2024-2025

ABC MEMBERS BUILD AMERICA



abc.org

TABLE OF CONTENTS

What Is ABC?	3
ABC Helps Its Members	
Develop People	6
Win Work	15
Achieve Industry-Leading Safety	28
Practice Ethics and Compliance	33
Increase Profitability	36
Enhance Communities	50

ABC Has 67 Chapters Nationwide





What Is ABC?

ABC Helps Its Members









Safely | Ethically | Profitably

Associated Builders and Contractors is a national construction industry trade association established in 1950 that represents more than 23,000 members.

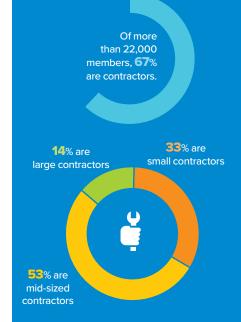
Founded on the merit shop philosophy, ABC and its 67 chapters help members develop people, win work and deliver that work safely, ethically and profitably for the betterment of the communities in which ABC and its members work.

abc.org

Who Are ABC Members?

- Construction and industry-related firms
 representing all specialties within the U.S.
 construction industry, primarily those focused on
 the industrial and commercial sectors.
- Champions of fair and open competition that are committed to delivering high-quality, safe construction projects that are awarded to the most qualified bidder based on merit, not mandates or political favoritism.

ABC members build America. ABC members have been setting the standard for safety, performance and integrity in the construction industry since 1950, and every day we continue to raise the bar. ABC welcomes other like-minded contractors committed to excellence and delivering high-value, high-quality projects on time and on budget to join us.





ABC HELPS ITS MEMBERS DEVELOP PEOPLE

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

Reentering citizens

Women and minorities

Active military/ veterans

ABC is reaching out to share career opportunities in the construction industry with:

K-12 students

High school graduates

Community college/ university graduates

In 2023, ABC member contractors invested \$1.6 billion in workforce development to educate more than 1.3 million employees. **ABC** chapters have over 300 entry point programs into the industry nationally.

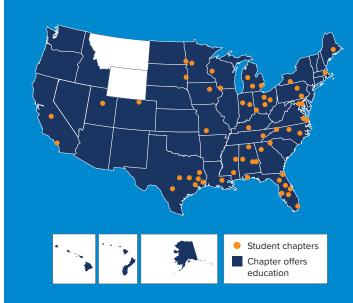
abc.org/wfsurvey

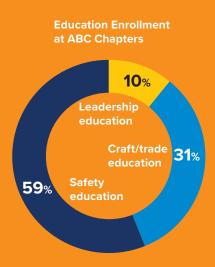
Educating the Skilled Workers of Tomorrow

ABC's 67 chapters and their affiliates provide more than 800 apprenticeship, craft, safety and construction management education programs—including more than 450 government-registered apprenticeship programs—across the country.

Outreach initiatives include scholarship programs, relationships with universities and partnerships with education and training organizations.

Find a chapter: abc.org/chapterlocator Find a registered apprenticeship program: abc.org/grapmap





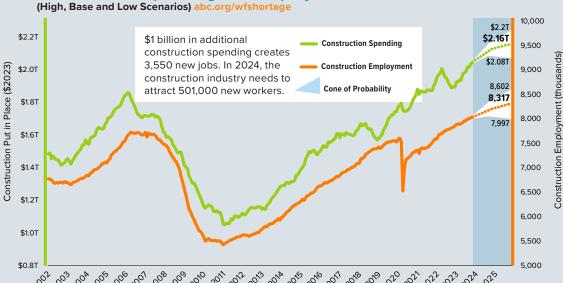
ABC Works To Elevate Careers in Construction and Build the Workforce Talent Pipeline

ABC and its 67 chapters are doing their part to upskill craft and management professionals using innovative and flexible learning models like just-in-time task training, competency-based progression, work-based learning and government-registered apprenticeships to build a safe, skilled and productive workforce.

Policymakers must commit to supporting an inclusive, all-of-the-above strategy for workforce development where workers choose their career path and employers have the freedom to choose the best way to provide value and build America.

abc.org/workforce

Construction Spending and Employment Forecast



ABC Workforce Development Programs



The ABC National Student
Chapter Network connects local
ABC chapters to colleges and
universities with constructionrelated degree programs with
the ultimate goal of building the
construction management pipeline
and mentoring future leaders of
the construction industry.

abc.org/studentchapter



The ABC Project Management Institute is a premier education and professional development opportunity for future project management leaders. This course is designed specifically to meet the needs of today's contractors and is held at ABC chapters.

abc.org/pmi



Using the 11 key components of industry leading workforce development, the WDMS is designed to focus on the four main areas of an organization's workforce program: outreach and engagement, recruitment, education and retention.

abc.org/wdms



ABC Recognition and Awards Programs



The National Craft Championships celebrate lifelong learning in the merit shop construction industry, with apprentices and craft trainees from chapter and member training programs across the country competing for national recognition in about a dozen crafts during the annual ABC convention.

abc.org/ncc



The Construction
Management Competition
promotes careers in
construction management,
featuring teams of college
students testing their skills
in project management,
estimating, safety, quality
control and presentation skills.

abc.org/cmc



Craft Professional

Craft Instructor

Young Professional

of the Yea

f the Vear

The ABC Construction Workforce Awards feature the Craft Instructor of the Year, Craft Professional of the Year and Young Professional of the Year. These individuals play crucial roles in shaping the future of the construction industry by highlighting construction as a meaningful lifelong career, emphasizing safe work practices and expanding education opportunities. The winner of each award is announced at the annual ABC convention.

abc.org/cwa





With Trimmer-funded suicide prevention training taking place at ABC chapters across the country to elevate total human health, Drew Maltese, director of health and safety at ABC Southeastern Michigan, is proudly sporting his Mental Health Champion vest.



Trimmer Construction Education Fund

The Trimmer Construction Education Fund is the premier resource for construction education funding, aggressively promoting merit shop education in the United States and providing a climate in which the industry has access to a trained, skilled, safe and sustainable workforce.

Trimmer allocates resources to drive sustainable long-term growth and competitive advantage by focusing on awareness, capacity and opportunity. Trimmer's goal is to attract, develop and retain talent through educating the public about the varied opportunities a career in the construction industry has to offer.

ABC members contribute approximately half a million dollars annually to support grants from the Trimmer Construction Education Fund that expand chapter education facilities.

abc.org/trimmer

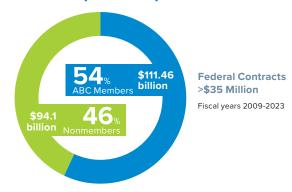
ABC HELPS ITS MEMBERS WIN WORK

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

ABC promotes and defends fair and open competition for local, state and federal government construction contracting opportunities by opposing inflationary governmentmandated project labor agreements and prevailing wage regulations while supporting right-to-work policies.

TheTruthAboutPLAs.com abc.org/policybriefs

ABC Members Win Work Through Fair and Open Competition



More than half of large federal contracts were awarded to ABC members from 2009 to 2023. In fiscal year 2023 alone, ABC members won \$5.13 billion in federal contracts of \$35 million or more.



Government-mandated PLAs steer work to unionized contractors and their unionized workforces, which represent just 10.7% of the U.S. private construction workforce, according to the latest U.S. Bureau of Labor Statistics data. Therefore, PLA requirements deny opportunity to nearly 9 out of 10 U.S. private construction workers.

ABC Opposes Government-Mandated PLAs

Anti-competitive and costly government-mandated PLAs end open, fair and competitive bidding on contracts to build taxpayer-funded construction projects.

Government-mandated PLAs discourage merit shop contractors from bidding on taxpayer-funded construction contracts and drive up costs by 12% to 20%.

An ABC-led coalition created the website

BuildAmericaLocal.com as part of a campaign to tout
the value of fair and open competition on federal and
federally assisted construction projects.

Get more #NoPLAs information at **TheTruthAboutPLAs.com**.

ABC Advances Fair and Open Competition on Taxpayer-Funded Construction Projects





No policy prohibiting or encouraging use of PLAs

Enacted bill or EO encouraging government-mandated PLAs



During fiscal years 2009-2023, \$204.3 billion in large-scale federal contracts was awarded without government-mandated PLAs. State laws have prevented GMPLAs on more than \$1 trillion worth of state and local government construction work since they were enacted.

ABC Is a Leader in Advocacy

ABC defends and advances the principles of free enterprise. ABC members can play an active role in the political process by engaging with the ABC Political Action Committee and the Free Enterprise Alliance, downloading the ABC Action app and by joining the grassroots efforts at the ABC Legislative Conference in Washington, D.C.

In the 2021-2022 election cycle, ABC's Free Enterprise Alliance raised \$4.8 million to promote merit shop priorities and spent more than \$4 million on issue advocacy—and separately—get-out-the-vote campaigns around the country. ABC PAC raised more than \$1.8 million in 2021-2022 with the help of generous ABC members.

abc.org/pac freeenterprisealliance.org abc.org/action



ABC Supports Full Repeal of the Davis-Bacon Act

In the absence of full repeal of the Davis-Bacon Act, ABC is fighting for commonsense reforms that will deliver more value to taxpayers. The U.S. Department of Labor's August 2023 final rule updating Davis-Bacon Act regulations disregarded the feedback of ABC and contractors opposing the rule's reversal of prior reforms and distortion of the prevailing wage process. In November 2023, ABC filed an ongoing lawsuit in federal court challenging the costly and

abc.org/davisbacon



ABC Recognizes Top Contractors With the Accredited Quality Contractor Credential

Exclusively for ABC members, the Accredited Quality Contractor program recognizes construction firms that annually document their commitment in five key areas of corporate responsibility: quality, safety, talent management—including inclusion, diversity and merit—craft and management education and community relations. The program serves as a holistic cultural assessment for the company, as well as a dependable business development tool. Be the best, Build with the best

abc.org/aqc



Find and Do **Business With Other ABC Members**

FindContractors.com helps members find and do business with other members. Members can search for an ABC contractor. supplier or other construction professional by name, chapter, location, sales volume or type of construction. Plus, find members that have earned an Excellence in Construction® award, participate in the STEP® Safety Management System and Accredited Quality Contractor program, have special designations and have signed the Drug- and Alcohol-Free Workplace Pledge.

















Top Performers Lists Recognize ABC Members' Achievements

ABC's annual Top Performers lists recognize members' achievements in safety, quality, diversity, project excellence and special designations, ranked by work hours. Each edition features the overall top 250 contractors as well as leading electrical, HVAC, specialty and general contractors, all of which have earned the elite Accredited Quality Contractor credential and STEP® Gold or higher, top performers in specific markets and those with special designations.

abc.org/topperformers







The National Excellence in Construction® Awards is the premier awards program for merit shop construction, recognizing the industry's most innovative and high-quality construction projects across the nation. Winning contractor firms are honored at an annual blacktie awards gala with their entire project team—owners, architects and engineers—to celebrate this prestigious achievement.

abc.org/eic



The National Safety Excellence Awards recognize companies that exhibit a continued commitment to jobsite safety and whose safety performance and programs are judged to be exemplary based on data submitted via STEP® assessments, essay questions and video interviews with company leadership about their corporate safety culture.

abc.org/nsea



The National Inclusion, Diversity and Merit Excellence Awards recognize ABC members that display exemplary IDM leadership in their company, workforce, supply chain and community through best-in-class recruitment policies, retention practices, and training and mentoring programs.

abc.org/diversity





ABC's Contractor of the Year recognizes contractor companies for corporate integrity and commitment to safety, professional development and expert craftsmanship. The winning company is honored at the Excellence in Construction® Awards gala during ABC convention.

constructionexec.com/coty

ABC National INCLUSION, DIVERSITY AND MERIT Program



Inclusion, Diversity and Merit Shop

The construction industry is changing in profound ways, but one constant remains: the need to bridge gaps in advancing inclusion, diversity and merit. At ABC, we believe that career opportunities in this nation should be created and made available to all people.

We believe in creating—and championing—conditions where individuals and organizations are limited only by their own potential and desire. This is the driving force behind the merit shop philosophy and ABC's inclusion, diversity and merit initiatives. The ABC National Inclusion, Diversity and Merit Excellence Awards recognize members that display exemplary inclusion, diversity and merit leadership in their company, workforce, supply chain and community with best-in-class recruitment policies, retention practices and training and mentoring programs.

Through the Inclusion, Diversity and Merit Initiative, the National IDM Excellence Awards and participation in Construction Inclusion Week activities, ABC supports and recognizes success in achieving a diverse construction workforce.

abc.org/diversity

ABC HELPS ITS MEMBERS **ACHIEVE INDUSTRY-**LEADING HEALTH AND SAFETY

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



Founded in 1989 as a safety benchmarking and improvement tool, STEP® has evolved into a industryleading safety management system that dramatically improves safety performance among participants regardless of company size or type of work. Participating ABC member firms measure their safety processes and policies on key components through a detailed self-assessment with the goal of implementing or enhancing safety programs that reduce jobsite incidents. Top-performing ABC members actively build health and safety into their culture, fueling the power and purpose in their people to deliver for their clients.

abc.org/step



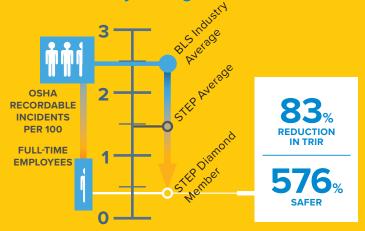
STEP Diamond Members Are Nearly 6 Times Safer Than the Industry Average

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 construction, heavy construction, civil engineering and specialty trades. ABC's annual Safety Performance Report is featured on OSHA's Using Leading Indicators to Improve Safety and Health Outcomes resource page.

abc.org/spr



ABC STEP Members Are Nearly 6 Times Safer Than the Construction Industry Average



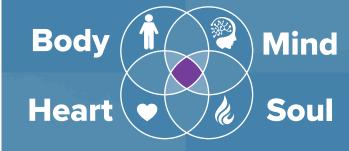
Total Recordable Incident Rate (TRIR): STEP vs. the U.S. Bureau of Labor Statistics Construction Industry Average



ABC launched its **Total Human Health Initiative** in 2023. This
critical link in the STEP® program
is designed to help members
focus and improve the complete
health, wellness and livelihood
of their employees.

We care about everyone. We are here for everyone.

If you're in crisis, call 988. 988lifeline.org | afsp.org abc.org/thh



ABC HELPS ITS MEMBERS PRACTICE ETHICS AND COMPLIANCE

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

Key Federal Regulatory Actions for the Merit Shop Construction Industry Today

Project Labor Agreement Mandates	Davis-Bacon and Related Acts	Independent Contractor	Overtime
Joint Employer	Worker Walkaround Representative Designation Process	National Environmental Policy Act	Waters of the United States
National Apprenticeship System Enhancements	Heat Injury and Illness Prevention	Ban on Noncompete Agreements	Inflation Reduction Act Mandates

Strengthening the Merit Shop

ABC works aggressively to protect member interests before Congress, regulators and the courts.

- · Testimony before Congress
- Letters to Congress
- Comments on rulemakings
- Participation in regulatory agency hearings
- · Coalitions and partnerships
- · Feasibility studies
- Member impact surveys
- · Compliance toolkits
- · Issue briefs

ABC members have access to updates, staff expertise and guidance on regulatory developments and compliance resources designed exclusively for merit shop contractors. The ABC Academy offers archived webinars and the Rapid Response Toolkit to Union Organizing.

Stay up to date on the legislative, regulatory and legal developments you need to know about through ABC's weekly member newsletter, Newsline.

abc.org/newsline abc.org/academy



ABC HELPS ITS MEMBERS INCREASE **PROFITABILITY**

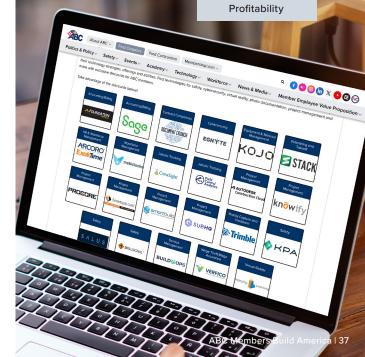
ABC helps members understand the changing business landscape, save money and work with trusted partners.



Save on Premium Technology With the Tech Marketplace

Contractors can rely on the Tech Marketplace to find technology solutions to address the most common construction needs. From pre-planning and project management to site management, safety, HR and billing, the marketplace features solutions to improve the planning and delivery of construction, each with a special member discount

abc.org/techmarketplace







Investing in Construction Innovation Through the ABC Tech Alliance

ABC's Tech Alliance was built to help ABC members work smarter through improved utilization of technology. The alliance is a hand-selected group of more than a dozen construction technology companies that add inherent value for ABC members and position ABC as a leading association for construction technology needs.

abc.org/techalliance

































Research Technology With ABC's Tech Report

Executing on ABC's commitment to industry-leading performance on jobsites requires ABC member contractors to continuously innovate. To be a top performer in safety and win and deliver more work, contractors need to keep their fingers on the pulse of innovation, ABC's annual Tech Report provides leaders with a roadmap to understand how technology and innovation can help their businesses through research on technologies currently in use and case studies on innovative solutions ABC members have implemented successfully.

abc.org/techreport

Overcome Challenges With ABC's Tech Guides

ABC helps members realize the potential of artificial intelligence, the No. 1 subject in tech, with interest growing at an astounding rate. ABC AI Guide make it easier for contractors to complete projects on time, minimize staffing challenges, save money and improve safety.

Construction is the second-largest industry being hit by cyberattacks. Members can protect sensitive information and data and achieve Cybersecurity Maturity Model Certification compliance with ABC cybersecurity resources.

abc.org/ai | abc.org/cybersecurity

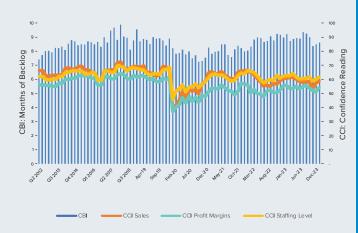


Business Management Expertise

ABC helps members stay on top of the technologies that can give them an edge in improving productivity and profitability. From digital collaboration software and BIM to high-tech accounting systems and contracts, ABC webinars, education sessions and conferences give members access to top industry experts who can help you improve your bottom line.



ABC's Construction Backlog Indicator and Construction Confidence Index, 2012-2023



Economic Analysis You Can Count On

ABC keeps you updated on key economic indicators for commercial and industrial construction.

ABC Economic Reports

- Economic Forecasts
- Construction Backlog Indicator
- Construction Confidence Index
- State-Level Industry Unemployment Rates
- Workforce Shortage
- Construction Futures Monthly Newsletter

ABC Analysis of Government Economic Data

- Construction Spending
- Construction Employment
- Producer Price Index
- JOLTS Construction Job Openings

abc.org/economics



Stay Current With Construction Executive

Construction Executive, ABC's awardwinning magazine, is the leading source for news, market developments and business issues affecting the construction industry. Designed to help its nearly 50,000 readers run more profitable and productive businesses, the CE portfolio includes a robust website, a weekly newsletter and webinars to help you understand and manage risk, technology, economics, legal challenges and more.

constructionexec.com



Employee Benefits, Built for ABC Members.

The ABC Insurance Trust provides employee benefits and a suite of construction-specific employer services exclusively for ABC members. It's always our goal to make your life easier. That's why we provide access to employee benefits programs that are lower in cost and richer in value—and why we provide customized support with a number of year-round solutions that make caring for your employees more efficient and simple.

abcinsurancetrust.org

We recognize that healthcare expenses can be a significant burden for employers. That's why we've made it our mission to simplify the process for ABC members, ensuring you have access to a complete array of benefits, including four unique programs not available in the open market and offered exclusively to ABC members.

The Construction Healthcare Alliance: The first-ever healthcare captive built for the construction industry.

The Small Business Healthcare Solution: An ABC member-only alternative to the high cost of traditional employee healthcare programs.

Our MetLife National Program: Offers a wide range of benefits that can provide financial security and peace of mind to your employees.

The ABC Multiple Employer Plan: A cost-effective retirement plan that's simple to set up and offers better benefits.





Your Retirement Plan. Simplified.

The ABC Retirement & Savings Plan, the same 401(k) plan that has benefited ABC chapters and employees for many years, is now available to association members! Joining eliminates your company's responsibilities as a plan sponsor and places the compliance work and oversight responsibility of the retirement plan into the hands of a professional fiduciary. Led by an industry-leading independent fiduciary, the ABC Retirement & Savings Plan provides you peace of mind. Participate in a proven retirement plan that saves employers time and money, while removing the risk associated with being a plan sponsor.

Attract and retain talent with a retirement plan that helps employees plan for their future!

abcretirementplan.com



Less Work. Less Risk. Lower Costs. More Value.



Eliminate Your Plan Sponsor Responsibilities





Transfer Your Plan Management Responsibilities and Compliance Risks



Eliminate Your Responsibility
To Review, Approve, Sign and
File Form 5500



Eliminate Your ERISA Bond Requirement



Eliminate Your Service Provider Oversight Responsibilities



Enjoy Robust Flexibility in Plan Features



Reduce Your Plan Costs (if applicable)



Improve Your Staff's Productivity

ABC Members Build America | 47



Start Saving With Member Discount Programs Today

With more than 20,000 participating merchants, you can get great deals on everyday purchases through the ABC Perks at Work, an online shopping destination for discounts on food, electronics, travel, theater tickets, toys, home goods and more.

abc.org/perksatwork

Save big with member discounts on business essentials. How about getting 22% off your cell phone bill or saving at least \$500 on a new truck?

ABC members saved more than \$31 million using member discounts in 2023! A typical contractor with 15 employees could save thousands of dollars each year. Employee discounts also are available.

abc.org/discounts | abc.org/employeediscounts

Save on Business Purchases With ABC's Discount Programs































Members and Their Employees Save With These Great Discounts











ABC Strategic Partners: Your Allies in Success

abc.org/strategicpartners



Reduce risk and improve safety.

Insurance to protect contractors' employees, projects and bottom line.



The prevailing wage experts.

Helping contractors compete for and win government jobs with compliant fringe benefits.



Work safer at any height.

Equipment for aerial access including new and certified pre-owned units.



Nothing but heavy duty.

Delivering innovative solutions that offer increased productivity, safety and unmatched durability.

PROCORE

The leading end-toend construction management software. Maximize members' productivity, improve performance and protect profits.



The products you can rely on.

Providing contractors the electrical wire, cable and tools they can trust for over 70 years.



Grow anywhere, any time.

Members' source for skilled, productive craft professionals whenever you need them.



Equipment, at the click of a button.

Great customer service plus equipment, when and where contractors need it.

ABC HELPS ITS MEMBERS **ENHANCE** COMMUNITIES

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

ABC Members Contribute to the Communities Where They Live and Work

From fundraising and expanding job training programs to contributing to relief efforts after natural disasters and volunteering to perform renovations on the homes of military veterans in need, ABC members step up to support local communities and charitable causes across the country.

constructionexec.com/community

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

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



Up Your Game: Join an ABC Peer Group

ABC's peer groups give like-minded business owners an environment conducive to sharing ideas and discussing opportunities and challenges—all with the goal of improving their businesses. Peer groups consist of six to 10 noncompeting ABC member companies within a trade or interest area and with similar annual volumes. Peer groups are available for contractors in drywall, electrical, general, mechanical/ HVAC, painting, plumbing and more.

abc.org/peergroups



"Peer groups have been a huge benefit for me and my company. Getting a chance to share ideas, compare systems and learn from others confidentially has been transforming for Willmar Electric. How we use prefabrication, recruit, market and much more has been shaped by conversations I have had with peer group members. In fact, I cannot think of a single area within our firm my peer group hasn't played a role in improving."

—David Chapin, President, Willmar Electric, Lincoln, Nebraska 2016 Chair of the ABC National Board of Directors

ABC Annual Events

February

ABC CONVENTION

Celebrate 75 in 2025!

National Board of Directors Meeting

Education for ABC Members

Association Excellence Awards

National Craf

Championships
National Excellence

Construction® Awards

Construction Management Competition

Careers in Construction Awards

abcconvention.abc.org

May



ABC Users Summit

An exclusive event that brings together construction project owners and merit shop contractors across all market segments for interactive discussions about how to collaboratively improve upon the planning and delivery of high-quality construction projects.

userssummit.abc.org

June

ABC **LEGISLATIVE** CONFERENCE

National Board of Directors Meeting

Legislative Update Breakfast

Breakout Sessions

Legislative Day Congressional Visits

Free Enterprise Alliance Reception

legislative.abc.org



November

LEADERSHIPINSTITUTE

National Board of Directors Meeting

Professional Development for ABC Leaders and Chapter Staff

leadership.abc.org

December

ABC VIRTUAL LEGAL CONFERENCE

The ABC Legal Conference is a must-attend virtual event for ABC members, including merit shop labor attorneys, construction contractors and ABC chapter presidents and government affairs directors. The conference covers the latest developments in labor and employment law and their impact on merit shop contractors.

legalconference.abc.org



abc.org

Coming in 2025



ABC—Building America for 75 Years.



440 First St. NW, Suite 200 Washington, DC 20001 abc.org