

2024 Year in Review





Celebrating its 75th anniversary in 2025, Associated Builders and Contractors is a national construction industry trade association established in 1950 with 67 chapters and more than 23,000 members. Founded 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 ABC and its members work.

Visit us at abc.org



ON THE COVER: ABC member Karsten Interior Services LP completed large-scope activities throughout TMC3 Parcel C, a 250,000-square-foot, cutting-edge facility featuring a 7,000-square-foot atrium and four stories of research lab and office space in Houston. Despite five months of procurement delays, the \$3.2 million project was completed on time and incident free. Karsten won an Eagle Award at the 34th Annual Excellence in Construction® Awards for specialty contractor interior acoustical, drywall, millwork or plaster project.

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 and sending champions of free enterprise to Congress and the White House.

7 DEVELOP PEOPLE

ABC members invested \$1.6 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 the value of large federal contracts in fiscal years 2009-2024 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 six times safer than the industry average.

17 ETHICS AND COMPLIANCE

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

19 PROFITABILITY

ABC hosted tech events around the country, launched the first national healthcare captive for the U.S. construction industry and helped members save \$31 million with business discount programs.

21 COMMUNITY

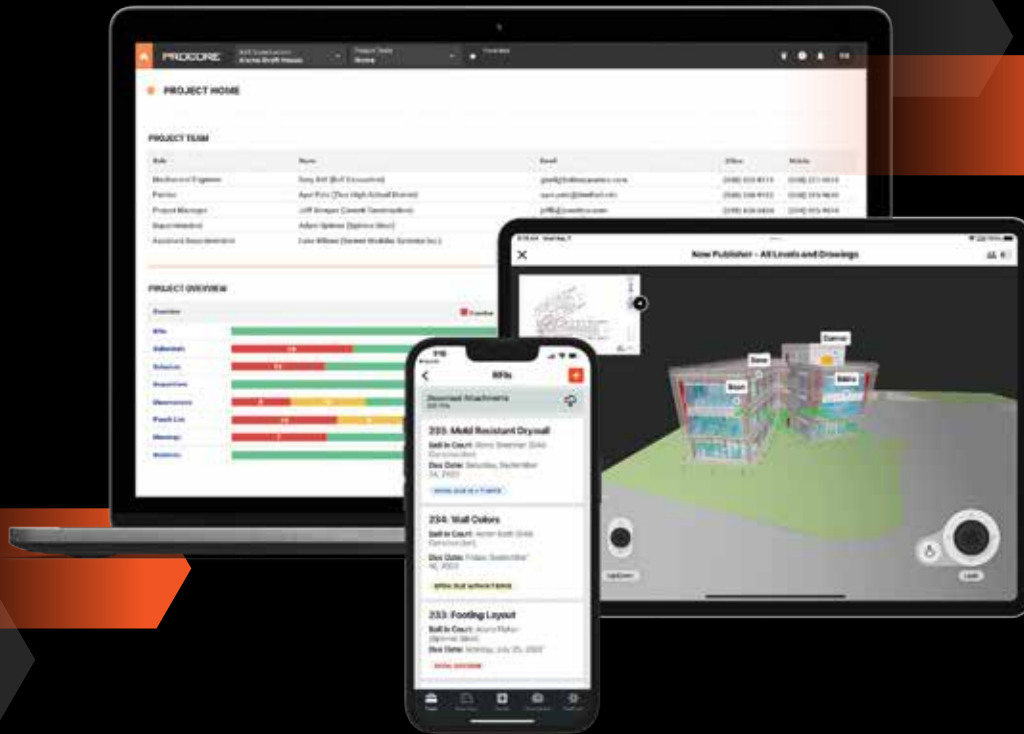
ABC honored \$9 billion in award-winning merit shop construction projects and supported communities devastated by disasters.

23 WHAT'S NEXT

David Pugh, 2025 chair of the ABC National Board of Directors, looks to the future.

24 2025 EVENTS

Celebrate the merit shop construction industry and connect with leaders at ABC events for members and chapter staff throughout its 75th anniversary year.



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PROCORE





Led by Members to Provide Value to Members

ABC 2024 EXECUTIVE COMMITTEE



ABC is a member-driven organization, governed by a 169-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.

BUDDY HENLEY

Chair of the National Board of Directors
President, Henley Construction Co., Gaithersburg, Maryland

DAVID PUGH

Chair-Elect
Partner, Bradley Arant Boult Cummings LLP, Birmingham, Alabama

THOMAS "MURPH" MURPHY

Secretary and Northeast Region Vice Chair
Vice President of Aggregates Division, Power & Construction Group Inc., Scottsville, New York

LARRY MAY

Treasurer
Partner, Carr, Riggs & Ingram LLC, Jackson, Mississippi

MILTON GRAUGNARD

Immediate Past Chair
Executive Vice President, Cajun Industries, Baton Rouge, Louisiana

JIM ELLIS

Midwest Region Vice Chair
Partner, COO and Vice President, Price Electric, Robins, Iowa

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Mountain West Region Vice Chair
Regional Vice President of the Southwest Region, Hensel Phelps, Phoenix

LORRI GRAYSON

Mid-Atlantic Region Vice Chair
Founder and Partner, GGA Construction, Middletown, Delaware

BRANDON MABILE

South Central Region Vice Chair
Strategic Development Manager, Performance Contractors, Baton Rouge, Louisiana

BRETT MCWILLIAMS

Mid-America Region Vice Chair
Partner and Project Manager, Pride One, Medina, Ohio

GREG SCHNIEGENBERG

Pacific Region Vice Chair
COO of Construction Operations, Royal Electric Co., Sacramento, California

KERRICK WHISENANT

Southeast Region Vice Chair
President, Limestone Building Group, Hartselle, Alabama

DAVID SLOAD

Chapter Presidents Liaison
President and CEO, ABC Keystone Chapter

MICHAEL BELLAMAN

President and CEO, ABC National



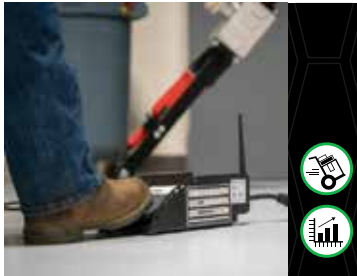
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SIMpull SOLUTIONS® INNOVATIONS AND CUSTOM SERVICES

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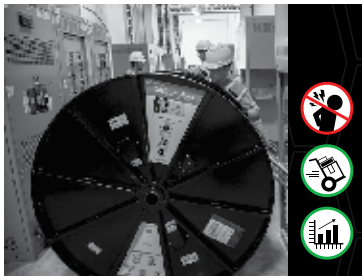
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SIMpull® REEL



**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

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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 Reaches New Highs in 2024



Thanks to the generous support of ABC members, ABC PAC broke records in the 2023-2024 election cycle,

contributing over \$2.4 million to federal candidates who believe in free enterprise, and sending merit shop champions to Congress and the White House. ABC PAC contributed to 210 winning races, with a win rate of 85%, and conducted seven independent expenditure ad campaigns in key districts.

pac.abc.org

FEA Invests \$5 Million To Educate Voters



During the 2023-2024 election cycle, ABC's Free Enterprise Alliance raised nearly \$6 million and invested over \$5 million in issue advocacy and,

separately, get-out-the-vote campaigns promoting the values of the merit shop construction industry. FEA launched issue ad campaigns in 24 states, generating over 100 million impressions among key voters. Thanks to FEA, ABC is a powerhouse when it comes to educating members, the public and elected officials about the importance of fair and open competition in construction.

freeenterprisealliance.org

ABC Hits the Airwaves To Defend Merit Shop Priorities

On Oct. 25, ABC President and CEO Michael Bellaman explained ABC's endorsement of President-elect Donald Trump on Fox Business, touting his support fair and open



competition and workers' choice to work in a nonunion environment, as well as Trump's opposition

to the Protecting the Right to Organize Act. Trump thanked ABC for its endorsement from the stage during a campaign rally in Duluth, Georgia, on Oct. 23. ABC lobbyists Ben Brubeck and Liam Donovan also appeared on Fox Business to denounce project labor agreement mandates and support extension of Tax Cuts and Jobs Act provisions.



ABC Connects Members With Elected Leaders

ABC hosted 521 lawmaker visits with members of Congress in 2024 to showcase merit shop construction success stories.



shared photos with members on X, adding that he "will always fight to make sure Florida's incredible builders and contractors have what they need to succeed and continue creating jobs!"

On July 24, U.S. Sen. Rick Scott, R-Fla., met with ABC Florida Gulf Coast members to discuss the construction industry at the chapter office. Following the meeting, Sen. Scott



Sons is transforming 1,200 acres into a premier destination featuring a 262-room resort with views of the Ozark Mountains and Table Rock Lake set to open in late 2026.

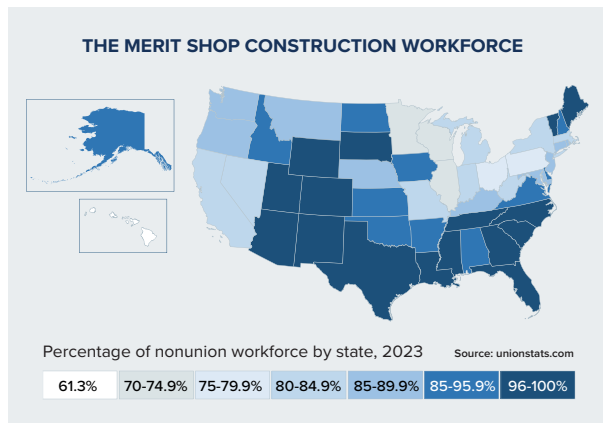
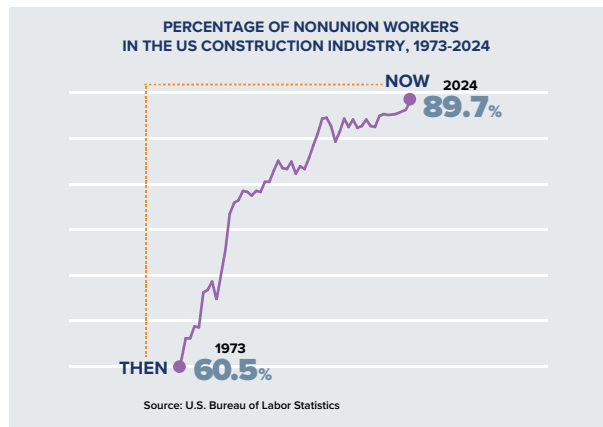
On Oct. 18, U.S. Rep. Eric Burlison, R-Mo., visited with ABC Heart of America members at Silver Dollar City, where Emery Sapp &



On Oct. 29, U.S. House Majority Leader Steve Scalise, R-La., National Republican Campaign Committee Chair Richard Hudson, R-N.C., and eight other Republican members of Congress joined former Michigan state Sen. Tom Barrett, R-Charlotte, for a fundraising event and a tour of ABC's Michigan Construction Academy. Rep. Barrett went on to win one of the most competitive House races in the country.

The Merit Shop Construction Workforce Continues To Grow in 2024

The Biden administration's numerous policy schemes benefiting construction unions have not reversed steady declines in union market share. A record 89.7% of construction workers—nearly 8 million—did not belong to a union in 2024. In 29 states, at least 90% of workers in the private construction industry did not belong to a union.



ABC Testifies Before Congress To Support Fair and Open Competition, Workforce Development

On June 27, ABC Vice President of Regulatory, Legal and State Affairs Ben Brubeck and Aric



Dreher of ABC member Cianbro Corp., Pittsfield, Maine, testified before a U.S. House of Representatives subcommittee calling on Congress to pass

the Fair and Open Competition Act and reject the Biden administration's discriminatory project labor agreement mandates. On Jan. 18, ABC Executive



Committee member Brandon Mabile of Performance Contractors, Baton Rouge, Louisiana, testified before a U.S. House subcommittee on ABC's successes

educating craft and management professionals using innovative and flexible learning models to build a safe, skilled and productive workforce.

abc.org/pla | abc.org/workforce



Senate Axes Biden NLRB Chair Renomination

An all-out campaign to quash the renomination of President Joe Biden's National Labor Relations Board chair,

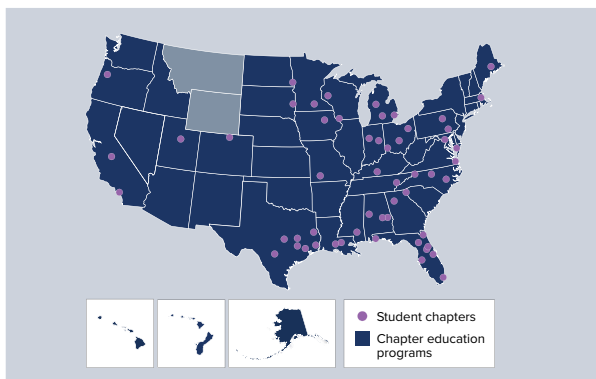
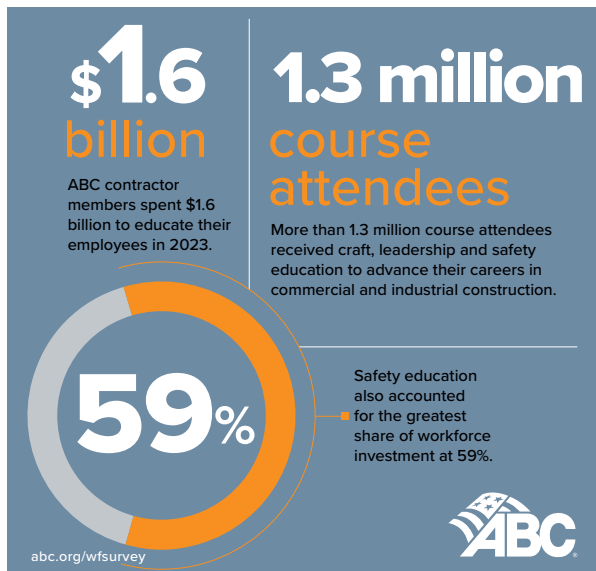
Lauren McFerran, successfully preserved the seat to be filled by President Donald Trump in 2025. ABC, its members and the ABC-led Coalition for a Democratic Workplace advocated fiercely against her nomination to a third term so that the NLRB can begin to redirect federal labor policy in a more balanced direction on issues including the joint-employer standard, card-check union and employer rights in union elections.

abc.org/action | myprivateballot.com

DEVELOP PEOPLE

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

ABC Members Invest \$1.6B in Workforce Development



ABC Chapters Expand the Talent Pipeline

ABC's 67 chapters and their affiliates offer 800 apprenticeship, craft, safety and construction management education programs—including 450 government-registered apprenticeship programs—across the country. The National Student Chapter Network, which connects local ABC chapters to colleges and universities with construction management degree programs, grew to 60 in 2024 with two new chapters: Minnesota State University, Mankato, affiliated with ABC Minnesota/North Dakota, and Oregon State University, Corvallis, affiliated with ABC Pacific Northwest.

abc.org/workforce

ABC Awards Trimmer Grants for Workforce Development Initiatives



Members contributed more than \$520,000 in 2024 to the Trimmer Construction Education Fund, which awarded grants to the Empire State (pictured), Metro Washington, Northern California, Southern California and Western Washington chapters to

support their efforts to develop a skilled, safe and sustainable workforce. TCEF also contributed to the ACE Mentor Program, suicide prevention training, virtual reality simulators, the Construction Management Competition and the National Craft Championships.

abc.org/trimmer

ABC Defends Merit Shop Workforce Priorities in Major Media

ABC leaders voiced support for key worker freedoms enjoyed by the nearly 90% of the construction workforce that does not belong to a union. In dozens of interviews on CNBC, Fox Business, Fox News, Univision and more, ABC



Ben Brubeck, ABC vice president of regulatory, labor and state affairs, on Fox Business and Annie Mercias-Murphy, president of ABC member JA&M Developing Corp., Pembroke Pines, Florida, on Univision.

voiced its opposition to project labor agreement mandates that box out nonunion workers, the Protecting the Right to Organize Act that takes away basic worker freedoms and the value of industry-driven apprenticeship training.

abc.org/workforce

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ABC Names Construction Workforce Awards Winners



Craft Professional of the Year

Joseph Ahrens, HPS Plumbing Services, ABC San Diego Chapter



Craft Instructor of the Year

Paul Asselin, Gould Construction Institute Instructor, ABC Massachusetts Chapter



Young Professional of the Year

Mike Menke, FCI Constructors Inc., ABC Rocky Mountain Chapter

abc.org/cwa

National Craft Championships Features Top Craft Professionals



The 35th annual NCC competition showcased the skills and expertise of the nation's top craft professionals—190 in total—vying for medals in 16 competitions. NCC also featured a team competition with journey-level craft professionals from different trades working to complete a joint project.

abc.org/ncc

Clemson Wins Construction Management Competition



Clemson University was named the overall winner of the 2024 competition out of 25 teams of

students from colleges and universities nationwide. Clemson, an ABC Carolinas student chapter, earned the highest cumulative points in the five competition categories. The teams completed the same construction management project, focused on renovation work and new construction at the Fort Lauderdale Aquatic Center. Pennsylvania College of Technology, ABC Keystone chapter, was named the 2023 Student Chapter of the Year.

abc.org/cmc



Kwest Named ABC Contractor of the Year

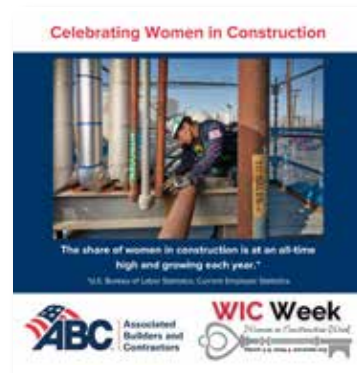
ABC named Kwest Group, headquartered

in Perrysburg, Ohio, its 2024 Contractor of the Year. The COTY award recognizes member companies for corporate integrity and commitment to safety, professional development and workforce development. Founded in 2003, Kwest Group has grown from a small regional civil contractor in northwest Ohio into an employee-owned heavy contractor that is licensed to work in 41 states, specializing in energy/renewables, petrochemical/industrial, rail and federal/public markets.

constructionexec.com/kwest

Industry Celebrates Leading Women in Construction

During Women in Construction Week, March 3-9, ABC celebrated the achievements of women leaders. ABC members comprised more than half of the 31 honorees in Construction Dive's 2024 Construction Champions, selected from over 400 entries of extraordinary women who are shaping the industry.



ABC and Transfr Deliver Virtual Reality Experience for Future Workers

ABC and Transfr VR created a pilot program that will offer construction career awareness simulations for chapters to use during their industry outreach and engagement events. The program provided 25 Meta headsets and associated licensing at



no cost to participating chapters. The \$50,000 program is supported by two \$25,000 grants from ABC's Expanding Apprenticeship Fund and Trimmer Construction Education Fund.

Shaping the Future of Construction Workforce Benefits

The Contractors Plan has over 40 years of experience, and we leverage our expertise to help merit-shop contractors who do prevailing wage work provide benefits such as medical, specialty, and retirement plans to their employees.



THE
Contractors
PLAN®
Provided by Fringe Benefit Group

thecontractorsplan.com

512-328-1519

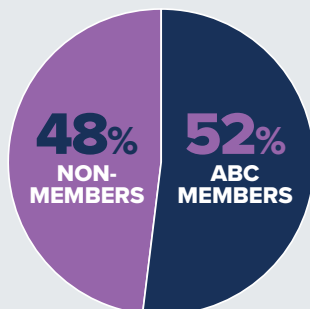
WIN WORK

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

ABC Members Won More Than Half of Large Federal Contracts by Value

In fiscal year 2024, ABC members won \$7.8 billion in federal contracts of \$35 million or more—52% of the total value. During fiscal years 2009-2024, ABC members won 54% of the value of federal contracts of \$35 million or more, totaling \$119 billion. ABC advocates for legislation, regulatory relief and executive action to ensure all of the construction industry is welcome to bid on public works projects free from government-mandated project labor agreements, which discriminate against merit shop bidders.

PERCENT OF THE VALUE OF FEDERAL CONTRACTS OVER \$35 MILLION, 2024



ABC Litigates the Biden Federal PLA Rule

In 2024, ABC and its Florida First Coast chapter filed a lawsuit in U.S. District Court in Jacksonville, Florida, against Biden's rule mandating project labor agreements on federal construction projects of \$35 million or more. Litigation is ongoing. In a separate lawsuit filed in 2024, ABC celebrated a decision from the U.S. Court of Federal Claims in favor of federal contractor ABC members that filed bid protests challenging a dozen federal agency PLA mandates. While the Biden PLA rule remains in place, ABC federal contractors continue to file bid protests challenging Biden's PLA rule pending a favorable legal decision or a change in policy by the Trump administration.

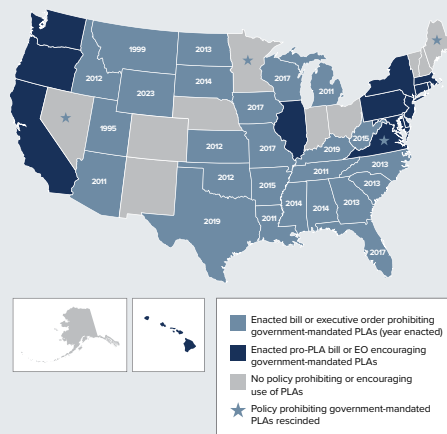
[TheTruthAboutPLAs.com](https://www.thetruthaboutplas.com)

Half of US States Welcome Fair and Open Competition on Taxpayer-Funded Construction Projects

The 25 states that prohibit government-mandated project labor agreements have collectively protected \$1.35 trillion of state and local construction projects from excess costs and red tape since 2007. Merit shop opponents in Michigan again failed to repeal the state's fair and open competition law in 2024.

[TheTruthAboutPLAs.com](https://www.thetruthaboutplas.com)

25 STATES ENSURE FAIR AND OPEN COMPETITION



ABC Names 2024 Top Performers



The sixth annual Top Performers lists recognized ABC members' achievements in safety, quality, diversity, project excellence and special designations, ranked by work hours. This 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



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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

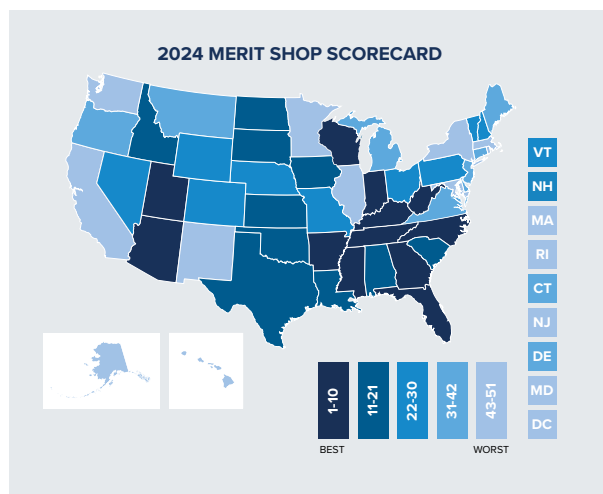


or visit <https://qr.mke.tl/265wg>

Wisconsin Leads ABC's 10th Annual Merit Shop Scorecard

Wisconsin is the No. 1 state for construction, according to ABC's 2024 Merit Shop Scorecard. Wisconsin earned high scores for policies prohibiting government-mandated project labor agreements, ensuring market-driven wages on public works jobs, protecting workers with its right-to-work law, sustained job growth and a workforce development pipeline that meets labor demand. Arkansas, Kentucky, West Virginia and Florida rounded out the top five states, in ranking order.

meritshopscorecard.org



Nearly 600 ABC Members Achieve AQC Accreditation

ABC's Accredited Quality Contractor credential 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 597 AQC members performed work across 24 different NAICS designations at annual volumes ranging from less than \$2 million to nearly \$7 billion and total annual work hours of just less than 17,000 to over 40 million in 2024.

abc.org/aqc



ABC Users Summit Convenes Contractors and Owners

The 11th
annual ABC
Users Summit

provided a 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 cybersecurity, delivery models and contracts, artificial intelligence, how to attract and retain the best talent and the latest economic outlook. American Electric Power, BASF Corp., the MD Anderson Cancer Center, Proctor & Gamble and the University of Texas at Austin were among the users represented.

userssummit.abc.org

ABC Members Are Putting the Best Talent on the Field To Win More Work

Career opportunities should be created and made available to all Americans, where individuals are limited only by their own potential and desire to succeed. At the 34th annual Excellence in Construction® Awards, ABC honored Interstates, John B. Cruz Construction Co. Inc. (pictured), Turner Construction Co. and United Rentals Inc. for their exemplary leadership in their company, workforce, supply chain and community with best-in-class recruitment policies, retention practices and training and mentoring programs, and recognized their best practices welcoming talent from across the country to build America.

abc.org/eic





Committed to Construction Safety

Contractors face new challenges every day – from changing risk exposures and emerging technologies to labor shortages and supply chain issues. That’s why CNA’s dedicated Construction team creates tailored insurance solutions that address each contractor’s unique and evolving needs.

To learn more, contact your independent agent or scan the QR code.



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HEALTH AND SAFETY

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

2024 Safety Performance Report: STEP Diamond Members Are Nearly 6 Times Safer Than the Industry Average

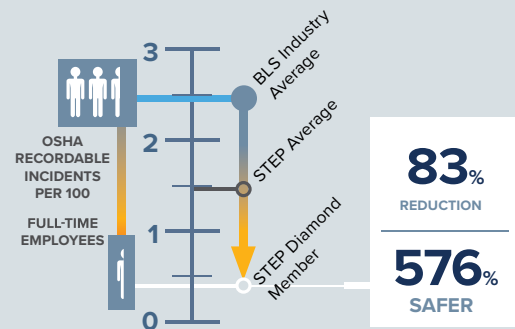


The best-performing participants in ABC's STEP Safety Management System® lowered their total recordable incident

rate by 83% compared to the U.S. Bureau of Labor Statistics construction industry average, according to data gathered from ABC members recording more than 900 million hours of work in building construction, heavy and civil engineering construction and specialty trades in 2023.

abc.org/spr | abc.org/step

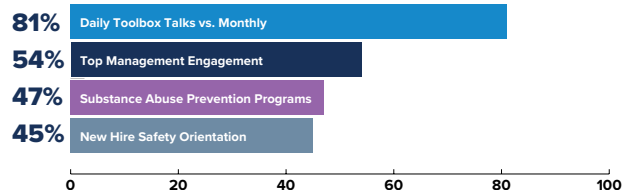
TOTAL RECORDABLE INCIDENT RATES: STEP VS. THE US BUREAU OF LABOR STATISTICS INDUSTRY AVERAGE



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

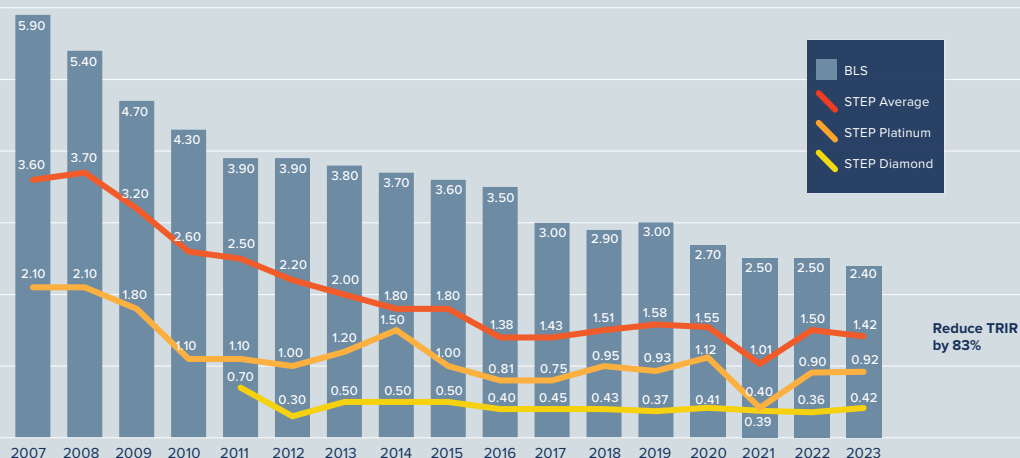
ABC Reveals Foundations of Industry-Leading Safety Performance

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 2024 Safety Performance Report.



STEP Participants Continue To Outperform Industry Average in Jobsite Incident Rates

ABC'S STEP DIAMOND MEMBERS ACHIEVED AN AVERAGE TOTAL RECORDABLE INCIDENT RATE OF 0.42 IN 2023, WHILE THE BLS INDUSTRY AVERAGE WAS 2.40



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

ABC Commits to Recovery-Friendly Workplaces at White House Event



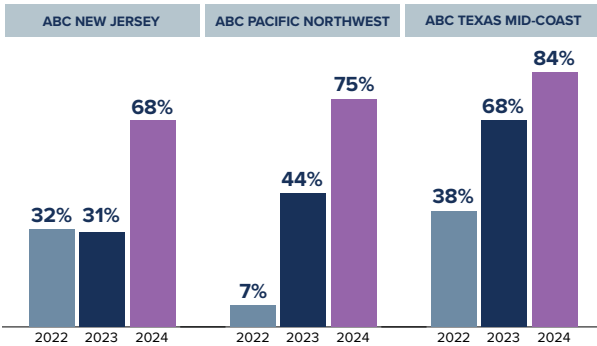
Greg Sizemore, ABC vice president of HSE and workforce development, participated in a roundtable discussion for leading corporations, business groups and government leaders at the White House in Washington, D.C., on Sept. 18 to highlight the importance of recovery-ready and recovery-friendly workplaces and share best practices such as ABC's Total Human Health Initiative. ABC committed to achieve Recovery-Friendly Workplace Certification, incorporate the certification into ABC's STEP Safety Management System® and encourage its chapters and members to become certified.

abc.org/totalhumanhealth

ABC Chapters Set Records for STEP Participation

ABC Texas Mid-Coast achieved the highest level of contractor member participation in ABC's STEP Safety Management System® in 2024, at 84%. ABC Pacific Northwest drove participation to 75%, a nearly tenfold increase since 2022, and ABC New Jersey more than doubled participation to 68% in 2024. ABC's 67 chapters play a key role in educating members about the positive impact of implementing best practices to achieve industry-leading health and safety performance through STEP.

abc.org/step



ABC Promotes Suicide Prevention Awareness

The VitalCog training program helps construction workers understand how to prevent suicide by creating a forum for dialogue and critical thinking about workplace mental health challenges—and

VitalCog
suicide prevention in construction

One-Hour Training

No cost to attend!

Tuesdays at 11 a.m. ET | Choose one session: Sept. 17 or 24

Contact Haley Moyers at moyers@abc.org to register

developing help-seeking and help-giving skills. Since 2022, ABC has delivered VitalCog at 47 chapters, training nearly 2,600 people (nearly 1,200 in 2024 alone), and hosted free weekly webinars during Suicide Prevention Month in September. ABC also worked with the American Foundation for Suicide Prevention's Talk Saves Lives Work Group in 2024 to enhance AFSP's flagship suicide prevention program and participated in media interviews, podcasts and roundtables to raise awareness of the importance of mental health. ABC is a founding member of the Construction Industry Alliance for Suicide Prevention.

abc.org/totalhumanhealth

14K Companies Pledge To Eliminate Substance Abuse on Jobsites

The Construction Coalition for a Drug- and Alcohol-Free Workplace registered more than 14,000 pledges to implement an effective substance abuse policy and work toward eliminating substance abuse-related incidents on jobsites, including the signatures of all 67 ABC chapters. ABC was a founding member of the coalition.

drugfreeconstruction.org

14059 PLEDGES MADE

Take The Pledge

DRUG- AND ALCOHOL-FREE WORKPLACE

Pledge Why Partner? Resources Safety Week About Us

ETHICS AND COMPLIANCE

ABC fights regulatory overreach and helps its members understand and comply with local, state and federal rules. The Biden administration burdened the regulated community with \$1.4 trillion in regulatory costs and nearly 80 million hours of paperwork in 2024, according to regrodeo.com.

Learn more at

abc.org/regroundup | abc.org/newsline | abc.org/webinars

ABC ACTIONS	STATUS	DESIRED OUTCOMES
USE OF PLAs FOR FEDERAL CONSTRUCTION PROJECTS FINAL RULE FAR COUNCIL <ul style="list-style-type: none"> Met with regulators Supported member bid protest lawsuits Assisted with PLA survey responses Created grassroots materials Supported legislative efforts Led coalition Hosted webinar Filed a federal lawsuit abc.org/pla	<ul style="list-style-type: none"> The Federal Acquisition Regulatory Council's December 2023 final rule requiring project labor agreements as a condition of winning federal construction projects of \$35 million or more took effect on Jan. 22, 2024. On Jan. 19, 2025, the U.S. Court of Federal Claims ruled in favor of ABC members that filed bid protests, ordering federal agencies to remove the mandate from the relevant solicitations but leaving the final rule in place. 	<p>ABC opposes Biden's illegal final rule and its imposition of anti-competitive and inflationary government-mandated PLAs on federal contracts and strongly urges President Donald Trump to overturn this discriminatory policy. All contractors should have a fair opportunity to compete for taxpayer-funded construction projects.</p>
DAVIS-BACON EXPANSION FINAL RULE DOL <ul style="list-style-type: none"> Met with regulators Developed compliance resources Supported legislative efforts Worked with coalitions Hosted webinar Filed ongoing legal challenge in 2023 abc.org/davisbacon	<ul style="list-style-type: none"> On June 24, in response to a lawsuit by Associated General Contractors, a Texas court granted a nationwide preliminary injunction blocking a limited number of provisions in the U.S. Department of Labor's final rule that expanded the Davis-Bacon Act. In 2023, ABC and its Southeast Texas chapter filed a lawsuit in a Texas court seeking to overturn the rule, which is ongoing. 	<p>ABC opposes the final rule, which exacerbates longstanding problems with prevailing wage regulations by undoing prior reforms and unlawfully expanding coverage of prevailing wage requirements onto new projects and industries. ABC will continue to seek to overturn the inflationary and burdensome rule through the courts and legislative efforts.</p>
NATIONAL APPRENTICESHIP SYSTEMS ENHANCEMENT PROPOSED RULE—WIN DOL <ul style="list-style-type: none"> Met with regulators Submitted comments Surveyed members Developed compliance resources Hosted webinar 	<ul style="list-style-type: none"> On Jan. 17, the DOL published a controversial proposed rule that would have made significant revisions to the National Apprenticeship System. On Dec. 2, the Office of Information and Regulatory Affairs announced that the pending final rule had been withdrawn. 	<p>ABC is pleased that the DOL withdrew this rule following extensive opposition from ABC and industry partners. This proposal would have discouraged employer participation in the government-registered apprenticeship system by adding more costly bureaucracy and paperwork requirements and eliminating flexible competency-based approaches to workforce development.</p>
HEAT INJURY AND ILLNESS PREVENTION IN OUTDOOR AND INDOOR SETTINGS PROPOSED RULE DOL <ul style="list-style-type: none"> Met with regulators Surveyed members Submitted comments Worked with coalitions Hosted webinar 	<ul style="list-style-type: none"> In 2021, OSHA issued its Advance Notice of Proposed Rulemaking on Heat Injury and Illness Prevention in Outdoor and Indoor Work Settings, which requested information on how to implement regulations to protect workers from hazardous heat. In August 2024, OSHA published its proposed rule; the status of a final rule is unclear. 	<p>ABC strongly supports worker health and safety and protection from heat injury and illness. Throughout the rulemaking, ABC urged OSHA to focus on the key concepts of "water, rest, shade" and provide needed flexibility. Unfortunately, the proposal imposes prescriptive, complicated requirements on employers, limiting flexibility, which could weaken contractor efforts to prevent heat stress for workers.</p>

ABC ACTIONS	STATUS	DESIRED OUTCOMES
WORKER WALKAROUND REPRESENTATIVE DESIGNATION PROCESS FINAL RULE DOL <ul style="list-style-type: none"> Met with regulators Submitted comments Hosted webinars Supported legislative efforts Worked with coalitions Filed legal challenge 	<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 during site inspections, regardless of whether the workplace is unionized or not. OSHA published the final rule in April 2024 and it went into effect on May 31. In May, ABC joined the U.S. Chamber of Commerce and a coalition of business groups in filing a lawsuit challenging the final rule. The litigation is ongoing. 	<p>ABC opposes the final rule because it does nothing to promote workplace health and safety. OSHA can have a bigger impact on jobsite safety by fostering positive partnerships with employers and promoting safety practices that produce results.</p>
JOINT-EMPLOYER FINAL RULE—WIN NLRB <ul style="list-style-type: none"> Participated in SBA listening session Submitted comments Supported legislative efforts Created grassroots materials Hosted webinar Worked with coalition Filed legal challenge 	<ul style="list-style-type: none"> In 2023, the National Labor Relations Board published a final rule that greatly expanded joint-employer liability under the National Labor Relations Act. In November 2023, ABC joined the U.S. Chamber of Commerce and a coalition of business groups in challenging the final rule. In March 2024, a federal court vacated the 2023 final rule. The ABC-supported 2020 final rule, which provides clear criteria for companies to apply when determining their joint-employer status, remains in effect today. 	<p>ABC is pleased the court blocked the NLRB's radical and overbroad joint-employer standard, which would have disrupted long-established, efficient operational processes in construction. Because the ABC-supported 2020 final rule remains in effect, contractors can better work and coordinate with multiple employers without fear of being unexpectedly and unfairly found to be joint employers.</p>
OVERTIME FINAL RULE—WIN DOL <ul style="list-style-type: none"> Met with regulators Created grassroots materials Surveyed members Submitted comments Supported legislative efforts Hosted webinar Worked with coalitions Filed legal challenge 	<ul style="list-style-type: none"> In April 2024, the DOL issued a final rule that increased the minimum annual salary level threshold for exemption to \$43,888 on July 1, and it was scheduled to increase to \$58,656 on Jan. 1, 2025. In May, ABC joined a coalition of business groups in filing a lawsuit against the final rule, and a Texas federal court vacated it in November. The litigation is ongoing. 	<p>The court's decision is the correct one, and an important win for ABC members and the rest of the regulated community. The 2024 final rule would have disrupted the construction industry, harming small businesses, restricting employee workplace flexibility in setting schedules and hours and limiting career advancement opportunities.</p>
EMPLOYEE OR INDEPENDENT CONTRACTOR CLASSIFICATION UNDER THE FAIR LABOR STANDARDS ACT FINAL RULE DOL <ul style="list-style-type: none"> Met with regulators Submitted comments Supported legislative efforts Worked with coalitions Hosted webinar Filed legal challenge 	<ul style="list-style-type: none"> In January 2024, the DOL issued a final rule that rescinded the commonsense, ABC-supported 2021 final rule, which simplified and clarified the factors for determining whether a worker is an employee or an independent contractor under the Fair Labor Standards Act, and replaced it with a confusing multifactor analysis. The rule went into effect on March 11. ABC, its Southeast Texas chapter and other stakeholders are litigating the 2024 final rule, arguing that it is unlawful and a violation of the Administrative Procedure Act. 	<p>Replacing the commonsense 2021 final rule was the wrong move by the Biden DOL. The 2024 final rule is confusing, vague and unworkable and will harm construction workers classified as independent contractors because they will lose crucial opportunities for work. Further, the difficult-to-interpret standard strips independent contractors of basic freedoms and rights to choose how they work.</p>

PROFITABILITY

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

ABC Insurance Trust Launches First National Healthcare Captive



The ABC Insurance Trust launched the first national healthcare captive for the U.S. construction industry in 2024, and ABC members are already realizing significant savings with enhanced employee benefits. The trust supports ABC members with tailored benefits programs and expanded expertise in prevailing wage compliance and retirement solutions, helping members attract top talent and strengthen their employee value proposition in today’s competitive landscape.

abcinsurancetrust.org

Economic Analysis: ABC Contractor Confidence Surges Following November Elections

ABC’s Construction Backlog Index finished 2024 down 0.3 months from December 2023, but its Construction Confidence Index remained extraordinarily elevated in December. ABC also produces monthly analysis of spending, employment, job openings and materials prices to help members understand the changing economic landscape.

abc.org/economics

ABC Members Saved \$31M With Business Discount Programs

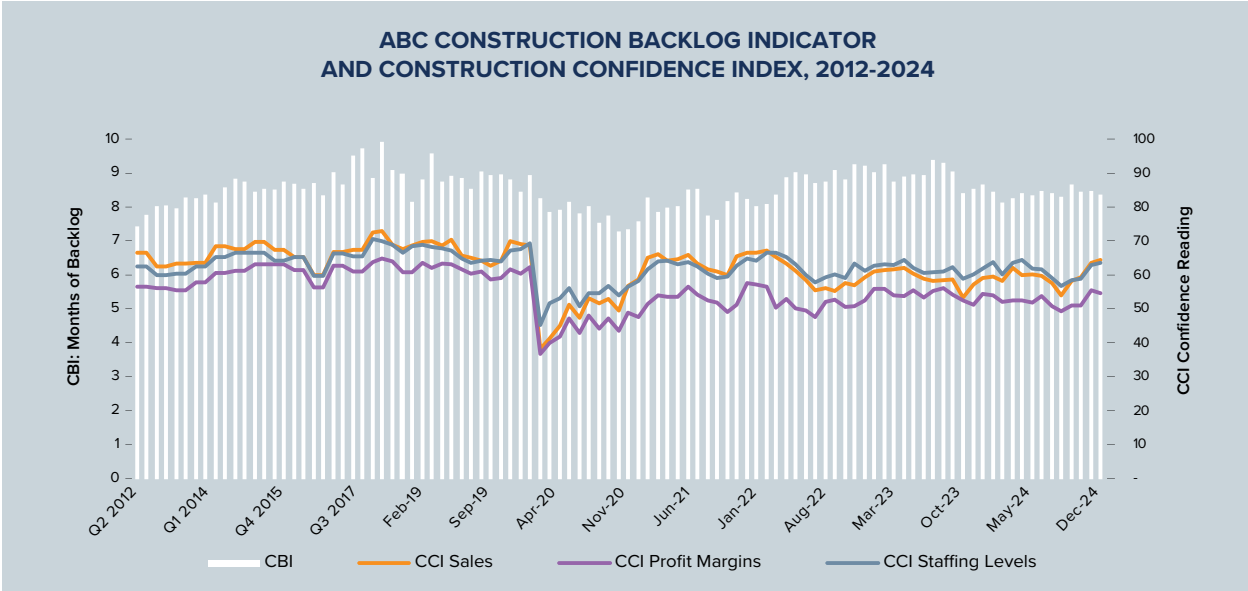
Membership can pay for itself with ABC business discounts, including new programs launched with industry leaders HP, Avis-Budget and ACE Hardware in 2024. Members can also take advantage of savings on innovative digital solutions through the Tech Marketplace.

abc.org/discounts | abc.org/techmarketplace



Find and Do Business With ABC Members

In 2024, members performed 27,000 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. ABC hosts national and local networking and collaboration opportunities throughout the year, including a convention, users' summit, legislative fly-in, leadership institute and peer groups.

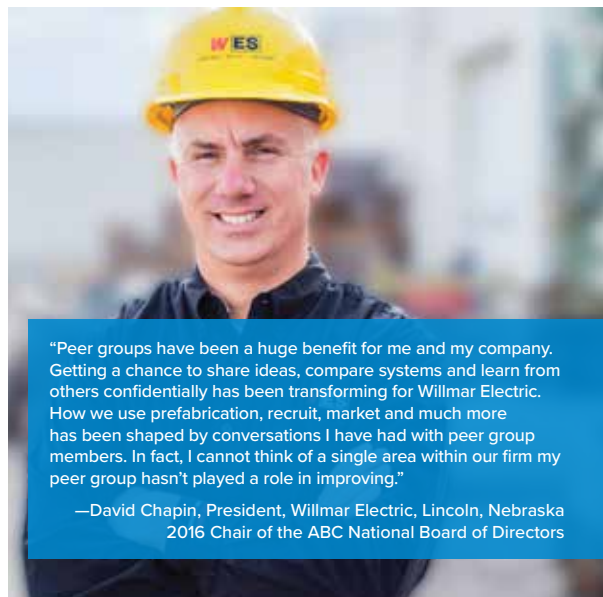
FindContractors.com |

abc.org/strategicpartners | abc.org/events

Peer Groups: A Top Member Benefit

ABC's peer groups offer like-minded business owners an environment conducive to sharing ideas and discussing business opportunities and challenges—all with the goal of improving their businesses. Peer groups consist of six to 10 noncompeting members with similar annual revenues and are currently available for drywall, electrical, general and mechanical contractors. The value of the peer groups is so high that it is a top reason for membership renewal, and the number of groups has doubled since 2022.

abc.org/peergroups



ABC Hosts 9 Construction Tech Events Around the Country

Members of 13 chapters learned about prefabrication, modular construction, cybersecurity, jobsite safety, artificial intelligence and emerging construction technologies at events in Alabama, California, Florida, Maryland, Pennsylvania, Texas, Virginia and Washington. The events featured live demonstrations of emerging construction

technologies by exhibitors and sessions with leading industry experts.

abc.org/techevents



ABC Releases AI Technology Report and Guide

ABC's fourth annual construction technology report includes thought leadership from ABC's Tech Alliance—15 firms that deliver value through technology webinars, beta testing and thought leadership—and a case

study to strengthening members' understanding of artificial intelligence in construction. ABC's AI Resource Guide includes definitions, use cases and software solutions to ensure contractors can be active participants in the AI conversation.

abc.org/techreport | abc.org/techalliance



Construction Executive Magazine Launches New Website

CE provides insights on achieving peak business performance and tells the stories of leaders who excel in the merit shop construction industry. The award-

winning, completely redesigned constructionexec.com features extensive search capabilities, short- and long-form stories and interactive resources such as CE's Top Accounting, Top Law and Top Tech rankings.

constructionexec.com

COMMUNITY

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



Knobelsdorff Puts Boots on the Ground for Hurricane Recovery

When hurricanes Milton and Helene devastated

communities in Florida and the Carolinas, ABC members and chapters donated funds, equipment and their unique talents to rebuilding homes, businesses and lives. ABC Minnesota member Knobelsdorff, a 35-year-old national electrical contractor and Accredited Quality Contractor based in Goodhue, deployed 35 employees to North Carolina for three weeks to assist with disaster recovery. The team arrived on Nov. 4 with semitrucks loaded with generators, tools, dehumidifiers and fans to provide electrical service work and infrastructure repairs, clear debris, assist with mud and mold removal from homes and distribute donations from members and business partners to families in need. Knobelsdorff also coordinated a donation drive in multiple locations in Minnesota to collect cold-weather gear desperately needed by families facing the onset of winter.

constructionexec.com/knobelsdorff

The ABC Cares Foundation Gives \$50,000 to Construction Workers Affected by Natural Disasters

The ABC Cares Foundation and ABC's Florida Gulf Coast chapter gave \$50,000 in "Red Tape-Free Relief" to support construction workers who experienced significant losses due to hurricanes



2024 recipients of Red Tape-Free Relief from the ABC Cares Foundation.

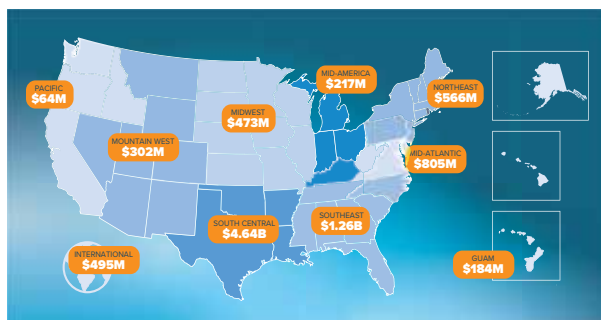
Helene and Milton. The funds provided immediate assistance to address property damage, loss of income and other challenges without administrative obstacles to ensure workers could stay in the region and continue their essential work rebuilding communities.

abccares.org | abcflgulf.org



ABC Members Support Families of Bridge Collapse Victims

ABC members donated generously to help the families of the victims of the Francis Scott Key Bridge collapse in Baltimore on March 26. ABC's Chesapeake Shores, Greater Baltimore and Metro Washington chapters teamed up with the Construction Angels charity to raise more than \$80,000 from members and individuals. ABC members also gave to a drive coordinated by ABC Florida East Coast's ABC Cares Foundation, bringing the total amount raised for the families to more than \$100,000.



Excellence in Construction Awards Honor 91 Projects Worth a Total of \$9 Billion

In 2024, ABC honored 91 merit shop construction projects for quality, complexity, 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



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DAVID PUGH

2025 Chair of the ABC National Board of Directors

What an exciting time to be a member of Associated Builders and Contractors! This year, ABC celebrates its 75th anniversary—75 years of building America

the merit shop way. Now over 23,000 members strong in 67 chapters nationwide, ABC wants the ABC story told, shared and remembered.

Before looking to what's next, it's important to understand where we've come from. In 1950, seven men met to organize an association that would promote and protect a new way of doing business in the construction industry. Three nonunion general contractors, one nonunion subcontractor, one union subcontractor, a nonunion homebuilder and an architect/developer started ABC. ABC's four founding principles, authored by John Trimmer, ABC's first chief executive officer, may be summarized as follows:

- Construction contracts should be awarded to the lowest responsible bidder through fair and open competition, regardless of union or nonunion affiliation.
- Employers have rights that must be respected, including policies and procedures intended to promote efficiency and productivity.
- Employees have rights that must be respected, including the right to join or not join a union, and should be rewarded based on their skills and merit.
- Discrimination based on race, color, nationality, sex, religion or creed is contrary to the spirit of our country and harmful to our nation both morally and economically.

That's it. And that's what still makes us great today.

From the beginning, ABC was open to all, whether general contractor or subcontractor, associate or supplier, union or nonunion, and without regard to race, ethnicity or gender. The only requirements are unwavering commitment to creating and preserving open competition and free markets and dedication to promoting and rewarding excellence in performance—that is, merit.

ABC had a record year in 2024. Six years of year-over-year membership growth. Record amounts raised for ABC PAC to support merit shop candidates and, separately, for FEA to advocate for policies that support ABC's founding principles.

Record participation in STEP,[®] ABC's industry-leading health and safety management system, and record levels of workforce training via more than 1,000 unique point-of-entry programs across the country.

This year, ABC will continue to raise the bar in all areas of performance. But ABC will also remember the sacrifices of all those who worked so hard to get us where we are today during 75 long years.

Congratulations, ABC, on 75 years of building America! Just imagine what we'll do in the next 25.



2025 EVENTS

Celebrate the merit shop construction industry and connect with leaders at ABC events for members and chapter staff throughout the association's 75th anniversary 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.

abconvention.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 Construction Project Owners 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.

summit.abc.org

ABC Leadership Institute

Engage in 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 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 ONE Conference | ABC Chapter Presidents Management Conference

Engage in professional development designed for staff from ABC's 67 chapters, created to equip staff and leaders to deliver on ABC's value proposition to its more than 23,000 member companies.

one.abc.org | cpmc.abc.org

abc.org/events



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YOUR EQUIPMENT
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Celebrate 75 in 2025!