

2023 YEAR IN REVIEW





Associated Builders and Contractors
*is a national construction industry
trade association established in 1950
that represents more than 23,000 members.
Founded on the merit shop philosophy,
ABC and its 68 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.

ON THE COVER: The Exxon SABIC Gulf Coast Growth Ventures project is a \$7 billion petrochemical complex in Gregory, Texas, that boasts the world's largest ethylene cracker. **MMR Constructors Inc.** performed electrical installation and sitewide services, provided training support for over 5,000 employees and worked 633,796 hours without an incident. The project won a Pyramid Award at the 33rd Annual Excellence in Construction® Awards for electrical projects over \$10 million. MMR, based in Baton Rouge, Louisiana, is No. 6 on the ABC 2023 Top Performers list of contractors ranked by work hours.

5

THE MERIT SHOP

For nearly 75 years, ABC has been the leading voice for the merit shop philosophy in construction, defending the principles of fair and open competition.

7

DEVELOP PEOPLE

ABC members invested \$1.5 billion to upskill 1.3 million course attendees in apprenticeship, craft, health, safety and construction management education programs.

11

WIN WORK

ABC members competitively won more than half of large federal contracts in fiscal years 2009-2023 based on merit, demonstrating their market and industry leadership.

15

HEALTH AND SAFETY

Members that earned Diamond status in ABC's STEP Safety Management System were nearly seven times safer than the industry average.

17

ETHICS AND COMPLIANCE

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

19

PROFITABILITY

ABC hosted tech events around the country, released brand-new AI and cybersecurity guides and helped members save \$31 million with business discount programs.

21

COMMUNITY

ABC honored \$2.1 billion in award-winning merit shop construction projects and celebrated community-building charitable endeavors nationwide.

23

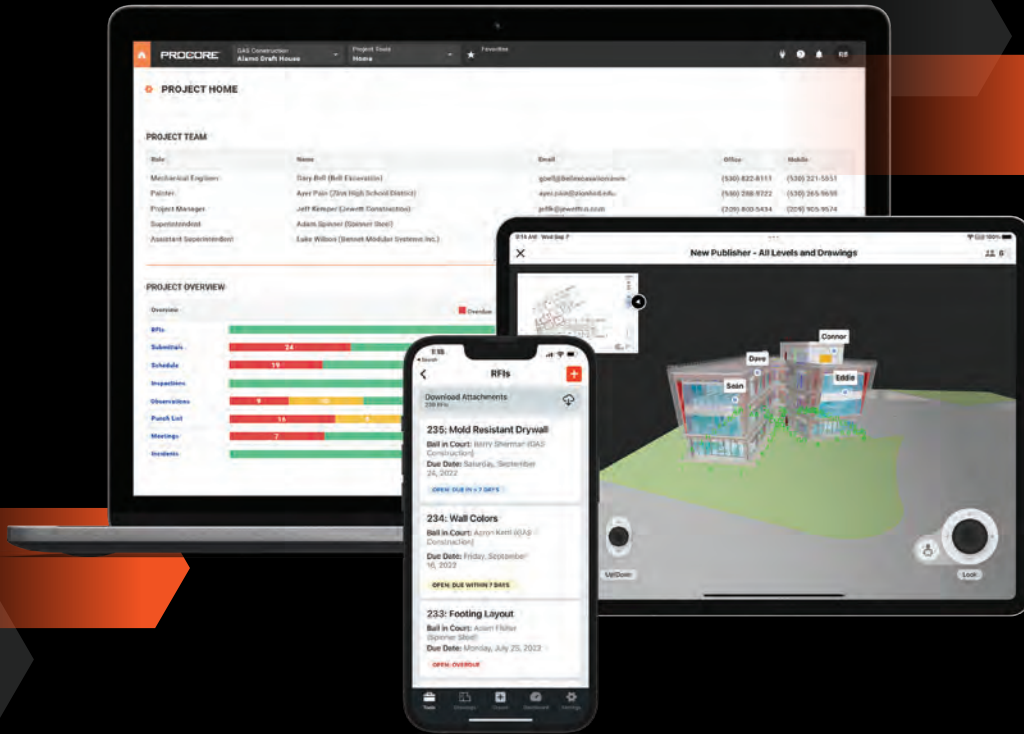
WHAT'S NEXT

Buddy Henley, 2024 chair of the ABC national board of directors, looks to the future.

24

2024 EVENTS

Celebrate the merit shop construction industry and connect with leaders at ABC events for members and chapter staff throughout the year.



Software for construction, by construction.

Making construction easier.

Take control of project outcomes, minimize risk, and protect profits with Procore's top-rated construction management platform.

procore.com

PROCORE





2023 EXECUTIVE COMMITTEE



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.

MILTON GRAUGNARD | *Executive Vice President, Cajun Industries LLC, Baton Rouge, Louisiana, Chair of the ABC National Board of Directors*

BUDDY HENLEY | *President, Henley Construction Co. Inc., Gaithersburg, Maryland, Chair-Elect*

J. DAVID PUGH | *Partner, Bradley, Birmingham, Alabama, Secretary and Southeast Region Vice Chair*

LARRY MAY, CPA, CVA | *Partner, Carr, Riggs & Ingram, Jackson, Mississippi, Treasurer*

STEPHANIE SCHMIDT | *President, Poole Anderson Construction, State College, Pennsylvania, Immediate Past Chair*

LORRI GRAYSON | *Partner and Founder, GGA Construction, Middletown, Delaware, 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*

BRANDON MABILE | *Strategic Development Manager, Performance Contractors Inc., Baton Rouge, Louisiana, South Central Region Vice Chair*

SANDRA ROCHE | *Vice President and General Counsel, Roche Constructors Inc., Las Vegas, Mountain West Region Vice Chair*

GREG SCHNIEGENBERG | *Chief Operations Officer of Construction Operations, Royal Electric Co., Sacramento, California, Pacific Region Vice Chair*

CALVIN WILLIAMS | *President and CEO, Construction Contracting Services Inc., Lansing, Illinois, Midwest Region Vice Chair*

JOHN MIELKE | *President and CEO, ABC of Wisconsin, Chapter Presidents' Liaison*

MICHAEL BELLAMAN | *President and CEO, ABC National*



Southwire™

SIMpull SOLUTIONS® INNOVATIONS AND CUSTOM SERVICES

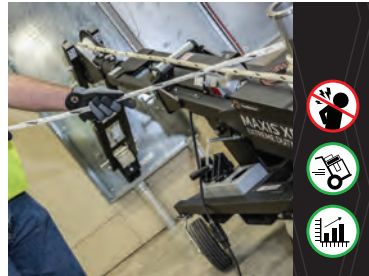
HELPING YOU WORK SAFELY AND MORE EFFICIENTLY



SIMpull® CoilPAK™ WIRE PAYOFF



TRIGGERS® WIRELESS SAFETY SWITCH SYSTEM



MAXIS® XD10 EXTREME DUTY CABLE PULLER



SIMpull® REEL



CABLETECHSUPPORT™ SERVICES AND CONTRACTOR SOLUTIONS PROFESSIONALS



SIMpull HEAD® PULLING GRIPS



WE KNOW YOUR PAIN POINTS



HAND CUT RISK

Hand cuts are a common, yet serious, risk faced on the jobsite.



WASTE

Inefficient storage and packaging solutions can result in costly scrap and waste.



ACHES & PAINS

Injury and back pain are among the leading causes of missed workdays.



MATERIAL HANDLING

Material handling can account for as much as 40% of the labor cost of a job.



PRODUCTIVITY

Shrinking margins are forcing contractors to find innovative ways to work more efficiently and improve profitability.



**SAFER
FASTER
CLEANER
FEWER STEPS
FEWER MISTAKES**

▲ LEARN MORE ABOUT SIMpull SOLUTIONS® INNOVATIONS

1-855-798-6657 | SOUTHWIRE.COM

© 2024 Southwire Company, LLC. All Rights Reserved.

®, ™, and * Trademark of Southwire Company, LLC. Registered in the U.S.

THE MERIT SHOP

For nearly 75 years, ABC has been the leading voice for the merit shop philosophy in construction, defending the principles of fair and open competition.

ABC PAC Breaks Fundraising Record

Thanks to the support of ABC members, ABC PAC raised \$1 million in 2023, breaking its off-year fundraising record. ABC PAC plays a significant role in local and national elections and has already begun investing in pro-merit shop incumbents and first-time candidates running in 2024, when it looks to raise a record \$1.5 million. To learn more about ABC PAC, complete a prior authorization online.

abc.org/pacauthorization



ABC Sounds Alarm on Union Giveaways in Federal Construction Contracting

ABC generated hundreds of broadcast hits on CNBC, Fox News and local television news programs criticizing the Biden administration's efforts to exclude merit shop contractors from bidding on taxpayer-funded construction projects via controversial project labor agreements. Vice President of Regulatory, State and Labor Affairs Ben Brubeck said the Biden administration's anti-competitive policies will cause cost increases, construction delays and acute workforce shortages.



FEA Prepares for the 2024 Elections

ABC's Free Enterprise Alliance raised over \$2.3 million in 2023 in preparation for the 2024 election cycle. With generous support from ABC members and chapters, FEA has already invested in issue advocacy campaigns in key target states, including Ohio and West Virginia. FEA is looking to raise



and invest over \$3 million in issue advocacy and—separately—get-out-the-vote campaigns in 2024. freeenterprisealliance.org

PRO Act Stalled in US House, Senate



The ABC-opposed Protecting the Right to Organize Act, which would drastically restructure America's labor laws and greatly diminish opportunities for entrepreneurs and small businesses, continues to face an uphill battle to

obtain a floor vote in either chamber of Congress. The ABC-supported Employee Rights Act, which would enshrine worker freedoms threatened by the PRO Act, has obtained 57 co-sponsors in the U.S. House of Representatives and 26 co-sponsors in the U.S. Senate.

freeenterprisealliance.org/proact
myprivateballot.com



ABC Members Ask Congress for Regulatory Relief

Mario Burgos, chief strategy officer, Prairie Band LLC, Albuquerque, New Mexico, pictured, and Roy Heim, president of Heim Construction Co. Inc., Orwigsburg, Pennsylvania, each testified before hearings in the U.S. House of Representatives Small Business Committee urging lawmakers to rein in the Biden administration's burdensome regulatory regime, which is threatening the American dream for entrepreneurs.

ABC Leads Fight for Fair and Open Competition

ABC and an ABC-led coalition have successfully prevented language in federal legislation funding government and private construction projects from requiring inflationary project labor agreements and continue to fight the Biden administration's anti-competitive pro-PLA policies on federal and

federally assisted construction projects. The Fair and Open Competition Act has obtained 118 co-sponsors in the U.S. House of Representatives and 27 co-sponsors in the U.S. Senate.

[BuildAmericaLocal.com](https://www.BuildAmericaLocal.com)



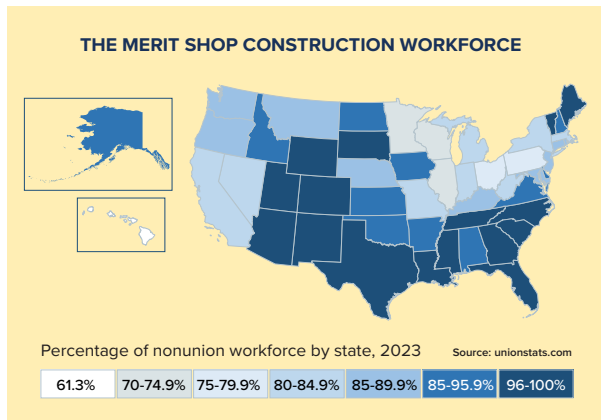
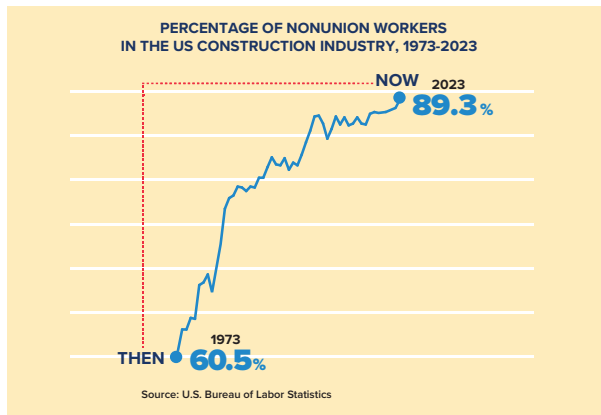
ABC Connects Members With Elected Leaders

ABC hosted 513 lawmaker visits with members in 2023, up from 394 in 2022, to showcase merit shop construction and education. Here, ABC member Gov. Bill Lee, R-Tenn., spoke at the ABC

Greater Tennessee Construction Trades Academy class of 2023 graduation ceremony.

The Merit Shop Construction Workforce Continues to Grow in 2023

The Biden administration’s numerous policy schemes benefiting construction unions have not reversed steady declines in union market share. A record 89.3% of construction workers—7.9 million—did not belong to a union in 2023. In 29 states, at least 90% of workers in the private construction industry did not belong to a union.



ABC Presses Congress on R&D Tax Credit

ABC urged Congress to pass the Build It in America Act, which would extend key provisions of the ABC-supported Tax Cuts and Jobs Act and provide additional certainty to the construction industry, including the deduction for research and development and the extension of the 100% bonus depreciation. A bill to ensure immediate expensing for the R&D credit awaits a vote in the U.S. Senate.

ABC Urges Reauthorization of Workforce Development Legislation

ABC participated in a U.S. House of Representatives roundtable to press for reauthorization of the Workforce Innovation and Opportunity Act with best practices from the industry to better expand workforce development opportunities for all of America’s workers and policies to help connect job creators with job seekers. The House Education and the Workforce Committee approved the Stronger Workforce for America Act to reauthorize WIOA, which includes several ABC-backed provisions that support an all-of-the-above approach to workforce development.

ABC Supports Bill To Modernize NEPA

The Fiscal Responsibility Act would deliver significant permitting reforms to limit the scope of the often-abused National Environmental Policy Act and expedite the construction of energy infrastructure projects. The bill contains much-needed efficiencies, including codifying key elements of the ABC-supported One Federal Decision framework.

ABC Calls for Congressional Oversight of OSHA Overreach

ABC participated in a U.S. House of Representatives roundtable focused on the Occupational Safety and Health Administration’s aggressive regulatory agenda, which has focused on union organizing at the expense of worker safety—including the electronic injury and illness reporting rule and union walkaround policy—and a rulemaking on heat illness prevention.

[Download the ABC Action app at abc.org/action](https://www.abc.org/action) to champion merit shop policies.

DEVELOP PEOPLE

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

\$1.5 billion

ABC contractor members spent \$1.5 billion to educate their employees in 2022.

1.3 million course attendees

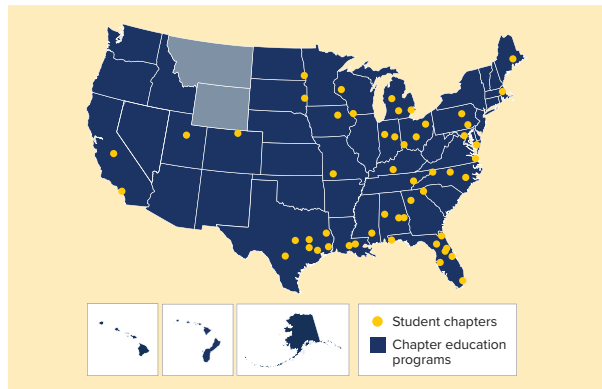
More than 1.3 million course attendees received craft, leadership and safety education to advance their careers in commercial and industrial construction.

abc.org/wfsurvey

ABC Members Are Bringing the Best Talent to Construction

ABC's 68 chapters and their affiliates offer 800 apprenticeship, craft, safety and construction management education programs across the country. In 2023, government-registered apprenticeship programs grew 50% to 450. The National Student Chapter Network, which connects

local ABC chapters to colleges and universities with construction management degree programs, grew to 58 in 2023 with seven new chapters: Benjamin Franklin Institute of Technology, Prairie View A&M University, Seminole State College, Stephen F. Austin University, The University of Akron, The University of Louisiana at Lafayette and the University of Maryland, Eastern Shore.



abc.org/workforce

ABC Insurance Trust Helps Members Deliver a Robust Employee Value Proposition



In a transformative year, the ABC Insurance Trust redefined the employee benefits landscape with new services available exclusively to ABC members: the first national healthcare captive for construction contractors, a cost-effective

healthcare solution for smaller member companies and a retirement plan design and management solution that includes adoption of the ABC National Multiple Employer Plan. These innovative benefits enhance workforce well-being and make ABC member companies more appealing to top talent in a competitive market while delivering significant savings.

abcinsurancetrust.org

ABC Congratulates 30 Members Awarded DOL's 2023 HIRE Vets Medallion



Thirty ABC members were honored by the U.S. Department of Labor with the 2023 HIRE Vets Medallion Award for their commitment to veteran hiring, retention and professional development.

abc.org/hirevets



ABC Names Construction Workforce Awards Winners

abc.org/cwa

2023 Craft Instructor of the Year

GABRIEL GALVAN | Construction Prep Academy Instructor, ABC Indiana/Kentucky Chapter

2023 Craft Professional of the Year

JARED FOSTER | Senior General Superintendent, Gaylor Electric, Noblesville, Indiana

2023 Young Professional of the Year

MATT TERRY | Executive Vice President, TDIndustries, Dallas

ABC Awards Trimmer Grants for Workforce Development Initiatives

Members contributed nearly \$500,000 to the Trimmer Construction Education Fund, which awarded grants to the Central Florida, Keystone, Metro Washington, New Orleans/Bayou (pictured on page 9), Oklahoma, Southeastern Michigan and San Diego chapters to support their efforts to develop a skilled, safe and sustainable



Like ABC Contractors,
Our Focus Is:

Safety.
Productivity.
Craftsmanship.

Tradesmen's service model enables ABC Contractors to run a leaner full-time workforce, and, as workload warrants, to confidently access job-ready crafts as needed.

Our commitment remains steadfast: to serve you with craft professionals who emphasize safety, productivity and craftsmanship, and who uphold the merit-shop philosophy.



#KeepSafetyOne



[TradesmenInternational.com](https://www.TradesmenInternational.com)

workforce. TCEF also contributed to the ACE Mentor Program, the Construction Management Competition, the National Craft Championships and a member-authored children's book, "Grit Leads to Greatness."

abc.org/trimmer



Meta Recognizes ABC as a Global Leader in Upskilling the Future Workforce

Tech giant Meta hosted ABC and leaders from around the world at its annual Metaverse Summit to discuss the impact of immersive reality on construction safety, education and productivity. ABC Vice President of Construction Technology and Innovation Matt Abeles was featured in Meta's summit wrap-up video on the changing face of construction.



Nearly 200 Compete in National Craft Championships

The 34th annual NCC competition showcased the skills and expertise of the nation's top craft professionals vying for medals in 16 competitions with skills on display in 12 crafts. NCC also featured a team competition with journey-level craft professionals from different trades working to complete a joint project.

abc.org/ncc



Performance Contractors Chosen as Top Contractor by ABC

Performance Contractors Inc., headquartered in Baton Rouge, Louisiana, was named the 2023 Contractor of the Year, which recognizes member companies for corporate integrity and commitment to safety, professional development and workforce development. Established in 1979, the general industrial contractor has grown to a \$1.5-billion company with more than 8,000 employees nationwide.

ConstructionExec.com/coty2023



Florida International Nabs Top Spot in Construction Management Competition

Florida International University was named the overall winner of the 2023 competition out of 21 teams of students from colleges and universities nationwide.



The teams put their skills to the test by completing the same construction management project: a four-story, pre-K-12 education building located in Orlando, Florida.

abc.org/cmc

Construction Dive Recognizes ABC Members as Top Women Leaders in the Industry

As part of Women in Construction Week, Construction Dive announced its third annual list of Construction Champions.

ABC members made up more than a dozen of the media outlet's honorees out of more than 400 nominations.



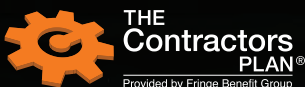
LAUNCH

YOUR BENEFITS PROGRAM TO THE NEXT LEVEL

The Contractors Plan has over **40 years** of experience, and we leverage our expertise to help merit-shop contractors who do prevailing wage work make it to the top. We provide **tailored and innovative employee benefits solutions** to companies seeking to leverage their fringe benefit obligations by implementing **enhanced financial savings** and **tax-advantaged growth strategies**.



SCAN THE QR CODE BELOW TO LEARN MORE
ABOUT US OR CALL 512.328.1519

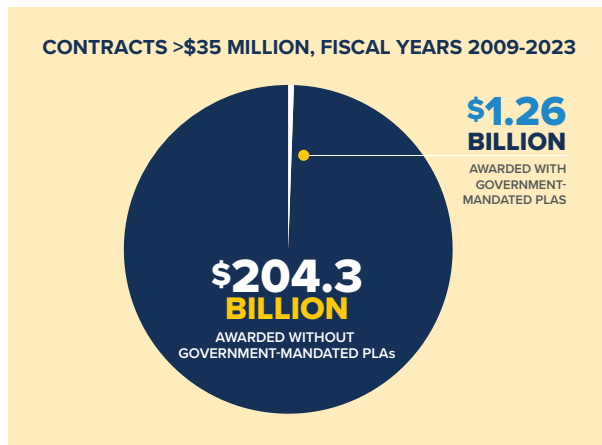


WIN WORK

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.

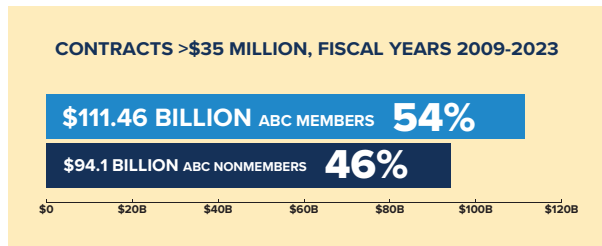
From 2009-2023, 99% of Large Federal Contracts Were Awarded Through Fair and Open Competition

Only 12 of 2,106 projects were awarded with a government-mandated project labor agreement during the last 14 years; there were no PLA mandates on large federal contracts in 2023.



ABC Members Won More Than Half of Large Federal Contracts From 2009-2023

In fiscal year 2023 alone, ABC members won \$5.13 billion in federal contracts of \$35 million or more.



ABC Names 2023's Top Performers Ranked by Work Hours

The fifth annual Top Performers lists recognized ABC members' achievements in safety, quality, diversity, project excellence and special designations, ranked by

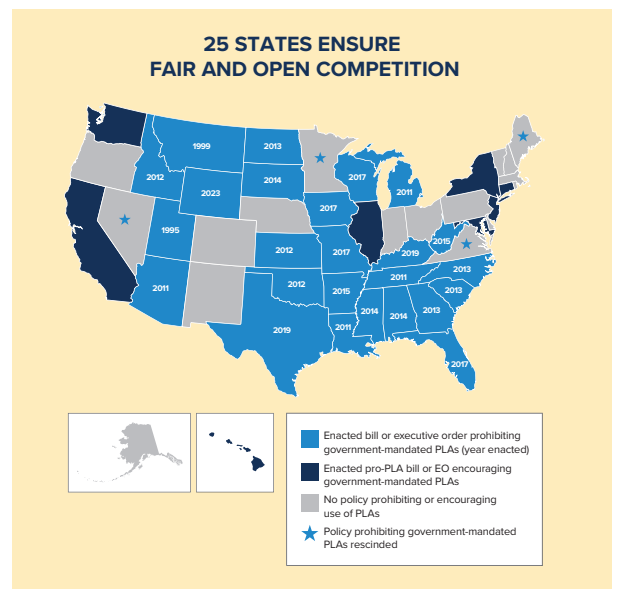
work hours. The 2023 edition featured the overall top 250 contractors, top performers by market and the leading electrical, plumbing/HVAC, specialty, trade and general contractors—all of which have earned the elite Accredited Quality Contractor credential and STEP Gold or higher—as well as top performers with special designations.

abc.org/topperformers

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

Wyoming joined the list of states prohibiting government-mandated project labor agreements in 2023, which has collectively protected more than \$1 trillion of state and local construction projects from PLAs since 2007.

TheTruthAboutPLAs.com



ABC Promotes Inclusion, Diversity and Merit in Workplaces and Supplier Networks

Hundreds of members attended ABC's Inclusive Conversations Webinar Series during the third annual Construction Inclusion Week, Oct. 16-20, which was founded by ABC members. Topics included commitment and accountability,



Milwaukee Tool is a proud
ABC Strategic Partner

RELENTLESS SAFETY SOLUTIONS, BUILT FOR PRODUCTIVITY

SIMPLIFYING DUST MANAGEMENT



IMPROVING VISIBILITY



INNOVATING PERSONAL SAFETY



ELIMINATING EMISSIONS



INTEGRATING SAFETY TECHNOLOGY



REDUCING VIBRATION & NOISE



IMPROVING ERGONOMICS



MILWAUKEE® is a world leader in jobsite solutions and has a long tradition since 1924 of improving safety of users through product innovation. We are unwavering in our commitment to deliver Relentless Safety Solutions, Built for Productivity. MILWAUKEE® has dedicated resources to work alongside our users & partners to understand the demands of a constantly changing jobsite and how we can best deliver solutions for a safe, more productive jobsite.

LEARN MORE



or visit <https://qr.mke.tl/265wg>

belonging, supplier diversity, workplace culture and community engagement. ABC's inclusion, diversity and merit initiatives include the IDM Academy, comprised of live, on-demand and in-person educational resources, and an annual awards program.

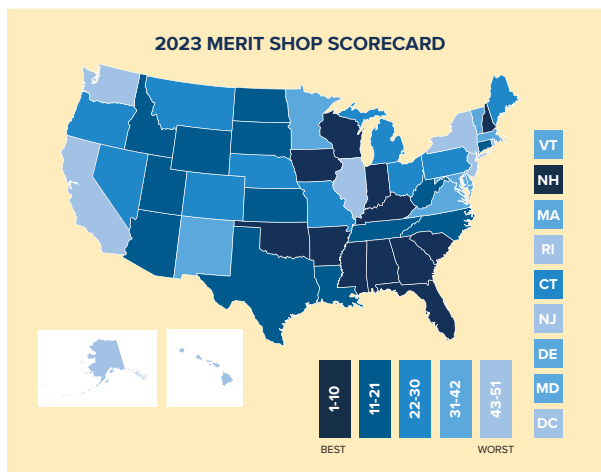
abc.org/diversity



Georgia Is the No. 1 State for Construction

For the first time, Georgia claimed the top spot in ABC's ninth annual Merit Shop Scorecard, a ranking of all 50 states and the District of Columbia based on policies and programs that strengthen career pathways in construction, encourage workforce development and advocate for fair and open competition on taxpayer-funded construction projects. In 2023, 99% of career and technical education students in the state earned a credential and/or continued to a career.

meritshopscorecard.org



More Than 500 ABC Members Achieve AQC Accreditation

ABC celebrated the 30th anniversary of its Accredited Quality Contractor credential in 2023, highlighting the more than 120 member companies that have participated for 25 years or longer. AQC honors excellence in quality, safety, craft and management education, talent management—including inclusion, diversity and merit—and community relations. AQC helps general and prime contractors as well as subcontractors recruit and retain employees, win work and demonstrate corporate citizenship. ABC's 533 AQC members performed work across 26 different NAICS designations at annual volumes ranging from less than \$1.5 million to \$27 billion and total annual work hours of 14,000 to over 40 million in 2023.

abc.org/aqc



ABC Users Summit Convenes Contractors and Owners

The 10th annual ABC Users Summit in May provided the unique opportunity for contractors and project owners to network, learn and collaborate to improve the planning and delivery of high-value construction projects. Session topics included inflation, resource challenges, contracting and delivery methods, safety culture and the latest economic outlook. Alkermes, Children's Health System of Texas, Starbucks and Walmart were among the users represented.

userssummit.abc.org





Committed to the Construction Industry

As ABC's first strategic partner, CNA understands the challenges facing contractors. Our dedicated construction team has deep industry expertise and insights that can help provide a tailored insurance solution to meet your unique needs.

To learn more, contact your independent agent or visit cna.com/construction.

"CNA" is a registered trademark of CNA Financial Corporation. Certain CNA Financial Corporation subsidiaries use the "CNA" trademark in connection with insurance underwriting and claims activities. Copyright © 2024 CNA. All rights reserved. 4897-IND 2024124

HEALTH AND SAFETY

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

2023 Safety Performance Report: STEP Diamond Members Are Nearly 7 Times Safer Than the Industry Average

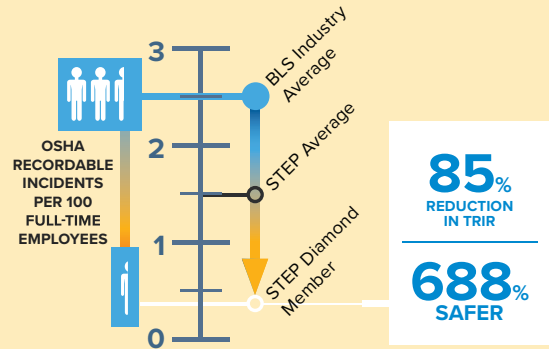
The best-performing participants in ABC's STEP Safety Management System lowered their total recordable incident rate by 85% compared to the U.S. Bureau of Labor Statistics construction industry average, according to data gathered from ABC members recording more

than 850 million hours of work in construction, heavy construction, civil engineering and specialty trades in 2022. The report is featured on OSHA's Using Leading Indicators to Improve Safety and Health Outcomes resource page.

abc.org/spr | abc.org/step



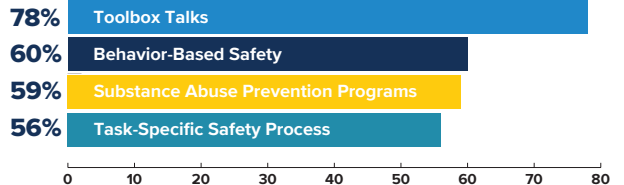
TOTAL RECORDABLE INCIDENT RATES: STEP VS. THE US BUREAU OF LABOR STATISTICS INDUSTRY AVERAGE



ABC Reveals Top Leading Indicators That Improve Safety Performance

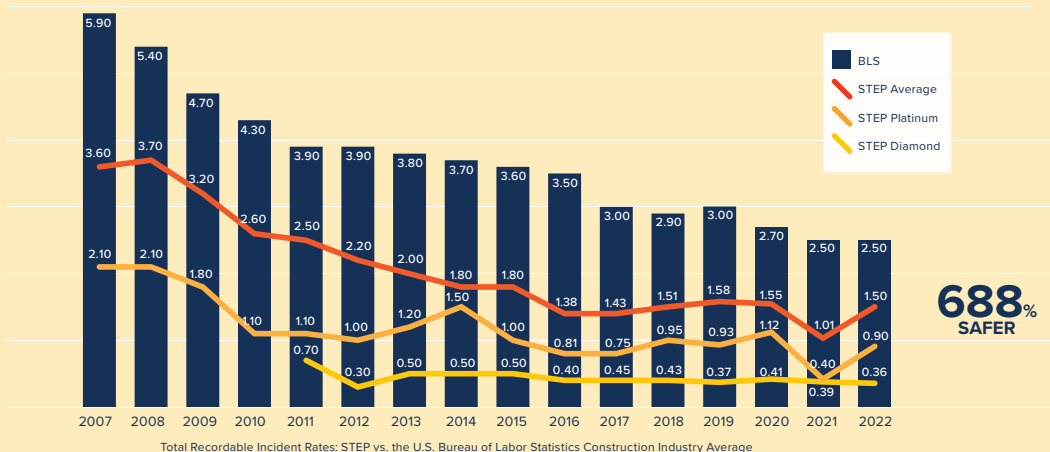
Data aggregated from STEP participants revealed the four foundations of industry-leading safety that had the most dramatic impact on lowering total recordable incident rates, according to ABC's 2023 Safety Performance Report.

REDUCTION IN TRIR/LEADING INDICATOR



STEP Participants Continue To Outperform Industry Average in Jobsite Incident Rates

ABC'S STEP DIAMOND MEMBERS ACHIEVED AN AVERAGE TOTAL RECORDABLE INCIDENT RATE OF 0.36 IN 2022, WHILE THE BLS INDUSTRY AVERAGE WAS 2.50.



688% SAFER



More Than 11,000 Companies Pledge To Eliminate Substance Abuse on Jobsites

The Construction Coalition for a Drug- and Alcohol-Free Workplace passed a major milestone in 2023, surpassing 10,000 pledges to implement an effective substance abuse policy and work toward eliminating substance abuse-related incidents on jobsites, including the signatures of all 68 ABC chapters. One-third of all incidents on construction jobsites are drug- or alcohol-related.

drugfreeconstruction.org

Safe+Sound Week Focuses on Mental Health

ABC partnered with the Occupational Safety and Health Administration and the Construction Industry Alliance for Suicide

Prevention to produce three videos on suicide prevention during Safe+Sound Week in August, part of the industry's drive to combat unacceptably high suicide rates among construction workers.

preventconstructionsuicide.com



Joseph Xavier Senior Director of Safety Associated Builders and Contractors

ABC Honored With Mental Health Award

ABC earned Construction Working Minds' Mental Health Visionary Award for its Total Human Health Initiative, comprised of an employer toolkit, assessment tool and resources for employees, and for working to establish a mental health champion at each ABC chapter. Total human health encompasses dimensions of health related to the body, heart, mind and soul.

abc.org/thh



ABC Debuts STEP Total Human Health Key Component

ABC is shaping the future of health and safety as a core workplace value.

ABC collaborated with experts in mental health, suicide prevention and addiction to develop the total human health key component in the STEP Safety Management System, which launched in 2023.

abc.org/step



ABC's Sizemore Reappointed To Serve on OSHA Advisory Committee

Greg Sizemore, ABC vice president of health, safety, environment and workforce development, was appointed by the U.S. Department of Labor to a third term as a representative for U.S. construction employers on the Occupational Health and Safety Administration's Advisory Committee on Construction Safety and Health. ACCSH was established in 1987 to advise OSHA on standards for health and safety in construction and policy matters.

ABC Nevada Hosts Stand-Down on Fall Prevention

Nearly 200 craft professionals and U.S. Rep. Susie Lee, D-Nev., attended ABC Nevada's 7th annual training session in observance of OSHA's National Safety Stand-Down To Prevent Falls in Construction, May 1-5. The event raises fall hazard awareness to stop fall fatalities and injuries, a leading cause of death for construction employees.

[#StandDown4Safety](https://twitter.com/StandDown4Safety)



ETHICS AND COMPLIANCE

ABC fights regulatory overreach and helps its members understand and comply with local, state and federal rules. The Biden administration added \$129.2 billion in regulatory costs and 60 million hours of paperwork in 2023. —regrodeo.com
[Learn more at abc.org/regroundup](https://abc.org/regroundup) | abc.org/newsline | abc.org/academy.

ABC ACTIONS	STATUS	DESIRED OUTCOMES
<p>EXECUTIVE ORDER 14063: USE OF PLAs FOR FEDERAL CONSTRUCTION PROJECTS FAR COUNCIL</p> <ul style="list-style-type: none"> Met with regulators Issued statements Assisted with PLA survey responses Created grassroots materials Supported legislative efforts Led federal coalition <p>abc.org/pla</p>	<ul style="list-style-type: none"> In 2023, the Federal Acquisition Regulatory Council published a final rule requiring project labor agreements as a condition of winning federal construction contracts of \$35 million or more. The final rule took effect Jan. 22, 2024. ABC is currently considering options for a legal challenge to overturn the rule. 	<p>ABC opposes the Biden administration’s illegal final rule and its imposition of anti-competitive and inflationary government-mandated PLAs on federal contracts. All contractors should have a fair opportunity to compete for taxpayer-funded construction projects to deliver the best possible construction product at the best possible price.</p>
<p>DAVIS-BACON EXPANSION FINAL RULE DOL</p> <ul style="list-style-type: none"> Met with regulators Issued statements Developed compliance resources Supported legislative efforts Worked with coalitions Filed legal challenge <p>abc.org/davisbacon</p>	<ul style="list-style-type: none"> In 2023, the U.S. Department of Labor issued its final rule making drastic revisions to existing regulations concerning government-determined prevailing wage rates that must be paid to construction workers on federal and federally assisted construction projects. Effective Oct. 23, the rule creates additional inaccuracies in prevailing wage calculations and increases the adoption of union rates. On Nov. 7, 2023, ABC and its Southeast Texas chapter filed a lawsuit challenging the final rule. 	<p>ABC opposes the final rule, which exacerbates longstanding problems by undoing prior reforms and unlawfully expanding coverage onto new projects and industries. ABC will continue to seek to overturn the inflationary and burdensome rule through the courts and legislative efforts.</p>
<p>IRA TAX CREDIT GUIDANCE TREASURY</p> <ul style="list-style-type: none"> Surveyed members Submitted comments Issued statements Developed compliance materials Testified at public hearing Hosted webinar Led coalition <p>abc.org/ira</p>	<ul style="list-style-type: none"> The 2022 Inflation Reduction Act provides over \$369 billion in tax credits for clean energy construction projects conditioned on requirements that contractors pay Davis-Bacon prevailing wages and utilize government-registered apprenticeship programs. In 2023, the Internal Revenue Service released a proposed rule providing guidance on these requirements and incentivizing project labor agreements. A final rule is expected in 2024, though the proposed rule is in effect in the interim. 	<p>ABC opposes the IRA’s restrictive labor policies and will continue to urge Treasury to provide much-needed clarity to prevailing wage and apprenticeship requirements and eliminate unnecessarily burdensome provisions that inhibit fair and open competition.</p>
<p>WORKER WALKAROUND REPRESENTATIVE DESIGNATION PROCESS PROPOSED RULE DOL</p> <ul style="list-style-type: none"> Met with regulators Submitted comments Issued statement Hosted webinar Worked with coalitions 	<ul style="list-style-type: none"> In 2023, OSHA issued a proposed rule that would allow employees to choose a third-party representative, such as an outside union representative or community organizer, to accompany an OSHA safety inspector into nonunion workplaces during site inspections. A final rule is expected in 2024. 	<p>ABC opposes the proposed rule because it does nothing to promote workplace health and safety and pushes the administration’s agenda to encourage unions and collective bargaining. OSHA should instead foster positive partnerships with employers and promote safety practices that produce results.</p>

ABC ACTIONS	STATUS	DESIRED OUTCOMES
<p>JOINT EMPLOYER FINAL RULE NLRB</p> <ul style="list-style-type: none"> Participated in SBA listening session Submitted comments Issued statement Supported legislative efforts Created grassroots materials Hosted webinar Worked with coalition Filed legal challenge 	<ul style="list-style-type: none"> In 2022, the National Labor Relations Board announced a new joint employer proposed rule that would rescind and replace the ABC-supported 2020 final rule, which provided clear criteria for companies to apply when determining status. In 2023, the NLRB published its final rule, which takes an ax to the ABC-supported 2020 final rule and greatly expands joint-employer liability under the National Labor Relations Act. In November, ABC joined the U.S. Chamber of Commerce and a coalition of business groups in filing a lawsuit challenging the final rule. 	<p>ABC opposes the final rule, which will cause confusion and impose unnecessary barriers to and burdens on contractor and subcontractor relationships throughout the construction industry. As a result, contractors may be vulnerable to increased liability, making them less likely to hire subcontractors, most of which are small businesses.</p>
<p>IMPROVE TRACKING OF WORKPLACE INJURIES AND ILLNESSES FINAL RULE DOL</p> <ul style="list-style-type: none"> Met with regulators Submitted comments Issued statement Hosted webinar Worked with coalitions 	<ul style="list-style-type: none"> In 2019, the Occupational Safety and Health Administration issued an ABC-supported final rule that eliminated some of the burdensome requirements in the 2016 injury and illness tracking rule. In 2022, OSHA issued a new proposal that would increase the number of contractors subject to electronic safety data submission requirements and post parts of the submissions on a public website. In 2023, OSHA issued a final rule, effective Jan. 1, 2024, which undoes the ABC-supported provisions of the 2019 final rule and reprises the 2016 Obama-era rule. 	<p>ABC opposes the final rule because it does nothing to achieve OSHA's stated goal of reducing injuries and illnesses. The public disclosure of sensitive information can easily be manipulated, mischaracterized and misused for reasons wholly unrelated to safety, subjecting employers to illegitimate attacks and employees to violations of their privacy.</p>
<p>OVERTIME PROPOSED RULE DOL</p> <ul style="list-style-type: none"> Participated in SBA listening session Met with regulators Created grassroots materials Surveyed members Submitted comments Issued statement Supported legislative efforts Worked with coalitions 	<ul style="list-style-type: none"> In 2016, ABC filed a successful legal challenge against the 2016 final overtime rule, blocking it. In 2023, the DOL issued a new proposed rule to raise the minimum salary level needed to qualify as exempt. The agency indicates that it expects that the minimum salary threshold will be at least \$55,068 (annualized). However, when the DOL promulgates the final rule, the DOL claims it will use the most recent data then available and projects the minimum salary threshold to be \$60,209. A final rule is expected in 2024. 	<p>ABC called on the DOL to withdraw the proposal, which is unlawful, inconsistent with historic norms and particularly harmful to small businesses. The DOL should recognize that the construction industry is currently up against increased geopolitical uncertainty, high materials prices, inflationary pressures and workforce shortages.</p>
<p>“AMBUSH” ELECTION FINAL RULE NLRB</p> <ul style="list-style-type: none"> Submitted comments Hosted webinar Created compliance toolkit Worked with coalitions 	<ul style="list-style-type: none"> Despite years of litigation, the Biden administration’s NLRB has revived a controversial policy from the Obama era that overhauled the procedures for union representation elections. The NLRB’s 2023 direct final rule, issued without notice or the opportunity to comment, essentially restores provisions of the 2014 “ambush” election rule, which drastically shortens the representation election process. The final rule went into effect on Dec. 26, 2023. 	<p>ABC opposes the NLRB’s final rule, which imposes unnecessary urgency on employers, leaving them susceptible to violations of their due process rights, and deprives employees of the time needed to become fully informed before deciding whether or not to unionize.</p>

PROFITABILITY

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



ABC Members Saved \$31M With Business Discount Programs

Membership can pay for itself with ABC business discounts, including a program launched with computer giant Dell in 2023. Members can also take advantage of savings

on innovative digital solutions through the Tech Marketplace.

abc.org/discounts | abc.org/techmarketplace



ABC Economic Analysis: Industry Retains Momentum Heading Into 2024

ABC's Construction Backlog Indicator finished 2023 down 0.6 months from December 2022, but its confidence index remained elevated as materials prices fell, employment grew and

nonresidential construction spending increased nearly 20% throughout the year. ABC provides same-day analysis of key government construction economic reports.

abc.org/economics

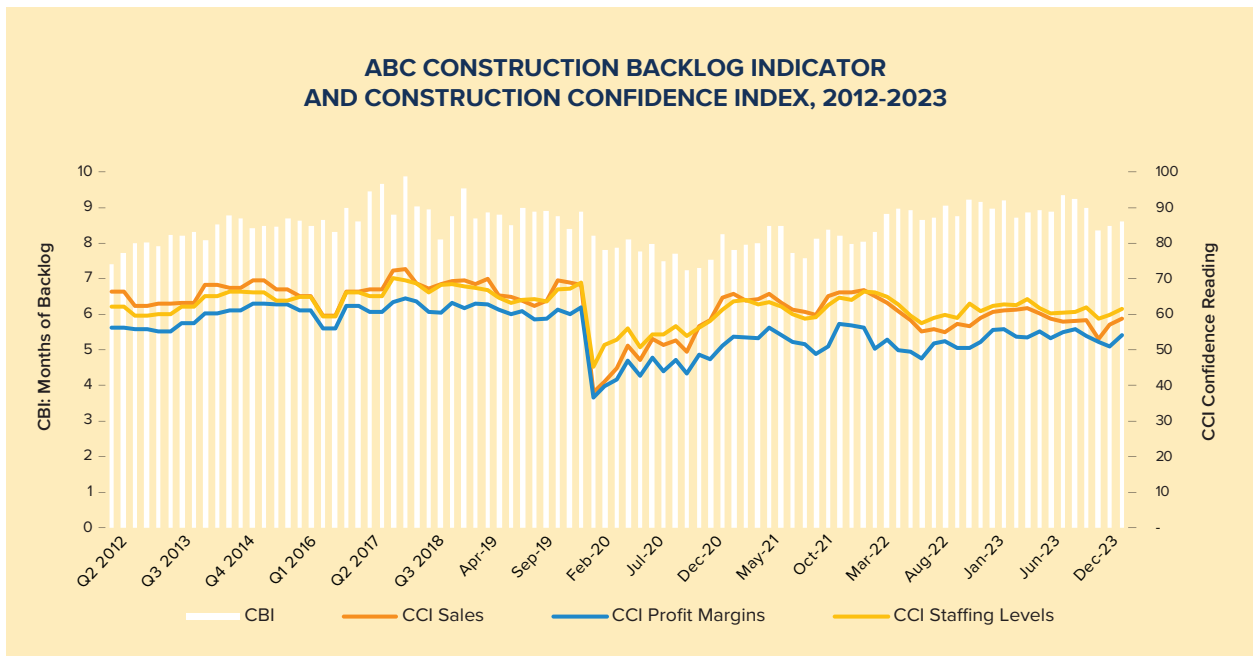


An Award-Winning Year for Construction Executive Magazine

Construction Executive celebrated its 20th anniversary with a redesign of its print magazine—which was honored as best redesign among B2B publications in the prestigious 2023 Folio:

Ozzie and Eddie Awards. CE also received a silver award for general excellence in the AM&P Network's 2023 EXCEL Awards competition. CE provides insights on achieving peak business performance and tells the stories of construction leaders and professionals who excel in the merit shop construction industry.

ConstructionExec.com



ABC Launches Construction Futures Newsletter

ABC's monthly roundup of key economic indicators is designed to help member contractors and users navigate the current business landscape with latest analysis, trends and forecasts on backlog, contractor sentiment, spending, materials prices, job openings and employment.

abc.org/subscribe



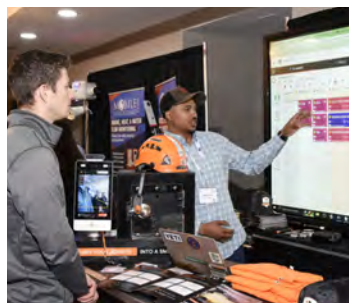
ABC's Tech Report Provides Guidance on Contractor Innovation Adoption

ABC's third annual Tech Report featured real-life case studies of successful adoptions of technology by members, from choosing the right solution to implementation. Topics include Cybersecurity Maturity Model Certification, building information modeling, virtual reality and digital transformation.

abc.org/techreport

ABC Hosts 7 Construction Tech Events Around the Country

Members of 14 ABC chapters learned about prefabrication and modular construction, cybersecurity, jobsite safety, artificial intelligence



and emerging construction technologies at events in California, Florida, Maryland, Ohio, Texas, Virginia (pictured) and Washington, D.C. The events featured live

demonstrations of emerging construction technologies by exhibitors and sessions with leading industry experts.

abc.org/chaptertechevents



ABC Releases AI, Cybersecurity Guides

ABC helps members realize the potential of artificial intelligence, which makes it easier for contractors to complete projects on time, minimize staffing challenges, save money and improve safety, through a new AI Guide. Members can protect sensitive information and data and achieve Cybersecurity Maturity Model Certification compliance with ABC cybersecurity resources.

abc.org/ai | abc.org/cybersecurity

Find and Do Business With ABC Members



In 2023, members performed 26,000 searches on FindContractors.com for merit shop contractors, suppliers and other professionals by name, chapter, location, special designations and much more. Members also have access to eight strategic partners hand-selected to help members win and deliver work as well as the Tech Alliance, 15 firms that deliver value through technology webinars, beta testing and thought leadership. ABC hosts national and local networking and collaboration opportunities throughout the year, including a users' summit, convention, legislative fly-in, leadership institute and peer groups.

FindContractors.com

abc.org/strategicpartners

abc.org/techalliance

COMMUNITY

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



ABC Virginia Donates Almost 8K Pounds of Food and Essentials to Local Families

ABC Virginia members donated 7,642 lbs. of food and essential items in December, along with \$595 in gift cards, to BetterALife Inc., a Virginia nonprofit committed to breaking the cycle of poverty. The holiday food drive benefited numerous Loudoun County families in need.

ABC Member Balfour Beatty Donates Construction Services to Mother Emanuel AME Church Memorial

ABC member Balfour Beatty is donating its construction services to a memorial for victims of the 2015 mass shooting in Charleston, South Carolina. The project team will bring to life three components: a Memorial Courtyard, Survivors' Garden and Contemplation Basin. Construction began in July 2023, with an expected opening in 2024.

[ConstructionExec.com/community](https://www.constructionexec.com/community)



ABC Florida East Coast Gives Away 300 Bikes at Annual Event

For the 10th year, ABC Florida East Coast partnered with the Brevard County Sheriff's Office to give away over 300 bicycles to children along Florida's Space Coast during the chapter's annual

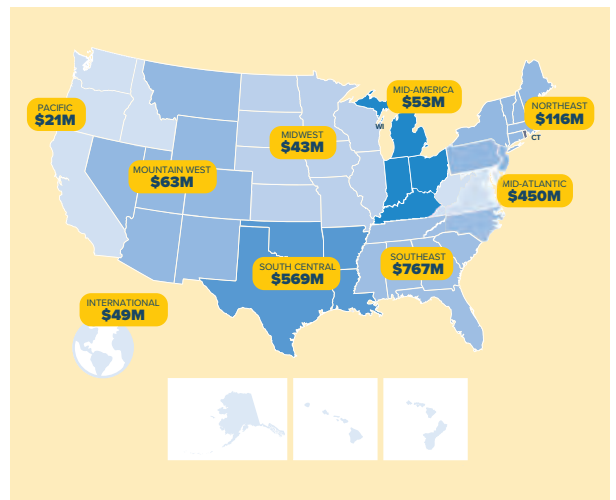
Handlebars for the Holidays event in December. Each child receives a new bicycle, helmet and lock. Since 1995, Florida East Coast has given out more than 9,500 bicycles.



Excellence in Construction Awards Honor 82 Projects Worth a Total of \$2.1 Billion

In 2023, ABC honored 82 merit shop construction projects for quality, complexity, attractiveness, unique challenges, completion time, innovation and safety at the National Excellence in Construction® Awards Gala in Orlando, Florida. The winning projects—representing all contract types, sizes and market segments—achieved a high level of client satisfaction through efficient procurement methods and a diverse suite of construction technologies used by member contractors of all sizes.

abc.org/eic





Unmatched Equipment. Unmatched Expertise.

Whatever your project demands, whenever the demand arises, we're here to help. United Rentals is the world's largest and most versatile equipment rental company, offering rentals, expertise and digital solutions to be your one-stop partner. United Rentals can help you meet the demands of any and every job—24/7.

Call 800.UR.RENTS or visit [UnitedRentals.com](https://www.UnitedRentals.com)

 **United Rentals**[®]
Work United[®]



WHAT'S NEXT

2024 Chair of the ABC National Board of Directors Buddy Henley looks to the future.



BUDDY HENLEY

2024 Chair of the ABC National Board of Directors

In the many years that I have been in the business of construction, I recognize that success isn't just about bricks and mortar, it's about building connections, honing skills and navigating an ever-evolving landscape. This is where I feel my membership and involvement through the years with ABC steps up as more than just an organization; it's a cornerstone for all construction enterprises looking to elevate their value proposition and expand their horizons.

With ABC, what I've found is that all members get a key to unlocking the potential of their people and businesses. It's the conduit to a community where professionals forge alliances, exchange ideas and foster collaboration—where industry leaders converge, sharing insights, experiences and innovations.

Whether you are a startup, a mid-sized general contractor like me, or an established giant in the construction industry, every member can find pathways toward excellence with ABC.

Access to training programs, certifications and workshops empowers individuals to master their craft, enhancing efficiency, health and safety on jobsites across the country. I have utilized all of these not only for myself, but also for my team at Henley Construction throughout the years. It's about embracing the future with new technological advancements and sustainability efforts. Through ABC's advocacy efforts, members stand unified, championing policies that bolster the industry and allow us to grow.

I also personally feel that the value of ABC extends beyond the tangible perks: It's about belonging to a community where everyone is invested in each other's triumphs. It's about celebrating milestones together and weathering challenges collectively.

Whether staying abreast of regulatory changes, accessing industry insights or finding mentorship with seasoned professionals, ABC isn't just a mere affiliation, it's partnership that comes with the commitment to growth and excellence. For me, standing shoulder to shoulder with ABC wasn't just an option, it was a strategic decision to thrive in this ever-evolving industry.



2024 EVENTS

Celebrate the merit shop construction industry and connect with leaders at ABC events for members and chapter staff throughout the year.

ABC Convention

Members from across the nation connect, celebrate and advance their businesses with the latest industry, political and technological insights at ABC's annual convention. The convention features ABC's National Craft Championships, Construction Management Competition, National Excellence in Construction® Awards and Construction Workforce Awards, plus dynamic, inspiring keynote speakers, insight sessions and more.

abcconvention.abc.org

ABC Users Summit

Engage in open discussions with contractors and project owners across multiple industries, including health care, industrial, banking, hotel, restaurant, agriculture, retail, institutional and more to improve the planning and delivery of high-value construction projects.

usersummit.abc.org

ABC Legislative Conference

Advocate for merit shop priorities at ABC's annual lobby day on Capitol Hill and gain insights on the political and regulatory landscape from policymakers, experts and pundits.

legislative.abc.org

ABC Virtual Legal Conference

ABC members, including merit shop labor attorneys, construction contractors and ABC chapter presidents and government affairs directors, learn the latest developments in labor and employment law and their impact on merit shop contractors from legal and regulatory experts and government officials.

legalconference.abc.org

ABC Leadership Institute

Professional development for chapter board chairs and volunteer leaders as well as chapter presidents and staff seeking to elevate their personal and professional leadership skills.

leadership.abc.org

ABC ONE Conference | ABC Chapter Presidents Management Conference

Professional development for staff from ABC's 68 chapters nationwide designed to equip staff and leaders to deliver on ABC's value proposition to its more than 23,000 members.

one.abc.org | cpmc.abc.org

abc.org/events



**Coming Soon:
Celebrate ABC's 75th Anniversary in 2025!**



BETWEEN A
GIRDER AND A HARD PLACE
IS WHERE YOU DO YOUR
BEST WORK.



Inspired by the challenges you face from foundation to finishing work, JLG is dedicated to developing the innovative solutions that deliver the productivity and safety you demand to leave your mark on the skyline of tomorrow today.

LEAVEYOURMARKWITHJLG.COM

JLG

