

IMPACT ANNUAL REPORT

1750 New York Avenue NW, Lobby
Washington, DC 20006
(202) 393-1147
Toll Free: (800) 545-4921
www.impact-net.org

2023



**2025
North American
Iron Workers/IMPACT Conference
February 23-26, 2025
Disney's Coronado Springs Resort**

Every year the conference grows because IMPACT brings you what you need to know to stay ahead of the competition.

LEARN MORE ABOUT THE CONFERENCE ON THE IMPACT WEBSITE, WWW.IMPACT-NET.ORG

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The construction industry continues to get more complex and competitive. In 2023, certain markets fundamentally changed as we closed the books. The COVID pandemic disincentivized the need for new and better commercial office space. On the other hand, the demand for electric vehicles, batteries to run them and microchips has increased on an unprecedented scale.

As you will see later in this report, the torch is being passed to a new generation. In 2023, two of IMPACT's key Board of Trustees members, Iron Workers General Secretary Ron Piksa and Iron Workers General Treasurer Bill Dean, retired. In addition, 11 other board members retired and new ironworkers and contractors assumed those leadership roles.

IMPACT continued to facilitate the creative use of resources to combat the suicide epidemic in our industry, reinforce the need for safe projects and engage the local union and district council leadership with their local contractors.

IMPACT's mission remains the same: put ironworkers and partner contractors to work where they haven't worked before.

We have two major training events each year: winter training in Henderson, Nev., in January and summer training in Ann Arbor, Mich., in July. In addition, we offer on-demand training throughout the United States and Canada all year. 2023 saw a wider offering than ever before.

We value outstanding leadership and cooperation between the ironworkers and partner contractors. The path will be paved for growth when we reach our full potential in cooperation.

We promote many good stories that come out of our jobsites, local unions and places of business. If we do not tell our story, who will? We continue to foster ironworkers who take that major leap in their lives to become contractors. The first thing every ironworker needs is a partner contractor to put them to work.

We thank you for your support in these ongoing efforts.

Eric Dean

IMPACT Co-Chair
General President
Iron Workers

Bill Brown

IMPACT Co-Chair
Executive Director
Ideal Contracting



In 2023, IMPACT's mission remained the same: assist in putting ironworkers and their employers to work on projects that they haven't worked before. A speaker at a past IMPACT annual conference put it best, "One does not grow market share, one takes it away from the competition." In 2023, IMPACT worked on growing market share in a measurable way and succeeded in putting our ironworkers and their employers to work where they haven't worked before.

When our participants take advantage of the educational opportunities offered through the IMPACT Professional Development Program, they benefit tremendously from the knowledge of industry experts that teach those courses. How does one access this smorgasbord of world-class training? Reach out to your IMPACT Regional Director. Each IMPACT Regional Director is an expert in all things IMPACT. They also have years of experience in every aspect of the ironworking trade. They are a valuable resource for you.

From the Washington-based staff to our regional directors across North America, IMPACT is here to serve the Iron Workers leadership, ironworker members and our partner contractors. We welcome your input on how to improve our programs and services.

“One does not grow market share, one takes it away from the competition.”

Kevin Hilton

Chief Executive Officer
IMPACT



BOARD OF T



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IRONWORKER
Co-Chair
General President
Iron Workers



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Executive Director
Ideal Contracting



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Iron Workers



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of St. Louis and Vicinity



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CONTRACTOR
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Ironworker Superintendent
Clarkson Construction



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IRONWORKER
Southeast RAB
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of Mid-Atlantic States



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Company, Inc.

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Southwest RAB
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CONTRACTOR
Southwest RAB
President and CEO
Bosworth Steel Erectors, Inc.



MIKE BAKER
IRONWORKER
Heartland RAB
President
Iron Workers District Council of
North Central States



PETE HAYES
CONTRACTOR
Heartland RAB
President
Red Cedar Steel



DAVE OSBORNE
IRONWORKER
California & Vicinity RAB
President
Iron Workers District
Council of State of
California and Vicinity



DAVE MCEUEN
CONTRACTOR
California &
Vicinity RAB
President
California Erectors, Inc.



CHRIS MCCLAIN
IRONWORKER
Pacific Northwest RAB
President
Iron Workers District Council
of Pacific Northwest



JEFF ILENSTINE
CONTRACTOR
Pacific Northwest RAB
President
Tri States Rebar, Inc.



COLIN DANIELS
IRONWORKER
Western Canada RAB
President
Iron Workers District Council of
Western Canada



JORDAN EAST
CONTRACTOR
Western Canada RAB
Director, Field Operations
Waiward Industrial LP



KEVIN BRYENTON
IRONWORKER
Ontario RAB
Executive Director
Iron Workers
Canadian Affairs



MARK MCCORMICK
CONTRACTOR
Ontario RAB
President
McCormick Installation Inc.



TOM WOODFORD
IRONWORKER
Eastern Canada RAB
BM / FST
Iron Workers Local 764,
St. Johns, Newfoundland



BRAD MACLEAN
CONTRACTOR
Eastern Canada RAB
Project Manager
Black & McDonald Limited



FRANK MARCO
GENERAL COUNSEL
Marco, McGuire & Arreola

RETIREMENTS



BILL DEAN
IRONWORKER
At-Large Member
General Treasurer
Iron Workers



KEVIN BYRNES
IRONWORKER
At-Large Member
Chief of Staff
Iron Workers



RON PIKSA
IRONWORKER
At-Large Member
General Secretary
Iron Workers



BILL MORROW
CONTRACTOR
At-Large Member
President / CEO
Morrow Steel Erectors, Inc.



DAVE HUNT
CONTRACTOR
New England RAB
President
Berlin Steel



BOB HOOVER
CONTRACTOR
Midwest RAB
Labor Relations &
Human Resources Principle
Songler Steel Services, Inc.



VIC CORNELLI
CONTRACTOR
Southeast RAB
Chairman of the Board
TSI / Exterior Wall Systems



DAVE BENNETT
CONTRACTOR
Southwest RAB
CEO
Bennett Steel, Inc.



STEVE PENDERGRASS
IRONWORKER
Pacific Northwest RAB
President
Iron Workers District Council
of Pacific Northwest



KEN BIRD
CONTRACTOR
Western Canada RAB
Director of Production
Supreme Steel Edmonton

(Appearing in alphabetical order)

IMPACT STAFF



SUSAN AVERY
MarComm Associate
savery@impact-net.org



CHRISTOPHER BURGER
Wage Compliance Administrator
cburger@iwintl.org



SARAH DEAN
Sr. Administrative Assistant
sdean@impact-net.org



KATHY FINCH
Customer Service Representative/
Event Coordinator
kfinch@impact-net.org



DAVID FUSON
Director of Programs
dfuson@impact-net.org



KEVIN HILTON
Chief Executive Officer
khilton@impact-net.org



DR. CINDY MENCHES
Director of Professional Development
& Training
cmenches@impact-net.org



VICKY O'LEARY
Director of Diversity
voleary@iwintl.org



SARA SCHUTTLOFFEL
Director of Marketing &
Public Relations
sschuttloffel@impact-net.org



KENNY WAUGH
Director of Industry Liaisons
kwaugh@impact-net.org

(Appearing in alphabetical order)

SAFETY DEPARTMENT



WAYNE CREASAP
General Organizer
Iron Workers
wcreasap@iwintl.org



SANDRA LASTIWKA
Office Administrator
Iron Workers
slastiwka@iwintl.org



JEFF NORRIS
Canadian Safety Coordinator/
General Organizer
Iron Workers
jnorris@iwintl.org



STEVE RANK
Executive Director of
Safety & Health
Iron Workers
srank@iwintl.org



CHRISTIE ROSE
Administrative Assistant
Iron Workers
crose@iwintl.org

Making an IMPACT On Disadvantaged Business Enterprise Partners

IMPACT's mission is to assist in creating job opportunities for ironworkers and their contractors. IMPACT's programs and services are geared to help contractors overcome obstacles and prosper. IMPACT partner contractors classified as Disadvantaged Business Enterprises benefit tremendously from IMPACT's programs and services.

IMPACT participants have access to a plethora of programs, services and resources to help them succeed. IMPACT offers professional development education opportunities to support existing and future participant ironworking contractors who want to start or advance a business. Since 2013, nearly 6,000 participants have completed IMPACT training courses and attested to their effectiveness.

Gladis Martinez was one of five accomplished Latina entrepreneurs who were recently honored at the Latino Magazine's Latina Entrepreneur of the Year Awards ceremony held at the Smithsonian's Latino Museum in Washington, D.C. Gladis is one of many first-generation Hispanic immigrants who could only dream of such an honor and accomplishment when they started their lives in the United States. She was the first of her family to attend and graduate college. Over the past eleven years, Gladis and her husband Daniel have grown their business, Genisa Iron Inc., from a startup that originated in their garage with just a \$30,000 loan, little to no equipment and two employees, into a multimillion-dollar construction business that employs over 40 ironworkers today. Long Beach Courthouse was one of the first projects Genisa Iron completed. The company has also worked on other prominent projects, from SoFi Stadium to the University of California San Diego and the military base at Fort Erwin.

Gladis is grateful for the support the company received from IMPACT throughout their business journey. IMPACT provided much needed mentorship and business training to the couple who started out with nothing more than Daniel's experience as a second-generation ironworker and their shared basic understanding of business operations. "IMPACT gave us the building blocks to start our business," said Gladis. "From building a website to training us and our employees, IMPACT helped us in every way. We took IMPACT's Business Fundamentals Academy (BFA) course and many more valuable business training courses. There is so much that most people starting a business just don't know, and IMPACT is incredible at turning an entrepreneur's drive and motivation into success."

Marvella Steel Placers, a rebar contracting business (Bellflower, Calif.), is a minority and female-owned business that provides rebar and concrete installation for customers across California. Marvella Steel Placers has completed numerous large-scale and notable projects since its inception in 2016. Destination Crenshaw, Purple Line 3, Purple Line West Side Station and Sign Fountain are just a few of the large-scale projects the company has completed.

Founder of Marvella Steel Placers Jacqueline Pruitt completed a few IMPACT training courses for contractors before and after launching her company.



IMPACT CEO Kevin Hilton, Iron Workers Executive Assistant to the General Secretary Mark Thomas, Daniel Martinez, Gladis Martinez and Former Iron Workers General Treasurer Ron Piksa at the Latina Entrepreneur of the Year Awards 2023.

Genisa Iron Inc. working on Downtown Disney Centrico Paseo Restaurant



In 2014 and 2015, Jacqueline completed Contractor Ready, an IMPACT online training course, which helped her obtain the necessary business licenses and sort out legal matters.

Jacqueline also completed IMPACT's popular BFA course in 2016 before starting her business. The BFA course helped her check all the boxes of her long business startup essentials list. "It would have been impossible for me to know everything I needed to start my business without the BFA course," said Jacqueline. "It taught me that I needed an accountant, insurance broker, attorney and more."

In 2022, Jacqueline found IMPACT's Cost Estimating and Bidding course for rebar contractors to be helpful in sharpening her skills. "I had to learn cost estimating and bidding on my own, but it was very helpful to finally get some professional training."

Today, Marvella Steel Placers has \$20 million worth of projects on the books. The company averaged approximately \$8 million in gross income each year since its inception and is projecting \$10 million in gross income next year.

In an industry where there are not many black, woman-owned contracting businesses, Jacqueline is putting women on the map being one of the few in the industry. "I'm a unicorn," said Jacqueline. "My company is the only black, woman-owned and LGBT contracting business in the rebar industry and quite possibly the only one in the construction industry."

Walter Washington, an ironworker from Iron Workers Local 63 (Chicago), founded Washington Construction Company, LLC (Chicago) in 2016 after completing IMPACT's BFA course. "IMPACT's BFA course gave me the confidence I needed to put my construction company in motion," said Walter. "It gave me insight that I didn't have before, and I put that knowledge to work."

Walter learned about insurance, legal requirements, preparing and reading contracts, OSHA and safety regulations, bookkeeping and accounting and payroll from the BFA course. In the next two years, Walter completed additional training courses IMPACT offered such as Cost Estimating and Bidding for Beginners and other leadership courses. Walter found the training courses to be very helpful in running his business and achieving success.

Washington Construction Company, LLC is an established and successful company today, which employees 20-30 ironworkers from Iron Workers Locals 1 (Chicago), 63 (Chicago) and 444 (Joliet, Ill.) at any given time. The company's gross revenue grew from \$327,000 in 2017 to \$5.6 million in 2022. Some of the prominent projects that the company completed include a 1.6 million square-foot Amazon facility, 2 million square-foot Walmart distribution center, Barack Obama Presidential Library, and Chicago Transit Authority's red and purple line modernization.

IMPACT continues to help its partner contractors that are minority-owned, disadvantaged business enterprises reach new heights of success.



Marvella Steel Placers working on the Purple Line 3 Frontier Kemper & Tutorperini project in Los Angeles

Washington Construction Company, LLC crew working on the West Haven project in Chicago



WHAT DO WE DO?

Assist in creating job opportunities for ironworkers & contractors

The Ironworker Management Progressive Action Cooperative Trust (IMPACT) was founded in 2003 with a core mission of directly or indirectly creating work opportunities for partner contractors and ironworkers across North America.

EDUCATION & TRAINING

- Fund the Apprenticeship & Training Department
- Iron Workers (IW) Rigger & Signal Person Certification
- Business Plan Training
- Award-winning Ironworker Contractor University, which provides professional development education and training including winter and summer training
- Advanced Layout and Total Station
- Bluebeam Revu Fundamentals
- Construction Contracting Business Fundamentals Academy
- Fundamentals of Cost Estimating & Bidding for Beginners: Structural Installation
- Fundamentals of Cost Estimating & Bidding for Beginners: Reinforcing Installation
- Project Leadership and Project Management
- Strengths-Based Communication
- Superintendent Training for Ironworkers
- Supervisor Training for Shop Ironworkers
- IMPACT Leadership Experience
- Annual Ironworker Instructor Training
- Biennial International Apprenticeship Competition
- Growing a Business Webcast Series
- Ironworker Foreman Pocket Guide
- Training programs for fabrication shop ironworkers and their employers
- Mobile training trailers across North America
- Contractor access to training reference materials

SAFETY & HEALTH

- Fund the Safety and Health Department
- Countdown to Zero Incidents campaign including Zero Incidents wristbands and Deadly Dozen posters
- Addiction and suicide prevention and mental health support
- Online safety training and OSHA training
- Off-the-Job Accident Program[†]
- Safety training including Ironworker Safety Director Training Course, Ironworker Safety Supervisor Course and Foreman Fall Protection Training
- Iron Workers - IMPACT Safety & Health Roundtable
- Safety webcasts



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[†] Available only in the U.S.

^{*} Available only in Canada



WHAT DO WE DO?

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DIVERSITY & INCLUSION

- Iron Workers Paid Maternity Leave Program[†]
- “Be That One Guy” initiative to curtail workplace harassment
- Harassment and discrimination awareness modules and access to ironworker member harassment training records
- Funding for ironworker members to attend Tradeswomen Build Nations Conference

LOBBYING

- Lobbying for jobs
- Lobbying to protect pensions
- Lobbying to protect IW Registered Apprenticeship Program[†]

INCREASE MARKET SHARE

- Prevailing Wage Compliance efforts[†]
- Precast Concrete Institute contractor certification reimbursement (This program was discontinued in January 2024)
- Business development program
- Business Incubator Leadership Development Program
- Project tracking to assist local unions and employers
- Funding for programs of the IW Department of Reinforcing Steel
- Assistance in obtaining licenses and certifications including Disadvantaged Business Enterprise (DBE), Veteran-Owned Enterprise, Woman-Owned Enterprise and Small Business Enterprise (SBE)[†]
- Transportation Worker Identification Credential (TWIC) subsidies[†]
- Consultant to help partner contractors obtain American Institute of Steel Certification[†]
- Participation in Canadian business owner group^{*}

MARKETING, ADVERTISING, PUBLIC RELATIONS & COMMUNICATIONS

- Promotional displays and recruitment at national conferences, job fairs and conventions
- Advertising in national trade publications
- Marketing collateral to improve brand image
- Websites for IW local unions and district councils and corresponding local union apps
- Websites and apps for IW contractors
- Canadian branding initiative^{*}
- Strategic communications including communications planning
- Media relations and media coverage for the ironworkers and their contractors
- Social media
- Distribution of The Ironworker magazine to all partner contractors
- Industry promotional events



SAFETY & HEALTH

STEVE RANK

Executive Director of Safety & Health
Iron Workers

Expansion of Foremen Fall Protection Training Course and Partnership with FallTech

On October 19, 2023, IMPACT Co-Chairs entered into a partnership agreement with FallTech, a manufacturer of fall arrest equipment, to help prevent fall incidents in the workplace. FallTech, along with the 3M Personal Safety Division, is working with the Iron Workers (IW) and IMPACT to develop training materials and fall arrest systems for the Foremen Fall Protection Training Course and deliver it at IW training facilities throughout North America. It is important for foremen to recognize and avoid situations that could provide a false sense of security if the equipment is used improperly. The course is intended to bring ironworker supervision back to the training center for an update on supervisory roles in eliminating fall-related incidents and the latest personal fall arrest equipment available on the market.

Falls from elevation during steel erection activities remain one of the Ironworker Deadly Dozen Hazards and is part of the IW "Zero Incident Campaign." The course is designed to provide specialized training on the selection, installation and use of common personal fall arrest systems for steel erection activities. It provides two hours of classroom instruction and two hours of hands-on training at IW training facilities using fall arrest systems installed on two-story structures.

The IW safety department developed the "FallTech Ironworker Portable Anchor." Ironworkers can carry this hand-held device in their bolt-bags and quickly anchor to columns with fabricated holes at 4 feet and 7 feet above beam to column connections. The IW National Training Fund will distribute 1,000 of the FallTech Ironworker Portable Anchors to training facilities throughout North America. In 2023, pilot courses were held at the IW Local 808 training facility in Orlando, Fla., and the IW Local 6 training facility in West Seneca, N.Y.

The Construction Users Roundtable (CURT) 2023 Safety Excellence Award

On November 14, 2023, the IW and IMPACT received the 2023 CURT Safety Excellence Award during the CURT annual conference in Naples, Fla., for the "exemplary construction safety program," the IW Foremen Fall Protection Training Course. The CURT Safety and Health Committee has identified "supervisory safety" as one of the primary factors in improving safety performance in the workplace. The CURT Safety Excellence Award Committee recognized the IW Foremen Fall Protection Training Course as the leading program to help prevent fall-related incidents during steel erection and reinforcing steel activities.

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IMPACT Receiving the Construction Users Roundtable
2023 Safety Excellence Award.

Ironworker Safety Director Training Course (IWSBTC)

The IWSBTC received official accreditation and certification from the International Accreditation Services (IAS) at the IW Local 63 training facility in Broadview, Ill. The IWSBTC is designed to raise the standard of safety performance throughout the U.S. and Canada and provide employment opportunities for ironworkers to become full-time safety directors for partner contractors. Since its inception in July 2016, over 630 members and contractor safety representatives have completed this course.

The IWSBTC is offered as a part of IMPACT partnership benefits to ironworker members or partner contractors who elect to sponsor an ironworker or employee to complete the course. The next IWSBTC is scheduled for June 10-14, 2024, at the IW Local 63 training facility in Broadview, Ill.



NATIONAL TRAINING FUND

LEE WORLEY

Executive Director of Apprenticeship and Training
Iron Workers



Lee Worley addressing attendees at the
Annual Instructor Training in Ann Arbor, Mich.



GWO Training at Iron Workers Local 37 (Providence, R.I.)

2023 was a busy year for the apprenticeship and training department staff as work across the U.S. and Canada remained strong. In addition to the annual instructor conference, over 40 train-the-trainer courses were held at the regional training centers. These classes are important as they train those who lead the classroom. They allow local trainers to provide necessary certifications to ironworker members, so they can access jobs around the country. The classes are offered throughout the year at different regional sites to accommodate the local union training schedules.

In collaboration with the Regional District Council, the Iron Workers (IW) Reinforcing Department spearheaded the development of a 12-hour foreman training program for the rebar industry. It received positive feedback from ironworker foremen. A reference manual, an instructor guide and some PowerPoint slide presentations were produced to assist instructors with the course in the classroom.

In June, IW Local 5 (Upper Marlboro, Md.) received Global Wind Organization's (GWO) approval to conduct Basic Safety Training (BST). The IW National Training Fund worked with the local to obtain the GWO approval to teach the BST courses. The Sea Survival component of the GWO training was completed in August. Five training packages have been approved: Basic First Aid, Working at Heights, Manual Handling, Fire Awareness and Sea Survival.

IW Local 5 (Upper Marlboro, Md.) is working on purchasing equipment and developing a site at the Operating Engineer's training facility near Washington D.C. The Joint Apprentice Committee of IW Locals 40 & 361 (New York) is working to get the mockups and equipment for the GWO BST training. The Ironworker Green Energy training series was completed in July 2023. This specialized training focuses on renewable energy and construction methods using sustainable materials that are relevant to both ironworker members and contractors. The series is comprised of four courses: solar, wind turbine, offshore wind turbine and mass timber. Ironworker members can take one course or all, depending on the need for this type of work in their area.

In partnership with Veteran Internships Providing Employment Readiness (VIPER), the Ironworker Pre-Apprenticeship Program continues to provide the IW local training programs with qualified applicants who are dedicated to becoming skilled craft professionals. VIPER helps transition veterans from active duty back into the workforce and align them with IW apprenticeship programs across the nation. Veterans can be highly effective in the building trades and often make an excellent fit because of their military skills and discipline.



DAVIS BACON & WAGE COMPLIANCE

CHRIS BURGER

Wage Compliance Administrator
IMPACT



Chris Burger with Iron Workers Local 8 (Milwaukee) Business Manager Charlie Falkner and Superintendent Keith Erikson

The Iron Workers (IW) Davis-Bacon and Wage Compliance program reported a banner year in advancing prevailing wage. October saw the introduction and enforcement of the first U.S. Davis-Bacon regulations in four decades.

Chris Burger spearheaded cross-training events for the wage and hour investigators to better assist them in spotting misclassification by trade. He coordinated a one-day tour of New York City's five locals and three training centers. Chris conducted training at IW Locals 172 (Columbus, Ohio), 207 (Youngstown, Ohio), 7 (Boston), 6 (Buffalo, N.Y.) and 37 (Providence, R.I.). Chris extensively toured many apprenticeship centers in North America.

Chris presented at IW district council meetings in Ohio, Texas, New York and New Orleans. He attended the District Council Apprenticeship Competitions at IW Locals 207 (Youngstown, Ohio) and 66 (San Antonio). He hosted a popular panel discussion at 2023 North American Iron Workers/IMPACT Conference and co-presented at the annual IW attorney's meeting. He attended the 24th National Alliance for Fair Contracting (NAFC) conference. Chris met with representatives from the Foundations for Fair Contracting of Pennsylvania and Massachusetts. Chris presented at the Ironworker Instructor Training Program and the district council presidents' meeting in Ann Arbor, Mich. He met with the staff of the West Virginia Building and Construction Trades Councils (BCTC) and Affiliated Construction Trades and addressed the annual convention of the Virginia State BCTC in September. He participated in the North America's Building Trades Unions' conference and Davis-Bacon committee meetings. Chris participated in the resumption of the NAFC and United States Army Corps of Engineers' informal labor advisors group meeting featuring most federal agencies.

"It helped me so much. I was wondering how to make ends meet while being pregnant. Ironworker women can't work while pregnant. It helped me focus on having my baby. I was able to continue paying the bills and live as I did before. I just had my baby, and I will continue to receive the benefit for a few weeks. It's such a relief." - Jessica Corona, Iron Workers Local 86 (Seattle)



Jessica with her newborn, Amelia

"I started receiving the benefit in the second trimester. If not for the benefit, something bad could have happened to me trying to do physically demanding work while pregnant. It allowed me to stay home and still pay bills while pregnant. I had a C-Section. So, I'm still receiving the benefit a few weeks after giving birth. I am beyond grateful for this program and the support of my brothers and sisters." - Aubrey Russell, Iron Workers Local 86 (Seattle)



Aubrey with her newborn, Waylon

MATERNITY PROVISION POLICY

Iron Workers (IW) Maternity Provision Policy (MPP) offers up to six months of predelivery and 6 to 8 weeks of postpartum paid leave to qualifying ironworker women. Physically demanding work in the ironworking trade can endanger a pregnancy. To qualify for the benefit, ironworker members must submit a certification of pregnancy from a medical doctor verifying their inability to perform regular job tasks due to physical limitations associated with pregnancy. An ironworker member is eligible for the benefit if she has enough hours for health insurance through her local union's plan at the time of pregnancy verification and has not used the benefit within the past 24 months. Pregnant ironworker members can also qualify for the benefit if there are no such benefits available through other means such as time-loss benefits through employer or local union health plans or federal, state or local government benefits.

Since inception in 2017, 178 ironworkers have claimed a total of \$1,821,356 in benefits. Not only does the benefit keep ironworkers from having to put their unborn children at risk, but it also helps the organization retain well-trained workers. The IW became a construction industry trailblazer in diversity and inclusion with the launch of this revolutionary program. A report on the correlation between the MPP and ironworker retention revealed that the organization retained 83 percent of the ironworkers who received the benefit.

For general inquiries, please contact Vicki O'Leary at (202) 702-7828 or voleary@iwinl.org. Please direct all claim-related questions to the plan administrator, Welfare and Pension Administration Service, Inc. (WPAS). Once a claim has been processed, information about it can be accessed through MyTrust login at bit.ly/WPASLogin. Visit bit.ly/IWMaternity for more information.

OFF-THE-JOB ACCIDENT PROGRAM

IMPACT's Off-The-Job Accident Program brings relief to ironworker members with a short-term disability resulting from an accident that occurred off-the-job and helps reduce worker compensation rates for partner contractors. An ironworker member is eligible for the benefit if an unintended, unanticipated accident that is external to the body occurs while the ironworker member is eligible under the home health fund. An injury does not mean sickness, disease, mental incapacity, or bodily infirmity.

The benefit is the lesser of \$800 or 66.67 percent of the injured ironworker's weekly earnings for up to 6 weeks. The program has been bringing relief to members for over 12 years. Filing a claim is simple and the turnaround time is short. Since its inception in 2012, the program has helped 4,578 individuals and paid \$14,207,477 in benefits. Eligibility for the benefit is based on ironworkers' membership in the Iron Workers Union, participation in their district council area and their health plan's eligibility rules and conditions. There is a one week waiting period before the benefit disbursement.

Please note that a new claim form and brochure are available on the IMPACT website. Visit bit.ly/IMPACTOTJ to learn more. Contact Harvey Swift at (918) 260-0774 or hswift@impact-net.org for general inquiries.

For claim-related questions, please contact the plan administrator of Welfare and Pension Administration Service, Inc. (WPAS) at 800-331-6158 or claimstatus@wpas-inc.com or visit their website at www.wpas-inc.com. Please direct all claim-related questions to the plan administrator, Welfare and Pension Administration Service, Inc. (WPAS). Once a claim has been processed, information about it can be accessed through MyTrust login at bit.ly/WPASLogin. Individual claims can be viewed at MyTrust Login, bit.ly/WPASLogin.

DRUG-FREE WORKFORCE

The Drug-Free Workforce (DFWF) Program keeps ironworkers and their employers competitive in the construction industry by ensuring a safer, more productive job site. The program allows for instant saliva, instant urinalysis, laboratory and random testing. Participating employers now have the option to include or omit THC during the testing process to meet any legal or project requirements. It also allows for reciprocity with end user and general contractor-controlled programs and provides training for reasonable suspicion. It creates a national pool of safe, drug-free ironworkers, which helps contractors and end users save money.

The IMPACT program uses pre-qualified, third-party administrators to manage the entire process. An online database helps increase work hours and reduces lost time from outdated test results. Iron Workers local unions and employers can easily authorize a test and access reports 24/7. Designated representatives receive email notifications as soon as test results become available. Most negative test results are reported within an hour or less. Members can view their drug test status on the IMPACT App for iOS and Android.

Contact your IMPACT regional director for all DFWF inquiries. Visit bit.ly/IMPACT-DFWF for more information.





PROFESSIONAL DEVELOPMENT

In 2023, IMPACT conducted 74 in person, instructor-led courses for an average of six classes per month.

A few program highlights:

- Introduction to Robotic Total Station for Layout
- Bluebeam Revu Fundamentals
- Construction Contracting Business Fundamentals Academy
- Dale Carnegie's How to Win Friends and Influence People
- Fundamentals of Cost Estimating & Bidding for Beginners - Structural Installation
- Fundamentals of Cost Estimating & Bidding for Beginners - Reinforcing Installation
- IMPACT Leadership Experience
- Making Your Conversations Memorable
- Microsoft Office Training
- Strengths-Based Communication
- Superintendent Training for Ironworkers

CONSTRUCTION CONTRACTING BUSINESS FUNDAMENTALS ACADEMY

IMPACT is committed to developing new partner contractors. Starting a new business or transitioning a business can be challenging. This five-day, intensive program is designed for existing and future ironworking contractors who want to learn or sharpen fundamental business skills. Participants learn how to calculate required startup funding, select an ownership structure, develop a business plan, establish an accounting system, collect payments from customers, identify insurance requirements, understand contract terms and conditions and avoid problems that jeopardize success. It provides a foundation to strengthen contractors' ability to be profitable during the early startup or transition phase of their companies.



FUNDAMENTALS OF COST ESTIMATING & BIDDING FOR BEGINNERS

Fundamentals of Cost Estimating & Bidding for Beginners includes two courses that address the estimation of structural steel installation and reinforcing bar installation. Each course is an intensive program designed for ironworker and contractor personnel who need to develop a system for performing a quantity takeoff, cost estimating and preparing a bid submission. The courses are intended for beginners. These courses cover reviewing bid documents, setting up an estimating system, quantity takeoff basics, establishing productivity rates, calculating wage rates, obtaining equipment and material pricing and submitting a bid. This program will provide the estimating foundation for those who are new to the estimating process or seek to validate their estimating techniques and build confidence in their skills.

INTRODUCTION TO ROBOTIC TOTAL STATION FOR LAYOUT

The Introduction to Robotic Total Station for Layout course is a four-day course that introduces ironworkers to modern layout instruments and practices. Participants will learn the basics of how to perform layout using robotic total station instruments manufactured by Trimble and Leica. The course will consist of instrument demonstrations followed by hands-on practice and coaching.

SUPERINTENDENT TRAINING

Ironworker superintendents are responsible for implementing an efficient site production process and maximizing profit while minimizing company liability for partner contractors. Ironworker superintendents serve as the partner contractor's representative on the jobsite and establish positive relationships with the end user, contractors and other trades while ensuring that projects are delivered safely on schedule and within budget. This three-day course is designed to develop skilled ironworker superintendents. Participants will learn the roles and responsibilities of a superintendent as well as how to manage project schedules, information, people, jobsites and safety. Participants will also learn communication skills, how to close out a project and basic construction finance and law. This course is appropriate for any member interested in improving their field supervision and management skills.

"The class challenged us with exercises and computer knowledge. We worked as a team, finding strengths and weaknesses. It showed me a lot about where I need to aim my focus. Participants in the class were top notch." - Harvey Thompson, ironworker, Iron Workers Local 440 (Whitesboro, N.Y.)



WINTER & SUMMER TRAINING

IMPACT offers a series of professional development courses for partner contractors and ironworkers. IMPACT's semi-annual training programs take place in Henderson, Nev., in January and Ann Arbor, Mich., in July. They provide IMPACT participants opportunities to sharpen their skills, expand their networks and energize their careers.

2023 Winter Training Program in Henderson, Nevada:

The Winter Training Program offered the following classes:

- 12 Principles of Highly Successful Leaders
- Advanced Layout and Robotic Total Station
- Be That One Guy Workshop
- Fundamentals of Cost Estimating & Bidding - Rebar Installation
- Making Your Conversations Memorable Workshop
- Microsoft Office Training
- Superintendent Training for Ironworkers

"Your team put on a well-organized and insightful event. The classes that I participated in were well done and informative."
- Rob Siminoe, Design Steel



2023 Summer Training Program in Ann Arbor, Michigan:

The Summer Training Program offered ten diverse courses that covered topics such as superintendent training, cost estimating, leadership, communication and technology:

- 12 Principles of Highly Successful Leaders
- Advanced Layout and Total Station
- Bluebeam Revu Fundamentals and Document Control & Measurement
- Construction Contracting Business Fundamentals Academy
- Fundamentals of Cost Estimating & Bidding for Beginners: Structural Installation
- Do What Matters Most Workshop
- Making Your Conversations Memorable
- Superintendent Training for Ironworkers
- Dale Carnegie's How to Win Friends & Influence People in Business
- Improving Communication Skills

For more information on the professional development program, visit the IMPACT website at bit.ly/IMPACTCourses. Contact Dr. Cindy Menches at (800) 545-4921 or CMenches@impact-net.org for all inquiries.

ONLINE SAFETY TRAINING

In 2014, IMPACT partnered with the online safety and compliance training provider ClickSafety to offer its library of construction industry-related training courses to all IMPACT members. The ClickSafety program allows ironworker members to meet a myriad of training requirements, offering over 100 on-demand courses in English and Spanish that include many OSHA-authorized courses. All training courses and completion records are available 365 days a year via IMPACT's online learning management system.

Since inception, ironworkers and contractor employees have completed a total of 18,392 ClickSafety courses. Contact David Fuson at (202) 383-4850 or dfuson@impact-net.org for all inquiries. Visit bit.ly/IMPACTOnlineSafetyTraining for more information.

REFERENCE MANUALS

IMPACT provides partner contractors access to many of the Iron Workers National Training Fund's reference manuals. Whether the contractors are looking for gas tungsten arc welding instruction or superintendent training, they can find relevant information on the IMPACT website. The reference manuals below are available to partner contractors for purchase:

- Architectural and Ornamental Ironworking
- Bonded Post-Tensioning
- Cranes
- Flux Cored Arc Welding
- Foreman Training for Ironworkers
- Gas Tungsten Arc Welding
- Introduction to Blueprint Reading
- Introduction to Welding
- Layout Instruments for Ironworkers
- Advanced Layout and Total Station
- Mathematics for Ironworkers
- Unbonded Post-Tensioning
- Pre-Engineered Metal Buildings
- Orientation Training for Ironworkers
- Oxyfuel Gas Cutting and Welding
- Precast Concrete Erection for Ironworkers
- Reinforcing Concrete for Ironworkers
- Rigging for Ironworkers
- Scaffold Training for Ironworkers
- Shielded Metal Arc Welding
- Structural Steel Erection
- Superintendent Training for Ironworkers
- Training and Fabrication for Shop Ironworkers
- Conveyor Installation and Industrial Maintenance for Ironworkers



TRADE SHOWS

IMPACT frequently exhibits at trade shows to showcase skills and experience. The following are some of the events to which IMPACT has exhibited:

- World of Concrete
- American Association of Highway Engineers
- CURT National Conference
- North American Ironworkers Conference
- NASCC: The Steel Connection
- North America's Building Trades
- Groundbreaking Week
- Skills USA
- Tennessee Valley Authority
- Future Farmers of America
- AWS Fabtech
- POWERGEN International
- 25th Lean Construction Conference
- Southeastern Construction
- PCI Committee Day

For more information, contact IMPACT at (202) 383-4850.



& JOB FAIRS

boits at trade shows and job fairs across the U.S. and Canada to
expertise of the ironworkers and their employers. IMPACT participated in
connect with construction industry leaders in 2023:

on of Community Colleges
ference
n Workers/IMPACT Conference
onference
ilding Trades Unions Legislative Conference
omen in Construction

uthority Labor Management Conference
merica 94th National FFA Convention & Expo

tional
ction Institute Congress
struction Owners & Associates Roundtable
s

contact Kenny Waugh at kwaugh@impact-net.org or (202) 393-1147.





CRANE RIGGING & SIGNAL PERSON CERTIFICATION

The Iron Workers International has made it easy to comply with OSHA's 2010 Subpart CC Cranes and Derricks in Construction standard with its comprehensive 80-hour rigging and cranes training. The training consists of 23 instruction units, assignments and written and performance testing. The training and qualifications are documented on the IW Apprentice Tracking System, and convenient Quick Response Code verification allows employers to verify the qualification online.

The Iron Workers (IW) Qualified Rigging and Signal Person Certification meets the Canadian National Occupational Analysis requirements. In 2020, the IW Qualified Rigging & Signaller refresher course was introduced to allow updates to the qualifications. OSHA's 2010 Subpart CC Cranes and Derricks in Construction doesn't require a certification, but it calls for a "qualified evaluator" to ensure that the rigger or signal person is qualified to carry out required tasks.

Many contractors, states and municipalities request or require the certification. Third-party training and certification come with a hefty price tag without input from subject matter experts, ironworkers and their contractors on testing. The IW International Certification Board designated a program director to work with subject matter experts and an accredited job analysis facilitator from NOCTI Business Solutions to develop the certification. Subject matter experts developed testing components using Job Task Analysis and feedback from apprentice coordinators, ironworkers and their contractors. Examinations are administered through a secure learning management system under proctor supervision.

The certification is based on testing competence, promoting a safe and efficient jobsite. Ironworkers must be drug-free and have 6,000 hours of industry experience to be qualified for the certification. They must complete a two-hour written exam followed by a two-hour practical exam. The program received accreditation from the National Commission for Certifying Agencies.

Visit www.ironworkers.org to learn more. Contact Brian Tannehill at btannehill@iwintl.org for all inquiries.



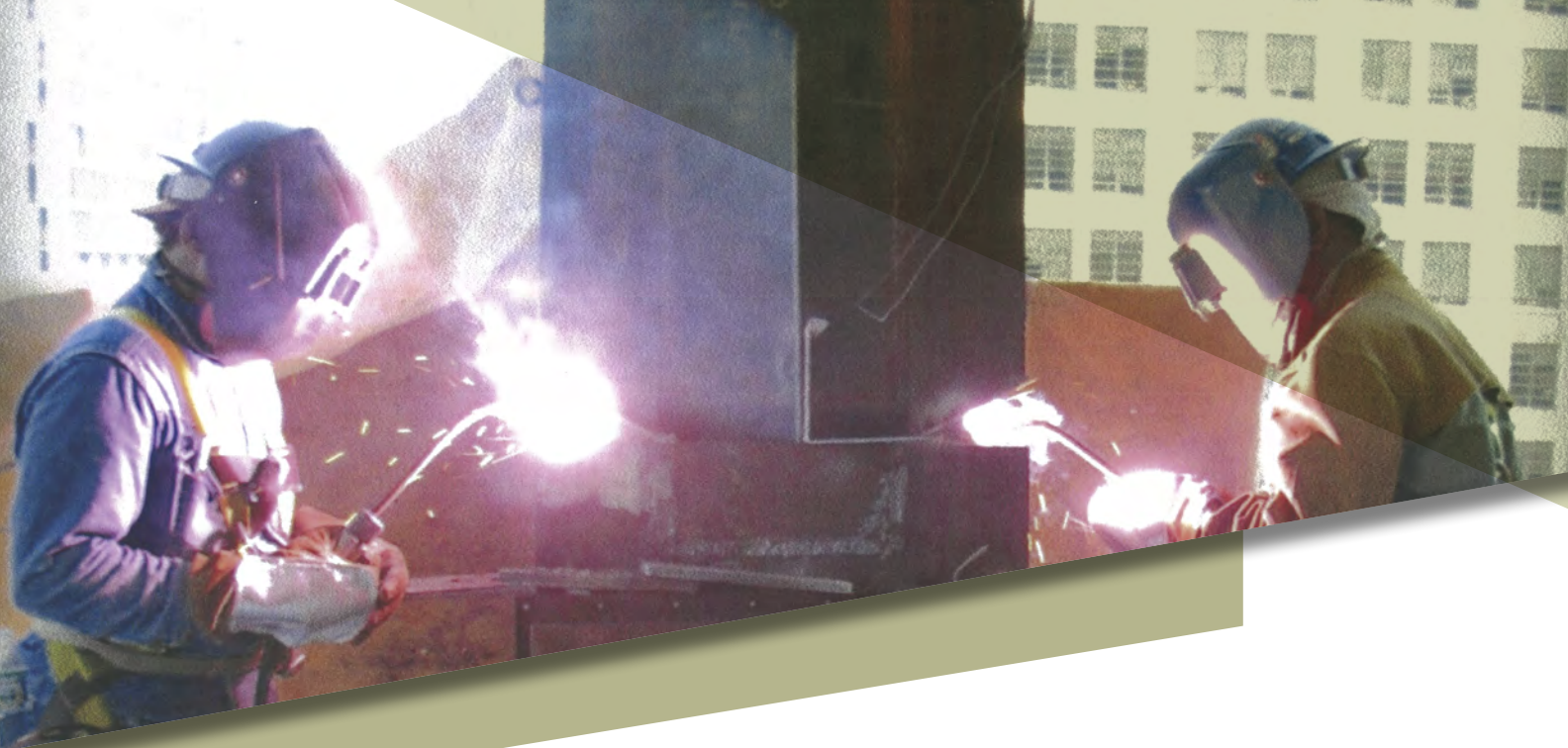
“What impressed me the most this year was the focus and energy the groups put forward during the virtual sessions. Participants expressed an interest in understanding the material and applying it to their teaching activities. As always, it is such an honor to work with the Iron Workers. This is some of the most rewarding teaching jobs.” - Dr. Julie Kissel Professional Development

ANNUAL INSTRUCTOR TRAINING

In July, the National Training Fund held its 39th Annual Ironworker Instructor Training Program at Washtenaw Community College. Executive Director of Apprenticeship and Training Lee Worley opened the ceremony and welcomed everyone to the program. The fact that the program is packed with attendees every year is a testament to the commitment of the Iron Workers' (IW) teaching force to continually improve teaching and keep the ironworkers at the forefront of training in the construction industry. The purpose of the annual training program is to strengthen the apprenticeship training and journeyman upgrading programs at every local by improving the knowledge and skills of the instructors, apprenticeship coordinators, business managers and contractors.

There were many new faces in the crowd this year. IW General President Eric Dean emphasized the need for IW locals to prepare for the challenges of the industry by offering opportunities for journeymen to upgrade their skills. He stated that no one can call themselves the best of the best if they do not embrace training and continuously upgrade their skills. Becoming learners for life is the only way that union ironworkers can maintain their position as the best trained, most productive and safest workers in the industry.

For more information, contact Cinthia Garnica at cgarnica@iwintl.org.



"The Iron Workers' welding program has proved to be an extremely valuable tool. In our business, where we work in multiple states across the country, access to the welding certification cards is a game changer. Online verification of welding certification from anywhere is a major time saver. The records being up to date with the current qualifications gives me a great sense of confidence that I'm putting a qualified, skilled IJW on the job!" - Andre Mondoux, general superintendent, Barton Malow

WELDING CERTIFICATION PROGRAM

Independently verified by the American Welding Society (AWS), the Iron Workers IW/AWS National Welding Certification Program (WCP) has stringent guidelines that each Iron Workers (IW) training program must meet to become accredited. The IW also established a welding certification program in partnership with the Canadian Welding Bureau (CWB). The IW training programs in Canada must also meet the CWB requirements to be accredited. Both programs have multiple processes for welder qualification allowing the ironworkers to meet the needs of the industry in both the U.S. and Canada.

The IW has partnered with the Hobart Institute in Troy, Ohio, to train ironworker members to become AWS Certified Welding Inspectors (CWIs). The prep course and exam are offered monthly in Troy, Ohio. In addition, the partnership between the IW National Training Fund and the CWB allows the organization to offer the welding training and exam for CWB Level I and II welding inspectors in Ann Arbor during the Annual Instructor Training. The AWS program currently has over 130 prequalified welding procedures and continues to add new procedures as needed.

The program provides Welder Performance Qualification Records and a welder certification card to ironworker welders who pass their welder qualification tests. The certification card allows quick and easy verification when ironworkers are dispatched or on any given jobsite. The IW welding certification is portable, allowing ironworker welders to move from project to project without requalification, saving employers time and money. The CWB also issues welder certification cards for Canadian ironworker welders.

The program offers convenient online verification at <https://newiuits.iwintl.org/certifications/Certificate/Guest>, allowing verification of each participant's welding certification and continuity at any time. IMPACT funds the program and there is no out-of-pocket cost to participants if they keep continuity up to date. The WCP currently has 114 AWS Accredited Testing Facilities. There are nearly 16,000 AWS certified welders in the U.S. and approximately 4,000 CWB certified welders in Canada.

To learn more, visit bit.ly/IW-Welding. For all inquiries, contact Jason Corder at (202) 383-4877 or jcorder@iwintl.org.



BUSINESS DEVELOPMENT

IMPACT Business Development Program experienced another significant year of growth. There was 80 percent growth in new business as a result of 300 new projects in 2023. With expanded markets in the Chicago region and continued performance increases in all markets, the program continues to replace the competition with our partner contractors in facilities where they haven't been before. The program expects double-digit growth in 2024 and beyond to put union ironworkers and their contractors on projects and in facilities they haven't worked before.

"It has been a tremendous help for us in finding highly-qualified minority-owned contractors and is helping us reach our diversity objectives. Being able to tap into their network of contractors has made the process of finding the best contractors to bid on our project extremely easy and straightforward, and we plan to utilize their connections more in the future as our project continues to take shape."

- Joe White, president / principal, Carl Walker Construction

BUSINESS INCUBATOR LEADERSHIP DEVELOPMENT

IMPACT launched the Business Incubator Leadership Development (BILD) program to boost contractor success through all stages of development, from planning and startup to established businesses, and those in generational transition of ownership. BILD provides contractors a dedicated coaching team, structured business process, repository of standard tools, templates and techniques, and direct access to construction industry subject matter experts. Contractor benefits include discounted rates for professional services from subject matter experts and access to more favorable bonding, insurance and lending rates. BILD helps contractors manage risk, reduce cost and increase profitability, which creates job opportunities for ironworkers and increases contributions to their pension and benefit funds.

The BILD program infrastructure was developed in fall 2019, and a pilot program was launched in 2020. In 2022, BILD sprung to full-scale operation with special emphasis on building effective partnerships with Iron Workers local unions. To date, the BILD program has assisted over 375 contractors with more than 578 support services, including 53 established contractors, 84 start-up contractors and 236 ironworker-owned contracting businesses that are still in the planning and development stage.

Please contact BILD Program Director Kerry Walters at (703)409-9439 or via email at kwalters@impact-net.org for inquiries.

"I knew that I wanted to start a construction company but I just didn't know which direction to go. IMPACT helped get me in touch with website builders, accountants, and industry leaders to point me in the right direction. We are now in our second year of business and couldn't have done it without IMPACT's support."

- Mike Calaman, M&J Ironworks



AISC STEEL ERECTOR AND FABRICATOR CERTIFICATION



IMPACT works closely with the American Institute of Steel Construction (AISC), independent third-party auditor Quality Management Company and consultants to assist partner contractors in pursuing AISC Steel Erector and Fabricator Certification. AISC certifications are highly regarded and recognized in the industry. They set quality standards for the structural steel industry with a focus on the entire fabrication and erection process. Having an AISC certification improves consistency of operations and demonstrates commitment to quality, setting partner contractors apart from the competition.

For more information visit bit.ly/IMPACTAISC or contact Harvey Swift at (918) 260-0774 or hswift@impact-net.org. Learn more about AISC Certification at www.aisc.org/certification.

TRANSPORTATION WORKERS IDENTIFICATION CREDENTIAL



The Maritime Transportation Security Act (MTSA) requires the Transportation Worker Identification Credential (TWIC®) for workers who need access to secure areas of the United States' maritime facilities and vessels.

The application process includes a background check and security threat assessment and requires the applicant to provide fingerprints and digital photos. IMPACT reimburses the non-refundable application and renewal fees for ironworker members who successfully obtain the credential. In 2023, IMPACT reimbursed 693 ironworkers who obtained TWIC® credentials for a total of \$86,839.

Employers and local unions in MTSA-regulated areas should encourage their ironworkers to take advantage of this program.

Contact your IMPACT regional director for all inquiries. For more information on TWIC®, visit the Transportation Security Authority TWIC® website at www.tsa.gov/for-industry/twic.

PRECAST/PRESTRESSED CONCRETE INSTITUTE CERTIFICATION



Like the American Institute of Steel Construction (AISC) certification, Precast/Prestressed Concrete Institute (PCI) has a certification program for contractors who manufacture or install precast. It is often spec'd into projects by end users, architects or engineers as one of the methods of pre-qualifying bidders. This program was developed to grow market share for the ironworkers and partner contractors who employ them. The IMPACT PCI certification program makes a one-time certification payment of \$2,500 per company if a partner contractor obtains their PCI certification or needs a recertification and provides a copy of their certification and proof of payment to IMPACT. The PCI certification program doesn't use consultants like IMPACT's AISC certification program, which saves time and money. It helps ensure that only the employers who obtain the PCI certification receive the one-time payment.

*** THIS PROGRAM WAS DISCONTINUED IN JANUARY 2024.**

Visit www.pci.org for more information. Contact your IMPACT regional director for all inquiries.

INTERPROVINCIAL STANDARDS RED SEAL PROGRAM



Provinces and territories are responsible for trades training and certifications in Canada. Each jurisdiction has its own laws dictating which trades are designated for apprenticeship training and certification within its borders. The Red Seal Program was established to standardize training and certification requirements across Canada. Canadian Council of Directors of Apprenticeship administers 56 designated "Red Seal trades."

Over the years, the Red Seal Program has become the national standard of excellence for skilled trades. It's the highest qualification for ironworkers and the final qualifying test of the Iron Workers apprenticeship program. Today, it's used for interjurisdictional collaboration to develop a certified, highly skilled and mobile workforce. A tradesperson with a Red Seal can work in any province or territory without having to requalify for the same skills as it is "portable" or transferable. IMPACT funds the Red Seal journeymen upgrade training.

For all inquiries, contact Bert Royer at (306) 536-0442 or BRoyer@impact-net.org.

PUBLIC RELATIONS & COMMUNICATIONS

Managing reputation is important for the survival and success of a brand, and maintaining a positive brand image is necessary to increase brand awareness and brand equity. IMPACT's public relations and communications program develops strategic communications plans for IMPACT participants. Earned media provides brands significantly higher reach and credibility without breaking the bank. It's proven to be more effective than paid and owned media due to the element of third-party validation.

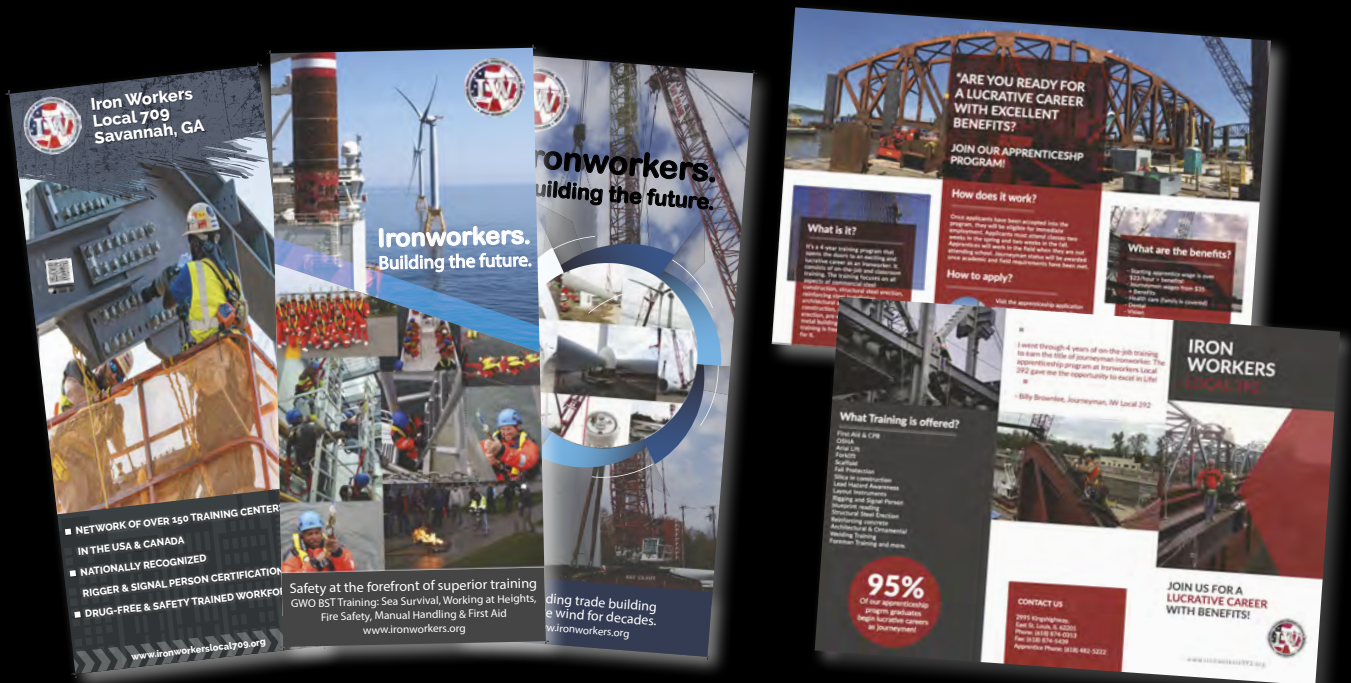
IMPACT's public relations and communications program works to increase media exposure and positive media coverage for the Iron Workers brand and IMPACT partner contractors in the U.S. and Canada. Maintaining a positive brand image improves brand equity, which helps generate more work opportunities for the ironworkers and their employers.

Contact Sara Schuttloffel at (202) 383-4885 or sschuttloffel@impact-net.org for all inquiries.

MARKETING & ADVERTISING

It's important for IMPACT participants to consistently communicate their value propositions to existing and potential customers. IMPACT provides marketing, advertising and creative services to its participants as a part of their membership benefits to help them stay competitive in the industry and increase market share. IMPACT creates a wide range of marketing collateral for its partners including brochures, booklets, posters, one-pagers, custom logos, letterheads, business cards, pull-ups, top-off banners and newsletter templates. Event marketing, integrated marketing campaigns, advertising and video editing are among other services provided.

"IMPACT created custom pull-ups for our local and they look very professional! Thank you for your help!"
- Reis James, business development and recruiter, Iron Workers Local 709 (Savannah, Ga.)



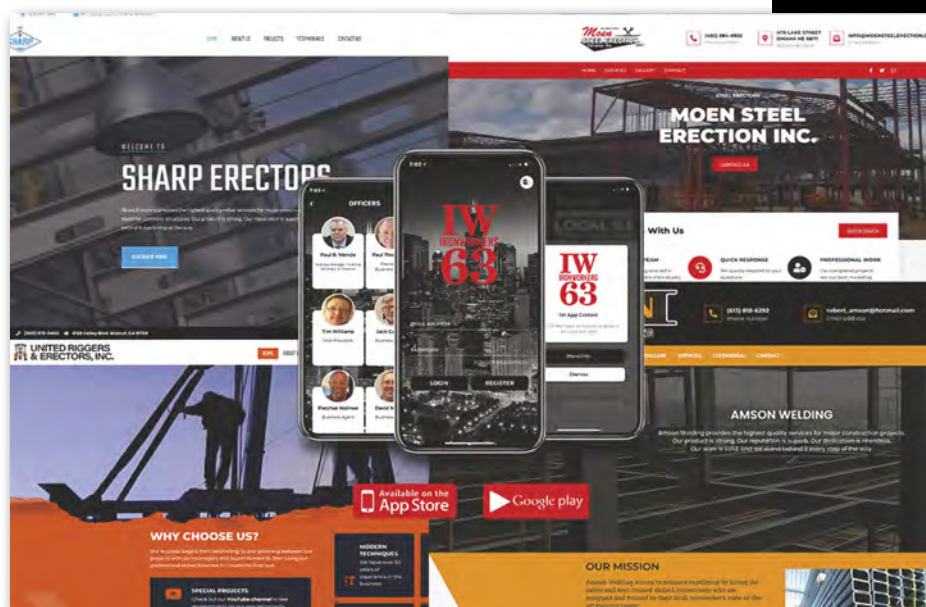
WEBSITE PROGRAM

IMPACT builds custom websites and mobile applications for its participants as part of their membership benefits. The websites are built with emphasis on contractors' competitive advantages or value propositions. IMPACT builds state of the art applications for iOS and Android mobile devices that can help expand work opportunities for ironworkers and their employers. Having a modern and effective website is important to be successful in today's digital business world.

The company website is at the center of every business' online presence. Studies show that customers research online before deciding to buy products or secure services. Company websites allow customers and stakeholders to get a glimpse of IMPACT participants' portfolios and competitive advantages.

Contact Sara Schuttlöffel at (202) 383-4885 or sschuttlöffel@impact-net.org for more information.

"They were great to work with. Fast response and great communication. I never thought getting a web presence would be so easy"
- Jason Baugh, United Riggers and Erectors, Inc.



PROJECT TRACKING

Since 2003, IMPACT's Project Tracking Program has been providing participant contractors and ironworkers vital tools to build a database of projects and customers. Each contributing local union and district council office is eligible for a complimentary user access to Dodge Pipeline and leading global industrial plant, project information and market intelligence provider Industrial Information Resources' (IIR) PEC Reports. Each partner contractor office is eligible for a complimentary user access to Dodge Pipeline and access to IIR's PEC Reports at a 25 percent discounted rate.

Dodge Pipeline provides users with fast, user-friendly and up-to-date commercial project information. Use Dodge Pipeline to locate projects at the bidding stage and identify top end users, general contractors and prime subcontractors in the area, then map project locations on smartphones or tablets and connect with Salesforce to link projects with customers. Access to information on power, oil and gas, manufacturing and heavy process industries is available through IIR.

Visit bit.ly/IMPACT-Projects to sign up. Contact Susan Avery at (202) 383-4801 or savery@impact-net.org for all inquiries.

"I've been looking through the dodge reports almost daily. They're helpful in notifying contractors of coming jobs." - Eric Brugeman, vice president/organizer, Iron Workers Local 12 (Albany, N.Y.).

Construction Industry's Premier Event Brings Stakeholders Together to Collaborate for Mutual Success

Themed "IMPACT - Collaboration - Success," the 2023 North American Iron Workers/IMPACT Conference was held in New Orleans, and it was a huge success! Jam-packed with dynamic speakers and presentations, the conference provided the attendees with a wealth of knowledge. The conference's general and breakout sessions were designed to help end users meet their project needs and serve as a platform for ironworkers and partner contractors to showcase their portfolios and expertise.

Iron Workers (IW) General President Eric Dean kicked off the general session with a safety moment. Keynote speaker Jason Hewlett energized the audience with an inspiring and entertaining presentation about how to keep a promise. A panel led by Paul Wende, business manager, IW Local 63 (Chicago), discussed the benefits of establishing a health care clinic or wellness center at every IW local.



Fabricator panel moderated by IMPACT Co-Chair Bill Brown

Aniban Basu from Safe Policy Group, Inc. shared the economic outlook for the next five years.

Kristina Hooper from Invesco shared her insights on the global market. She mentioned that the U.S. economy took a sharp dive down during the pandemic in 2020 and then recovered just as quickly.

Moderated by IMPACT Co-Chair and Executive Director of Ideal Construction Bill Brown, a panel of contractors discussed happenings unique to the fabricating industry. The panel discussed how the fabrication industry is experiencing a boom while other sectors of the construction industry are experiencing a decline due to the pandemic, looming recession, inflation and other factors. They also discussed other important topics such as the trend of increased collaboration between fabricators and their competitors, the importance of collaborating with partners like erectors and detailers on projects and how steel scarcity and difficulty securing transportation have presented challenges to the fabrication industry.

Turner Construction Company Executive Vice President Pat Di Filippo shared some insights from a general contractor's perspective. He cautioned the audience to never take their clients or their workers for granted. "Always be professional and progressive and treat people with respect." He noted that there is increased emphasis on environmental, social and governance responsibilities by developers, especially European firms.



Jason Hewlett addressing the audience

Bill Brown started the general session on day two with a safety moment. Mental health was one of the most important topics of the conference. Consultant and West Point Bronze Star recipient Josh Rizzo inspired the audience to “take care of themselves.” “How we speak to ourselves matters more than how we speak to others,” said Josh. “Be kind to yourself. When you do something for yourself, you gain self-respect. No one can give it to you or take it away.” He stressed the importance of seeking help when struggling with mental health issues.

Anirban Basu from Sage Policy Group, Inc. shared the U.S. and global economic forecast. He talked about how the quick recovery of the U.S. economy within one year brought about inflation and how it’s shrinking the money supply and driving up cost. In conclusion, Anirban mentioned that the looming recession is inevitable. The global and national economies are weakening. Borrowing costs are higher and inflation persists. He predicted that at some point, the Fed will stop raising rates. Until then, the recessionary conditions will prevail.

A panel of six end users shared the projects in their pipeline and labor needs. The panel was moderated by Dan Hogan, chief executive officer, The Association of Union Constructors. Panelists shared positive feedback on ironworkers’ safety performance. “The ironworkers are doing great,” said Brian Watkins, division leader, Triad National Security, LLC. “It’s so valuable when companies are pushing the message of safety, but it’s even more helpful when the locals are pushing the same message.”

The panelists shared their reasons for attending the conference and messages they wanted to convey. “It can be a bit combative at times with developers and owners,” said Garret Bean, managing director of Copia Power. “If you can talk about meeting in the middle and opportunities instead of what might constitute an opposition, I think there’s great opportunity there.” He added that one of the biggest challenges his company continues to face is getting workers to jobsites. He stressed the importance of having a job-ready workforce. “When a contractor doesn’t have enough people, someone else will take the job.”



Josh Rizzo talks about mental health

End user panel during the general session on day two

Alan Srader from All American Ironworks shared how he started a construction contracting business and IMPACT’s Construction Contracting Business Fundamentals Academy helped him succeed. Futurist Byron Reese talked about a bright future where hunger, poverty and energy crisis will come to an end.

The conference offered breakout sessions on a range of timely and important topics such as prevailing wage, U.S. and Canadian politics, how to survive the impending recession, cyber security, safety training including fall protection training, offshore wind and more. The conference was well attended with over 1,200 contractors, end users, ironworkers and others.

2022 PROJECT OF THE YEAR

The 2022 Project of the Year competition saw some impressive project submissions. It was a difficult decision to make for the judges: Deputy Editor for Regions and ENR Southeast Editor Scott Judy, former TAUC CEO Steve Lindauer and retired President of the Iron Workers District Council of Texas and Mid-South States Marvin Ragsdale. Safety, quality and innovation were the top criteria in selecting winners.

An award reception was held at Joe's Seafood, Prime Steak & Stone Crab in Washington, D.C., on November 8, 2023, to celebrate the best projects of 2022 after guests toured the Iron Workers International. During the awards ceremony, winning contractors and local unions received their awards from IMPACT CEO Kevin Hilton.

Architectural/Ornamental

Architectural/Ornamental - Below 5,000 workhours

Winners: cHc Manufacturing, Inc. (Columbus, Ohio) and Iron Workers Local 172 (Columbus, Ohio)

Project: Cover My Meds in Columbus, Ohio



Architectural/Ornamental

Architectural/Ornamental - Above 5,000 workhours

Winners: Harmon, Inc. (Kennesaw, Ga.) and Iron Workers Local 387 (Atlanta)

Project: 760 Ralph McGill in Atlanta



Industrial/Rigging/Machinery Moving

Industrial/Rigging/Machinery Moving - Below 5,000 workhours

Winners: United Riggers & Erectors, Inc. (Walnut, Calif.) and Iron Workers Local 433 (Los Angeles)

Project: Disneyland World of Color Rehabilitation in Anaheim, Calif.



Fabrication

Fabrication - Above 5,000 workhours

Winners: Foundation Steel (Swanton, Ohio) and Iron Workers Local 290 (Dayton, Ohio)

Project: Cumberland Farms in Tallahassee, Fla.



Bridge/Structural

Bridge/Structural - Below 10,000 workhours

Winners: Hodges Erectors, Inc. (Miami) and Iron Workers Local 272 (Miami)

Project: Brightline Aventura Pedestrian Bridge in Aventura, Fla.



Bridge/Structural

Bridge/Structural - Above 10,000 workhours

Winners: Walsh Construction Co. II, D&K Welding Services, Inc. and Iron Workers Local 392 (East St. Louis, Ill.) & Iron Workers Local 396 (St. Louis)

Project: The Merchant's Bridge Rehab in E. St. Louis, Ill. and St. Louis



Metal Buildings

Metal Buildings - Below 10,000 workhours

Winners: Foundation Steel (Swanton, Ohio) and Iron Workers Local 55 (Toledo, Ohio)

Project: Tucker Transport PEMB in Delta, Ohio



Metal Buildings

Metal Buildings - Above 10,000 workhours

Winners: Foundation Steel (Swanton, Ohio) and Iron Workers Local 44 (Cincinnati)

Project: Spooky Nook PEMB 300 in Hamilton, Ohio



Reinforcing

Reinforcing - Below 5,000 workhours

Winners: Foundation Steel and Iron Workers Local 172 (Columbus, Ohio)

Project: Lower Olentangy Tunnel - Gowdy Field Diaphragm Walls in Columbus, Ohio



Reinforcing

Reinforcing - Above 5,000 workhours

Winners: MKE-Iron Erectors, Inc. and Iron Workers Local 8 (Milwaukee)

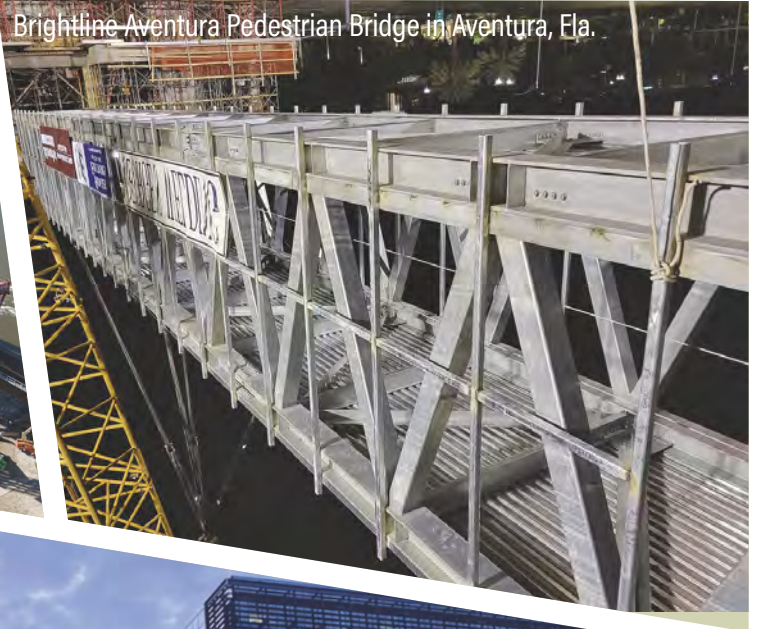
Project: Agricultural Maritime Export Facility Port in Milwaukee



The Merchant's Bridge Rehab in E. St. Louis, Ill. and St. Louis



Brightline Aventura Pedestrian Bridge in Aventura, Fla.



2022 PROJECT OF

760 Ralph McGill in Atlanta

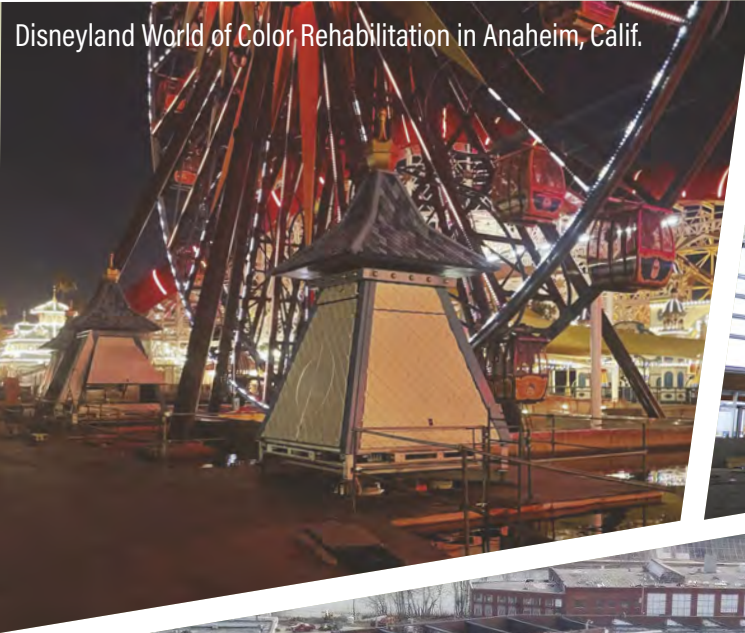


Cover My Meds in Columbus, Ohio



Cumberland Farms in Tallahassee, Fla.

Disneyland World of Color Rehabilitation in Anaheim, Calif.



Tucker Transport PEMB in Delta, Ohio



THE YEAR GALLERY



Spooky Nook PEMB 300 in Hamilton, Ohio



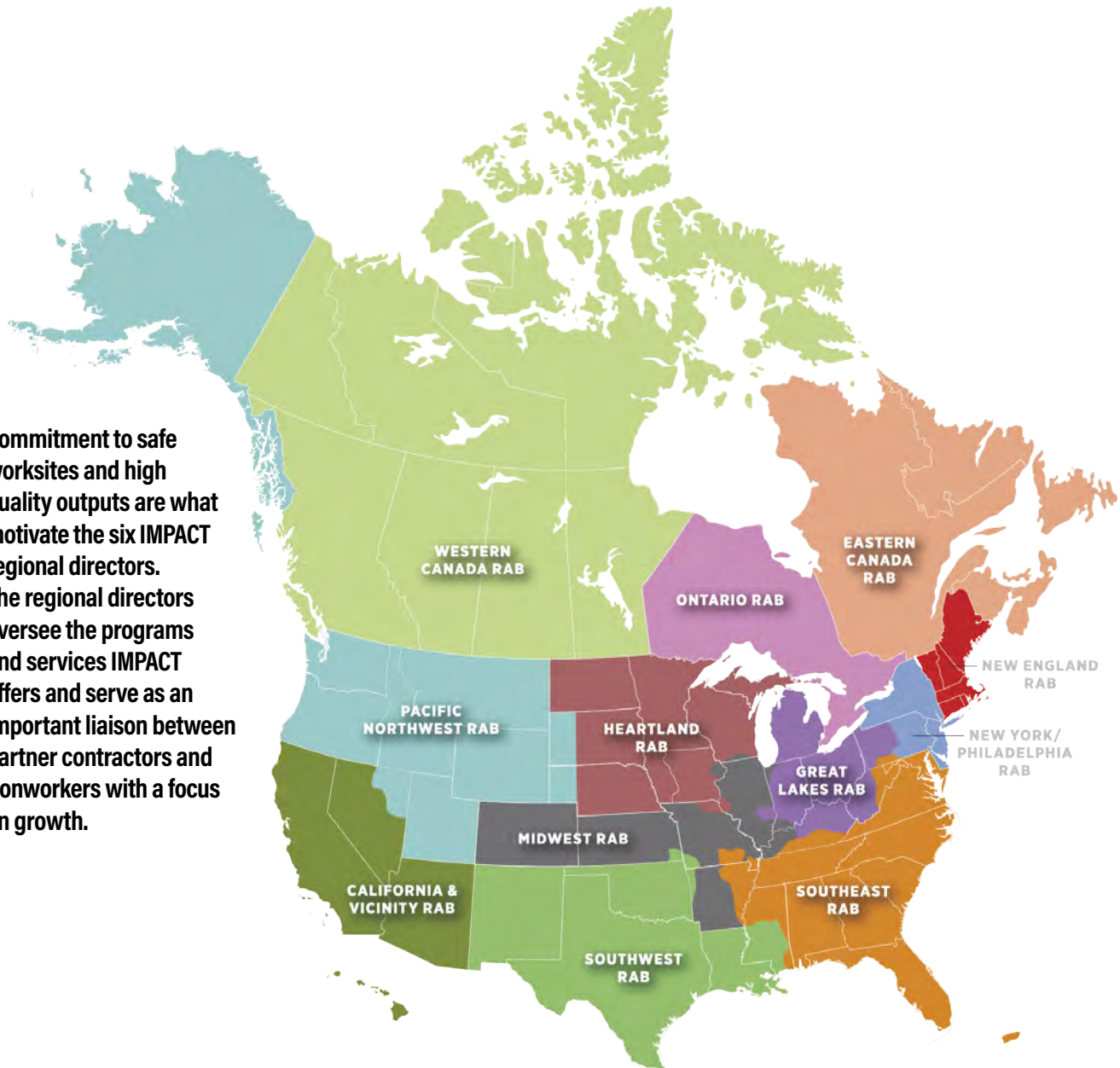
Agricultural Maritime Export Facility Port Milwaukee in Milwaukee



Lower Olentangy Tunnel - Gowdy Field Diaphragm Walls in Columbus, Ohio

REGIONAL ADVISORY BOARDS

Commitment to safe worksites and high quality outputs are what motivate the six IMPACT regional directors. The regional directors oversee the programs and services IMPACT offers and serve as an important liaison between partner contractors and ironworkers with a focus on growth.



Zach Gorman, John Cangey, Bert Royer, Harvey Swift, Mike Hess and Kenny Waugh each possess deep institutional knowledge about the ironworkers and their contractors. Their role in the administration of the Regional Advisory Boards (RABs) is vital to the success of IMPACT's mission: supporting and fostering regional initiatives, programs and projects to generate more work for the ironworkers and their contractors.

An executive committee comprised of an equal number of ironworkers and contractor representatives guides each RAB. IMPACT relies on its regional directors, participants and business partners to share feedback, ideas and helpful input that foster continued prosperity for all.

REGIONAL ADVISORY BOARDS

REGIONAL DIRECTORS

(Appearing in alphabetical order)

John Cangey

IMPACT Western Regional Director
(626) 413-0044
jcangey@impact-net.org
California & Pacific Northwest RABs
Member of Local 433
(Los Angeles)



Zach Gorman

IMPACT Midwest Regional Director
202-394-0898
zgorman@impact-net.org
Midwest and Heartland RABs
Member of Local 89
(Cedar Rapids, Iowa)



Mike Hess

IMPACT Eastern Regional Director
(202) 705-0275
mhess@impact-net.org
New England, New York/
Philadelphia, Great Lakes RABs
Member of Local 7
(Boston)



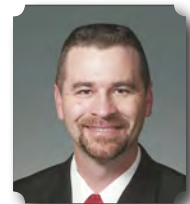
Bert Royer

IMPACT Canadian Regional Director
(306) 536-0442
broyer@impact-net.org
Western Canada, Ontario,
Eastern Canada RABs
Member of Local 771
(Regina, Saskatchewan)



Harvey Swift

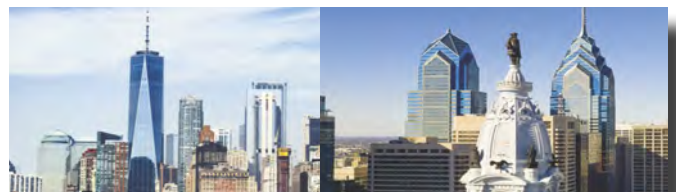
IMPACT Southwest Regional Director
(918) 260-0774
hswift@impact-net.org
Southwest RAB
Member of Local 584
(Tulsa, Oklahoma)



Kenny Waugh

IMPACT Southeast Regional Director
(202) 383-4890
kwaugh@impact-net.org
Southeast RAB
Member of Local 5
(Washington, D.C.)





New England

Ironworker Co-Chair, Shawn Nehiley, Iron Workers District Council of New England States
Contractor Co-Chair, Michael O'Sullivan, Berlin Steel

Grant Investments: \$464,029

- IMPACT covered IT equipment upgrades at Iron Workers Locals 15 (Hartford, Conn.) and 424 (New Haven, Conn.).
- IMPACT paid for Massachusetts Maritime Academy's Global Wind Organization Training at Iron Workers Locals 15 (Hartford, Conn.) and 424 (New Haven, Conn.).
- IMPACT covered Off-the-Job Accident program payments of the local unions in the New England RAB.

Training for Success:

- Advanced Layout and Total Station - April - Hartford, Conn.

Leading Ironworkers and Contractors:

- Quad Council Meeting - August - Boston



New York/Philadelphia

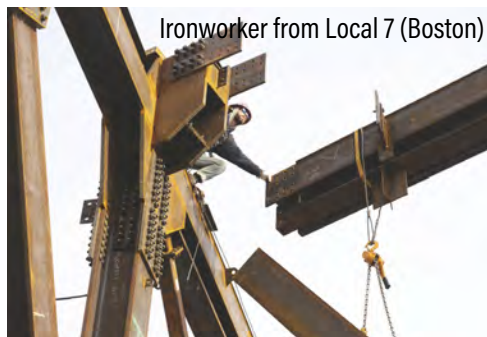
Ironworker Co-Chair, Stephen Sweeney, Iron Workers District Council of Philadelphia and Vicinity
Contractor Co-Chair, Joe Merlino, BayShore Rebar, Inc.

Grant Investments: \$455,901

- IMPACT covered the cost of a structural mockup at Iron Workers Local 417 (Newburgh, N.Y.). It will be used for training apprentices in the steel erection process, including the proper use of fall protection.
- IMPACT paid for equipment and phone system upgrades at Iron Workers Local 11 (Newark, N.J.).
- IMPACT covered the cost of tools, materials, safety equipment and computers for Iron Workers Local 12 (Albany, N.Y.).

Training for Success:

- Fundamentals of Cost Estimating and Bidding for Beginners: Rebar Installation - April - Philadelphia.
- Bluebeam Revu Fundamentals and Document Control and Measurement - May - Long Island City, N.Y.
- Fundamentals of Cost Estimating & Bidding for Beginners: Rebar Installation - May - New York
- Advanced Layout and Robotic Total Station - June - Long Island City, N.Y.
- Superintendent Training - August - New York
- Construction Contracting Business Fundamentals Academy - September - New York
- Making Your Conversations Memorable - December - New York



Ironworker from Local 7 (Boston)



Superintendent Training In New York City



Great Lakes

Ironworker Co-Chair, Greg Christy, Iron Workers Great Lakes District Council

Contractor Co-Chair, Richard Brown, Ideal Contracting, LLC

Grant Investments: \$797,348

- IMPACT paid for welding equipment upgrades at Iron Workers Local 22 (Indianapolis).
- IMPACT covered the cost of a structural steel mock-up for Iron Workers Local 172 (Columbus, Ohio) Joint Apprenticeship Training Committee.
- IMPACT invested in training facility upgrades at Iron Workers Local 292 (South Bend, Ind.).

Training for Success:

- Fundamentals of Cost Estimating and Bidding for Beginners: Structural Installation - December - Columbus, Ohio

Leading Ironworkers and Contractors:

- Great Lakes RAB Meeting - November - Columbus, Ohio



Midwest

Ironworker Co-Chair, David Beard, Iron Workers District Council of St. Louis and Vicinity

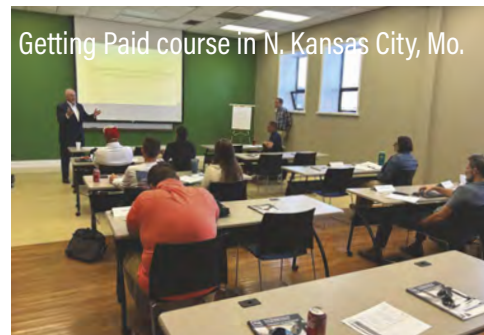
Contractor Co-Chair, Isaac Pritchett, Clarkson Construction

Grant Investments: \$2,035,945

- IMPACT invested in a Skytrak Telehandler and Skyjack Scissor Lift for Iron Workers Local 10 (Kansas City, Mo.).
- IMPACT reimbursed Iron Workers Local 392 (East St. Louis, Mo.) for a Mobile Welding Service Truck Purchase.
- IMPACT covered the cost of a truck wrap for Iron Workers Local 498 (Rockford, Ill.).

Training for Success:

- Do What Matters Most Workshop - October - Louisville, Ky.
- Fundamentals of Cost Estimating and Bidding for Beginners: Structural Installation - October - North Kansas City, Mo.
- Cash Management and Change Order Control - October - North Kansas City, Mo.
- Strengths-Based Communication - October - Denver
- Do What Matters Most Workshop - November - Denver





Southeast

Ironworker Co-Chair, Kendall Martin, Iron Workers District Council of Mid-Atlantic States

Contractor Co-Chair, Keith Hopper, Sentry Steel Services

Grant Investments: \$291,175

- IMPACT invested in welding equipment updates at Iron Workers Local 167 (Memphis, Tenn.).
- IMPACT paid for Iron Workers Local 492 (Nashville, Tenn.) training facility upgrades.
- IMPACT covered the cost of welding equipment expenses for Iron Workers Local 92 (Birmingham, Ala.).

Training for Success:

- Basic Microsoft Outlook and Email Training - March - Largo, Md.
- Basic Microsoft Word Training - March - Largo, Md.
- Basic Microsoft Excel Training - March - Largo, Md.
- Basic Microsoft PowerPoint Training - March - Largo, Md.
- Construction Contracting Business Fundamentals Academy - March - Orlando, Fla.
- Cash Management and Change Order Control - May - Largo, Md.
- Basic Microsoft Outlook and Email Training - October - Tampa, Fla.
- Basic Microsoft Word Training - October - Tampa, Fla.
- Cash Management and Change Order Control - December - Jacksonville, Fla.

Leading Ironworkers and Contractors:

- Southeast RAB Meeting - December - Nashville



Cash Management course in Washington, D.C.



Southwest

Ironworker Co-Chair, Jerry Wilson, Iron Workers District Council of Texas & Mid-South States

Contractor Co-Chair, Vince Bosworth, Bosworth Steel Erectors

Grant Investments: \$525,038

- IMPACT invested in training facility equipment upgrades at Iron Workers Local 84 (Houston).
- IMPACT covered expenses associated with the District Council Apprenticeship Competition held at Iron Workers Local 66 (San Antonio).
- IMPACT covered the Off-the-Job Accident Program payments in the region.

Training for Success:

- Dale Carnegie's How to Win Friends and Influence People in Business - March - Oklahoma City
- Coaching and Mentoring - December - Arlington, Texas

Leading Ironworkers and Contractors:

- Executive Committee Meeting - February - New Orleans
- Executive Committee Meeting - April - Online
- Executive Committee Meeting - August - Online
- Executive Committee Meeting - November - Online



Dale Carnegie How to Win Friends course in Oklahoma City, Okla.



Heartland

Ironworker Co-Chair, Michael Baker, Iron Workers District Council of North Central States
Contractor Co-Chair, Peter Hayes, Red Cedar Steel, Inc.

Grant Investments: \$479,857

- IMPACT invested in renovating the oxy/fuel cutting system at Iron Workers Local 512 (Minneapolis).
- IMPACT paid for a boom lift for Iron Workers Local 89 (Cedar Rapids, Iowa).
- IMPACT paid for an updated curtain wall mockup for the Iron Workers Local 21 (Omaha, Neb.) training center.

Training for Success:

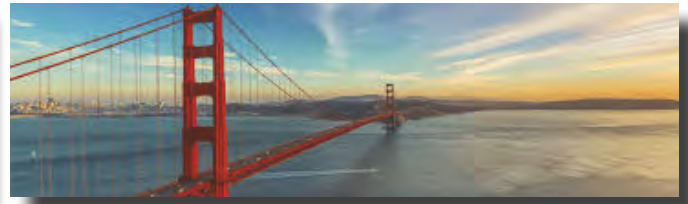
- 12 Principles of Highly Successful Leaders - Onamia, Minn. - November
- Superintendent Training For Ironworkers - December - Milwaukee

Leading Ironworkers and Contractors:

- Iron Workers Local 8 Labor/Management Meeting - May - Neenah, Wis.
- Iron Workers Local 8 Labor/Management Meeting - June - Milwaukee
- Iron Workers Local 8 Labor/Management Meeting - August - Mackinaw City, Mich.
- IMPACT Contractor Roundtable - September - St. Paul, Minn.



Superintendent Training in Milwaukee



California & Vicinity

Ironworker Co-Chair, David Osborne, Iron Workers District Council of the State of California & Vicinity
Contractor Co-Chair, David McEuen, California Erectors, Inc.

Grant Investments: \$3,307,527

- IMPACT covered fifty percent of the regional safety consultant's salary expenses.
- IMPACT invested in AWS welder certifications at Iron Workers Local 118 (Sacramento, Calif.).
- IMPACT reimbursed expenses related to the Refinery Safety Ordinance, which is required for ironworker members in the region to work in California refineries.

Training for Success:

- Basic Microsoft Outlook and Email Training - June - City of Industry, Calif.
- Basic Microsoft Word Training - June - City of Industry, Calif.
- Basic Microsoft Excel Training - June - City of Industry, Calif.
- Basic PowerPoint Training - June - City of Industry, Calif.
- Bluebeam Revu Fundamentals and Document Control and Measurement - August - City of Industry, Calif.
- Leading the Generation Gap - August - City of Industry, Calif.
- Basic Outlook and Email Training - December - San Diego
- Basic Microsoft Word Training - December - San Diego
- Basic Microsoft Excel Training - December - San Diego
- Basic Microsoft PowerPoint Training - December - San Diego



Microsoft Office training at Iron Workers Local 433 (Los Angeles)



Pacific Northwest

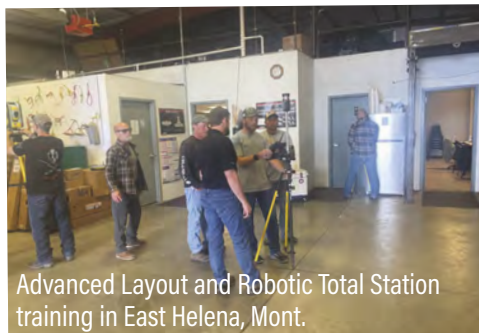
Ironworker Co-Chair, Chris McClain, Iron Workers District Council of Pacific Northwest
Contractor Co-Chair, Jeff Ilenstine, Tri States Rebar, Inc.

Grant Investments: \$583,859

- IMPACT covered Iron Workers Pacific Northwest District Council's apprenticeship competition expenses.
- IMPACT reimbursed expenses related to the Refinery Safety Ordinance in the region.
- IMPACT paid for Lift Director Training at Iron Workers Local 86 (Tukwila, Wash.).

Training for Success:

- Bluebeam Revu Fundamentals and Document Control & Measurement - February - Tukwila, Wash.
- Advanced Layout and Total Station - February/March - Tukwila, Wash.
- Behavior Habits of Great Leaders - March - Portland, Ore.
- Advanced Layout and Robotic Total Station - June - East Helena, Mont.
- Advanced Layout and Robotic Total Station - August - Portland, Ore.
- Fundamentals of Cost Estimating and Bidding for Beginners: Structural Installation - September - Portland, Ore.
- Superintendent Training for Ironworkers - October - Portland, Ore.



Advanced Layout and Robotic Total Station training in East Helena, Mont.



Western Canada

Ironworker Co-Chair, Colin R. Daniels, Iron Workers District Council of Western Canada
Contractor Co-Chair, Jordan East, Waiward Industrial LP

Grant Investments: C\$923,798

- IMPACT invested in Overhead Crane Operator Training for Waiward Industrial LP.
- IMPACT covered the cost of Construction Management Certification Training for Iron Workers Local 725 (Calgary, Alberta).
- IMPACT paid for CWB Level 2 Welding Inspector Certification Expenses at Iron Workers Local 720 (Edmonton, Alberta).

Training for Success:

- Fundamentals of Cost Estimating and Bidding for Beginners: Rebar Installation - October - Burnaby, British Columbia



Foremen Training at Iron Workers Local 97 (Vancouver, British Columbia)



Ontario

Ironworker Co-Chair, Kevin Bryenton, Iron Workers District Council of Ontario
Contractor Co-Chair, Mark McCormick, McCormick Installation Inc.

Grant Investments: C\$1,075,624

- IMPACT invested in Iron Workers Local 786 (Sudbury, Ontario) training facility upgrades.
- IMPACT paid for an 8-ton Broderon crane for ongoing apprentice training and journeyman upgrading at Iron Workers Local 736 (Hamilton, Ontario).
- IMPACT covered the cost of Iron Workers Local 765 (Ottawa, Ontario) training facility equipment upgrades.

Training for Success:

- Fundamentals of Cost Estimating & Bidding for Beginners: Structural Installation - May - Etobicoke, Ontario
- Do What Matters Most Workshop - May - Etobicoke, Ontario
- Health & Safety Demonstrations and Seminars - September - Hamilton, Ontario
- Advanced Layout and Robotic Total Station - October - Etobicoke, Ontario
- Construction Contracting Business Fundamentals Academy - November - Ottawa, Ontario
- Superintendent Training for Ironworkers - November - Ottawa, Ontario



Do What Matters Most course in Toronto, Ontario



Eastern Canada

Ironworker Co-Chair, Tom Woodford, Iron Workers Local 764, St. Johns, Newfoundland
Contractor Co-Chair, Brad MacLean, Black & McDonald Limited

Grant Investments: C\$148,584

- IMPACT covered travel expenses associated with the 2023 North American Iron Workers/IMPACT Conference in the RAB.
- IMPACT reimbursed travel expenses associated with the RAB Executive Committee Meetings.

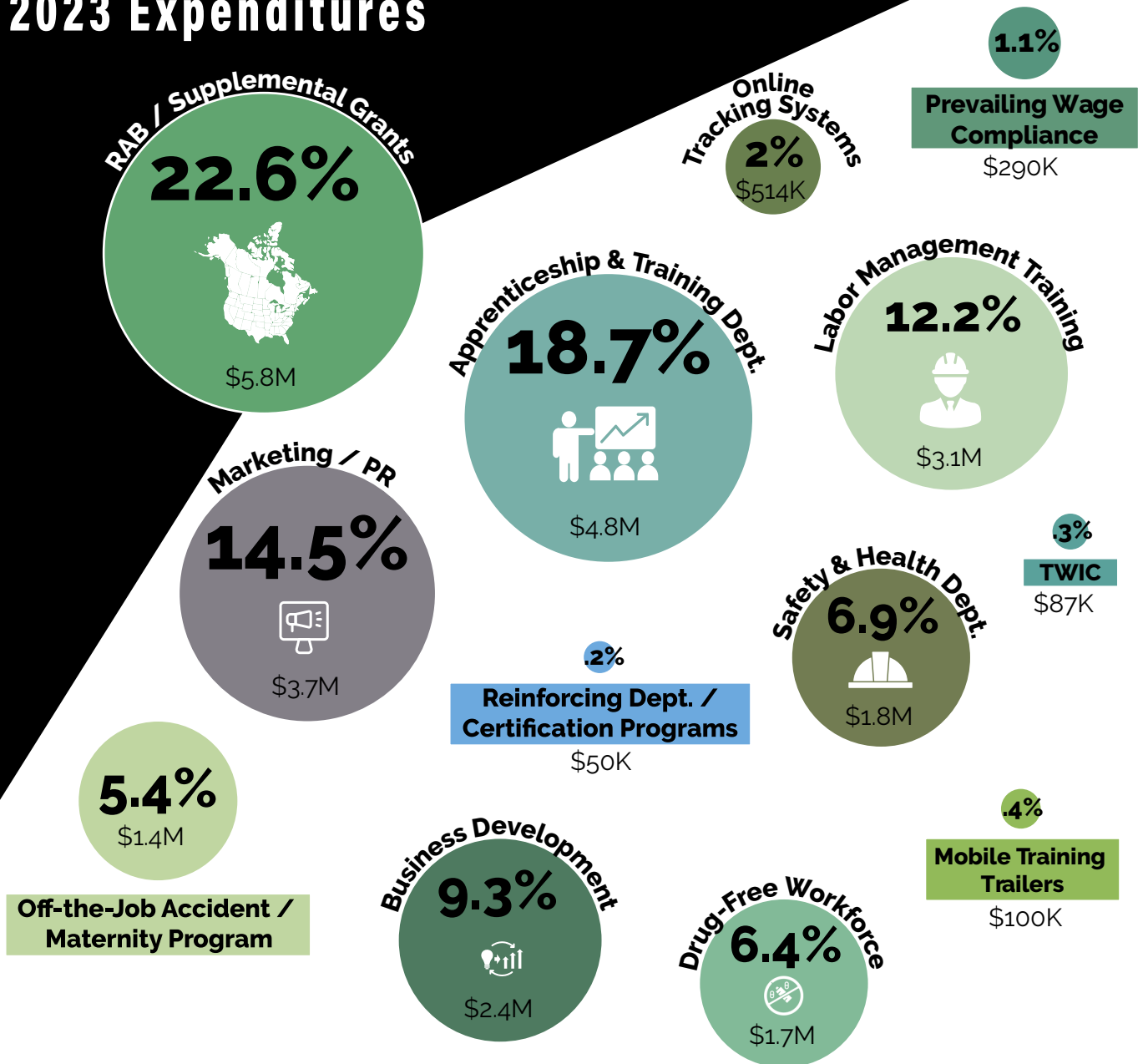
Training for Success:

- Improving Communications Skills - October - Dartmouth, Nova Scotia



Improving Communications Skills course in Halifax, Nova Scotia

2023 Expenditures



- Apprenticeship & Training Dept. - \$4,801,164
- Business Development - \$2,389,312
- Drug-Free Workforce - \$1,647,191
- Labor-Management Training - \$3,124,343
- Marketing / PR - \$3,722,081
- Mobile Training Trailers - \$99,467
- Off-the-Job Accident/Maternity Program - \$1,387,624
- Online Tracking Systems - \$513,654
- Prevailing Wage Compliance - \$290,006
- RAB/Supplemental Grants - \$5,806,333
- Reinforcing Dept./Certification Programs - \$50,096
- Safety & Health Dept. - \$1,765,920
- TWIC - \$86,839



IRONWORKER CONTRACTOR PROFESSIONAL DEVELOPMENT

Summer Training Program July 15-19, 2024

Washtenaw Community College

4800 E Huron River Dr, Ann Arbor, MI 48105

Date	Course
BUSINESS SKILLS	
July 15-19	Fundamentals of Cost Estimating & Bidding for Beginners (Structural Installation): This 5-day course is an intensive program designed for ironworkers and contractor personnel who need to develop fundamental skills for developing a cost estimate and bid submission.
LEADERSHIP	
July 15-19	Superintendent Training for Ironworkers: This 5-day course is designed to develop skilled ironworker superintendents. Participants will learn the roles and responsibilities of the superintendent as well as how to manage technology, project schedules, information, people, job site and safety.
WELLNESS AND BALANCE	
July 15	Be That One Guy Workshop: This 1-day program recognizes that harassment on the jobsite is a safety hazard and not just a problem associated with the poor treatment of workers and other people in the work environment. This program will help participants understand the responsibilities of union leaders, contractor leaders, site leaders, and ironworkers in establishing and enforcing rules, investigating claims, and determining appropriate penalties for harassment incidents.
July 16	The Working Mind Workshop: This 1-day workshop is an evidence-based training program developed to initiate a shift in how we think, act, and feel about mental health and wellness. The workshop is designed to provide practical knowledge and skills to address mental health and wellness in the workplace.
July 17	Fully Engaged: Energizing Your Life and Work: This 1-day, highly interactive class focuses on tools and strategies to get the most from your everyday life and work experiences. When you are fully engaged, you and your entire team communicate better, experience optimized performance, and maximized results.
July 18-19	Dale Carnegie's How to Achieve Your Work-Life Integration Breakthrough: In this 1-day class, we will identify the actions needed to happily survive any life or work situation with the right amount of energy and focus. We'll dissect current actions and learn new methods to achieve integration of the many areas of our life.
COMMUNICATIONS	
July 15-16	Dale Carnegie's How To Communicate with Diplomacy and Tact: This 2-day program will help you influence outcomes and create cooperation through diplomatic and tactful communication. You will realize that standing up for yourself, when done effectively, doesn't offend others, rather it strengthens your relationships and enables positive results through effective communication.
July 17	TBD FMI Leadership or Communication Course: This 1-day course will focus on the leadership or communication skills needed to succeed as a construction leader. The type of course is to be determined. Please check the IMPACT website for more information.
July 18-19	Bridging the Generation Gap: With 5 generations entering the workforce, communicating with diverse teams and individuals can be challenging. Leaders need to know how to find ways to unite and inspire these unique groups and help them work together to produce better results. This 2-day workshop helps bridge the gap between the different generations in how they approach their work, career, relationships, communication style, and personal growth. These resources and tools can unlock the full potential of this complex workforce.
TECHNOLOGY	
July 16-19	Introduction to Robotic Total Station for Layout (formerly Advanced Layout and Total Station) This 4-day course is designed to prepare ironworkers in advanced layout principles and practices. The course content is based on the Iron Workers Advanced Layout and Total Station training package and will consist of classroom lecture, performance assignments and tests.

Register for courses on the IMPACT Events website: bit.ly/IMPACTProfessionalDevelopmentTraining

Ironworkers.



WWW.IRONWORKERS.ORG | WWW.IMPACT-NET.ORG



In the U.S. and Canada:

4,000 Contractors

130,000 Ironworkers

157 Training Centers

7,374 Certifications in 2023

20,000 Apprentices and Trainees

21,198 Certified Ironworker Welders

\$90 Million invested annually in training

Billions in contracts for the most recognizable projects

PUT YOUR TRUST IN SAFE AND PROFESSIONAL IRONWORKERS TO GET THE JOB DONE