Understanding the Impact of Deploying ABC's STEP Safety Management System on Overall Safety Performance
ABC engaged RSM, an independent third party and leading U.S. provider of audit, tax and consulting services, to recalculate ABC’s calculations and check formulas used against published formula definitions. The 2020 STEP self-assessment data from ABC members was used to calculate the numbers reflected in the 2021 Safety Performance Report.
You Can Achieve World-class Safety. 
Start Today.

Executing on your commitment to world-class safety takes fortitude and effort, as it is fraught with leadership challenges. During this journey, leaders eventually ask themselves and their employees questions such as:

- Do we truly believe that all incidents are preventable?
- Are we unwilling to compromise someone’s safety for profit, productivity, schedule or any other priority?

ABC provides the industry with four tools that help create the conditions for everyone to complete their work without incident and go home safe and healthy every day.

1. ABC’s STEP is a world-class safety management system improved annually by the ABC National Health and Safety Committee.


3. ABC’s Safety Academy helps construction companies lay out a multi-year plan to achieve industry-leading safety results.

4. A suite of best practices and model policy supported by classroom and virtual education is delivered at national events and through our 69 chapters across the United States.
These tools provide leaders with a roadmap to win and deliver their work without incident:

**Leadership commitment** to an organization that creates the conditions for all to do their work without incident.

**Cultural transformation** into a company where every employee believes all incidents are preventable.

Deployment of a **world-class safety management system** throughout the organization with the desire to achieve industry-leading results.

**World-class results** delivered using leading and trailing indicators to share successes and lessons learned with all employees.

If we choose to lead, if we choose to commit, and if we choose to transform, together we will create the conditions for all to do their work without incident and go home safe and healthy every day.

I am confident the 2021 ABC Safety Performance Report will help you on your journey. Please feel free to share the report widely with your teammates, specialty contractors, clients and competitors.

If we choose to lead, if we choose to commit and if we choose to transform, together we will create the conditions for all to do their work without incident and go home safe and healthy every day.

Michael D. Bellaman
President and CEO
Associated Builders and Contractors

If we choose to lead, if we choose to commit, and if we choose to transform, together we will create the conditions for all to do their work without incident and go home safe and healthy every day.
Introduction

Every company that works in construction wants to send its workers home in the same condition in which they arrived—if not even better—after an active day of work that stimulates the mind and body.

Until now, relatively few studies have been conducted on the correlation between the use of measures companies can take to keep workers safe on jobsites—leading indicators—and the number of incidents, accidents and injuries that occur—trailing indicators. The empirical evidence did not exist.

Associated Builders and Contractors created the Safety Performance Report to address this issue.

The charts and summaries within this report present the clearest picture to date of the remarkable impact that leading indicator use has on a company’s safety performance: fewer disrupted or lost lives and a safer jobsite regardless of the size of the company. In fact, companies that engage in leading indicator use are, statistically, considerably safer than their peers.

Leading indicator programs work
to improve safety performance.
The 2021 ABC Safety Performance Report is based on submissions of unique company data gathered from members that deployed STEP in 2020. ABC collects each company’s trailing indicator data as reported on its annual Occupational Safety and Health Administration Form 300A (“Summary of Work-related Injuries and Illnesses”) and its self-assessment of leading indicator practices from its STEP application. Each of the 35 data points collected is sorted using statistically valid methodology developed by the U.S. Bureau of Labor Statistics for its annual Occupational Injuries and Illnesses Survey and then combined to produce analyses of STEP member performance against BLS industry average incident rates.
What if Your Company Could Be 655% Safer Than the Industry Average?

And you could reduce your Total Recordable Incident Rate by 85%?

It’s more than possible. It’s doable.

The 2021 ABC Safety Performance Report is not a research project or an academic study. It captures the results of ABC STEP member companies performing real work on real projects. ABC is building on the analysis of nearly a billion hours of work annually presented in the 2017, 2018, 2019 and 2020 reports to identify what comprises a world-class safety program.
Measuring Safety Performance

The construction industry has long evaluated safety performance based on trailing indicators—statistics that measure performance based on past incidents or conditions. These statistics judge companies not on the steps taken to prevent jobsite injuries and fatalities, but rather on the number of past safety failures. Trailing indicators only tell part of the story.

Safety performance isn’t reflected in what you **did.** It’s reflected in what you’re **doing.**

Every workday in the construction industry, an average of three people are fatally injured.
What’s Behind World-class Safety Performance?

Innovative thinking from contractors, the owner/user community and insurers puts leading indicators under the microscope.

ABC has been studying how to improve safety through STEP since 1989. The 2020 STEP application is comprised of key components—leading indicators that are proven to improve safety performance and the criteria that indicate best practices. Members that deploy STEP score their level of achievement for each component on a weighted scale of 0 points (low score) up to 12 points (high score). Companies receive a recognition level of Diamond, Platinum, Gold, Silver, Bronze or Participant based on their score.

ABC quantified the positive impact of proactive injury and hazard elimination tools on the jobsite using data gathered from STEP participants in construction, heavy construction, civil engineering and specialty trades. Analyzing aggregated data allows ABC to determine how measures taken to prevent incidents actually improve trailing indicator performance.

Key components of a world-class safety program.
STEP Improves Safety

STEP is a safety management system. Participating ABC member firms measured their safety processes and policies on key components in 2020 through a detailed questionnaire with the goal of implementing or enhancing safety programs that reduce jobsite incident rates. Applying world-class processes dramatically improves safety performance among participants, regardless of company size or type of work.
To get started, visit abc.org/step.

### STEP ACHIEVEMENT LEVELS

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<th>Diamond</th>
<th>Platinum</th>
<th>Gold</th>
<th>Silver/Bronze</th>
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<tr>
<td>TRIR at or below 50% of the BLS NAICS code average in each of the previous three data years</td>
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<td>TRIR 25% below the BLS NAICS code average for the data year</td>
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<td>TRIR at or below BLS NAICS code average for the data year</td>
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<td>EMR at or below 0.7 beginning Jan. 1 of the application year</td>
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<td>EMR at or below 0.8 beginning Jan. 1 of the application year</td>
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<tr>
<td>No lives lost or catastrophic incidents, company-wide, during the application year</td>
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<td>No lives lost or catastrophic incidents, company-wide, during the previous three years resulting in an OSHA citation</td>
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<td>Minimum key components score</td>
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### Get Into STEP

- Analyze your safety and loss program
- Learn the best practices that reduce TRIR, DART and EMR
- Benchmark your safety record against similar companies and industry averages
- Measure improvement from year to year
- Show your safety commitment to potential clients and insurers

- Percent reduction in BLS average TRIR
- Percent safer than BLS average

- 174%
- 43%
- 242%
- 59%
- 85%
- 655%
**LEADERSHIP** is the courage to be out front, challenge the status quo and create a **CULTURE** that is passionate in its belief that all incidents are preventable—a culture where safety is considered a moral obligation not just for leaders, but for all employees. A culture of safety cannot exist without leaders taking a stand that includes an unwillingness to compromise safety and modeling this belief in every action. **PROCESS** is the intentional, systematic implementation of a safety management system that enables a firm to initiate and sustain their journey to world-class safety. **RESULTS** are the tangible benefits that arise from the consistent implementation of the preceding components.
The Foundations of World-class Safety

The top-performing STEP members implement these best practices as part of a world-class safety management system.
Leading Indicators

Tracking and reviewing activities carried out to prevent and control injury, such as safety training, new hire safety orientation and behavior-based safety observations, leads to a 64% reduction in TRIR and DART rates.

“The use of leading indicators such as near misses, unsafe acts and unsafe conditions to predict future safety performance and exposure levels are logical next steps in successfully improving safety health and environmental measurement and performance.”

—Phillip Ireland, CHST, director of safety, Benchmark Construction, Brownstown, Pennsylvania, STEP Gold

BEST PRACTICES

ESTABLISHMENT AND ANALYSIS OF LEADING INDICATORS: LOW SCORE VS. HIGH SCORE

Leading indicator data is collected daily and input into a spreadsheet or safety app for analysis against the previous week. The company identifies and defines a minimum of four leading indicators that are not post-injury-related. Leading indicator data is reviewed weekly by the owner/CEO and site management and work practices are adjusted accordingly.

TRIR

Low Score: 2.69
High Score: 1.59

DART

Low Score: 0.98
High Score: 0.56

64% Reduction

BEST PRACTICES

RESULTS
New Hire Safety Orientation

Companies that conduct an in-depth indoctrination of new employees into the safety culture, systems and processes based on a documented orientation process experience 52%-54% lower incident rates than companies that limit their orientations to basic safety and health compliance topics. The CEO or senior leadership delivers that introduction to the company’s safety culture and core values, including:

- Safety commitment, expectations and responsibilities
- Workplace safety rules specific to the site and hazards
- Hazard, injury and emergency communication and reporting procedures
- Protective gear/safety skills demonstrations
- Assignment of a safety mentor to each new hire until orientation is complete
- Performance evaluation and recordkeeping

**NEW HIRE SAFETY ORIENTATION: LOW SCORE VS. HIGH SCORE**

<table>
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<tr>
<th></th>
<th>Low Score</th>
<th>High Score</th>
<th>Reduction</th>
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<tr>
<td>TRIR</td>
<td>2.77</td>
<td>1.33</td>
<td>54%</td>
</tr>
<tr>
<td>DART</td>
<td>1.66</td>
<td>0.77</td>
<td>52%</td>
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**BEST PRACTICES**

- Safety commitment, expectations and responsibilities
- Workplace safety rules specific to the site and hazards
- Hazard, injury and emergency communication and reporting procedures
- Protective gear/safety skills demonstrations
- Assignment of a safety mentor to each new hire until orientation is complete
- Performance evaluation and recordkeeping

**NEW HIRE SAFETY ORIENTATION: LOW SCORE VS. HIGH SCORE**

ABC 2021 Safety Performance Report
“You are only given one opportunity to establish your expectations, and the safety standard will hold employees accountable, too. Your new hire orientation is an absolute gift—use it!”

—Greg Sizemore, vice president of health, safety, environment and workforce development, Associated Builders and Contractors, Washington, D.C.
Substance Abuse Programs

One-third of all incidents on construction jobsites are drug- or alcohol-related. Substance abuse programs/policies with provisions for drug and alcohol testing where permitted lead to a 59% reduction in TRIR and a 61% reduction in DART rates. Plus, substance abuse testing can be an effective method of incident prevention if used properly.

ABC is an active member of the Construction Coalition for a Drug-and Alcohol-free Workplace. Signing the pledge is a STEP requirement. Take the pledge at drugfreeconstruction.org.
“In today’s ever-changing and often fast-paced construction environment, it is critical for the health and safety of our workers that they work in a drug-free workplace. Our team members are committed to ensuring that our employees are free from substances that may impede their ability to make sound decisions that have a direct impact on their safety. That’s why ABC requires all members who deploy STEP to pledge to confront this important issue head-on as part of their annual application process.”

—Daryl Guercio, director of global environmental, health and safety compliance, BrandSafway, Prairieville, Louisiana, STEP Platinum
Can you brief employees on safety too much? No matter what you may have heard, there is no negative effect to conducting daily toolbox talks—brief, single-topic training sessions of 15 to 30 minutes held on the jobsite for all employees. The less frequently this type of training is conducted and the fewer safety topics covered, the higher the trailing indicators. Companies that conduct daily toolbox talks reduce TRIR by 76% and DART rates by 78% compared to companies that hold them monthly.

“Toolbox talks are a vital component of a strong safety culture. We use these daily talks as a means to communicate relevant safety awareness and education topics to our employees and to focus crews’ attention on the tasks at hand.”

—J.D. Slaughter, P.E., president, S & B Engineers and Constructors Ltd., Houston, STEP Diamond and ABC Accredited Quality Contractor
Top Management Engagement Matters

Employer involvement at the highest level of company management produces a 59% reduction in TRIR and DART. In high-scoring ABC STEP member firms, the owner/CEO:

- Is a direct and active participant in the safety program
- Instills personal accountability for safety throughout the company
- Tracks and annually reviews safety goals and objectives
- Solicits feedback on the safety program and seeks ways to improve it
- Commits resources—money, time, personnel, equipment, supplies, etc.
- Integrates safety into performance appraisals and other company operations

“Do not underestimate the value it brings and the lasting impression you leave on your employees when top management engages with the team at the jobsite level. This basic principle of showing you care, taking the time to talk with the team to understand their concerns, walk in their shoes and reinforce all the positive behaviors taking place is inspiring and motivating. When the team sees that you care and feels your support, workers will perform at their best.”

—Michael W. Bennett, vice president, The Cianbro Cos., Pittsfield, Maine, STEP Diamond and ABC Accredited Quality Contractor
<table>
<thead>
<tr>
<th>SUPERVISOR SAFETY TRAINING</th>
<th>PRE-PLANNING FOR PROJECT SAFETY</th>
<th>BEHAVIOR-BASED SAFETY</th>
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<td>EMERGENCY RESPONSE/FIRE ELIMINATION PLAN</td>
<td>SUPERVISOR SAFETY MEETINGS</td>
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<tr>
<td>INCIDENT INVESTIGATIONS</td>
<td>RESOURCES FOR SAFETY</td>
<td>TASK-SPECIFIC SAFETY PROCESS</td>
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**Eight Core Leading Indicators**

A leading indicator is a system or process used to identify hazards and eliminate or minimize the condition to prevent injury.

This report focuses on eight core leading indicators that have the most dramatic impact on safety performance.
Ensuring all supervisory personnel have an in depth, well-versed understanding of the company’s safety policy, supervisor safety expectations and other specific competencies reduces TRIR and DART by more than 50%.

“Roche Constructors trains supervisors to incorporate safety best practices into their daily management activities, which includes demonstrating they have acquired the knowledge and skills from training and are prepared to implement them in the workplace.”

—Thomas J. Roche, president/CEO, Roche Constructors Inc., Greeley, Colorado, STEP Platinum and ABC Accredited Quality Contractor

In addition, all employees have access to professional development opportunities and annual refresher safety training.
Project safety and safety pre-planning are integrated into the estimate, bid, mobilization and demobilization stages of projects.

A checklist ensures a consistent and comprehensive approach to exposure evaluation and resource needs.

Project safety plans are regularly updated throughout the life of project.

Key components of the pre-plan are communicated to all site employees (including specialty contractors) before implementation.

“Safety starts in preconstruction. At Balfour Beatty, we believe every project should be reviewed with our SH&E and Operations teams while the projects are in the preconstruction phase to create plans and identify how to eliminate or mitigate safety risk.”

—Keith McCoy, senior vice president, Operational Excellence, Balfour Beatty, Fairfax, Virginia, STEP Diamond and ABC Accredited Quality Contractor
A process that informs management and employees of the overall safety culture in the workplace through safety observations improves TRIR and DART by 65% and 69%, respectively.

“Rarely are people hurt in our industry from faulty tools and equipment. It happens, but more likely, injuries are taking place because of our behaviors: How we use the tools and where we place our bodies. A behavior-based safety program gives you the opportunity to get upstream of these behaviors before something bad happens. It will be one of the most effective tools in your safety program.”

—Michael W. Bennett, vice president, The Cianbro Cos., Pittsfield, Maine, STEP Diamond and ABC Accredited Quality Contractor
Emergency Response/Fire Elimination Plan

A comprehensive fire elimination plan that tiered contractors are contractually bound to follow leads to a 59% reduction in TRIR and a 62% reduction in DART rates.

"The act of pre-planning for emergencies on your jobsite is essential. This involves actions for those who work on the site as well as coordination with emergency responders coming to aid site personnel. Emergency planning should include fire prevention, medical emergencies, weather- and nature-related events and civil disturbances. We have a responsibility to protect everyone who works for us and on our sites."

—Joel C. Pickering CIT, CHMM, EH&S director/senior vice president, Lendlease (US) Construction LMB Inc., New York, New York, STEP Platinum

Low Score

- Training on portable fire extinguishers is provided
- Hot work recognition, training and permitting includes a 30-minute fire watch
- Only approved flammable and combustible containers are used/allowed on site
- Housekeeping includes frequent and consistent disposal of combustible materials
- Evacuation, assembly point and head count procedures are published, posted and communicated
- Compressed gas is handled, stored and used per manufacturers’ recommendations

High Score

- TRIR: 2.92 to 1.19, 59% Reduction
- DART: 1.77 to 0.68, 62% Reduction

EMERGENCY RESPONSE/FIRE ELIMINATION PLAN: LOW SCORE VS. HIGH SCORE

ABC 2021 Safety Performance Report
Meetings include a status report on site safety activities
Pre-planning discussions are conducted
Lessons learned are reviewed
A review of serious incidents is conducted

“When our frontline supervisors are visible and engaged, plan each operation and control our work, we have seen dramatic benefits in safety, quality and schedule. And the beauty is that the inputs—leadership, planning, and control—are solely in our power to influence and develop through effective weekly supervisor safety meetings. Holding weekly supervisor safety meetings that focus on pre-planning high risk activities, lessons learned and dedicated training has been critical to cultivating frontline safety leadership and, by extension, overall safety culture.”

—Matt K. McCaulley, director of operations, Mid Atlantic District, Hensel Phelps, Greeley, Colorado, STEP Platinum and ABC Accredited Quality Contractor

EMPLOYER-CONDUCTED SUPERVISOR SAFETY MEETINGS: LOW SCORE VS. HIGH SCORE
CORE LEADING INDICATORS

Incident Investigations

A systematic process to find the root causes of problems and develop effective solutions to improve performance reduces TRIR and DART by more than 50%.

“A systematic incident investigation process is vital to determining areas of immediately needed improvement and creating lessons learned to share and prevent future and repeated consequences. Historically, this is one the best ways to begin to focus one’s efforts to achieve and sustain a high level of safety performance and awareness overall.”

—Ryan Odendahl, president, Kwest Group, LLC, Dublin, Ohio, STEP Diamond and ABC Accredited Quality Contractor

![Incident Investigations: Low Score vs. High Score Diagram]
RESOURCES FOR SAFETY:
LOW SCORE VS. HIGH SCORE

Resources for Safety

Regularly budgeting or investing in safety resources and tracking and evaluating their effectiveness leads to a reduction in TRIR of 49% and a reduction in DART of 51%.

All safety resources, such as funds, time, personnel, equipment and supplies are regularly budgeted or invested.

Return on safety investment, both actual or projected, is tracked to evaluate effectiveness of resource allocation and to guide future expenditure decisions.

Resource funding and expectations are explained to supervisory personnel upon hire or promotion.

“At Milender White, safety is a human issue. Safety training, teaching, observations, huddles and daily MW Cares conversations with all employees and trade partners are the essential foundations of our safety culture. Planning for and dedicating adequate resources to ensure the safe performance of all construction activities is the expectation for all. Every day, every step of the way, we aspire to achieve world-class safety.”

—Allen Becker, field executive, Milender White, Arvada, CO, STEP Diamond and ABC Accredited Quality Contractor

BEST PRACTICES

LEADERSHIP

TRIR

DART

Low Score

High Score

2.60

1.55

1.32

0.76

49% Reduction

51% Reduction
CORE LEADING INDICATORS

Task-specific Safety Process

Establishing a process to define the scope of work, analyze hazards, develop and implement hazard control methods, perform the work within established controls as well as provide feedback and continuous improvement leads to a 60% reduction in TRIR and DART rates.

“It is essential that every task have a specific process outlined. It is easy to see these as quality and productivity measures, however, the primary focus is on safety. By planning and auditing task-specific processes that start and end with safety, we can ensure a safe work environment.”

—Mike Freese, president, hth companies inc., Union, Missouri, STEP Platinum and ABC Accredited Quality Contractor
BENCHMARKING STEP MEMBER SAFETY PERFORMANCE, 2007-2020

Total Recordable Incident Rate: STEP vs. the U.S. Bureau of Labor Statistics Construction Industry Average

- **BLS**
- **STEP Average**
- **STEP Platinum**
- **STEP Diamond**

**SAFER**

-655%
ABC STEP DIAMOND MEMBERS

A & B Electric Co. Inc. 
A M King 
A. J. Excavation Inc 
A. J. Kirkwood & Associates Inc. 
ACI Mechanical Inc. 
Acoustic Solutions 
Agantic Group LLC 
Agbayani Construction Corp. 
AIM Services Inc. 
All Star Cutting & Coring LLC 
Allan Myers 
Alliance Electric Inc. 
Alloy Construction Service Inc. 
Allstate Steel Co. Inc. 
Alpha Building Corp. 
Alpha Mechanical Inc. 
American Constructors 
American Plumbing Systems Inc. 
APTIM 
Arkel Constructors Inc. 
Asturian Group Inc. 
Austin Industrial Inc. 
Automated Temperature Controls 
B & Z Electrical Contractors Inc. 
B. W. Kennedy and Co. LLC 
Baker Triangle Austin 
Balfour Beatty 
Balfour Beatty Construction 
Barriere Construction Co. LLC 
Batten & Shaw Inc. 
BL Harbert International 
Blasy Electric Inc. 
Bo-Mac Contractors Ltd. 
Bobbitt Design Build 
Bordeaux Construction Co. Inc. 
Brandt Construction Inc. 
Breaking Ground Contracting Co. 
Brewer Construction Services LLC 
Brown & Root Industrial Services LLC 
BRYCON Construction 
Burton Construction 
C. S. Beatty Construction Inc. 
C.O. Failer Construction Corp. 
Cadence McShane Construction Co. LLC 
Cajun Industries LLC 
Carter Group LLC 
CBG Building Co. 
CCL USA 
CD Barnes Construction 
Central Concrete Products 
Central Florida Waterproofing Inc. 
Chamberlin Roofing & Waterproofing 
Chris Woods Construction Co Inc 
CIANBRO 
Classic Industrial Services Inc. 
Climatec LLC 
ColonialWebb Contractors 
Comfort Systems of Virginia Inc. 
Comfort Systems USA Indiana 
Copeland & Johns 
Corbins Service Electric LLC 
CORE Construction 
County Group Cos. 
D.E. Harvey Builders Inc. 
DaKO Services LLC 
David Crowell Electric Inc. 
Delaware Elevator Inc. 
Diamond Glazing Inc. 
Dilling Group Inc. 
Domack Restoration LLC 
DPR Construction 
Dubak Electrical Maintenance Corp. 
E.E. Reed Construction L. P. 
Early Services Inc. 
Eastern Heating & Cooling Inc. 
Eastern Industrial Services Inc. 
EBCO General Contractor Ltd 
Edwards Electric Service LLC 
Ellsworth Builders Inc. 
Elmstar Electric 
F. L. Crane & Sons Inc. 
Fargo Pacific Inc. 
Fatboy Electric Inc 
FaverGray 
First Cos. Inc. 
Flintco LLC 
Florence Electric LLC 
Fogel-Anderson Construction Co. 
Forrester Construction 
G.E. Insulation Co. 
Gainesville Mechanical Inc. 
Gallant Industrial 
GC Commercial Inc. 
Gibbs Construction LLC 
Gilbane Building Co. 
Gilbane Building Co. 
Glenmark Construction Co. Inc. 
Glenshaw Corp. / Glenshaw Distributors Inc. 
Global Construction Solutions Inc. 
GMI - Greater Metroplex Interiors Inc. 
Gonzales Commercial Electric Inc. 
Gray Construction 
Graycor Southern Inc. 
GrayWolf Integrated Construction Co. 
Great Lakes Bay Construction 
Griesenbeck Architectural Products Inc. 
Hall Electric Co. Inc. 
Hallmark Iron Works Inc. 
Harvey-Cleary Builders 
Hemma Concrete Inc. 
Hess Construction + Engineering Services Inc. 
Hoar Construction LLC 
Hourigan 
HR Plumbing 
Iacoboni Site Specialists Inc. 
IAN Construction Corp. 
IG Services LLC 
Infratech International LLC 
Insulations Inc. 
Interstate Electrical Contractors Inc. 
Interstates 
ISC Constructors LLC 
ISO Services 
J. D. James Inc. D/B/A Nature Bridges 
JB Builders of Grand Rapids Inc. 
JESCO Inc. 
JM Coull Inc. 
JRT Top Notch Roofs 
JVIC 
Karsten Interior Services 
Kattera Construction 
KBR 
Keller Brothers Inc. 
Knobelsdorff Electric Inc. 
Kostmayer Construction LLC 
Kwest Group LLC 
L. D. Kerns Contractors Inc. 
Landry & Sons Acoustics Inc 
Landry/French Construction 
Lauger Cos. Inc. 
M. Davis & Sons Inc. 
MAC Construction & Excavating Inc. 
MacKenzie Contracting Co. LLC 
Manhattan Mechanical Services LLC
Marathon Electrical Contractors LLC.
Marcus Construction
MAREK
Mark Turner Construction LLC
Marquis Construction Services Inc
McCarthy Building Cos. Inc.
MDI Inc. General Contractors
Mechanical Air Systems Co.
Meizinger Construction Services LLC
Merit Electrical Inc.
Messer Construction Co.
Metropolitan Contracting Co. LLC
Meyer Najem Construction
Midstate Site Development LLC
Milender White
Miller-Valentine Group
MK Marlow Co. LLC
MKD Electric Inc.
MMR Constructors Inc.
Mobil Steel International Inc.
Monarc Construction Inc.
Moss
Mountain States Fence Co.
National Design Build Services LLC
New Industries LLC
Norrell Construction Inc.
North American Mechanical Inc.
North Point Builders of Maryland LLC
Northwest Kent Mechanical Co.
Nosal Builders Inc.
O’Rourke Wrecking Co.
Oates Industries Inc.
Ocean Construction Services Inc.
Ocean Drywall Inc.
Orocon Construction LLC
Overland Constructors Inc.
Paradigm Mechanical Corp.
Parris Construction Management
PCE Constructors Inc.
Peninsular Mechanical Contractors Inc.
Performance Contractors Inc.
Peterson Beckner Industries Inc.
Pioneer Roofing LLC
Polk Mechanical LLC
Primoris Services Corp.
Priority Floors
QCI Thermal Systems
Quandel - J. Vinton Schafer
R & R Coatings
R. C. Stevens Construction Co.
Rabalais I & E Constructors
Ralph G. Degli Obizzi & Sons
Ref-Chem L.P.
Register Roofing & Sheet Metal Inc.
Repcon Inc.
REW Corp.
Richards Corp.
River Cities Engineering Inc.
Robert A Tucknot & Associates Inc.
Roy Anderson Corp
Rudy L. Hawkins Electrical Contractor Inc.
RUS Industrial LLC
RUSH Construction Inc.
S & S Roofing Systems Inc.
S&B Engineers and Constructors Ltd.
S. B. Ballard Inc.
SAW Contracting Inc.
Saybr Contractors Inc.
SDV Construction Inc
SEDALCO Inc.
Shields Inc.
Skanska Building Inc.
Skanska Building Inc.
Slack & Co. Contracting Inc.
Slayden Plumbing & Heating Inc.
Southwest Electrical Contracting Services Ltd.
SpawGlass Construction Corp.
SR Trident Inc.
Standard Constructors Inc.
STARCON International Inc.
Summit Construction Co. Inc.
Summit Industrial Construction LLC
Sun Construction and Facility Services Inc.
Syncron LLC
T. E. Ibberson Co.
Tadlock Roofing
TAM Services Group Inc.
Tao Mechanical LTD
Tazewell Contracting
TEI Electrical Solutions
Tellepsen Industrial
The Anderson Co. LLC
The Brevard Co.
The Lemoine Co. LLC
The MacKenzie Cos.
The Mundy Cos.
The Weitz Co.
Thermal-Tec/Michigan Inc.
Thomas Construction Group LLC
TIC-The Industrial Co.
Triad Electric & Controls Inc.
TriArc Construction LLC
Trio Electric
TST Roofing
United Group Services Inc.
United Systems Mechanical LLC
Valley Electrical Contractors Inc.
VIREFIXCO Corp.
W.M. Jordan Co.
W.S. Cumby Inc.
W.S. Nielsen Co. Inc.
W.T. Byler Co.
Wadman Corp.
Wagman Construction Inc.
Walker & Co. Inc.
Westgate LLC
Whitaker Construction Co. Inc.
Wondra Construction Inc.
Wood
Wu & Associates Inc./Design Builders & General Co.
Zachau Construction Inc.

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Facilities Protection Systems
Faith Technologies Inc.
Farrell Roofing Inc.
Fast Track Specialties LP
FCI Constructors Inc.
Ferguson Construction Co.
Ferrer Mechanical Services Inc.
Fidelity Building Services Group
Fisher Contracting Co.
Fisher Sand & Gravel Co.
Fisher Sand & Gravel Co. Inc.
Fite Building Co.
Flagstar Construction Co. Inc.
Force Corp.
Fordice Construction Co.
 Forsythe Inc.
Foulger-Pratt
Fureigh Electric LLC
Fureigh Heavy Construction
Garney Cos. Inc.
Gene Frederickson Trucking & Excavating Inc.
Genesis Corp.
George & Lynch Inc.
GFP Cement Contractors LLC
Gilbank Construction Inc.
Goldin & Stafford LLC
Gordon H. Baver Inc.
Goss Electric Co. Inc.
GR Electric LLC
Graham Roofing Inc.
Great River Industries
Greystone Construction Co.
Group Industries LLC
GSL Electric Inc.
Gulf Coast A CRH Co.
Hahnle Bros. Co.
Haley-Greer Inc.
Harkins Builders Inc.
Harrison Construction Co. Inc.
Hartung Electric LLC
Hawaiian Rock Products
Hayden Power Group
Haynes Construction Co.
Heating & Plumbing Engineers Inc.
Helix Electric
Hendrick Construction Inc.
Henley Construction Co. Inc.
Hensel Phelps Construction Co.
High Country Contractors & Developers
Hill & Wilkinson Construction Group
WCH Enterprises dba Hill Electric
HITT Contracting Inc.
HJ Russell & Co.
Holes Inc.
Hometown Plumbing & Heating
Houck Services Inc.
Howard Shockey & Sons Inc.
HPS Mechanical Inc.
HRI Inc.
hth Cos. inc.
Hypower Inc.
I.E. - Pacific Inc.
Iconegle Construction Management Inc.
IES Commercial Inc.
iiCON Construction Colorado LLC
Imperial Surveillance
Industrial Roofing & Siding Co
Inspiration Plumbing & Heating Co. LLC
Interpipe Contracting Inc.
Ivey Mechanical Co. LLC
J & M Steel Solutions Inc.
J&K Plumbing & Heating Co. Inc.
J.D. Belfield Enterprises LLC
J.E. Abercrombie Inc.
J.W. & Sons Inc.
JA&M Developing Corp.
JAMCo Inc.
James A. Edgar Co. Inc.
JE Dunn Construction Co.
Jesse Stutts Inc.
JFK Electrical Contracting Enterprises Inc.
Joeris General Contractors Ltd.
JPB Designs Inc.
Kaufman Fire Protection Systems
Kenny Electric
Keystone Concrete Placement
Kier Construction
Kitchell Contractors Inc.
Klinger Cos./Younglove Construction L.L.C.
Klinger Contractors LLC
Koontz Electric Co. Inc.
KPost Co.
KT Builder
Kuck Mechanical Contractors
L & B Electrical Contractors Inc.
L.R. Willson & Sons Inc
LaGasse Construction Inc.
Laketown Electric Corp. & Engineers
Landscape Management Systems Inc.
Larson Plumbing & Utility
Lasco Acoustics & Drywall Inc.
LASCO Acoustics and Drywall
LEAD Staffing
Lee Co.
LEEBCOR Services LLC
Lester Contracting Inc.
Lithko Contracting LLC
Locke Solutions Precast Division
Louisville Paving and Construction
Lueder Construction Co.
Lywood Electric Inc.
M & E Contractors Inc.
M. J. Harris Construction Services
Mastr Construction
Macri Associates Inc.
Macsins Inc.
Maguire Co. Inc.
Malick Mechanical Contractors Inc.
Maly Roofing Co. Inc.
Manchester Construction Co.
MAPP LLC
Marek Brothers Systems Inc.
Marksmen General Contractors
Marold Electric Inc.
Martin Concrete Construction Inc.
Maryland Applicators Inc.
Matrix 5 Site Development
MB Western Industrial Contracting Co.
McCree General Contractors & Architects
McDonough Elevator Sales and Rentals
MCN Build Inc.
MetroPower Inc.
Middlebury Electric Inc.
Middleman Construction Co. LLC
Midlands Mechanical Inc.
Midwest Maintenance Inc.
MIG GOV LLC
Mike & Mike Services
Mike Rozier Construction Co. Inc.
Miller & Long Co. Inc.
 Miller & Long DC Inc.
Miller Construction Co.
Miller-Valentine Construction
MJM Masonry Inc.
Moore Industries LLC
Morgan-Keller Construction
MP Masonry Inc.
MTech Mechanical
Multiservice LLC
Muschitzki Excavating Inc.
Nahholz
Network Cabling Services
Network Framing Solutions LLC
New Wave Electric
NGC Group Inc.
Nickle Electrical Cos.
Glossary of Common Terms

**ABC** – Associated Builders and Contractors, a construction trade association representing more than 21,000 merit shop contractors and affiliated firms nationwide.

**Accredited Quality Contractor** – ABC’s credential recognizing members’ commitment to corporate responsibility in quality, safety, talent management, education, community relations and diversity.

**Behavior-based Safety** – A process that informs management and employees of the overall safety of the workplace through safety observations. BBS is intended to focus workers’ attention on their own and their peers’ daily safety behavior.


**CURT** – The Construction Users Roundtable represents many owners, users and clients that hire construction industry firms.

**DART** – Days Away, Restricted or Transferred rate. Measures the number of cases per 100 full-time employees where an injury or illness causes an employee to be restricted or transferred based on inability to perform normal job functions.

**Disrupted Life/Lives** – Non-statistical term used to describe the impact on the employee, friends and family when a life has been disrupted because of an injury suffered during work hours.

**Emergency Response/Fire Elimination Plan** – A systematic response to an unexpected or dangerous occurrence. The goal of a fire elimination plan is to instill the belief (culture) that all fires on a worksite can be prevented by implementing sound and, many times, state-of-the-art technology. The procedures must be in place to mitigate the impact of the event on people, property and the environment.

**EMR** – Also referred to as Experience Modification Rate or “mod factor.” Calculation normally performed by the insurance industry (National Council on Compensation Insurance or state-level agency) reflecting percentage of workers’ compensation payouts by a company compared to a company of similar size and type.

**FTE** – Full-time employee as defined by BLS and captured on a company’s OSHA Form 300A, which tracks the number of full-time employees that a company employs in the course of a calendar year.

**Good Catch** – The recognition and correction of a hazardous condition or event that, if it occurred, would likely not cause death, serious physical harm or extensive property damage.

**Incident Investigations** – A systematic process to find the root causes of problems and develop effective solutions to improve performance.

**Leading Indicators** – A measure preceding or indicating a future event that is used to drive and measure activities carried out to prevent and control
injury, such as safety training, new hire safety orientation and behavior-based safety observations.  
Lost Life/Lives — Non-statistical term used to describe a fatality caused by an injury suffered during work hours and the long-term impact, beyond the lost life, on family and friends.  
Near-miss Tracking — Observations made and recorded of cases where, had conditions been different, an OSHA recordable incident would have occurred. Also referred to as “near-hits.”  
OSHA — The Occupational Safety and Health Administration, a U.S. government agency tasked with establishing workplace safety and health requirements and enforcement of existing rules. Operates under the scope of the U.S. Department of Labor.  
OSHA Form 300A — The “Summary of Work-Related Injuries and Illnesses” required by OSHA for all companies with 11 or more employees. It is created using information gathered from a company’s OSHA Form 300, the “Log of Work-Related Injuries and Illnesses.”  
Potential Significant Event — The recognition and correction of a hazardous condition or event that, if it occurred, would likely cause death, serious physical harm or extensive property damage.  
Pre-planning for Jobsite Safety — Project supervision and other key personnel are trained in pre-planning for project safety and safety pre-planning is integrated into the estimate, bid and mobilization/demobilization stages of projects. A checklist or similar document is used to ensure a consistent and comprehensive approach to exposure evaluation and resource needs and project safety plans are regularly updated throughout life of project.  
Resources for Safety — Funds, time, personnel, equipment, supplies, etc. are regularly budgeted or invested, and the return on safety investment (actual or projected) is tracked to evaluate the effectiveness of resource allocation and to guide future expenditure decisions.  
Safety Portion of a Company’s New Hire Orientation — Amount of time, in minutes, a company devotes to covering safety-related topics during orientation for all new employees.  
Safety Program Goal Setting — Developing and implementing descriptive goals for a safety program that controls hazards. Additional safety goals may include participation in safety committees, setting a number of weekly observations, conducting emergency safety drills, etc.  
STEP — ABC’s safety management system, created in 1989 to gather data related to member safety performance and to evaluate the effectiveness of safety programs based on the key components of world-class safety programs.  
Supervisor Safety Training — Supervisory personnel receive safety training including, but not limited to the company safety policy, the employer’s supervisor safety expectations, first aid/CPR/AED, OSHA 30 - competent person for trade/task-specific topics, emergency response procedures, completing an incident investigation, conducting a jobsite safety inspection, creating a job safety analysis, key points in leadership and human resources and conducting effective meetings. Opportunities for professional development are offered and supervisors participate in annual refresher safety training.  
Task-specific Planning — A process that includes defining the scope of work, analyzing the hazards, developing and implementing hazard control, performing the work within established controls and providing feedback and continuous improvement.  
Toolbox Talks — Topic-specific, short-format training, usually conducted before the workday or during lunch breaks, aimed at crews and site employees to educate on specific safety and health topics, hazards, policies and procedures.  
TRIR — Total Recordable Incident Rate. Measures the number of cases per 100 full-time employees where an injury or illness caused a loss of life, situation where an employee is unable to work (days away), is restricted or transferred based on inability to perform normal job functions or any other injury that falls under OSHA’s definition of a recordable incident.
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Established in 1950, Associated Builders and Contractors is a national construction industry trade association representing more than 21,000 members. Founded on the merit shop philosophy, ABC and its 69 chapters help members develop people, win work and deliver that work safely, ethically and profitably for the betterment of the communities in which ABC and its members work. Visit us at abc.org.
Visit abc.org/strategicpartners to discover the many ways ABC’s strategic partners help members succeed.
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