, grow career and technical education, strengthen careers in construction and advocate for fair and open competition on taxpayer-funded construction projects. Arizona, the 2020 top-ranked state, fell to second, followed by South Carolina, Georgia and Wisconsin.

meritshopscorecard.org

"I am responsible for the quality of work that we provide to our client, from inspecting welds and materials to building work packages to overseeing product testing on our projects. It has been rewarding to work hard and chart my own career path while earning the respect of my peers on the jobsite."

Brissia Vega, quality assurance manager, Turner Industries



WORLD-CLASS SAFETY

ABC sets world-class standards for health, safety, wellness and environment in the construction industry and helps its members achieve them.

2021 Safety Performance Report: STEP Diamond Members Are 655% Safer Than the Industry Average

The best-performing participants in ABC's STEP Safety Management System lowered their total recordable incident rate by 85% compared to the U.S. Bureau of Labor Statistics construction industry average, according to data gathered from ABC members recording nearly 1 billion hours of work in construction, heavy construction, civil engineering and specialty trades. The report is featured on OSHA's Using Leading Indicators to Improve Safety and Health Outcomes resource page.

abc.org/spr | abc.org/step



ABC Reveals Top Leading Indicators That Increase Safety Performance

Data aggregated from STEP participant questionnaires revealed the five foundations of world-class safety that had the most dramatic impact on lowering total recordable incident rates, according to the ABC 2021 Safety Performance Report.

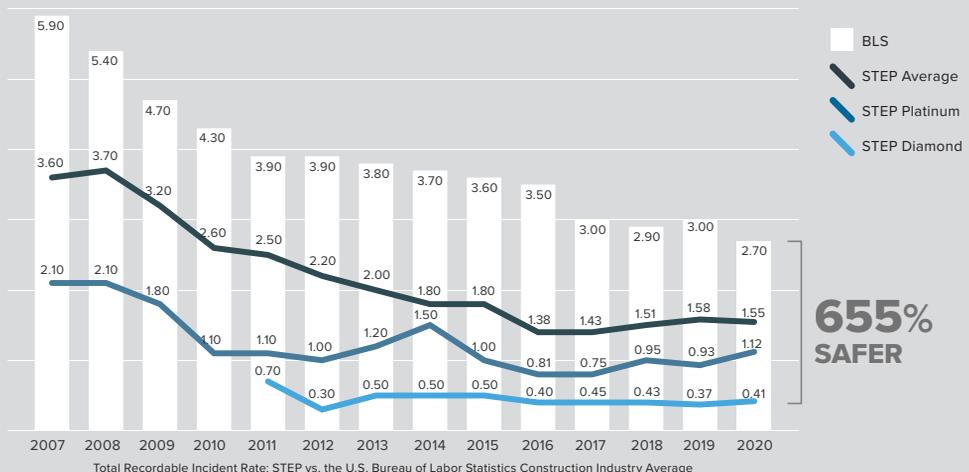
abc.org/spr | abc.org/step

REDUCTION IN TRIR/LEADING INDICATOR



STEP Participants Continue to Beat Average Incident Rates

ABC'S STEP DIAMOND MEMBERS ACHIEVED TOTAL RECORDABLE INCIDENT RATES OF 0.41 IN 2020, WHILE THE BLS INDUSTRY AVERAGE WAS 2.70.





Partnering for safety – and your success

ABC and CNA's strategic partnership leverages a unique industry understanding to provide comprehensive insurance products and services created exclusively for the needs of builders and contractors. CNA is committed to enhancing safety, with a dedicated Construction team and understanding of how the STEP program can reduce jobsite incidents.

Experience the benefits of working with a national carrier rated "A" by A.M. best and "A+" by S&P, whose local presence and industry experience can give you a competitive edge.

Learn more through your independent agent or visit cna.com/abc.

ABC's Sizemore Appointed to Serve on OSHA Advisory Committee on Construction Safety and Health

Greg Sizemore, ABC vice president of health, safety, environment and workforce development, was appointed by the U.S. Department of Labor to serve as a representative for construction employers on the Occupational Health and Safety Administration's Advisory Committee on Construction Safety and Health, which provides advice and assistance to the assistant secretary on occupational safety and health in construction standards.

ABC Raises Awareness About Suicide Prevention

Greg Sizemore, ABC's vice president of health, safety, environment and workforce development—and chair of the Construction Industry Alliance for Suicide Prevention—spoke at five ABC chapters and gave interviews to trade publications about the high rate of suicide in construction and how to prevent it. ABC of California spearheaded a successful drive to proclaim March 18 as Construction Suicide Prevention Awareness Day in the state.

preventconstructionsuicide.com



ABC Unveils Safety Tech Guide

ABC published an online road map for contractors looking to implement construction technology

for the best possible safety performance, featuring product profiles and user insights. Resources align with specific components of ABC's STEP Safety Management System to facilitate solutions based on needs identified in self-assessments.

abc.org/safetytech



More Than 7,700 Companies Pledge to Eliminate Substance Abuse on Jobsites

One-third of all incidents on construction jobsites are drug- or alcohol-related. Robust substance abuse programs are one of the foundations of world-class safety, according to ABC's 2021 Safety Performance Report, leading to a 59% reduction in total recordable incident rates.

drugfreeconstruction.org

ABC Metro Washington Joins COVID-19 Vaccination Effort

The chapter partnered with Unity Health Care and I.M.P. Concerts to host a pop-up vaccination site for 1,300 construction workers on a jobsite at the Wharf in Washington, D.C.



ABC Members Celebrate Safety Week



Birmingham, Alabama-based ABC member Brasfield & Gorrie observed Construction Safety Week with events, trivia, safety classes and more at a jobsite in Nashville, Tennessee.



Building a Stronger America Since 1992

Over the Last 30 Years, Our Craft Professionals Served You a Quarter Billion Hours *While Emphasizing Safety One Minute at A Time.*

As Tradesmen International celebrates our 30-year anniversary, we'd like to thank **ABC Contractor Members**, **ABC Chapter Staff** and **ABC National** for supporting us from the very beginning. Our partnership with you has enabled us to keep our valued employees consistently working and providing well for their families. Together we've helped shape the American landscape working on projects ranging from retail, office and educational buildings to LNG terminals, museums, power plants and other fantastic projects.

Our enduring partnership with ABC is one we value greatly. Moving forward, our commitment remains steadfast: to serve you with craft professionals who emphasize safety, productivity and craftsmanship, and who will uphold, with honor, the merit shop philosophy.

TradesmenInternational.com



"I think the best part of my job is challenging myself and our team to add more to every project we do; we make it better than the customer expects. When I see a finished project, I say there's something I did that we can be proud of. It's the best feeling."

Kissy Junior Tithin, heavy equipment operator lead and site supervisor, Landscape Management Systems



ETHICS AND COMPLIANCE

The Biden administration added more than \$200 billion in regulatory costs and 130 million hours of paperwork in 2021.

— [regrodeo.com](https://www.regrodeo.com)

[Learn more at abc.org/newsline.](https://www.abc.org/newsline)

ABC ACTION	STATUS	DESIRED OUTCOMES
<p>COVID-19 HEALTHCARE EMERGENCY TEMPORARY STANDARD</p> <ul style="list-style-type: none"> Submitted comments Participated in OSHA listening session Met with federal regulators Worked with stakeholder coalitions <p>OSHA</p>	<ul style="list-style-type: none"> In January 2021, President Biden issued Executive Order 13999, Protecting Worker Health and Safety, which directed OSHA to consider whether an ETS was warranted to address COVID-19 in the workplace. In June, OSHA issued the long-awaited COVID-19 Healthcare ETS, which applied only to the health care industry. On Dec. 27, OSHA announced it was withdrawing most of the provisions of the ETS. 	<p>ABC was pleased with OSHA's determination not to include the construction industry within the scope of the ETS. The construction industry is relatively low risk with respect to the transmission and spread of COVID-19 compared to other industries. Furthermore, the construction industry has been at the forefront of efforts to implement proactive mitigation measures specific to COVID-19.</p>
<p>COVID-19 VACCINATION AND TESTING EMERGENCY TEMPORARY STANDARD</p> <ul style="list-style-type: none"> Filed legal challenges up to the U.S. Supreme Court Submitted comments Met with federal regulators Worked with stakeholder coalitions <p>OSHA</p>	<ul style="list-style-type: none"> On Nov. 5, 2021, OSHA issued a COVID-19 Vaccination and Testing Emergency Temporary Standard that applies to employers with 100 or more employees. After numerous court challenges, including one from ABC and its Alabama chapter, the ETS was stayed. The stay of the ETS was lifted on Dec. 17, and ABC filed an emergency appeal with the Supreme Court on Dec. 20. The Supreme Court reinstated the stay on Jan. 13, 2022, leaving OSHA little option but to withdraw it and regroup. No standard that is applicable to construction is imminent. 	<p>ABC is pleased that the Supreme Court blocked the ETS, which restricts OSHA's legal options on a workplace COVID-19 regulation moving forward. ABC continues to encourage vaccination but rejects the damaging regulatory overreach that exceeds the Department of Labor's statutory authority. The ETS creates excessive compliance costs and regulatory burdens for job creators and threatens the national economy amid rising materials prices, supply chain disruptions and workforce shortages.</p>
<p>EXECUTIVE ORDER 14042: ENSURING ADEQUATE COVID SAFETY PROTOCOLS FOR FEDERAL CONTRACTORS (Federal Contractor Vaccination Mandate)</p> <ul style="list-style-type: none"> Filed legal challenges in Georgia and Texas Participated in Office of Management and Budget meetings Worked with stakeholder coalition 	<ul style="list-style-type: none"> Following the signing of the EO on Sept. 9, 2021, the Safer Federal Workforce Task Force issued guidance requiring covered federal contractor employees to be fully vaccinated. On Nov. 18, ABC and its Georgia chapter filed a successful motion to intervene in support of a suit challenging the mandate. On Dec. 7, a Georgia federal judge issued a nationwide preliminary injunction. The appeals court has set an oral argument for April 2022, but, for now, the federal contractor mandate remains blocked. 	<p>This was a big win for ABC, the only private business group that joined the states in suing over the federal contractor vaccination mandate and its burdensome compliance hurdles. ABC's participation in the case was essential to nationwide contractor relief, which would otherwise have been limited to the states that sued. ABC encourages vaccination and use of its COVID-19 vaccination toolkit, resources and guidance for federal contractors to keep workers safe on construction jobsites.</p>

ABC ACTION	STATUS	DESIRED OUTCOMES
<p>INCREASING THE MINIMUM WAGE FOR FEDERAL CONTRACTORS</p> <ul style="list-style-type: none"> Submitted comments <p>DOL</p>	<ul style="list-style-type: none"> In November 2021, President Biden’s DOL issued a final rule to require federal contractors to pay a \$15 minimum wage to workers on or in connection with a federal government contract. The rulemaking ignores Congress’s authority and fails to establish a market-driven approach to wage determination. 	<p>Most of ABC’s federal contractor members already pay the vast majority of their workers at rates higher than \$15 per hour. This rulemaking will create unnecessary confusion and needlessly increase the compliance burden on ABC member contractors that build America’s infrastructure and perform other federal or federally assisted work.</p>
<p>INDEPENDENT CONTRACTOR STATUS UNDER THE FEDERAL LABOR STANDARDS ACT</p> <ul style="list-style-type: none"> Submitted comments Supported legislative efforts Filed legal challenge <p>DOL</p>	<ul style="list-style-type: none"> President Trump’s DOL issued a final independent contractor rule in January 2021, which ABC supported. In March, the DOL under President Biden issued a proposed rule to withdraw the final rule. ABC, the ABC Southeast Texas Chapter and the Coalition for Workforce Innovation filed suit against the DOL. In May, the DOL rescinded the final rule. The legal challenge is ongoing. 	<p>ABC is disappointed that the Biden administration rescinded the 2021 independent contractor final rule, which would have provided much-needed clarity for the independent contracting community. Any independent contractor reform effort must recognize that independent contractors are necessary and productive participants in the construction industry and must be able to contribute to the marketplace.</p>
<p>JOINT-EMPLOYER STATUS UNDER THE FEDERAL LABOR STANDARDS ACT</p> <ul style="list-style-type: none"> Submitted comments Supported legislative efforts Worked with stakeholder coalition <p>DOL</p>	<ul style="list-style-type: none"> The DOL under President Trump issued a final joint employer rule in January 2020, which ABC supported. In September 2020, a New York district court ruled parts of the final rule illegal. A business coalition that includes ABC intervened in the case. In July 2021, the Biden DOL issued a final rule to rescind the 2020 joint employer rule. 	<p>ABC is disappointed that the Biden administration rescinded the 2020 joint employer final rule. ABC will continue to support regulatory and legislative efforts that promise to bring additional clarity to a confusing area of the law, help alleviate unnecessary barriers to and burdens on contractor and subcontractor relationships throughout the construction industry, reduce needless litigation and encourage innovation in the economy.</p>
<p>NATIONAL ENVIRONMENTAL POLICY ACT</p> <ul style="list-style-type: none"> Submitted comments Supported legislative efforts Worked with stakeholder coalition <p>CEQ</p>	<ul style="list-style-type: none"> In July 2020, the Council on Environmental Quality issued an ABC-supported final rule to modernize National Environmental Policy Act regulations. In 2021, the CEQ announced it would issue a multistep proposal to revise the 2020 final rule. In November 2021, ABC and a coalition of stakeholders submitted comments urging CEQ to retain several provisions of the 2020 final rule. 	<p>ABC supports NEPA modernization that creates a coordinated, predictable and transparent method for permitting. ABC will continue to advocate for sensible reforms, such as “One Federal Decision” language included in the 2021 Infrastructure Investment and Jobs Act, to ensure that projects are completed on time and on budget while protecting communities and the environment.</p>
<p>WATERS OF THE UNITED STATES</p> <ul style="list-style-type: none"> Submitted comments Supported legislative efforts Worked with stakeholder coalition <p>EPA/ARMY CORPS OF ENGINEERS</p>	<ul style="list-style-type: none"> In 2019, President Trump’s EPA and the Corps repealed the ABC-opposed 2015 WOTUS rule and replaced it with the Navigable Waters Protection Rule. In August 2020, following a federal court decision, the agencies halted nationwide implementation of the NWPR. In December 2021, the agencies issued a proposed rule that would repeal the NWPR and restore the pre-2015 definition of WOTUS. 	<p>For decades, uncertainty surrounding the scope of federal authority under the Clean Water Act has resulted in litigation, regulatory uncertainty and confusion in the business community. ABC urges EPA and the Corps to maintain the clear, concise definition of WOTUS implemented in the 2020 NWPR final rule so that its members have the information they need to comply with the law while also serving as good stewards of the environment.</p>

Mari Borrero, co-owner and CEO of American Abatement & Demo, and her husband launched their company to provide jobs to military veterans and formerly incarcerated individuals.



PROFITABILITY

ABC helps members understand the changing business landscape, save money and work with trusted partners.

Milwaukee Tool Strategic Partnership Enhances ABC Apprenticeship Programs



ABC's strategic partners provide contractors with best-in-class solutions for a safer, more profitable and more productive jobsite. Milwaukee Tool, a leading

global manufacturer of power tools, hand tools, storage and accessories founded in 1924, became ABC's seventh strategic partner in 2021. The firm, which has been the official tool sponsor of ABC's National Craft Championships since 2019, has donated tool packages to 15 chapter apprenticeship programs. Strategic partner Southwire donated and facilitated training on electrical cable pulling and bending kits to 10 ABC chapter apprenticeship programs.

abc.org/strategicpartners

Member Savings Top \$33.7 Million From ABC Discount Programs

Procore, Norton LifeLock and ARC Document



Solutions are the new business partners bringing exclusive discount pricing on products and services to ABC members. ABC also launched the Tech Marketplace to provide innovative, cost-saving digital solutions for bidding, project management, safety analytics and more.

abc.org/discounts | abc.org/techmarketplace

ABC Publishes Inaugural Construction Tech Report

Based on a survey of ABC members, the study provides a road map to improve project coordination, planning, estimating, production and scheduling through innovative technologies. The report was made possible by the Tech Alliance, a consortium of construction innovation leaders that help members become safer, more profitable and equipped to win more work.



abc.org/techreport | abc.org/techalliance

Construction Executive Keeps the Industry Informed

ABC's award-winning *Construction Executive* magazine helps industry leaders run a more profitable and productive construction business. *CE* covers hot-button issues such as workforce development, insurance, estimating, project management, safety and liability, technology, legislation and regulations through a print magazine, website, newsletter, social media and webinars, including quarterly economic forecasts.

constructionexec.com



New ABC Insurance Trust CEO Brings Employee Benefits and Prevailing Wage Expertise

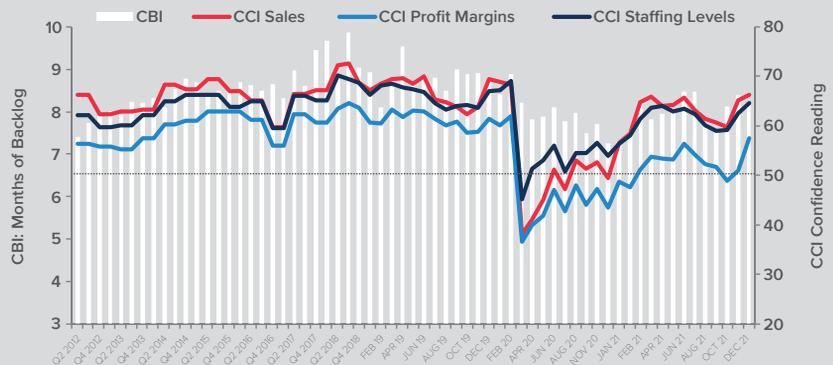


Adam Bonsky was named CEO and president of the ABC Insurance Trust, bringing more than 28 years of employee benefits and prevailing wage expertise to the Trust's mission of providing plans and services exclusively to ABC members. The Trust exceeded its growth goals for 2021 and stands ready to help ABC members navigate complex benefits needs amid increased federal infrastructure spending.

abcinsurancetrust.org

ABC's Economic Indicators Track Recovery From Pandemic Recession

ABC CONSTRUCTION BACKLOG INDICATOR AND CONSTRUCTION CONFIDENCE INDEX, 2012-2021





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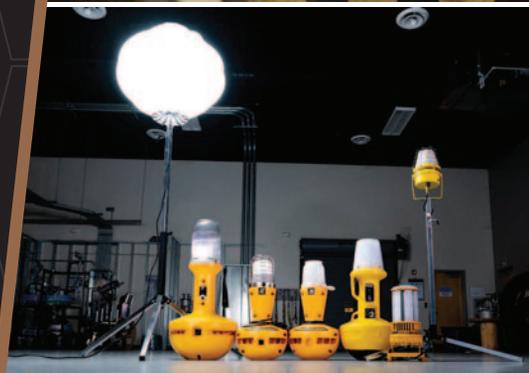
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PHASE 3 - Branch Circuit Increase safety and productivity with a revolutionary approach to branch circuit installations. Southwire offers a vast array of innovative products, equipment, and tools for your branch circuit installations.

PHASE 4 - Low Voltage Get everything you need in electronic wire and VDV tools from Southwire. Our offering includes sound and security cables, audio and video cables, fire alarm cables, telecom cables, and VDV and electrical hand tools to make the job safer and more productive.



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"Before getting with ABC, I had no idea where my life would be in the next couple years, but now that I've applied myself and I'm moving up, I have a clear understanding of the endless possibilities of finishing my apprenticeship program. ABC changed my life and gave me vision!"

Terry Scott, electrical apprentice at Pro Circuit Inc.



COMMUNITY

From award-winning projects to community service, ABC members build America.

ABC Members Build New Folds of Honor Headquarters Building in Oklahoma

Members of ABC of Oklahoma are constructing the 30,000-square-foot facility in Owasso by donating labor, equipment and materials. ABC members also built the organization's original facility, which it has outgrown. Folds of Honor has provided more than 35,000 educational scholarships worth \$175 million to spouses and children of fallen and disabled military veterans.

foldssofhonor.org



Reaching New Heights With #ABCMeritShopProud Stories

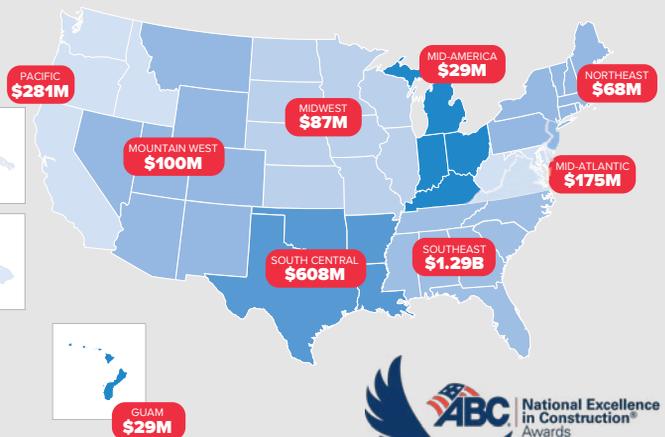
ABC, its members and its chapters shared more than 12,000 posts with the #ABCMeritShopProud hashtag to educate the public about the merit shop construction industry and its commitment to safety, service, workforce development and more.

ABCMeritShopProud.org

Excellence in Construction Awards Honor Projects Nationwide Worth \$2.7 Billion

In 2021, 89 merit shop construction projects garnered top honors for complexity, attractiveness, unique challenges, completion time, workmanship, innovation and safety at the National Excellence in Construction® Awards gala. Among the winners: Nashville's largest craft brewery; the redevelopment of the historic Wilbur Chocolate Factory in Lititz, Pennsylvania; a 2.65-million-square-foot Amazon distribution facility in Spokane, Washington; and \$800 million in new buildings at the U.S. Embassy in Kabul, Afghanistan.

abc.org/eic



ABC Member Helps Memorialize Hundreds of Thousands of Lives Lost to COVID-19



ABC member Ruppert Landscape, Laytonsville, Maryland, participated in the September art installation, "In America: Remember," commemorating each American who had died

from the COVID-19 pandemic to date. Ruppert donated more than 2,000 work hours for 300 employees to hand-install more than 660,000 white flags spaced evenly over 20 acres of the National Mall in Washington, D.C.

constructionexec.com/ruppert

ABC Delaware Helps Brighten Holidays for Youth in Foster Care

ABC's Delaware Chapter members gave back to their community by providing more than 500 holiday gifts to local families and group homes caring for foster children through the Kind to Kids Foundation.

kindtokids.org





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WHAT'S NEXT

STEPHANIE SCHMIDT

2022 Chair of the ABC Board of Directors

Opportunities and obstacles intersect in 2022 for the industry and ABC, yielding the chance for our companies and employees to be solutions-oriented in everything that we do.

Today we face a workforce shortage of 650,000, rising materials prices, supply chain issues, regulatory chokeholds and executive actions that will play a big role in determining if all Americans will benefit from new jobs created by the Infrastructure Investment and Jobs Act.

But ABC and our 21,000 member companies will rise to the occasion. We have incredible opportunities to address these challenges and deliver affordable, valuable, long-lasting modernization projects built through fair and open competition and other merit-based policies that give all the opportunity to build America.

We will cultivate inclusive cultures that prioritize not only safety but total human health—emotional, social, mental, intellectual, financial, occupational and spiritual wellness.

We will work to recruit, educate and upskill the nation's construction workforce through a national network of more than 800 local apprenticeship, craft, safety and management education programs to build the workforce of the future. We will advocate for effective, all-of-the-above workforce development strategies and investments in career and technical education to provide endless opportunities to the people who build America.

Together, we will work diligently to deliver on our strategic plan. To place safety and total human health at the top of our decision-making. To amplify our political advocacy during a critical election year. To invest in and develop our workforce. To create the conditions for robust economic growth. To deliver value to our members and grow our association.

At ABC, we are committed to putting the best talent on the construction field, because achieving an inclusive and culturally competent workforce that is welcoming to all people—where employees and suppliers are limited only by their own potential and desire—is the essence of the merit shop philosophy.

2022 EVENTS



ABC CONVENTION

Excellence in Construction® Awards

March 15-17

SAN ANTONIO

abcconvention.abc.org



ABC USERS SUMMIT

May 18-20

DALLAS

userssummit.abc.org



ABC LEGISLATIVE WEEK

Inclusion, Diversity and Equity Summit

June 13-16

WASHINGTON, D.C.

legislative.abc.org



ABC LEADERSHIP INSTITUTE

Nov. 15-17

CORONADO, CALIFORNIA

leadership.abc.org



