

# 2015 YEAR IN REVIEW



# 2015 EXECUTIVE COMMITTEE

## Led by Members to Provide Value to Members

In the truest sense of the word, ABC is a member-run association, governed by a 170-member board of directors composed of delegates from each chapter. In addition, ABC offers its members an opportunity to serve on committees and affiliate organization boards that provide valuable input to the board of directors and help establish the association's policies, priorities and objectives.

**Pamela Volm**  
CHAIR  
*Annapolis Contracting, Inc., Annapolis, Md.*

**David Chapin**  
CHAIR-ELECT  
*Willmar Electric Service, Lincoln, Neb.*

**Dan Brodbeck**  
IMMEDIATE PAST CHAIR  
*Compass Partners LLC, Brentwood, Tenn.*

**Chuck Wiegiers**  
PACIFIC REGION VICE CHAIR  
*A & A Roofing Co., Inc., Fairbanks, Alaska*

**Ray Zamora**  
MOUNTAIN WEST REGION VICE CHAIR  
*AnchorBuilt Inc., Albuquerque, N.M.*

**Steve Klessig**  
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**Tony Rader**  
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*Schwob Building Company, Ltd., Dallas*

**Vance Fulkerson**  
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*Gaylor Electric, Inc., Birmingham, Ala.*

**George Nash**  
MID-ATLANTIC REGION VICE CHAIR  
*Facchina Construction Co., La Plata, Md.*

**Chuck Goodrich**  
MID-AMERICA REGION VICE CHAIR/SECRETARY  
*Gaylor Electric, Inc., Noblesville, Ind.*

**Kirby Wu**  
NORTHEAST REGION VICE CHAIR  
*Wu & Associates, Inc., Cherry Hill, N.J.*

**Anthony Stagliano**  
TREASURER  
*CBIZ, MHM, Plymouth Meeting, Pa.*

**Jay Reed**  
CHAPTER PRESIDENTS LIAISON  
*ABC Alabama Chapter, Birmingham, Ala.*

**Michael D. Bellaman**  
PRESIDENT AND CEO  
*Associated Builders and Contractors, Inc. Washington, D.C.*



# How ABC Added Value in 2015

## The Merit Shop ..... 2

ABC celebrates 65 years as the leading voice of merit shop construction and an effective voice for the free-enterprise policy agenda.

## Winning Work ..... 4

During the past several years, more than \$60 billion of taxpayer-funded construction was opened up on a state level due to ABC's work on government neutrality legislation.

## Developing People ..... 7

ABC chapters and members conducted \$1.1 billion in training and funded key initiatives through the Trimmer Construction Education Foundation.

## Best-in-Class Safety ..... 9

ABC STEP participants are safer than the industry average, and ABC chapters led the way in training for the construction industry.

## Profitability ..... 12

From productivity to diversity, ABC helped members improve their bottom line. And members saved almost \$27 million through member discount programs.

## Ethics and Compliance ..... 15

ABC advocated for solutions that ensure regulations and legislation are consistent with the merit shop philosophy.

## Community ..... 17

ABC members built more than \$8.2 billion in award-winning projects to enhance their communities, and both members and chapters made efforts to support those in need.

## What's Next ..... 17

David Chapin, 2016 ABC national chairman, looks forward to growing the association and achieving action items under the strategic plan.

# 2015-2020 Strategic Goals

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



Be an organization of high trust, effective communication and high collaboration to deliver value to our members.



Establish ABC members as the world-class standard for health, safety and environment in the construction industry.



Be the leading force in the construction industry for workforce development and training.



Increase the political influence of ABC to advance the merit shop philosophy and free enterprise.



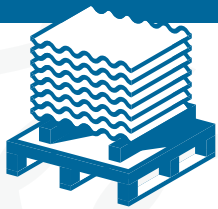
Continuously grow and deliver value to a diverse and committed membership.



Utilize quality data to be an effective and fact-based decision-making organization.

# THE MERIT SHOP

For 65 years, ABC has been the leading voice promoting the merit shop philosophy and defending free enterprise in construction. This philosophy encourages open competition based solely on merit, regardless of labor affiliation.

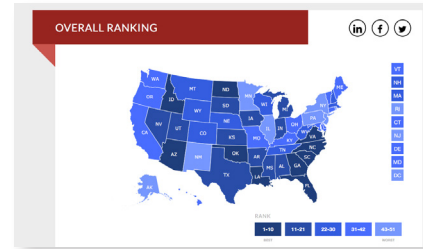


## ABC Members Flex Muscle on Capitol Hill

Hundreds of members came to Washington, D.C., throughout 2015 to advocate for merit-shop priorities. At ABC's Legislative Week, members discussed key issues facing the industry, heard from lawmakers and spent a day on Capitol Hill meeting with their representatives in the House and the Senate. During the conference, ABC ran a center-spread advertisement in *Politico*, a major Inside-the-Beltway paper, to tell our story of economic growth, job creation, safety and quality in construction and support for free enterprise.



## ABC Issues State Merit Shop Scorecard



The Merit Shop Scorecard is a web-based ranking and review of states based on policy and economic data. Criteria for success include pro-merit shop policies on project labor agreements (PLAs), prevailing wage mandates and Right-to-Work status, as well as the state's construction job growth rate, commitment to developing a well-trained workforce, level of flexibility in career and technical education curricula and use of public-private partnerships. Meritshopscorecard.org gives lawmakers a snapshot of state performance, assists construction owners and contractors in exploring expansion opportunities and helps ABC chapters set their policy agendas in areas where work still needs to be done.

① MERITSHOPSCORECARD.ORG

## 13,000 Advocacy Letters Sent Via ABC Action App

ABC's grassroots advocacy efforts got a boost from the easy-to-use ABC Action App, through which members submitted 13,000 letters and comments to federal elected officials and regulators. Throughout March, ABC encouraged chapters to engage in a friendly competition to see who could generate the most interest in the app, resulting in well over 400 downloads.



① ABC.ORG/ABCACTION

## Batting a Thousand on Tax Extenders

After 24 months of intense congressional lobbying and testimony before a House committee in December, ABC delivered on all eight of the industry's priority tax extenders. A threshold of \$500,000 for expensing capital equipment and the R&D tax credit were among four provisions made permanent; bonus depreciation and work opportunity tax credits were extended for five years; and the rest were renewed through 2016.

## What's More American Than Free Enterprise?

ABC formed a branding and imaging campaign and partnered with the Washington Nationals to showcase the core values held by ABC and its members during the 2015 baseball season.

### The campaign helped ABC achieve several strategic goals:

- 📖 **educate** the general public, legislators and regulators on the merit shop philosophy, importance of safety and quality, workforce development and free enterprise;
  - 👍 **promote** a positive industry image to young people, their families and veterans as a viable career path; and
  - 🔧 **create** a turnkey marketing campaign that can easily be utilized by ABC chapters in local markets.
- 🌐 **generate** awareness and visibility for the construction industry as a whole;



The imaging and branding materials kept our message in front of our members, as well as politicians and the voting public. Chapters used the materials in local print and radio advertising campaigns that included visibility at Indianapolis Colts and minor league baseball games.



## what's more american than free enterprise?

Free enterprise important? We fought a revolution over it. Private business competing without undue government regulation pretty much defines the American Dream. And nowhere is this truer than in the construction industry, where competition drives quality ever higher.

Representing the interests of construction companies large and small, Associated Builders and Contractors (ABC) fights everyday for policies that strengthen and protect our cherished free enterprise system. We advocate for careers in the industry built on pride and accomplishment. Together with our members, we work toward an America where doing your best gives you the best shot at success.

After all, what's more American than that?

**wake up to the american dream**

Visit [www.abc.org](http://www.abc.org), and learn how ABC members are winning more work, developing more people, and making construction more ethical, safe, and profitable.



# WINNING WORK

In 2015, ABC opened up opportunities for its members to bid on additional work, and then helped them win it. ABC scored multiple victories in Congress and in state capitals as well as in the highest courts in the land, promoting free enterprise in construction around the country.



## PLAs Banned in 22 States Thanks to ABC's Free Enterprise Alliance

During 2015, ABC and the Free Enterprise Alliance (FEA) supported advocacy campaigns driven by ABC's core values in Indiana, Michigan, Missouri and Ohio, and partnered with local coalitions to expand gains in state capitals, increasing the number of states with government neutrality in contracting laws to 22. **Arkansas, West Virginia and Nevada** are the latest states to ban government-mandated project labor agreements (PLAs) on construction projects with state financial support.

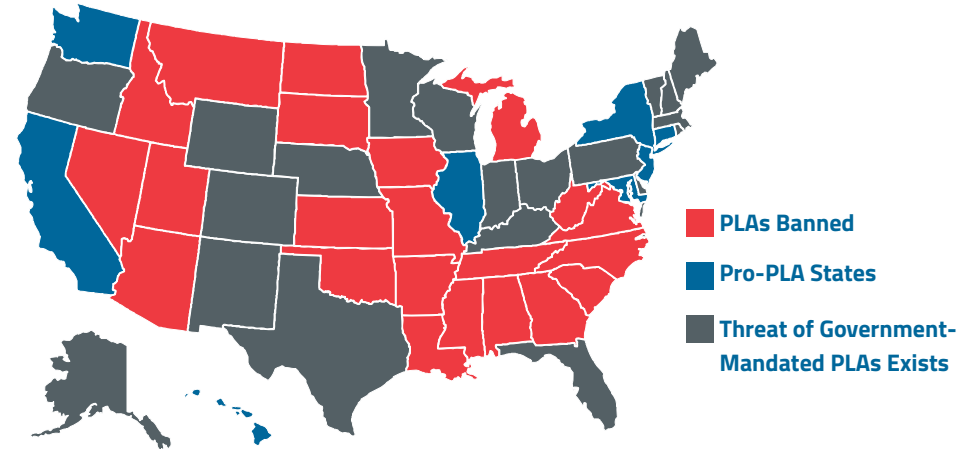
[FREEENTERPRISEALLIANCE.ORG](http://FREEENTERPRISEALLIANCE.ORG)



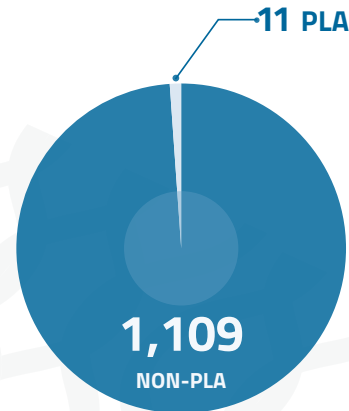
## ABC Lines Up Support for Merit Shop Protections in Congress

ABC was successful in getting the Government Neutrality in Contracting Act (GNICA, H.R. 1671/S. 71) introduced in the House and Senate in 2015. And the House and Senate both passed GNICA-inspired language in budget votes, signaling broad support for the merit shop philosophy.

## ABC Advances GNICA Through State Advocacy



## DEFENDING OPEN COMPETITION IN FEDERAL CONTRACTS



FEDERAL CONTRACTS EXCEEDING \$25 MILLION, FISCAL YEARS 2009-2015

# 0

## Zero PLAs on Federal Projects in 2015

ABC prevented government-mandated PLAs on nearly 99 percent of federal contracts exceeding \$25 million over five years, ensuring that construction contracts totaling more than \$60 billion were subject to fair and open competition. In 2015, no large-scale federal contracts mandated PLAs.

## ABC Sweeps Court Challenges to PLA Bans

ABC-supported laws banning government-mandated PLAs in Idaho and Louisiana were upheld by the nation's high courts. To date, all challenges to state PLA laws have been defeated.

[TRUTHABOUTPLAS.COM](http://TRUTHABOUTPLAS.COM)

## ABC's Fight to Streamline Development Permits Passes House

In a bipartisan vote, the U.S. House of Representatives passed the ABC-supported Responsibly and Professionally Invigorating Development (RAPID) Act of 2015, which would streamline the permitting process for developers.

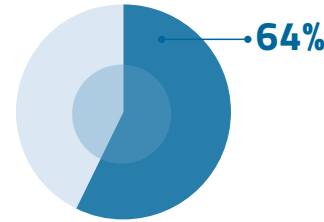
## Prevailing Wage Laws Repealed and Reformed

Illinois, Indiana, Nevada, West Virginia and Wisconsin repealed or reformed their prevailing wage laws in 2015 thanks to efforts by ABC and its chapters to support free market principles.

## Users Summit Opens Dialog for ABC Members with Construction Owners

A select group of merit shop contractors discussed project planning and delivery at ABC's third annual Users Summit in St. Pete Beach, Fla. The exclusive event focused on using collaboration to achieve world-class safety, productivity and client relations between ABC members and health care and industrial owners.

[USERSUMMIT.ABC.ORG](http://USERSUMMIT.ABC.ORG)

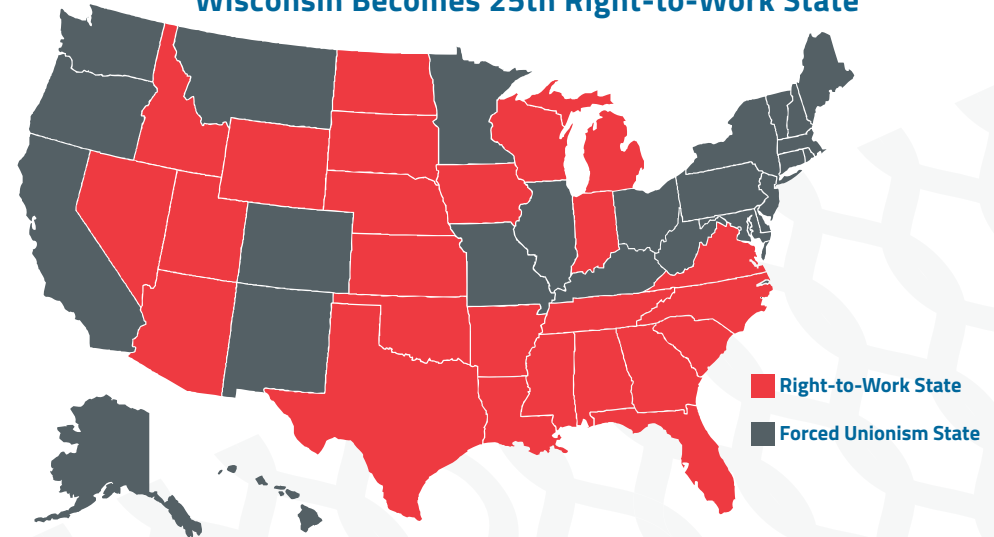


FEDERAL CONTRACTS EXCEEDING \$25 MILLION, FISCAL YEARS 2009-2015.

**ABC Members Won 64% of the Total Value of Large-scale Federal Contracts Worth**

**\$40B**

## Wisconsin Becomes 25th Right-to-Work State



More Than 350 Firms Have Earned the **Accredited Quality Contractor (AQC)** Designation



**Associated Builders and Contractors, Inc.**



Community responsibility



Best-in-class safety



High quality Employee



Best-in-class training



Employee Value



AQC members were featured in the December issue of ABC's *Construction Executive* magazine, which reaches more than 50,000 contractors and construction-related business owners and has won more than 15 editorial awards.

# Tradesmen & ABC



**A Strategic Partnership Centered on Supporting Contractor Efforts to:**  
**...Mitigate Workforce Shortage Challenges,**  
**...Increase Workforce Productivity, and**  
**...Manage Workforce-Related Expenditures.**

Shortly after Tradesmen International opened its first office in Cleveland in 1992, the company became a member of the ABC Northeast Ohio Chapter. Today, with over 130 locations across North America, Tradesmen now proudly boasts membership and active participation in 59 ABC Chapters.

Tradesmen has established thousands of staffing alliances with ABC contractor members, serving as a premier source for craft professionals who emphasize safety, productivity and craftsmanship. While the company's staffing and recruiting power is certainly vital to development of solid business relationships, it is Tradesmen's comprehensive strategic support – which focuses on enabling contractors to sustain a right-sized workforce through natural fluctuations in workload – that has resulted in exceptional loyalty from ABC members.

The Strategic Partnership, forged in 2014, has given Tradesmen additional communication opportunities aimed at educating contractors on precisely how to utilize contingent craft professionals to increase overall labor productivity and to control costs related to workers' compensation, benefits, unemployment and human resources.



**Tradesmen International has proudly sponsored ABC's Craft Professional of the Year award since 2005. Pictured is Holley Thomas, a welder and foreman for KBR, who was named the 2015 Craft Professional of the Year during ABC's Workforce Conference in Ft. Lauderdale, Florida.**





# DEVELOPING PEOPLE

ABC is the leading force in the construction industry for workforce development and training.



## ABC works to promote policies that:



Help stem the worker shortage;

Educate young people about craft professional and construction

management opportunities through career fairs, school-sponsored activities and training opportunities;



Reach out to adults looking for a new career path; and

Fund education and training programs and facilities.



[WORKFORCEUNDERCONSTRUCTION.COM](http://WORKFORCEUNDERCONSTRUCTION.COM)

## ABC Member Training Efforts

ABC is working to address the worker shortage through more than 800 apprenticeship, craft training and safety training programs set up by its chapters around the country. ABC member firms spend \$1.1 billion on workforce development and train approximately 476,000 construction industry professionals annually.

### ABC Members Train

280,000 craft professionals

98,000 field managers

56,000 mid-level managers

42,000 senior managers

for a total investment of

**\$750** MILLION + **\$198** MILLION + **\$116** MILLION + **\$109** MILLION

**= \$1.1B**

[ABC.ORG/CAREERS](http://ABC.ORG/CAREERS)



In 2015, ABC advocated before Congress and the departments of Labor and Education on:

- Proposed rules for the implementation of the **Workforce Innovation and Opportunity Act (WIOA)** to better align the public workforce system with the needs of employers;
- Reauthorization of the **Carl D. Perkins Career and Technical Education Act**; and
- National Apprenticeship Week.**

## ABC Celebrates Craft Professionals

The annual National Craft Championships (NCC) celebrates all of the efforts of ABC chapters and members in training the construction industry's future workforce.



[NATIONALCRAFTCHAMPIONSHIPS.ORG](http://NATIONALCRAFTCHAMPIONSHIPS.ORG)

## Nearly 200 craft trainees



competed for top NCC honors in 13 crafts in 2015

As part of its branding and imaging campaign and partnership with the Washington Nationals, ABC showcased the 2015 NCC champions in front of a sold-out crowd of more than 41,000 fans at Nationals Park on July 3 for Freedom Fireworks, which fans said was one of the most memorable nights at the park all season.

The crowd cheered the champions on as their names were announced, and they appeared on the big screen while the ABC logo spread across the stadium, showcasing the theme of the night:



## FREE ENTERPRISE AND FREEDOM

## Trimmer Foundation Makes Education and Training Happen

The Trimmer Construction Education Foundation (TCEF) is a nonprofit charitable organization supported by member and industry donations that funds efforts to attract, train and retain talent.



[TRIMMERFOUNDATION.ORG](http://TRIMMERFOUNDATION.ORG)

In 2015 the ABC Board of Directors voted to allow all members to voluntarily donate \$100 to TCEF on their dues invoice, and the TCEF auction raised more than \$30,000. TCEF supports the following initiatives:



- ACE Mentor Program of America
- National Craft Championships
- Construction Management Competition
- Grants to ABC chapters for training programs and facilities and career education
- Build Your Future scholarships
- Craft Professional of the Year and Craft Instructor of the Year awards

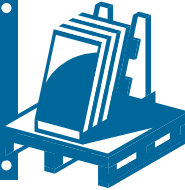


ABC engages the construction management professionals of the future through training and recognition programs:

- Construction Management Competition
- Student Chapter of the Year
- Project Management Institute at Purdue University
- Construction Management Career Fair
- Craft Professional of the Year
- Craft Instructor of the Year
- Young Professional of the Year

# BEST-IN-CLASS SAFETY

ABC and its chapters undertook numerous efforts to develop resources that provide all members with the knowledge and tools to achieve the highest standard for health, safety, wellness and environment in the construction industry.



## The Roadmap to World-class Safety



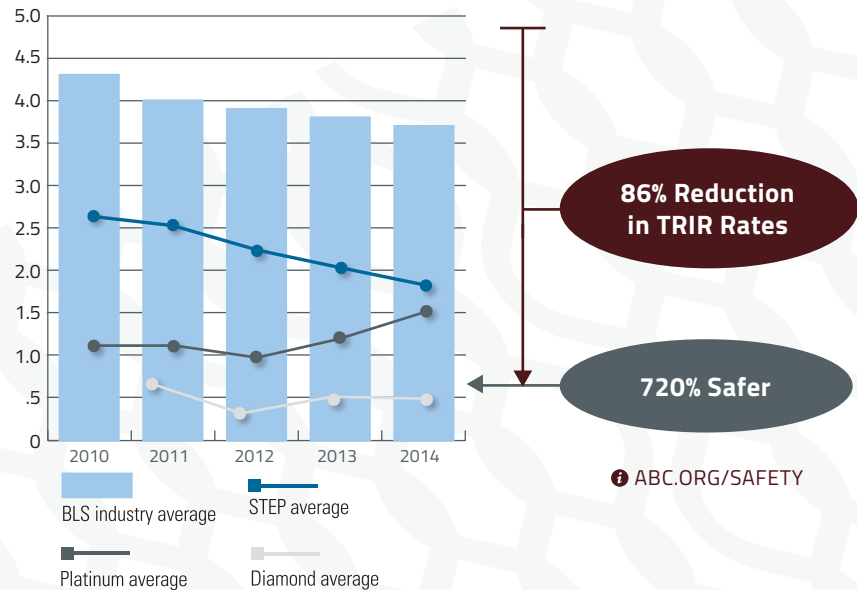
## STEP IMPROVES SAFETY PERFORMANCE BY UP TO 720%

ABC's groundbreaking Safety Performance Report, published in June, used data gathered from STEP firms to validate the effectiveness of proactive health and safety programs.

Comparing lagging indicator safety performance data (incidence rates, DART rates) to leading indicator responses (processes designed to prevent incidents/abate hazards), ABC found that implementing or enhancing these measures reduced the recordable incident rate and time spent away from normal job functions due to incidents by as much as 90 percent.

The report has been presented at ABC chapters and industry conferences hosted by the Construction Users Roundtable (CURT) and *EHS Today*, and has been well received by members, construction users/owners and safety professionals.

## Total Recordable Incidence Rate Compared to the Bureau of Labor Statistics' Industry Average



## A Broader Safety Vision Through Industry Outreach

ABC worked with CURT to standardize and expand safety data gathering and to enhance STEP with industry-wide consensus definitions to broaden its potential application.

In October, ABC partnered with *EHS Today* to present the Construction Safety track at the annual *EHS Today* Safety Leadership Conference. ABC's safety vision was shared with more than 350 safety professionals across manufacturing, general industry and construction through seven high-level sessions.

## Safety Best Practices Kickoff

ABC was a partner in the second annual Safety Week, an industry-wide event created to help focus attention on safety in the workplace and at home, and educated the industry's workers on their roles as safety leaders.



ABC launched Safety Best Practices, which includes member- and partner-submitted resources such as toolbox talks, safety stand-down guides, and sample audit and inspection forms. ABC kicked off the week with a safety stand-down at a HITT Construction/Power Design jobsite and sent members safety tips on daily themes throughout the week.

## Promoting Drug-Free Workplaces



ABC and its association partners continue to promote and increase awareness of the hazards substance abuse creates in the construction industry through the Construction Coalition for a Drug- and Alcohol-Free Workplace. **By the end of 2015, 4,183 companies had signed the Drug-and Alcohol-Free Workplace Pledge**, committing to establish drug- and alcohol-free jobsites and offices. **Take the pledge at:**

[DRUGFREECONSTRUCTION.ORG](http://DRUGFREECONSTRUCTION.ORG)

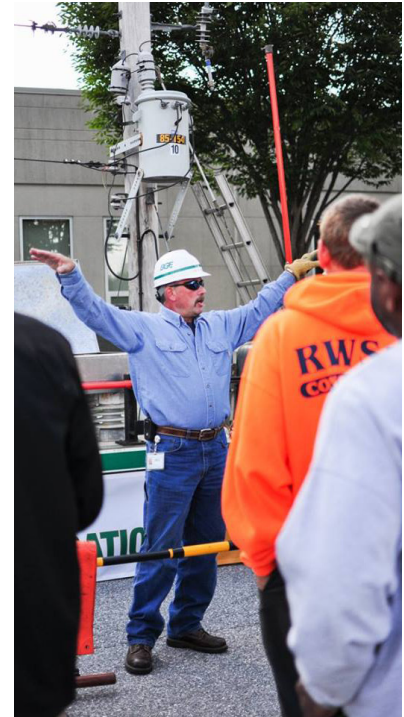
## STEP Members Earn Industry Accolades

The ABC National Safety Excellence Awards were presented as part of the 25th annual Excellence in Construction® Awards gala during ABC Workforce Week to honor members with safety programs that consistently achieve world-class standards and performance. **Combined, the winning companies worked 16,107,199 manhours representing 7,495 employees with an incidence rate 95 percent below current industry averages.**

ABC members that have achieved STEP Diamond or Platinum status won eight of nine CURT Construction Industry Safety Excellence awards, and two ABC members were recognized with America's Safest Companies awards at the *EHS Today* Safety Leadership Conference.



## Chapter Safety Outreach



ABC chapters held safety training events that attracted hundreds of members in Baltimore (pictured above), Heart of America, Wisconsin and Empire State.



We can show you more.®

# CNA & ABC

## In partnership for safety and your success.

As ABC's strategic partner, CNA offers comprehensive insurance products and services designed to meet the unique needs of builders and contractors. From presenting the ABC National Safety Excellence Awards and supporting the STEP Plus program, to our deep involvement with Workforce Development Conference safety courses, we're committed to providing the educational resources that help ABC members navigate their vastly evolving industry.

Experience the benefits of collaborating with a national carrier rated "A" by A.M. Best, whose local presence and industry experience can give you a competitive edge.

[www.cna.com/abc](http://www.cna.com/abc)

**To learn more about the customized insurance products and risk control resources available to ABC members through CNA, contact your independent agent or visit [www.cna.com/abc](http://www.cna.com/abc).**

Please remember that only the relevant insurance policy can provide the actual terms, coverages, amounts, conditions and exclusions for an insured. All products and services may not be available in all states and may be subject to change without notice. Use of the term "partnership" and/or "partner" should not be construed to represent a legally binding partnership. CNA is a registered trademark of CNA Financial Corporation. Copyright © 2015 CNA. All rights reserved. CM 1387 ABCYIR 102215

# PROFITABILITY

Being profitable is about more than making money. It's also about saving where possible and making the right productivity improvements. By offering strategic networking, diversity efforts and cost savings, ABC helped members improve their bottom lines.



## Member Savings on Insurance

The ABC Insurance Trustees voted to further extend the rate guarantee on the ABC dental plan, keeping the current rates locked in until Jan. 1, 2019. The trustees also voted to increase the benefits maximums on the plans without any corresponding increase in rates.

[MERITCHOICE.ORG](http://MERITCHOICE.ORG)

## Expanded Discounts for Employees

ABC began an aggressive effort to expand the number of discount programs available to employees of member companies in 2015.

- ABC launched ABC Marketplace, a one-stop shop for everyday purchases.
- The new GEICO program gives discounts on auto insurance for new and existing customers.
- Hotel discounts are now available with Ramada, Days Inn, Super 8 and 12 other brands.



[ABC.ORG/EMPLOYEEEDISCOUNTS](http://ABC.ORG/EMPLOYEEEDISCOUNTS)

**ABC MEMBERS  
SAVED NEARLY  
\$27 million  
in 2015**

using member discount programs

## Project Virtual Grows

ABC Project Virtual provides construction-specific BIM training and discounts to members.

[ABC.ORG/PROJECTVIRTUAL](http://ABC.ORG/PROJECTVIRTUAL)

## Diversity & Inclusion Summit Debuts

More than 100 people attended ABC's first Diversity & Inclusion Summit in Washington, D.C., a gathering of industry leaders and key stakeholders who understand the value of diversity in construction and who want to network and learn from other like-minded companies and individuals. Speakers included representatives from Apple, DuPont, Johnson Controls and Walmart.

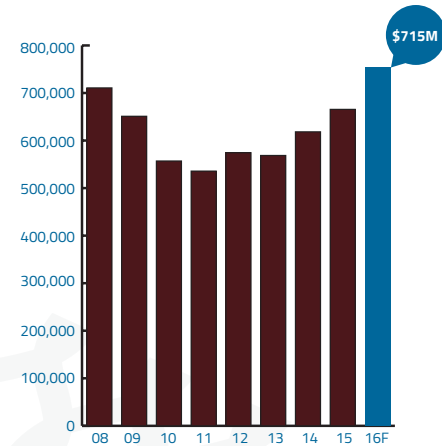
[ABC.ORG/DIVERSITY](http://ABC.ORG/DIVERSITY)



## Economic Outlook Positive for 2016

ABC predicts spending for the nonresidential construction sector will rise 7.4 percent in 2016.

### Annual Rate of Spending (\$ Millions)



[ABC.ORG/ECONOMICS](http://ABC.ORG/ECONOMICS)

## Improving Profitability Through Productivity

### Leading Indicators

Project Origination and Planning

Coordination and Workflow

Optimum Crew Capacity

### Output

Applications implemented across core business processes are proven to be valuable throughout the project life cycle.

A set of activities, or rules, governs behavior as crews move from one service provider to the next. Innovative workforce solutions are implemented to ensure or enable efficiency.

Every day, every crew completes their daily assignment and production goal effectively and efficiently without incident or defect, all within a safe working environment.

Leadership

Material Management

Means and Methods

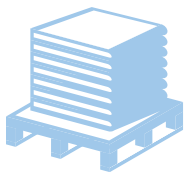
People

Tools and Technology

# VIEWPOINT

CONSTRUCTION SOFTWARE®

**Viewpoint provides the tools construction companies need to improve project profitability and visibility, manage risk, and effectively collaborate across the entire project team.**



Viewpoint solutions include applications needed from preconstruction to construction and facilities maintenance, which are offered on a variety of platforms, including Cloud, Mobile, SaaS, and On Premises. Viewpoint offers integrated ERP and estimating solutions for construction companies of any size, an industry leading content management solution, and a mobile application suite designed to track and record time, equipment, and production hours from remote locations. Viewpoint For Projects, a cloud offering that enables multiple project stakeholders to collaborate on project documents, rounds out Viewpoint's comprehensive product suite.

Our customers include more than 30% of the ENR 400 and over 20% of the mechanical and electrical contractors on the ENR 600. Headquartered in Portland, Oregon, USA, and with offices in the UK and Australia, Viewpoint has become the technology partner of choice among customers located around the globe in more than 28 countries. Today, Viewpoint has more than 975 ABC members that are Viewpoint customers, and in 2016, all 21,000 members can take advantage of what Viewpoint has to offer in terms of discounts on software, education, consultation, and support.

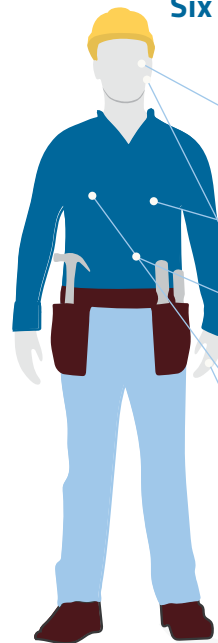








Watch Viewpoint's Matt Harris, Senior Vice President of Strategy, host a panel discussion on industry topics that matter to contractors; he's joined by industry experts, Gregg Schoppman of FMI and Mike Bellaman of Associated Builders & Contractors, who engage in a lively conversation. Filled with stories and anecdotes about managing a construction business in the new technology millennium they dig deep into their own experiences. **These episodes were filmed at Collaborate 2015 - Viewpoint's annual user conference.**

➔ VISIT: [viewpoint.com/demos-info/videos](http://viewpoint.com/demos-info/videos)

## Six Vital Signs for a Healthy Business

Have you checked your tech partner's pulse for the Six Vital Signs for a Healthy Business? With Viewpoint you get the following:



-  Proven and trusted technology
-  Investment in product development
-  Continued growth of new customers
-  Commitment to construction
-  Passionate, customer-focused employees
-  Record of successful implementations



### 2015 Webinars:

Construction Planning Best Practices

Eliminate Chaos & Inefficiencies in Your Service Business

Obliterate Profit Constraints with Integrated Processes

Beginning with the End in Mind: Improve Project Delivery with Collaborative Technology

For more information:

[www.viewpoint.com](http://www.viewpoint.com) • 800.333.3197

[www.abc.org/en-us/membership/strategicpartners/viewpoint.aspx](http://www.abc.org/en-us/membership/strategicpartners/viewpoint.aspx).



**Fringe Benefit Group**

*Your Expert Partner in Ethics and Compliance*



FBG has been assisting ABC members since becoming a business partner in 2009 through their product, The Contractors Plan, which offers a full-service suite of tools and services that simplifies the benefits administration process for contractors. The program has already helped more than 500 ABC members greatly reduce their out-of-pocket costs and payroll burden and with more than 30 years of hands-on experience, FBG offers unique expertise to support contractor clients in this highly specialized market.

## **STRATEGIC PARTNER FOR ETHICS AND COMPLIANCE**

ABC contractors and brokers now have Fringe Benefit Group to turn to for the latest information, updates and regulatory changes on federal, state, and local regulations including:

- Affordable Care Act (ACA)
- ERISA
- Davis-Bacon Act
- State Prevailing Wage Laws
- Service Contract Act
- Local Wage Ordinances



LEARN MORE ABOUT US AT [WWW.FBG.COM](http://WWW.FBG.COM).

## **TOTAL BENEFITS SOLUTION FOR ABC MEMBERS**

ABC and Fringe Benefit Group recently announced the expansion of The Contractors Plan, a benefits platform designed for ABC contractor members to include a full suite of benefits including ACA-compliant major medical, dental, vision, life, disability, retirement and HRA plans — all managed through a single online platform.

To learn more about the Total Benefits Solution visit [abc.contractorsplan.com](http://abc.contractorsplan.com) or call 800-328-1519.



# ETHICS AND COMPLIANCE

During 2015, ABC took action on a variety of issues to ensure that regulations and legislation are consistent with the merit shop philosophy.



## ISSUE

### NLRB: "Ambush" Elections Rule

Also known as Representation-Case Procedures, this rule overhauled the procedures for union representation by drastically shortening the amount of time between when a union files a representation petition and an election takes place.

## STATUS

Rule took effect on April 14, 2015. ABC is currently litigating the final rule.

## ABC ACTION

ABC created a rapid response toolkit on union organizing. In addition, ABC distributed more than 6,000 pocket guides to more than 50 chapters. Multiple webinars were offered on the final rule. ABC generated media coverage in *The Wall Street Journal*, *CBS News*, *Fortune*, *Politico* and *The Hill*, among others.



## ISSUE

### NLRB: Joint Employer Decision

The NLRB's decision in *Browning-Ferris Industries of California* expanded joint employer liability to situations where a company has "indirect" control and "unexercised potential" control over the essential terms and conditions of employment of another company's employees.

## STATUS

Decision was issued on Aug. 27, 2015.

## ABC ACTION

ABC is advocating for passage of rollback legislation, the Protecting Local Business Opportunity Act (H.R. 3459 and S. 2015). ABC General Counsel Maury Baskin presented a webinar educating members on the impact of the decision.



## ISSUE

### HHS et al: The Affordable Care Act (ACA)

The ACA includes the costly employer mandate, burdensome employer reporting requirements and tax increases.

## STATUS

President Obama signed the ACA into law on March 23, 2010. On Oct. 7, 2015, he signed ABC-supported legislation (the PACE Act) that removes the ACA's mandated expansion of the small group definition. This is a big win for smaller ABC members. Other victories include the one-year moratorium on the Health Insurance Tax (HIT) and repeal of automatic enrollment.

## ABC ACTION

ABC updated its health care law employer toolkit to assist members with compliance, offered multiple webinars and published guidance from strategic partner Fringe Benefit Group in *Construction Executive* magazine. The ABC Insurance Trust advised ABC members on health care reform. ABC successfully placed an op-ed opposing the HIT tax in *The Hill* and other media.



## ISSUE

### OSHA: Confined Spaces

The final rule mirrors the general industry standard but adds certain provisions tailored specifically to the construction industry, including an emphasis on training, monitoring and evaluating, as well as communication on multi-employer sites.

## STATUS

Rule took effect on Aug. 3, 2015, although OSHA's temporary enforcement policy postponed full enforcement until Oct. 2, 2015.

## ABC ACTION

ABC hosted a webinar presented by OSHA detailing compliance with the final rule. ABC's strategic partner CNA produced a guide to safety in confined spaces. ABC, along with other groups, sent a letter to OSHA in June requesting an extension of enforcement.



US Army Corps of Engineers®

**ISSUE**

**EPA & USACE: “Waters of the U.S.” (WOTUS)**

The final rule is a clarification of the definition of “Waters of the U.S.” under the Clean Water Act. The rule imposes substantial permitting and regulatory requirements by significantly expanding federal control of land and water.

**STATUS**

Rule took effect on Aug. 28, 2015; however, the U.S. 6th Circuit Court of Appeals placed a nationwide stay on the final rule on Oct. 9, 2015.

**ABC ACTION**

ABC has actively supported legislation to overturn or force the withdrawal of the rule and garnered press coverage of its position. On Nov. 4, 2015, the U.S. Senate passed an ABC-supported resolution nullifying the WOTUS rule.



**ISSUE**

**DOL: Overtime Proposal**

The proposal changes the federal overtime exemptions for administrative, executive, professional and computer professional employees, the so-called “white collar” worker classifications that have long been exempt from being paid time and a half for working more than 40 hours per week.

**STATUS**

Awaiting final rule.

**ABC ACTION**

ABC and more than 900 members submitted comments requesting that DOL withdraw the proposal, and ABC filed additional comments as a member of the Partnership to Protect Workplace Opportunity. ABC educated members on the proposal through a webinar and *Newsline*.



**ISSUE**

**DOL and FAR: “Blacklisting” Proposals**

Fair Pay and Safe Workplaces or “blacklisting” proposals would require federal contractors and subcontractors for the first time to disclose any “violations” of 14 federal labor laws occurring in the three years prior to any procurement for federal government contracts/subcontracts exceeding \$500,000, in addition to requiring updated disclosures of labor law violations every six months while performing covered government contracts.

**STATUS**

Awaiting final rule and guidance.

**ABC ACTION**

ABC and more than 300 members submitted comments requesting the agencies withdraw the proposals. ABC issued a press release on its comments—which resulted in a radio interview and coverage in *The Hill*, *Daily Caller* and *Washington Examiner*—and kept members updated through *Newsline* and a webinar.



**ISSUE**

**FAA: Small Unmanned Aircraft Systems (UAS)**

As part of the FAA Modernization and Reform Act of 2012, Congress directed the FAA to finalize a regulatory framework integrating commercial UAS into the national airspace.

**STATUS**

Awaiting final rule.

**ABC ACTION**

ABC offered its input on how the proposal will affect the construction industry’s ability to use drones on project sites. ABC submitted comments on the proposal and reported on it in *Newsline*.



**ISSUE**

**OSHA: Respirable Crystalline Silica**

The proposal drastically lowers the permissible exposure limit of respirable crystalline silica and would require contractors to implement engineering controls and follow several ancillary provisions.

**STATUS**

Awaiting final rule.

**ABC ACTION**

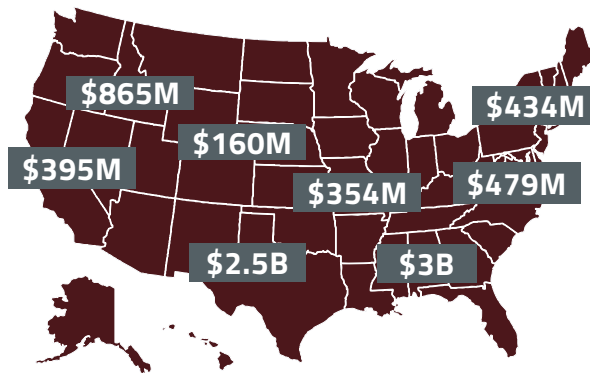
Post comment period, the ABC-led Construction Industry Safety Coalition submitted a report on costs to the construction industry and job impacts from OSHA’s silica proposal. ABC issued a press release on the report and ran status updates in *Newsline*.

# COMMUNITY

To ABC members, community means the place where they live and work, along with their families and the hundreds of thousands of workers they employ. ABC helps showcase their commitment to community through awards and recognition.

## More Than \$8.2B in Award-winning Projects Boost Local Communities

Almost 500 ABC members and supporters from across the country attended the 25th annual Excellence in Construction® Awards gala on March 5 in Fort Lauderdale, Fla., to help celebrate 2014's most outstanding construction projects and contractors for their remarkable achievements in leadership, safety, innovation and diversity.



ABC.ORG/EIC

## ABC Members See Value in Networking

Thousands of ABC members gather three times a year to take advantage of education and networking opportunities and honor the best of the best in merit shop construction at Workforce Week, Legislative Week and Leadership Week.

The ABC National Young Professionals program aims to shape the future of the industry by supporting the growth of up-and-coming ABC member company employees. The program offers educational content, participation in peer groups, discounted ABC conference registration and the Young Professional of the Year award.

## ABC Cares

ABC Cares projects in 2015 included collecting cell phones for soldiers, putting on a car show in support of the Cystic Fibrosis Foundation, renovating the home of a paralyzed college football player, having apprentices fix up a local women's shelter, and building a memorial for Texas veterans and a treehouse for a Make-a-Wish Foundation child.



ABC Keystone Chapter's young professionals group held its first Bowl-a-Thon and raised \$6,000 for the Leg Up Farm, a nonprofit therapy center in York County, Pa., that helps children with disabilities and developmental delays.

## WHAT'S NEXT?



**2016 ABC National Chairman**  
**David Chapin**  
*Willmar Electric Service,  
Lincoln, Neb.*

ABC celebrated its 65th anniversary in 2015, ending the year strong with 21,000 member companies and 70 chapters across the country. Looking to 2016, we see growth in the forecast for the industry and the association. We will work to leverage our strength in the legal, legislative and regulatory arenas to promote free enterprise and make America a better place to do business. We will secure the future of our industry by making investments in safety, technology and people. And, ABC will continue to be the champion of the merit shop philosophy, helping members develop people, win work and deliver that work safely, ethically and profitably for the betterment of the communities in which they work.

## EVENTS IN 2016

### ABC Workforce Week

March 1–4, Fort Lauderdale, Fla.

- National Board Meeting
- Workforce Development Conference
- Professional Development for Chapter Staff
- Chapter Excellence, Membership and Accreditation Awards
- National Craft Championships
- Excellence in Construction Awards
- Careers in Construction Awards

### ABC Legislative Week

June 20–24, Washington, D.C.

- National Board Meeting
- Legislative Breakfast
- Congressional Visits
- Free Enterprise Alliance Reception
- ABC Legal Conference
- Diversity & Inclusion Summit

### Users Summit

Oct. 12–13, New Orleans

Construction users and contractors from the industrial and health care sectors discuss industry safety, quality, productivity and workforce issues.

### ABC Leadership Week

Nov. 13–17, Dallas

- National Board Meeting
- Leadership Institute: Governance and Board Training for Volunteer Leaders
- Construction Management Competition
- Construction Management Career Fair
- Young Professional Leadership Development Track