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STRONG

2007

Year in Review



ABC Vision Statement

Associated Builders and Contractors will lead the construction industry, promoting and defending the guiding principles of the merit shop and free enterprise whereby anyone can succeed solely on merit.

ABC Mission Statement

Associated Builders and Contractors will provide the best training, government and legal representation, and programs to ensure members a competitive advantage, add value to the industry's clients, promote a safe workplace and enhance the lives of the industry's employees.





YOUR POWERFUL VOICE



THE 2007 ABC EXECUTIVE COMMITTEE

2007 EXECUTIVE COMMITTEE

Officers

CHAIRMAN

David Meyer, *The Meyer Companies*
Lee's Summit, Mo.

CHAIRMAN-ELECT

William Fairchild, *R. W. Murray Co.*
Manassas, Va.

SECRETARY/TREASURER

Michael Winzig, *Cleveland Construction, Inc.*
Naples, Fla.

IMMEDIATE PAST CHAIRMAN

Jack Darnall, *Brasfield & Gorrie*
Birmingham, Ala.

CHAPTER PRESIDENTS LIAISON

Greg Spenner, *ABC Iowa Chapter*
Wauke, Iowa

PRESIDENT AND CEO

M. Kirk Pickerel, *CAE*
Arlington, Va.



REGIONAL VICE CHAIRMEN

REGION 1 James Elmer

James W. Elmer Construction Co.
Spokane, Wash.

REGION 2 Michael Uremovich

STARCON International
Manhattan, Ill.

REGION 3 Dallas Cloud

Moore Erection, L.P.
Garden Ridge, Texas

REGION 4 Robert Moore

Brasfield & Gorrie
Birmingham, Ala.

REGION 5 Eric Regelin

Atlantic Builders Group
Baltimore, Md.

REGION 6 Steve Russell

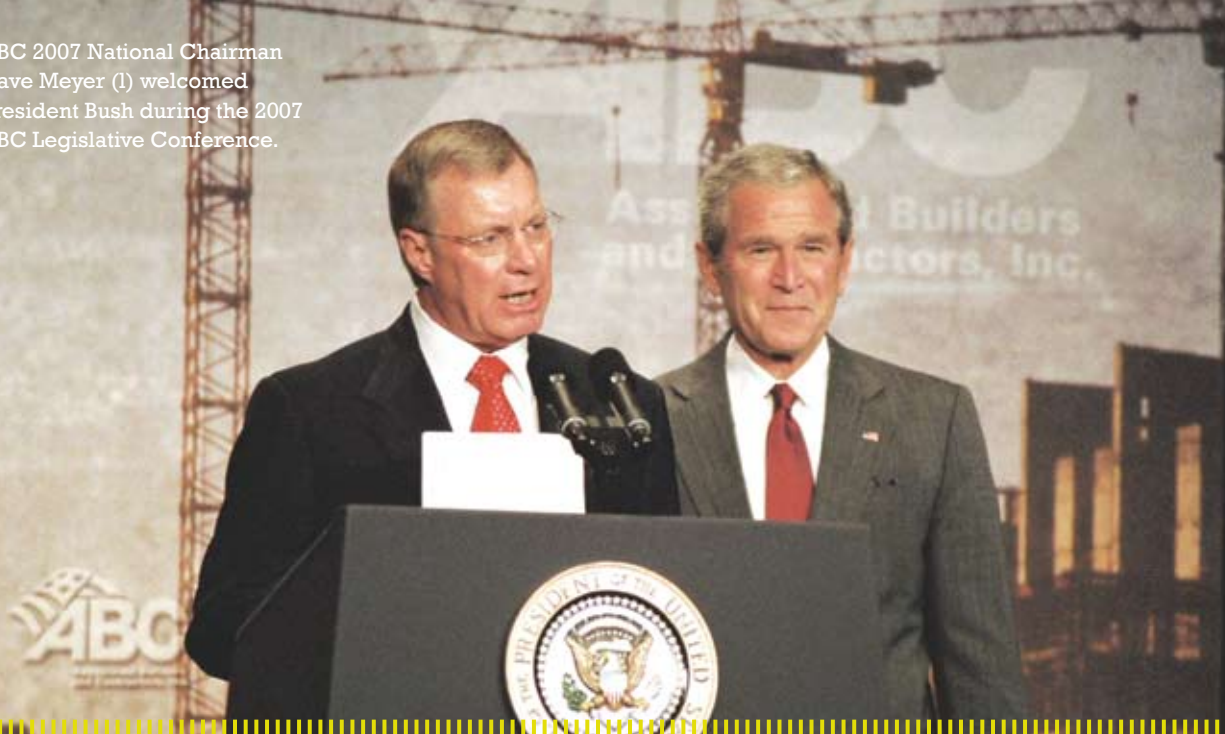
A/C Electric
Lansing, Mich.

REGION 7 Jerry Gorski

Gorski Engineering, Inc.
Collegeville, Pa.



ONE VOICE



➤ ABC in 2007

It was a moment that the seven founding fathers of Associated Builders and Contractors (ABC) could only dream of – ABC members, the very best of merit shop construction, sitting side by side with the nation’s leaders amidst the grand Corinthian columns of the National Building Museum, welcoming the praise of a top presidential cabinet member.

In 2007, this dream became reality.

From its modest beginning in Baltimore in the 1950s, ABC has risen to become one of the most prominent voices in the construction industry. This was never more evident than during two days in June, when ABC members from across the country gathered in Washington, D.C., to honor their own and share audiences with two presidential cabinet members and President George W. Bush.

The two events – the Excellence in Construction and National Safety Excellence awards and the 2007 Legislative Conference – reflected a high point in the history of ABC.

It was a shining moment for merit shop construction – a tribute to the dedication and hard work of ABC members during the past five decades. These were milestone events that spoke volumes about ABC’s powerful presence in Washington, the culmination of 57

years of tireless advocacy for the principles upon which the association was founded: free enterprise and open competition.

More than ever, ABC drew on the strength of its more than 24,000 members in 2007 to ensure that the voice of the merit shop construction industry was heard on such critical issues as the protection of secret-ballot elections in the workplace, reform of the nation’s broken immigration system and the removal of unnecessary regulatory burdens on small construction firms.

New challenges await in the year ahead, and ABC will meet these with the same relentless determination and zeal that make the association the industry leader it is today. The historic moments of 2007 only portend of the even greater national accomplishments ABC will achieve in the coming months, as it continues to demonstrate that “When People Think Construction, They Think ABC.”



► A Time to Shine

In June, the national spotlight turned to ABC, and the association shone brighter than ever before.

Washington's top lawmakers and regulators joined ABC members from across the nation for ABC's June 12 Excellence in Construction and National Safety Excellence Awards celebration, held in the Great Hall of the National Building Museum in Washington, D.C.

Framed by the museum's soaring columns and stunning central fountain, U.S. Secretary of Transportation Mary Peters hailed the evening's award winners for their "willingness to embrace creative solutions" and "drive to make those solutions a reality." Peters thanked ABC members for their continued support of President George W. Bush and his administration's efforts to reform the nation's broken immigration system, fight union-only project labor agreements on federal construction projects and curb any expansion of Davis-Bacon Act wage rules.

"These issues are important to the administration and they are important to you as well," said Peters. "You are an absolute top-notch organization, and it is a great pleasure to have the opportunity to be here this evening with you."

Peter's comments were echoed by U.S. Secretary of Commerce Carlos M. Gutierrez two days later as he addressed an assembly of more than 600 ABC members and their families during ABC's 2007 Legislative Conference. Gutierrez spoke passionately about his personal experience as an immigrant from Cuba, and the impact that current immigration laws are having on the U.S. economy and the construction industry.

"My family believed in the freedom and opportunity that defines this nation. Like others before and after us, we came in search of the American dream. But today we are at a tipping point, in desperate need of a solution to a broken immigration system, which has failed to keep pace with the number of people seeking that dream, and consequently put the security of the American people in jeopardy," Gutierrez said.

Following Gutierrez's remarks, President George W. Bush took the stage to address ABC members for the second time in three years.

President Bush June 14 delivered remarks to ABC members for the second time in three years at the 2007 ABC Legislative Conference.



“ I am grateful for your organization. I thank you for being builders, doers and dreamers.”

– President Bush



Commerce Secretary Carlos Gutierrez discussed current immigration laws and their impact on construction during the 2007 ABC Legislative Conference.



“I’m proud to be with you, glad to be back with the Associated Builders and Contractors,” said President Bush. “I am grateful for your organization. I thank you for being builders, doers and dreamers.”

During his remarks, Bush announced his support for an amendment that would provide \$4.4 billion in “immediate additional funding for securing our borders and enforcing our laws at the work site.” The announcement helped ABC garner extensive media coverage in more than 60 major national media outlets, including six television networks and newspapers such as *The Washington Post*, *The New York Times* and *The Wall Street Journal*.

In addition to the immigration issue, President Bush talked about the global war on terror, tax reform and the need to protect secret-ballot elections in the workplace.

“The Senate is considering what they call ‘card check’ legislation. It simply means that workers would be denied the right to have a secret ballot. The legislation would expose workers to intimidation. It violates the principles of our democracy. And if it ever makes it to my desk, I’m going to veto it,” said President Bush. The measure failed in the Senate less than two weeks later.

The president closed his remarks by urging ABC members to be “confident as we look at the future,” and reminded them that “liberty has got the ability to bring light into societies.”

“ Like others before and after us, we came in search of the American dream. But today we are at a tipping point, in desperate need of a solution to a broken immigration system...”

– Secretary Gutierrez

▶ ABC: The Merit Shop Champion in Washington

ABC’s presence in Washington is undeniable. When issues affecting the construction industry are discussed, ABC is there, working to ensure the voice of the nation’s merit shop construction industry is heard.

ABC fought hard to bring the merit shop message to Capitol Hill and beyond in 2007, weighing in on some of the year’s most difficult issues. ABC led the charge in defending secret-ballot elections in the workplace, calling for comprehensive immigration reform and attacking legislation and regulations that would needlessly burden—and could potentially harm—ABC members’ businesses.

Defending a Basic Workplace Right

One of ABC’s top priorities in 2007 was defending the basic right of workers to a private, secret-ballot election conducted by the National Labor Relations Board (NLRB) when deciding whether they want to be represented by a labor organization.

In February, Rep. George Miller (D-Calif.) introduced the so-called “Employee Free Choice Act” (H.R. 800), a measure that would eliminate

private workplace elections and replace them with a “card check” system. Under the “card check” process, employees would indicate their choice of whether to join a union by signing a card in front of their co-workers, employers and union organizers, depriving them of the freedom to make an honest, private decision free of coercion and abuse.

ABC strongly opposed the legislation and was the leader in bringing together the Coalition for a Democratic Workplace, a group of more than 500 employers, associations and organizations working to defend federally supervised private-ballot elections in the workplace. ABC called on its members to contact their elected officials and express their deep concerns with H.R. 800.

Despite a veto threat from President George W. Bush and pledges from Republican lawmakers in the U.S. Senate to filibuster the measure, the U.S. House of Representatives March 1 voted

241-185 in favor of H.R. 800. Three weeks later, Sen. Edward Kennedy (D-Mass.) introduced identical legislation in the Senate (S. 1041).

ABC mounted a massive campaign to garner support from Senate lawmakers to defeat the measure. Members of ABC's National Industrial Contractors Council traveled to Washington, D.C., to urge Senate leaders to protect the workplace right of their employees to a private-ballot election. During ABC's 2007 Legislative Conference in June, ABC members from across the nation met with their senators, urging them to vote against S. 1041.

Bolstered by overwhelming support from ABC members, Senate Republicans June 26 successfully blocked a motion to bring the

As a lead member of the Essential Worker Immigration Coalition (EWIC), ABC played a vital role in the immigration debate, working closely with the White House and congressional leaders to ensure that any reform of the nation's immigration laws would include plans for a guest-worker program.

In May, a bipartisan group of senators and Bush administration officials agreed on compromise immigration reform legislation that included a guest-worker program allowing both high- and low-skilled workers to enter the U.S. workforce temporarily. ABC welcomed the legislation as a positive step toward comprehensive immigration reform, and called on its members to contact their senators and urge them to support the bill.



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legislation to the Senate floor. The bill fell nine votes short of achieving the 60 votes necessary to begin debate, thus preserving the right to private workplace elections for millions of workers nationwide.

The Immigration Debate Rages On

One of the hottest issues in 2006, the immigration debate, continued to dominate the political spectrum in 2007. As U.S. House of Representatives and U.S. Senate leaders struggled to craft legislation to help fix the nation's broken immigration system, ABC stood by its official policy position, as adopted by the ABC Board of Directors in 2005, which supports reforming U.S. immigration policy to ensure that U.S. industries are able to meet their workforce needs while maintaining national security and continuing to grow the U.S. economy.

Throughout the year, ABC's policy was put to the test, as both the House and Senate began considering different bills that would tighten border security, crack down on undocumented workers and establish a much-needed guest-worker program.

Although the measure ultimately failed to gain approval in the Senate, ABC's leadership on the immigration issue did not cease. In the wake of the Senate's failure to enact comprehensive immigration reform, the Department of Homeland Security (DHS) turned its focus on employers, proposing new rules regarding "no-match" letters—a notice from DHS or the Social Security Administration (SSA) that an employee's name does not match the Social Security number provided. The new regulations clarified what employers should do to respond to a no-match letter in order to avoid being subsequently held liable for "knowingly" employing an unauthorized alien.

ABC immediately joined with fellow EWIC members to ask SSA and DHS to delay for 180 days the implementation of the new rules. The coalition also attached a list of more than 80 questions for DHS and SSA to answer regarding the new no-match regulations, which were scheduled to take effect Sept. 14. Additionally, ABC sent a separate letter to DHS requesting clarification on certain no-match requirements. ABC also prepared and distributed to ABC chapters a checklist and set of questions and

answers designed to help ABC members comply with the new no-match rules.

A U.S. District Court judge later blocked DHS from implementing the new regulations after a coalition of business, immigrant rights and labor organizations filed a lawsuit opposing the rules. In December, DHS announced it had abandoned the new no-match rules as written and would unveil a revised set of regulations in early 2008.

Industry Advocacy in Action

ABC is recognized in the nation's capital as a national business and construction industry leader. In 2007, ABC took the lead on a number of legislative challenges facing the construction industry and business community, working to unite groups from both inside and outside of the construction industry to bring additional force in addressing these challenges.

Unfair Withholding

ABC continued to lead the industry's efforts to secure repeal of section 511 of the Tax Increase

Prevention and Reconciliation Act of 2005. Section 511 requires that 3 percent be withheld on all payments for goods and services made to federal, state and local governments with total expenditures of more than \$100 million, beginning in 2011. ABC is strongly opposed to the withholding and is leading a group of more than 65 business organizations, known as the Government Withholding Relief Coalition, working to repeal Section 511. With the help of ABC and its coalition partners, the Withholding Tax Relief Act of 2007 (H.R. 1023), a measure in the U.S. House of Representatives that would permanently repeal the withholding, has garnered more than 235 cosponsors.

Protecting Supervisors

ABC joined with a number of business organizations to form a coalition opposing the union-backed Re-empowerment of Skilled and Professional Employees and Construction Tradesworkers (RESPECT) Act (S.969/H.R. 1644), a measure that would radically change the National Labor Relations Act's definition of a workplace "supervisor." The changes would deprive employers, especially in the construction industry, of their long-standing

right of undivided loyalty and support from their supervisors, and would rob supervisors of the job status they have earned. In 2007, ABC and its coalition partners worked closely with congressional leaders to ensure that lawmakers were aware of the potential harm this legislation would create in the workplace—construction workplaces in particular. The legislation is still pending in the U.S. House of Representatives and the U.S. Senate.

Classifying Workers

ABC provided critical guidance to congressional leaders considering changes to the rules for when employers are allowed to classify workers as “independent contractors.” The independent contractor classification plays an integral role in the construction industry, where independent contractors provide a valuable solution for businesses seeking workers with special skills and experience for short-term projects.

In March, Rich Shavell, president of Shavell and Company, P.A., Boca Raton, Fla., and chairman of ABC’s Tax Advisory Group, testified before the U.S. House Education and Labor Committee’s Subcommittee on Workforce Protections on the independent contractor classification, explaining that current tax laws pertaining to independent contractors can do more harm than good. Shavell also emphasized the importance of distinguishing between “wrongful classification” and unintentional “misclassification” of workers, which can “easily occur because current law and rules are extremely complex.”

Throughout the year, Congress held a number of hearings on the independent contractor classification. In September, Sen. Barack Obama (D-Ill.) introduced the Independent Contractor Proper Classification Act of 2007 (S. 2044), a measure that provides procedures for the proper classification of employees and independent contractors. ABC is working closely with Senate leaders to ensure that the proposed procedures will not adversely impact ABC members.

Extending TRIA

ABC and its partners in the Coalition to Insure Against Terrorism (CIAT), a broad-based coalition of business insurance policyholders, worked closely with congressional leaders to enact legislation extending the Terrorism

Risk Insurance Act (TRIA) program, which was slated to expire on Dec. 31, 2007.

TRIA provides a transparent system of shared public and private compensation for insured losses resulting from acts of terrorism, in order to ensure the continued availability and affordability of property and casualty insurance for terrorism risk. The program is especially important for the construction industry, as many banks and companies could be reluctant to lend to new construction projects without coverage against potential terrorist acts.

In December, the U.S. House of Representatives approved the Terrorism Risk Insurance Revision and Extension Act of 2007 (H.R. 2761), a measure that would extend the TRIA program for seven years. The bill, which mirrors a version passed by the U.S. Senate, was signed into law by President George W. Bush only five days before the program’s expiration date.

Fighting Davis-Bacon Expansion

ABC remained vigilant in its efforts to curtail any expansion of the Davis-Bacon Act. In March, ABC expressed its strong opposition to the Water Quality Financing Act of 2007 (H.R. 720), a measure that would extend Davis-Bacon Act wage rules to funds provided by the Clean Water State Revolving Fund for water infrastructure repair projects. Despite a promised veto by President George W. Bush, the U.S. House of Representatives approved the bill. A similar measure is still pending in the U.S. Senate.

Later in the year, ABC again voiced strong opposition to provisions in the Farm, Nutrition and Bioenergy Act of 2007 (H.R. 2419) that would expand Davis-Bacon prevailing wage rates to the bio-refinery loan guarantee program contained within the bill. H.R. 2419 also faced a veto threat from President Bush, but was ultimately approved by the House. In December, the Senate approved its version of H.R. 2419 without the provisions expanding the Davis-Bacon requirements. ABC will continue to work with congressional leaders to ensure that House and Senate conference negotiators do not include the Davis-Bacon provisions in the final bill.

Staying a Step Ahead

As one of construction’s strongest voices in Washington, it is imperative that ABC keep a watchful eye on any measures that would place unnecessary regulatory burdens on ABC member firms. ABC recognizes that most construction firms are small businesses operating on tight budgets with tight deadlines. These companies have little time for unnecessary paperwork and overreaching work rules.

In March, ABC testified before the Small Business Administration’s National Ombudsman and the Regulatory Fairness Board to express concerns many ABC members have voiced regarding unfair and excessive federal regulatory enforcement.

ABC recognizes that most construction firms are small businesses operating on tight budgets with tight deadlines. These companies have little time for unnecessary paperwork and overreaching work rules.

ABC highlighted the Labor Department’s enforcement of the Davis-Bacon Act, explaining that the agency’s failure to make prevailing wage rate information “clear and readily available” exposes ABC members to unjust enforcement actions. Additionally, ABC highlighted the Homeland Security Department’s proposed rule that employers resolve “no-match” letters—a notice from the Social Security Administration or the Homeland Security Department that an employee’s name does not match the Social Security number provided—within 60 days or be presumed to have knowledge that an employee was an undocumented worker. ABC testified that the proposed rule “imposes new burdens on small business employers...[and is] based upon a system that is not yet reliable enough to be relied upon.”

ABC also has been fighting a proposed new voluntary ergonomics standard for the construction industry. In May, ABC testified at an American National Standards Institute (ANSI) accredited standards committee appeal hearing, voicing objections against the proposed draft voluntary standard for

ergonomics in the construction industry, called the “ANSI A10.40 Reduction of Musculoskeletal Problems in Construction” standard. In expressing its strong opposition to the proposed standard, ABC cited concerns that there is not a “scientific basis that supports the writing of the proposed musculoskeletal disorders standard for construction.” ABC also noted that there must be “scientific evidence that work-related musculoskeletal injuries are occurring in the construction industry in a number sufficient to demonstrate that a widespread, systemic problem exists.”

Later in the year, ABC joined with five other construction trade organizations, including the National Association of Home Builders, Associated General Contractors and the



ABC member Rich Shavell March 27 testified before the U.S. House Education and Labor Committee’s Subcommittee on Workforce Protections.

American Subcontractors Association, to appeal ANSI’s July 23 approval of the new ergonomic standard. ANSI granted the group’s appeal request and a hearing is scheduled for early 2008.

In October, ABC submitted extensive comments to the Labor Department’s Wage and Hour Division asking the agency to

significantly change how it conducts wage surveys and determines prevailing wages. ABC urged the agency to eliminate the current union bias of the wage survey by making the survey process easier and more efficient for merit shop contractors to use. Although the Labor Department had not initiated a rulemaking on the subject, ABC was able to present its challenge by capitalizing on a formal request from the Labor Department to the Office of Management and Budget (OMB) for reauthorization of the existing survey form. A copy of ABC's comments to the Wage and Hour Division was submitted to OMB in November.

Additionally, ABC submitted comments to the Small Business Administration (SBA) and

Gearing Up for the 2008 Elections

ABC has three goals for the 2008 elections: elect pro-free enterprise majorities in both the U.S. House of Representatives and the U.S. Senate, and elect a pro-free enterprise president in the White House.

ABC spent much of 2007 preparing for what likely will be some of the most hard-fought election battles in recent memory. The Free Enterprise Alliance (FEA), ABC's issue-advocacy arm, raised more than \$1.1 million.

Additionally, ABC's political action committee (PAC) raised \$950,000 in 2007. The PAC received donations from more than 2,500 individuals and donated more than \$900,000 to federal candidates and leadership PACs,



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requested that the matter be chosen as one of SBA's top 10 regulatory initiatives for 2008. In the event the prevailing wage issue is selected as a top 10 issue, SBA will become an advocate for ABC and seek to persuade the Labor Department to make the changes ABC requested.

In December, ABC submitted comments to the Labor Department's Bureau of Labor Statistics (BLS) recommending a number of changes to the way in which BLS collects and disseminates information regarding workplace accidents that result in a fatality. In its comments, ABC informed BLS that its current survey, the "Census of Fatal Occupational Injuries," collects information in categories that are ambiguous, too broad and overly generalized, resulting in reports with unnecessarily skewed data that can be unfairly misconstrued against merit shop contractors solely because the majority of contractors are merit shop. ABC told BLS that by adopting ABC's recommended changes, BLS's survey and resulting reports would be more comprehensive and accurate. ABC was the only construction industry trade association that submitted comments to BLS.

both for 2007 special elections and for the upcoming 2008 elections.

In October, ABC joined with the National Federation of Independent Business and the National Restaurant Association to host a series of "Tuesday Town Hall" teleforums that gave ABC members the opportunity to hear from and interact with the 2008 presidential candidates. The town hall events featured presidential frontrunners Sen. John McCain (R-Ariz.), former New York City Mayor Rudy Giuliani, former Massachusetts Gov. Mitt Romney and former Sen. Fred Thompson. In the spirit of bipartisanship, the top four Democrat candidates also were invited to participate, but none accepted the invitation.

Construction in the Courts

ABC made its presence known in the nation's courts in 2007. ABC took on difficult construction- and business-related cases and fought legal battles to protect the rights of merit shop contractors.

ABC Celebrates Merit Shop Victories

In January, the Labor Department's Administrative Review Board (ARB) issued a landmark ruling upholding the derecognition of the state of California's apprenticeship system, making California the first state ever to be derecognized by the Labor Department. The derecognition occurred because the state imposed numerous improper restrictions on the approval of merit shop apprenticeship programs that discouraged or prevented such programs from registering or operating in the state (*Department of Labor v. California Department of Industrial Relations*, DOL ARB, No. 05-093). The ARB affirmed the April 2005 recommended decision of a Labor Department administrative law judge. With the funding provided by the Construction Legal Rights Foundation (CLRF), ABC filed an *amicus* brief in support of the judge's decision.

The National Labor Relations Board (NLRB) provided a huge boost for merit shop contractors and small businesses nationwide in May when it established a new standard that relieves employers of the burden of proof

when calculating back pay awarded in cases involving union organizers, or "salts." The case, *Oil Capitol Sheet Metal, Inc.* (Case No. 17-CA-19714), involved an ABC member and was supported by CLRF.

In September, the NLRB issued two major rulings beneficial to merit shop contractors. In the first, *Toering Electric Co.*, 351 NLRB No. 18, the board ruled that an applicant for employment must be genuinely interested in seeking to establish an employment relationship with the employer in order to be protected against hiring discrimination based on union affiliation or activity. The decision dealt a potential major blow to current union salting practices, the intentional placement of trained union professional organizers and agents in a merit shop facility to harass or disrupt company operations, apply economic pressure, increase operating and legal costs, and ultimately put the company out of business. The case received financial support from the CLRF.

In the second decision, the NLRB upheld a U.S. Supreme Court decision protecting the

First Amendment right of employers to seek protection from union abuses in the courts (*BE&K Construction Co.*, NLRB No. 32-CA-09474). In its decision, NLRB stated that the “filing and maintenance of a reasonably based lawsuit does not violate the [National Labor Relations Act], regardless of the motive for bringing it.” The *BE&K* decision establishes an important precedent that will allow employers to defend themselves better against union corporate campaigns. This long-standing case also was supported by the CLRF and argued before the U.S. Supreme Court by ABC General Counsel Maurice Baskin.

Construction’s ‘Friend of the Court’

ABC filed a number of *amicus curiae* briefs in support of merit shop and open competition principles around the country in 2007.

In March, ABC submitted an *amicus* brief to the U.S. Supreme Court supporting the U.S. Chamber of Commerce’s petition to review a lower court ruling that California’s contractor neutrality law is not pre-empted by federal labor laws (*The Chamber of Commerce of the United States v. Brown*). Signed into law in 2000 by former California Gov. Gray Davis (D), Assembly Bill 1889 (A.B. 1889) prohibits employers that receive more than \$10,000 in state funds from using those funds for promoting or deterring union organizing efforts. The law was struck down in 2002 by the U.S. District Court for the Central District of California, which ruled that certain provisions of the law were pre-empted by the National Labor Relations Act (NLRA). The ruling was appealed by the AFL-CIO and other pro-union groups. A three-judge appeals court panel upheld the district court ruling, but agreed to rehear the case. Despite the panel’s ruling that the state neutrality law was pre-empted, the 9th Circuit Court agreed to an *en banc* review — a reconsideration of the case by the entire panel of court of appeals judges — and upheld the law. The Supreme Court has granted the Chamber’s petition and has agreed to hear the case.

In October, ABC filed an *amicus* brief with the 8th Circuit Court of Appeals in support of Summit Contractors, Inc. In 2003, the Occupational Safety and Health Administration (OSHA) cited Summit for failing to ensure employees of a masonry subcontractor were utilizing fall protection while working on a college dormitory project in Arkansas. OSHA cited Summit under its “multi-employer citation policy,” which assumed that Summit “controlled” the worksite and therefore had a duty to detect and correct violations by subcontractors. Summit challenged the citation and the legality of OSHA’s multi-employer policy, but an Occupational Health and Safety Review Commission (OSHRC) administrative law judge ruled that Summit was responsible for ensuring subcontractor compliance and affirmed the citation. Summit petitioned OSHRC to review the administrative law judge’s decision and the review was granted. In April, OSHRC vacated the decision against Summit. OSHA later appealed the decision to the 8th Circuit Court of Appeals.

2007 ABC National Chairman Dave Meyer (far right) and ABC President and CEO Kirk Pickerel (far left) June 12 signed a partnering agreement with National Association of Women in Construction (NAWIC) Immediate Past President Carol Chapman (l) and NAWIC Executive Vice President Dede Hughes.



Working Together, Building Together

ABC used its position as a key player in the construction industry to bring together construction leaders from across the nation to form strategic alliances and valuable partnerships that will allow the building community to work collectively in addressing some of the most difficult issues facing the industry today.

Exploring Design-Build

In March, ABC joined with the American Institute of Architects (AIA) to bring together contractors, architects and engineers to discuss each group’s changing role in the emerging field of design-build. ABC served as the main sponsor of the two-day Design-Build Summit 2007, hosted by AIA in Kansas City, Mo. 2007 ABC National Chairman Dave Meyer and ABC President and CEO Kirk Pickerel joined ABC members and chapter staff at the event to highlight the growing popularity of design-build systems among contractors. The event also featured keynote presentations by award-winning architects and other industry professionals who discussed best practices in using the design-build project delivery method.

Opportunities for All

In April, ABC brought together seven leading national business groups, including the National Association of Minority Contractors, Women Construction Owners and Executives, USA, and the National Black Chamber of Commerce, to voice united opposition to discriminatory union-only project labor agreements (PLAs). The groups, which also included the Independent Electrical Contractors, the National Association of Small Disadvantaged Businesses, the National Federation of Independent Business and the National Roofing Contractors Association, worked to raise awareness among congressional leaders that requirements under union-only PLAs can be so burdensome that many women- and minority-owned businesses, as well as many small businesses, are deterred from even bidding on certain projects.



Closing the Gap

ABC and the National Association of Women in Construction (NAWIC) signed a joint resolution in June outlining a partnership agreement and commitment to create opportunities and business for women-owned construction firms and female policy-making executives in the construction industry. In the resolution, both ABC and NAWIC committed to work together to prevent discriminatory practices, encourage mutual training and develop mentoring relationships.

Building Diversity

Recognizing the need to develop a more diverse workforce, the ABC Executive Committee approved \$50,000 in grants for chapters that are engaged in the development of diversity outreach and awareness programs. The grants support the chapters' efforts to help ABC members attract and maintain a diverse workforce, and to foster and develop minority- and women-owned construction companies. The Executive Committee also approved funds intended to assist in the development of additional resources for ABC members and chapters seeking to increase opportunities for everyone in the construction industry.

An Industry First

In September, ABC and 19 other construction trade associations jointly launched ConsensusDOCS, a new online service that offers more than 70 collaboratively drafted contract documents for use by owners, contractors, subcontractors, designers and surety companies. The documents were created through a "consensus process" in which each association had a full vote in deciding final contract terms, ensuring that the documents represent the best interest of the project. ABC members are eligible for discounts of up to 20 percent on ConsensusDOCS contracts.

The Insulation Contest at the 2007 National Craft Championships



Craft Championship Photo

► Building the Construction Workforce of Tomorrow

As a leader in the U.S. construction industry, ABC understands the vital role the association plays in building the construction craft workforce of the future. The critical workforce shortage confronting the construction industry is only expected to worsen as the economy strengthens and the baby boomer generation prepares to retire.

To address this growing crisis, ABC reached out to its members and chapters more than ever in 2007, providing numerous programs and products to help recruit and train skilled craft professionals. The association continued its work with federal and industry officials to modernize and streamline federal apprenticeship regulations. Additionally, ABC redoubled its efforts to ensure that volunteer leadership, chapter presidents and construction educators nationwide have the tools they need to provide cutting-edge safety, craft training and school-to-career programs that meet the needs of today's construction professional.

ABC Members, Chapters Receive Top Honors at CURT Awards

ABC members, chapters and chapter affiliates took top honors in the Construction Users Roundtable's (CURT) Construction Industry Safety Excellence awards and Workforce Development awards during CURT's national conference in Naples, Fla., in November.

ABC members won in all three categories of the CURT Construction Industry Safety Excellence awards, which recognize winners for their outstanding safety performance during the past three years. Additionally, ABC members and related organizations took five of the six top honors in the CURT Workforce Development awards, which honor winners' commitment to the recruitment, training and education of construction professionals.



ABC Relaunches Industrial Contractors Council

2007 saw the reestablishment of the ABC Industrial Contractors Council, comprised of major contractors that provide construction and maintenance services to the petrochemical and manufacturing sectors. The council has launched a major initiative intended to attract new workers to the construction industry by offering an innovative approach to craft training. In addition to ABC, this effort is supported by Associated General Contractors, Construction Users Roundtable and the National Center for Construction Education and Research. This initiative signals an unprecedented collaboration among these organizations to attract young people to the industry.

Regional Forums Introduce Online Training Opportunities

In an effort to help ABC members and chapters better utilize online craft training opportunities, ABC hosted a series of regional forums throughout 2007 to provide tips on how to implement Contren Connect, an interactive online construction craft education tool developed by the National Center for Construction Education and Research and educational publisher Pearson Prentice Hall.

The forums demonstrated how the Contren Connect system can be used as part of a hybrid

craft training solution that blends traditional classroom instruction with outside online learning. The forums also guided participants in how to set up a Contren Connect course, both for instructors and students.

ABC and OSHA: Working Together on Construction Safety

Throughout 2007, ABC continued its work with the Occupational Safety and Health Administration (OSHA) to address construction industry safety issues.

In January, ABC officials sat down with Assistant Secretary of Labor for Occupational Safety and Health Edwin Foulke, as well as OSHA Deputy Assistant Secretary Bryan Little, Construction Directorate Director Steven Witt and Cooperative and State Programs Directorate Director Paula White, to discuss ways to further improve construction safety efforts. ABC continued to meet with these officials throughout the year to discuss partnerships and alliances.

In May, ABC joined OSHA and a number of national construction industry, education and safety awareness organizations to help launch the agency's second annual Teen Summer Job Safety Campaign, designed to reduce injuries among working teenagers by teaching them on-the-job safety and how to integrate safety principles into their work.

ABC Fights to Preserve Training Opportunities

In July, ABC submitted comments to the Labor Department Wage and Hour Division's Employment Standards Administration urging the department not to adopt a National Institute of Occupational Safety and Health recommendation to bar 16- and 17-year-old youths participating in student-learning and apprenticeship training programs from engaging in construction occupations.

In its comments, ABC explained that construction crafts have been hard hit by the growing shortage of new and replacement workers, particularly carpenters, electricians, pipefitters, plumbers and steamfitters. Historically, the industry has been able to fill many of these job vacancies through the pipeline of existing student-learner and apprenticeship programs.

ABC pointed out that forcing young workers to wait one or two years to enter the construction industry could be disastrous for construction firms because many of the young workers who might have wanted to enter the construction field will be forced to turn to other industries for jobs from which they are not prohibited.

Making the School-to-Career Connection

ABC's school-to-career programs play a vital role in educating young people about the many career opportunities offered by the construction industry. From elementary schools to colleges and universities, ABC is always working to build the next generation of construction professionals.

Bringing the Merit Shop Message to the Next Generation

In 2007, ABC welcomed a new student chapter at the University of Maine, bringing the total number of student chapters to 53. Student chapters play a key role in educating students on merit shop principles and ABC's free-enterprise philosophy. Additionally, ABC's educational affiliate, the Trimmer Education Foundation, in 2007 awarded \$5,000 scholarships to 11 ABC student chapter

members across the country to help them pursue construction management degrees.

A Commitment to Construction

ABC and the Trimmer Education Foundation also recognized industry and academic leaders who have dedicated themselves to advancing careers in construction.

In March, ABC presented its fourth annual Supportive Contractor Awards to Timothy Ely of Beacon Electric Company, Cincinnati, and Joel Smith of Smith Painting and Contracting, Inc., Hattiesburg, Miss., for championing careers in construction in both skilled crafts and construction management education.

Additionally, the Trimmer Education Foundation presented its 2007 John Trimmer Excellence in Teaching Award to Stephen Jaouen, assistant professor in construction management at Colorado State University, Fort Collins, Colo. The award recognizes an outstanding college or university professor in a construction management program, and is named in honor of John Trimmer, who served as ABC's national executive vice president from 1952 to 1976.

Skilled Competition

ABC members and chapters from across the country joined to support and participate in the 2007 SkillsUSA National Championships in Kansas City. More than 5,000 students from across the country assembled in June to compete in more than 87 contests.

Many ABC chapters supported local and state SkillsUSA competitions by donating materials and assisting with judging, logistics and marketing. Additionally, a number of ABC members served as judges for various national championship competitions, including carpentry, electrical and industrial motor control.

Hosted by SkillsUSA, a national organization serving 285,000 secondary and post-secondary school students and professional members enrolled in technical, skilled and service occupations, the annual event is intended to serve as a showcase for the best career and technical students in the nation. Students compete in local- and state-level events in order to advance to the national-level competition.

Transportation Secretary Mary Peters June 12 addressed ABC members at the Excellence in Construction and National Safety Excellence Awards celebration.



➤ Helping Your Business Shine

ABC special events and business development programs help ABC members take their businesses to new heights by recognizing merit shop construction's best practices, encouraging the exchange of ideas with other members and providing opportunities to learn from the nation's top business and political leaders.

ABC Honors America's Top Construction Projects, Safest Construction Firms

In June, ABC recognized the nation's top 2006 construction projects and safest construction firms during its prestigious Excellence in Construction and National Safety Excellence Awards celebration at the National Building Museum in Washington, D.C.

The gala event boasted remarks by U.S. Secretary of Transportation Mary Peters, video presentations of ABC member firms' community service outreach efforts through the ABCares program, and a moving tribute to recently deceased Butch Gibson, a leading advocate for construction worksite safety and a former chairman of ABC's National Environment, Health and Safety Committee.

ABC's Excellence in Construction (EIC) awards program recognizes the quality and innovation of merit shop construction and honors all members of the construction team, including the contractor, owner, architect and engineer. The winners, selected from more than 300 entries, were judged on complexity, attractiveness, unusual challenges, completion time, workmanship, safety and budget.

The 2006 National Safety Excellence Award winners were selected from ABC member firms achieving Platinum status in ABC's Safety Training and Evaluation Process program. Selection criteria for the national safety winners included each member's self-evaluation scores, lost workday case rates, total recordable rates, and interviews conducted by members of ABC's National Environment, Health and Safety Committee.

Nashville 2007: A Merit Shop Celebration

ABC members from across the country gathered in Nashville, Tenn., March 21-25 for ABC's 57th annual celebration of merit shop construction and free enterprise. Held at the Gaylord Opryland Resort, ABC's 2007 National Convention boasted an impressive array of educational seminars, craft competitions and speakers, including inspiring football great Vince Papale.

During the convention's opening general session, 2007 ABC National Chairman Dave Meyer joined 2007 Immediate Past Chairman Jack Darnall and ABC President and CEO Kirk Pickerel for an informal conversation about the critical role ABC had played in their business success and personal achievements, as well as what the future holds for the association and merit shop construction.

Sitting onstage in a setting similar to the Baltimore living room where ABC was founded in 1950, Meyer and Darnall discussed how they first became involved in the construction industry, and what brought them to ABC. Meyer also outlined his vision for ABC in 2007, and the challenges ABC members face with the new Democrat-controlled Congress.

"The saying used to be 'Get into politics or get out of business'," said Meyer. "But today, the saying is 'Get into politics or the government will put you out of business'."

Another highlight of the convention included ABC's national skills competition, the National Craft Championships, where the nation's top craftworkers went head-to-head in a hands-on exhibition of skills expertise. A field of 130 craft professionals competed for gold, silver and bronze medals in 13 different craft contests: carpentry, electrical, fire sprinkler, HVAC, instrumentation fitting, insulation, masonry, metal building, millwright, pipefitting, plumbing, sheet metal and welding. Competitors first took an intense two-hour written exam and then competed in daylong craft contests.

Additionally, the 2007 ABC Student Construction Management Competition drew a record number of participants. Teams of four students from 24 colleges and universities across the nation competed for cash awards and the coveted "Construction Management Champions" title. Students competed in three areas: project

management/scheduling, estimating and safety. Awards were given in each area, as well as an overall award for highest total points, which was won by the team from the University of Cincinnati.

Education Conferences Set Attendance Record

More than 660 participants attended ABC's 2007 Education Conferences, May 2-4 in Las Vegas, making the event the most widely attended Education Conferences in ABC history.

The 2007 Education Conferences combined a record number of six conferences into one location, offering a three-day educational program covering more than 50 subject areas in more than 100 breakout and general sessions. The program featured custom-tailored sessions for electrical contractors, mechanical contractors, project managers, business managers, and safety and training professionals.

Additionally, the event offered attendees a special Occupational Safety and Health Administration (OSHA) update with OSHA Deputy Assistant Secretary for Occupational Safety and Health C. Bryan Little, as well as a presentation by Anthony Swoope, administrator of the U.S. Department of Labor's Office of Apprenticeship, who recognized ABC for its workforce development efforts and discussed the future of training in the construction industry.

ABC Institute Hailed a Success

In October, ABC members joined volunteer leaders and chapter staff in Indianapolis at the 2007 ABC Institute for Leadership and



Former Labor Department Office of Apprenticeship Administrator Anthony Swoope (l) at the 2007 National Craft Championships in Nashville, Tenn.

ABC INSURANCE

KEEPING THE MERIT SHOP COVERED

The ABC Insurance Trust was stronger than ever in 2007. ABC Merit Choice® completed a brand analysis and embarked upon a re-branding campaign in the last quarter of the year. As a result of this new awareness campaign, member involvement and participation in the ABC Merit Choice® program has increased significantly.

Through its ABC Merit Choice® brand, the ABC Insurance Trust continued to offer high quality coverage for ABC members in 2007, working with its more than 60 national and regional carriers to design customized benefit plans that meet the needs of each ABC member company.

Established in 1957 to provide affordable, comprehensive health care coverage for ABC members, the ABC Insurance Trust has become an essential element in member contractors' efforts to attract, retain and reward skilled, dedicated employees.

Professional Development. Approximately 400 participants from across the country were actively involved in two days of top-quality leadership development and business enhancement sessions. The institute featured more than 75 interactive sessions in 10 different specialty tracks on such topics as leadership assessment and leadership development, financial operations, team building, communication skill development and best management practices.

ABC Welcomes New AQC-Designated Member Firms

ABC awarded Accredited Quality Contractor (AQC) status to 16 additional member firms in 2007. Launched in 1993, the AQC program publicly recognizes and honors construction firms that have documented their commitment in four key areas of corporate responsibility: safety, employee benefits, training and community relations. A company that meets the program's strict criteria is formally designated an Accredited Quality Contractor by ABC. In 2007, there were a total of 460 AQC-designated ABC member firms.

STEP Provides Blueprint for Safety Success

ABC's Safety Training and Evaluation Process (STEP) program continued to grow in 2007, helping ABC members enhance their safety programs. Of the record 1,860 STEP participants in 2007, there were 22 new STEP Platinum members and 33 new STEP Gold members. Platinum members enjoy the benefits of automatic eligibility for the 2007 National Safety Excellence Awards, to be presented at the Excellence in Construction celebration in June 2008. For the year, there were a total of 676 STEP Platinum members, or 36 percent of all STEP participants.

ABC Members Save on Business Products and Services

In 2007, ABC members saved more than \$12 million on the purchase of products and services through discounts offered by ABC's Business Partner program. The program allows ABC members to access a wide variety of exclusive discounts on business-related items and services provided by participating vendors.

Member discount programs include fleet management, vehicle purchases, mobile office and trailer rentals, overnight and freight shipping, payroll services, construction accounting software, fuel purchases, employee recruitment services and more. Some of the featured vendors participating in ABC's Business Partner program include Enterprise Fleet Management, General Motors, Williams Scotsman, Shell Oil, Paychex, Foundation Software, CareerBuilder.com and DHL.



▶ Honoring the Stars of the Merit Shop

Each year, ABC strives to recognize the individuals and firms that have demonstrated an exemplary commitment to the construction industry and to the merit shop philosophy. These professionals have dedicated themselves to the betterment of the construction industry, and have proven to be stalwart advocates of free enterprise and open competition.

Contractor of the Year

ABC named The Shaw Group of Baton Rouge, La., a leading solutions-based company providing engineering, design, construction and maintenance services to government and private-sector clients, as its 2007 Contractor of the Year. In addition to recognizing the firm's incredible growth since its founding in 1987, the award honored The Shaw Group's efforts to assist Gulf Coast communities following the devastation of Hurricanes Katrina and Rita in 2005.

Craft Professional of the Year

ABC presented its 2007 Craft Professional of the Year award to Mike Mattei, lead finish carpenter at Adams-Bickel Associates, Inc., Collegeville, Pa. Mattei serves as a mentor to the firm's carpentry apprentices.



2007 ABC National Chairman Dave Meyer (r) and ABC President and CEO Kirk Pickerel (l) March 22 presented ABC's Contractor of the Year award to The Shaw Group Chairman, President and Chief Executive Officer Jim Bernhard.

ABC ACHIEVES

2.2 PERCENT MEMBERSHIP GROWTH IN 2007

Bolstered by its ongoing “More Members, More Clout!” and Beam Club member recruitment programs, ABC achieved more than 2 percent membership growth in 2007. ABC has succeeded in achieving membership growth 14 out of the past 15 years.

In 2006, he led a team of carpenters down to the Waveland/Bay St. Louis area of Mississippi to help in the construction of a new day care center sponsored by the Bucks-Mont Katrina Relief Project and ABC’s Southeast Pennsylvania chapter.

Craft Instructor of the Year

Gerald Kenyon, a millwright instructor at ABC’s Saginaw Valley chapter, was named ABC’s 2007 Craft Instructor of the Year. Kenyon has taught all five levels of the National Center for Construction Education and Research millwright program. Last year, Kenyon volunteered to train two new Saginaw Valley Chapter Construction Academy Millwright II and Millwright III instructors.

Beam Club Member of the Year

J. Brett Fortune of Fortune-Johnson General Contractors, a member of ABC’s Georgia chapter, was named Beam Club Member of the Year. ABC presents the award each year to the individual who is considered the top membership recruiter in the country. As the 2006 Georgia chapter chairman, Fortune recruited 40 new members, which represents more than 40 percent of the chapter’s new members in 2006.



From left, National Center for Construction Education and Research President Don Whyte; ABC Workforce Development Coordinating Committee Chairman Tim Johnson; 2007 Craft Instructor of the Year Gerald Kenyon; and 2007 Chairman-elect Bill Fairchild



2007 Beam Club Member of the Year J. Brett Fortune (center), a member of ABC’s Georgia chapter, with 2007 Immediate Past Chairman Jack Darnall (l).



ABC in the National Spotlight

In 2007, ABC worked harder than ever to build the association’s national profile, seeking to ensure that ABC was the preeminent source of industry knowledge, information, ideas and insight for the news media, elected officials, opinion leaders, and the business and education communities, as well as the general public.

The Voice of the Merit Shop

Throughout the year, ABC continued to expand and strengthen its contacts and outreach with the national, regional and state media, as well as the construction trade press, to ensure ABC was at the table when issues affecting its members and the industry were being debated and discussed.

ABC worked with the media on a full range of issues including comprehensive immigration reform, protecting the right of workers to secret-ballot elections in the workplace, economic trends in the construction industry, construction workforce shortages and much more, including President George W. Bush’s address to ABC members in June. ABC was quoted or featured on these and other issues in such media outlets as *The Wall Street Journal*, *The Washington Post*, *The New York Times*, *Associated Press*, *USA Today*, *Time* magazine, CNN, CBS-TV, NBC-TV, Bloomberg News, the *Chicago Tribune*, *Los*

Angeles Times, *The Dallas Morning News*, *The Philadelphia Inquirer* and *Engineering News-Record*, among others.

ABC Introduces Construction Economic Update

In September, ABC launched a new electronic news report to increase the association’s national visibility as a key source for economic news and information related to the U.S. construction industry. ABC’s *Construction Economic Update* presents a newsworthy analysis of the monthly economic indices released by the federal government, including construction spending, employment and the Producer Price Index. Each report includes charts and graphs and summarizes what the latest indices mean to the construction industry. The information is distributed electronically to the news media to meet news deadlines, as well as to ABC chapters for their use with members and local news media.

Speaking with One Voice

In 2007, ABC brought together more than 60 chapter professionals—ranging from chapter presidents to communication and marketing directors—to form a strategic group focused on unifying and strengthening ABC's branding, media outreach and public relations efforts. Known as the Communications Action Network, the group regularly discusses a range of communications-related issues and exchanges ideas on how to best address these issues.

The Communications Action Network is the first of its kind at ABC, and serves as an important tool to ensure that all communicators in the ABC family have the tools and skills they need to fully represent ABC as the national voice of merit shop construction.

Award-Winning Publications Raise Profile

ABC's *Construction Executive* magazine, a glossy, four-color publication billed as "the magazine for the business of construction," received a 2007 Apex Award of Excellence in the Feature Writing category for its January 2007 article "The BIM Revolution." Additionally, the American Society of Association Executives awarded *Construction Executive* an Honorable Mention for the magazine's November 2006 article "At Work Against Discrimination." The article also received an Honorable Mention in the Roger F. Boger – Feature Article category of the Construction Writers Association's (CWA) 2007 Journalism and Photography Awards.

Later in the year, CWA recognized the surety bonding advertising section in the November 2006 issue of *Construction Executive* as one of the winners in the advertising category of its 2007 Marketing Communications Awards.

In December, *Association Trends*, a leading national newspaper covering the latest news, information and trends in association management, named three ABC publications as top award winners in its 2007 *Association Trends* All-Media Contest. ABC's 2006 *Year in Review* received the Silver Award in the Annual Report category, while ABC's weekly online newsletter, *Newsline*, received the Bronze Award in the Weekly/Daily Member Communication category. Additionally, ABC's

Leadership Program received the Bronze Award in the Educational Program category. The Leadership Program entry featured promotional materials designed for the 2007 ABC Institute for Leadership and Professional Development, including a tri-fold brochure, program guide, custom three-ring binder and CD-ROM containing materials from all of the sessions.

ABCares: Contractors in the Community

ABCares continued to serve as a valuable tool to highlight ABC members' and chapters' commitment to community service efforts. In 2007, ABCares highlighted projects that built custom homes for paralyzed veterans, cleaned public parks and brought much-needed renovations to a daycare center for families in crisis.

During the 2007 Excellence in Construction and National Safety Excellence awards ceremony in Washington, D.C., ABCares detailed some of the previous year's most notable community service projects in a video presentation viewed by the more than 2,000 attendees. Throughout the year, ABCares showcased selected community service projects on the ABC website and in ABC's *Construction Executive* magazine.



A group of volunteers from ABC member company Skanska USA Building, Inc. helped Habitat for Humanity build a duplex in Montgomery County, Pa.

ABC's Shining Stars: Yesterday and Today

ABC Mourns Loss of Cherished Leaders

The ABC family lost three of its strongest voices and most dedicated advocates in 2007.

Jean Hails, ABC's first female national president, died June 25 in her Roswell, Ga., home following a long illness. Hails, 67, made history as the first woman to be elected head of any national construction organization when she became ABC's national president in 1986.

ABC Empire State Membership Director and Eastern New York Regional Vice President John Nerney died Dec. 24, 2006, after suffering a heart attack. Nerney, 61, joined the Empire State chapter in October 1999 and helped to more than double the chapter's membership in five years.

Harvey Simms, president of ABC's Rhode Island chapter, died July 8 in Bristol, R.I., at age 59. Simms was an active participant in his community, serving on several boards and commissions and involving himself heavily in local politics.

ABC Board Elects Leadership for 2008

At its Oct. 19 meeting in Indianapolis, the ABC Board of Directors elected Bill Fairchild of R.W. Murray Co., Manassas, Va., a member of ABC's Virginia chapter, to serve as chairman of the association in 2008. Jerry Gorski of Gorski Engineering, Inc., Collegeville, Pa., a member of ABC's Southeast Pennsylvania chapter, was elected to serve as ABC's 2008 chairman-elect.

In his acceptance remarks, Fairchild predicted that "ABC is going to be great in '08," with an expanded focus on data-driven membership growth, enhanced business development services, industry-wide alliances and the election of free-enterprise and merit shop supporters in the 2008 elections.



➤ What to Expect in 2008

In remarks following his Oct. 10 election as ABC's 2008 National Chairman, Bill Fairchild summed up ABC's plans for the 2008 nationwide elections in one word: trifecta. For Fairchild and ABC, the trifecta is the election of a pro-free enterprise majority in the U.S. House of Representatives, a pro-free enterprise majority in the U.S. Senate and a pro-free enterprise president in the White House.

Across the country, ABC will be working at the grassroots level to support candidates who share the association's strong belief in the principles of open competition and free enterprise.

In 2008, ABC will expand its role as a leading force in the construction industry by exploring emerging technologies and practices that are changing the face of construction, such as green building and building information modeling. Additionally, ABC will continue to confront the worsening construction workforce shortage by joining with its industry and government partners to develop and implement creative solutions that will help ease the crisis and build the construction workforce of the future.

ABC also will remain vigilant in ensuring the federal government's efforts to fix the nation's broken immigration system through employer-focused enforcement plans do not

unnecessarily burden or threaten the financial health of the nation's construction businesses.

As always, ABC will continue to seek real solutions for construction firms struggling to control their spiking health care costs, to reduce regulatory burdens on construction companies, to prevent any expansion of the Davis-Bacon Act, to stop the use of union-only project labor agreements, to curtail the union practice of job targeting and to eliminate union salting abuses.

ABC remains dedicated to its core mission—to vigorously defend the merit shop philosophy and work tirelessly to advance the principles of free enterprise and open competition. In 2008, ABC will continue to provide its members with the best training, representation and programs in the construction industry, constantly striving to ensure that “When People Think Construction, They Think ABC.”

**“When
People Think
Construction,
They Think
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