



Associated
Builders and
Contractors

2020

YEAR IN REVIEW

ABC Members Kept Our Foundation Strong

2020 was a year like no other, but we adapted to the constantly changing landscape. ABC focused on being your vital ally by providing safety resources, online safety training, and a business peer group that offered updates and support. This past year, we also worked with our community partners creating a larger voice for the construction industry by advocating on your behalf and weighing in on issues impacting your ability to get work done safely.

We are pleased to announce that even during this time, we still grew our membership, increased the benefits offered to members, refunded millions of dollars through the Retro program, and brought home Chapter performance awards from ABC National.

We are excited for 2021 and the strategic plan that the ABC Board of Directors set for the organization. We will remain focused on being your voice for free enterprise and open competition and will continue providing the vital resources to keep you working safely.

Wendy Novak
President/CEO

Jason Wandler, Oles Morrison Rinker & Baker
Chair, ABC Board of Directors

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2020 ABC Board of Directors and Staff

OFFICERS:

Chair:

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Rinker & Baker LLP

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Glen Kuntz, Tekton Group LLC

Immediate Past Chair:

Travis Hull, Mechanical & Control
Services, Inc.

Vice-Chair, Government Affairs:

Josh Griesse, Washington
Commercial Painters

Vice-Chair, Membership:

Stephanie Carlin, Propel Insurance

Vice-Chair, Safety:

Dawn Lanz, Sea-Tac Electric, Inc.

Vice-Chair, Professional

Development:

Travis Hull, Mechanical & Control
Services

Treasurer:

Marc Victor, Rafn Company

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Olympian Precast, Inc.

Candi Pfluger

BDO USA, LLP

Shelley Bloom

The Blue Book Building &
Construction Network

Karen Say-Valadez

Saybr Contractors, Inc.

Cindy Axthelm

Axthelm Construction, Inc.

Scott Garcia

Parker, Smith & Feek

Eric Brock

HST Construction

Mitch Neely

Neely Construction

Douglas Bolar

Accountable Custodial &
Maintenance, Inc.

STAFF:

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Wendy Novak

Director of

Administration and
Finance:

Melissa Reppert

Director of Marketing and
Communication:

Michelle Dallas

Meetings and Events

Manager:

Janessa Bishop

Office Manager:

Gay Huckins

Safety and Education

Manager:

Tony Incrocci

Membership

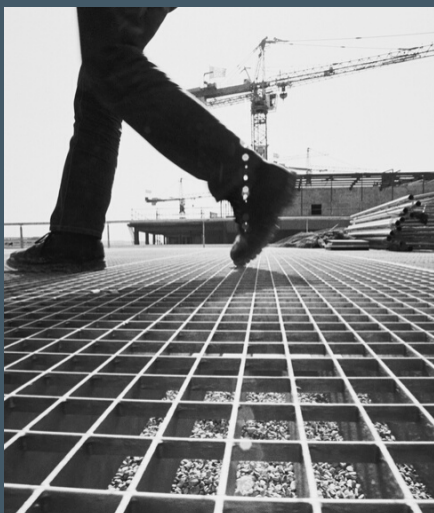
Development Manager:

Jared Malone

Government Affairs

Manager:

Sophia Steele



Thank You to Our Community Partners

Daily Journal of Commerce
Economic Alliance of
Snohomish County
Kent Chamber of Commerce
Washington Policy Center
Association of Washington
Business
Enterprise Washington
Liability Reform Coalition
Renton Technical College

Workforce Foundation
Construction Industry Training
Council
Center for Construction
Excellence
Small Business Transportation
Resource Center
National Association of Women
In Construction



Membership Growth Brought More Resources to the ABC Community

ABC of Western Washington is considered a high-performing chapter and this year was no different! We are very proud to share that our chapter was one of the few that had positive membership growth in 2020. But it's not just about growth, it's about you!

We are currently ranked 5th nationally, out of 69 chapters, with a 93% retention rate. We could not have accomplished those numbers without the continued support from you and your fellow member peers. The more support ABC gains from membership, the larger the voice we have on issues that impact your business. Thank you for your membership!

2020 Independence Partner Spotlight:



It's unique to find an insurance and risk management brokerage firm that values teamwork in order to ensure the delivery of excellence for all clients. That's what makes Parker, Smith & Feek different. After four generations of private ownership, the knowledge, creativity, and dedication of our people has fueled the growth of the firm into one of the 60 largest in the United States. Visit www.psfinc.com to learn more about how Parker, Smith & Feek can help your business.

Membership Ranking At-A-Glance

- The highest member retention rate in our region
- 5th highest retention rate nationally
- The highest membership growth in our region
- 41 new members joined in 2020



SAVE BIG ON YOUR HEALTH BENEFITS

Members of ABC-WW can save up to 10-15% on their benefits through the MBA Health Trust.



abchealthtrust.com



Members Who Went Above and Beyond in 2020



Member of the Year: Pat Oda, Neeley Construction Company

As an engaged member for more than 20 years, Pat served as Board Chair of our chapter in 1997, served in a leadership role at ABC National, presented at the Construction Business School, and mentored many individuals. His leadership on the Diversity Committee advanced our relationships with community partners, grew ABC's membership, and increased resources to minority contractors.

New Member of the Year: Karen Galipeau Forner, Employer Solutions Law

Upon joining ABC, Karen immediately rolled up her sleeves, participating in multiple committees and sharing her newsletter. She was a huge resource during the initial stages of COVID-19 and continues to provide updates to the industry. She also worked with other ABC member attorneys to develop our Legal Action Series, which informs contractors on critical legal issues.



Young Professional of the Year: Mandy Keltner, Propel Insurance

Through her leadership, the Young Professionals Group was able to offer multiple educational and networking events that focused on the growth of personal and professional soft skills, bolstering the careers of many ABC member employees. We look forward to watching Mandy take things to the next level for our young professionals in 2021!



2020 Pivot Award Winner: Washington Commercial Painters

Like everyone else, Washington Commercial Painters was faced with unprecedented hurdles as the coronavirus spread across the state and businesses started to shut down. They decided to use the disruption in business as an opportunity to create face masks for their community. Since April, they produced and donated over 7,000 face masks, hand-delivering them to firefighters, police, food banks, and other essential and non-essential workers.



This Year, Our Government Affairs Council Found Strength in Partnership

This last year taught us how meaningful our strategic partnerships are and the importance of strengthening them. Our partners in free enterprise and limited government include the Washington Policy Center (WPC), the Association of Washington Business (AWB), and the Washington Construction Industry Council (WCIC). We are excited to continue working with these partners in the coming year.

One issue that has been at the forefront of ABC's fight for our members is prevailing wage. In fact, ABC along with AGC and other individuals impacted by prevailing wages, filed a lawsuit against Washington State. While this lawsuit is ongoing, we are hopeful we will win this fight and reduce the impact prevailing wage places on employers.

Our Government Affairs Council and Legal Action Council spent the end of 2020 mapping out goals for 2021 and we are excited for members to reap the benefits of their hard work. We know 2021 will put up quite the fight against our members and we will be here to ensure that you have the knowledge you need to deal with new challenges from the Biden Administration and the Washington State Legislature.

The Washington State Legislature will start the 2021 session on January 11, 2021. Be on the lookout for updates on what was voted on and how it could affect your business. Additionally, we are tracking Project Labor Agreements (PLAs), Community Workforce Agreements (CWA), Prevailing Wage, apprenticeships, PPP loans, unemployment insurance (UI), and changes made by the Biden Administration.



ABC Welcomes New Government Affairs Manager: Sophia Steele



Sophia spent the last four years in Washington, D.C., as a staffer in the United States House of Representatives. Most recently, she was a Legislative Assistant for Richard Hudson (NC-08) and before that worked as a Special Assistant for then Republican Conference Chair Cathy McMorris Rodgers. In 2016, Sophia was the Jennifer Dunn-Thomson Scholar presented by the Washington Policy Center, and in 2017 graduated from Washington State University.

We are excited to have her with us!



Patriot Partner Spotlight:



Since 1913, The Blue Book Network has connected the construction community through a platform of online, print and in person opportunities that help companies share their story and build profitable relationships.

Pictured below: Mari Borrero with American Abatement and Demo preparing for her on-camera interview.



Access to Influence: Members Shared How ABC Helped Their Business Grow

ABC's Access to Influence Campaign was created to help us expand our local reach by educating target audiences on the benefits of membership with a special focus on advocacy and the philosophies that distinguish our chapter from other similar organizations. It also showed influential, regional stakeholders, that our chapter, through the support of our mission and issue-based philosophy, advances the industry and helps members grow their businesses, remain competitive, and keep their employees safe.



Pictured above: Karen Say-Valadez with Saybr Contractors sharing her story with the video crew.

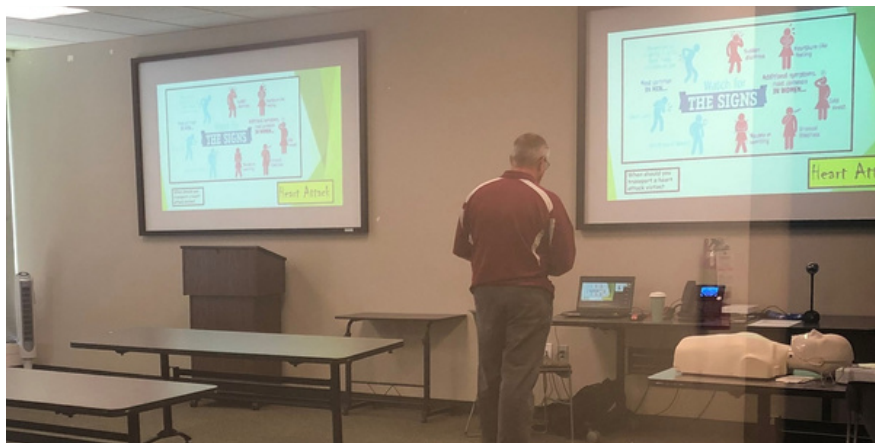
This campaign was a product of many months of dedication and hard work from staff and member participants. Despite the many setbacks due to pandemic-related restrictions, everyone came together to make this happen and it's truly a testament to the power of ABC member ambition, creativity, and perseverance. The success of this campaign is YOUR success, and we are grateful to be a part of it!

You have probably seen some of these amazing stories posted on social media, our website, and our weekly News of Merit. You can still view and share these stories by visiting www.abccwestwa.org/ABC/ABC-Member-Stories.



Safety Resources Gave Our Members One Less Thing to Worry About This Year

As COVID-19 restrictions were implemented, we provided members with guidance to resources and developed the ABC COVID-19 Exposure Control Program template, which was released in late April. These efforts gave our members the tools needed to safely reopen their businesses and job sites in compliance with the new COVID-19 guidelines.



In mid-February, ABC had to temporarily suspend safety training classes, but we found a way to adapt and brought training online. Through a partnership with the American Safety Council, we are now offering online OSHA courses. We were also able to work with our training providers to start offering live instruction training classes online utilizing both Zoom and MS Teams.

The Havoc Certification Card is Coming Soon!

The Havoc card connects all safety training records to a single account. Employees will be able to simply show or even email copies of certifications to requesting parties. Additionally, employees and supervisors will receive email reminders to renew training and expiring certifications. Training records will be available within 48 hours of attending a class and access to training records will be free to all members. The cards will also be free to all Retro members and available for a nominal fee to other members.

“

You have made it possible for us to prepare our team with the proper safety training, checklist items, and guidelines to help us get back to work in a timely manner. Because of your help and support, you have allowed us to get back to doing what we do and to stay in business.”
-- ABC Member

”

Pictured left: We snuck a picture of ABC's Safety Manager Tony Incrocci, giving a virtual first aid course. Pictured below: ABC's Safety Council Chair Dawn Lanz with Sea-Tac Electric, sporting her ABC face mask.





Safety Roundtables Gave ABC Members Crucial Guidance During Early Restart Phases

ABC successfully hosted a series of virtual Safety Roundtables where members received valuable information on COVID-19 Phase 1 Restart Guidance, ANSI and WAC standard updates, and information on construction suicide prevention.

We also utilized the Employee Assistance Programs (EAP) of new ABC Member, Fully Effective Employees. These programs assist employers with mental health, financial, and legal assistance resources. Little did we know, COVID-19 would take hold and make the need for these programs even more urgent.

March:

We launched our 2020 Safety Roundtable series by bringing Scott Owyen from Genie Industries, to discuss the updates to the A92 standard for aerial lifts.

May:

We focused on COVID-19 Phase 1 restart requirements. Members received answers regarding reopening guidelines from safety professionals and LNI representatives.

September:

Eric Smith from LNI joined us virtually to present the new Unified Fall Protection standard (effective October 2020). Members asked questions and received guidance as to how the new standard would affect them.

October:

Cal Beyer, VP of Workforce Risk and Worker Wellbeing at CSDZ, joined us virtually to discuss Construction Suicide Prevention. Cal provided insight into how to recognize employees in distress and find them the resources to get through difficult times.

Patriot Partner Spotlight:



Aspire Consulting is dedicated to helping businesses navigate the workers' compensation system in Washington State.



ABC's Retro Program Performed Well in 2020

- 50% of members have a time loss-free discount for 2021
- 85% have EMR's below 1.00
- 55% of members decreased their EMR in 2020
- The lowest EMR in the group was .5038!
- Highest performing members earned over 46% refund in the 16-17 year, and 43% in the 17-18 year



ABC Brought Discussion and Networking Forums to You

With the cancellation of in-person events, we embraced the opportunities that came with virtual meeting spaces. This year, we pivoted to virtual events quickly. Our first Builder Chat virtual forum was held shortly after the stay-at-home order was issued by Governor Inslee back in March. Builder Chat was a crucial resource because it allowed members to engage with one another, share valuable insights, and help each other navigate new challenges.

As the weeks and months passed, the needs of members changed, especially after construction sites were able to open again. Along with these changing needs, Builder Chat evolved from a weekly meeting, to bi-monthly, and was eventually transformed into very brief, pre-recorded, on-demand resources to give our busy members the flexibility to access much-needed information on their schedules.



Through this process, we discovered the importance of making trainings, educational tools, and business resources available to access, wherever and whenever is most convenient. We plan to bring a robust library of resources in the coming year and look forward to sharing them with you.

We will transition virtual meetings and events to a hybrid option as soon as restrictions allow in 2021.



Pictured above: Markiss and Ashley Cooper with iHaul, LLC, hand-delivering gifts and milestone awards to virtual Member Celebration attendees. Pictured left: Markiss Cooper with iHaul, LLC, presenting marketing strategies for business growth to the Construction Business School.

“Thank you SO much for all of the information, templates, and communications, you have provided me. Your help and support has been PRICELESS!”
- ABC Member”

Together, Even While Apart; ABC Members Found Ways to Connect with Each Other



January - Construction Business School

First term classes were held in-person and ended in March. This program provides instruction in the skills it takes to run a successful construction firm.

February - Rising Star Graduation Celebration

The participants of the 2019 Rising Star program gathered to network and celebrate their hard work and achievement.

May - Construction Business School (Second Term)

A total of 37 member companies graduated from both terms of the program this year!

June - Young Professionals Group Virtual Happy Hour

Networking and panel on addressing generational communication gaps.

July - Town Hall

ABC brought WA 10th Congressional District candidates to members. Attendees listened to and chose candidates that would receive campaign funding from our chapter.

August - Human Resource Roundtable

Q&A with special guests from Employment Security Department talking about unemployment issues during the pandemic.



September - Free Washington!

Attendees heard a panel of speakers focused on construction industry issues. The event raised money for the Free Enterprise Alliance.

October - Young Professionals Group Virtual Skill Builder Series, Pt. 1

Trained individuals from all career paths on common and uncommon, in-person and virtual networking practices.

November - Young Professionals Skill Builder Series Pt. 2

Attendees learned the skills necessary to create their own path to success and generate their own personal and professional growth.



November - Member Celebration

Long-time members were celebrated in addition to the announcement of Member of the Year, New Member of the Year, Young Professional of the Year, and Pivot Award.



December - Holiday Trivia Night

While competing in friendly holiday trivia, members donned their ugly sweaters and showed off creative zoom backgrounds for prizes.



Get Involved in an ABC Council or Committee

As a member-run organization, ABC offers the opportunity to use your skills and interests to make a difference. Interested in one of the groups below? Email us: info@abcwestwa.org

Membership Council:

Oversees the sustained growth of the chapter by focusing on member recruitment, retention, and providing services, events, and benefits of value.

Government Affairs Council:

Promotes and defends free enterprise and open competition while building a favorable environment of laws and regulations for the construction industry.

Safety Council:

Oversees the enhancement of safety resources for our members and their employees.

Professional Development Council:

Provides education for current and future leaders of the construction industry and business-related fields.

Young Professionals Group:

Curates events and programs that connect career-minded young professionals looking to enhance their personal and professional growth.

Diversity Committee:

Focuses on equitable access to all resources for WMBE companies to achieve success.

Electrical Contractors Council:

Peer group focused on issues specific to electrical contracting.

Workforce Development Council:

Promotes careers and diversity in construction through resources, education, and training. They also help align employees with the needs of the employer.

Golf Committee:

Responsible for helping to plan and fundraise for the annual golf tournament.

Milestone Event Committee:

Coordinates Annual Milestone Celebration event

Legal Action Committee:

Enhances understanding and appreciation of construction industry-related issues with judges, legislators, regulators, and members.



2020 ABC STEP Awards

Diamond

Centennial Contractors Enterprises, Inc.
Ellsworth Builders, Inc.

Global Construction Solutions, Inc.
Saybr Contractors, Inc.

STARCON International, Inc.
United Systems Mechanical, LLC

Platinum

Avalon Bay Communities, Inc.
Avara Construction
Balancing Service Co.

DP Incorporated
High Country Contractors & Developers
Lakeridge Plumbing & Mechanical, Inc.

LEAD Staffing
Mike Werlech Construction, Inc.
Pattison General Contractor
Traffic Control Services

Gold

American Craftsmen, LLC
Anderson Environmental Contracting LLC
Bratton Masonry, Inc.
Brink Painting and Construction LLC
C & C Logging, LLC
Clearview Mechanical, Inc.
Comfort Systems USA Northwest
Commercial Construction Specialty, Inc.
Cornell Plumbing & Heating, Inc.

Crystal Soda Blast, LLC
Davis Schueller, Inc.
Deacon Construction, LLC
DKS, Inc.
Environmental Stoneworks
Exterior Metals, Inc.
G&W Commercial Interiors
General Storefronts, Inc.
Grady Excavating, Inc.
J. Linder Painting LLC
KHS & S Contractors
Mariner Construction, LLC

Pacific Northwest Masonry and Design LLC
Pacific One Construction, Inc.
Pivetta Brothers Construction, Inc.
SCF General Contractors LLC
Sea-Aire, Inc.
SMARTCAP Construction
T-Bar Construction, Inc.
Waeco Construction, LLC
Western Specialty Contractors
Western Washington Construction, Ltd.

Silver

Air Systems Engineering
Arcadia Drilling, Inc.
Bender Custom Construction
Benjamin Asphalt, Inc.
Blue Mountain Mechanical, Inc.
Bowen Construction, Inc.
Corstone Contractors LLC
Dochstuhl Construction, Inc.
Donovan Brothers, Inc.
HST Construction
Innovative Electric, Inc.
JE Cumming Corp.
John Michael Hall Corp.

Jtec Interiors
Kemly Electric, Inc.
Landmark Roofing & Siding, Inc.
Mattila Painting, Inc.
Modular Electric, Inc.
Northshore Paving, Inc.
NW Utility Services, LLC
Pacific Window Systems, Inc.
Patriot Roofing
Preferred Electric, Inc.
Pro-Staff Mechanical, Inc.
S&S Concrete Construction, Inc.
Safari Electric, LLC

Spectrum Construction Services
Stuth Co., Inc.
Superior Stucco Services, Inc.
Synergy, Inc.
System Mechanical and Safety Solutions
Tony Lind Paving, LLC
Trig Electric Service, Inc.
Tri-Nar, Inc.
Utilities Service Co. Inc.
Vital Mechanical Service
VP Peri Painting Company
West Coast Electrical Services



2020 ABC STEP Awards

Bronze

Abacus Electric Co., LLC
Advanced Government Services
Ahearn Electric, Inc.
Allied Construction Associates, Inc.
Allied Steel Fabricators, Inc.
All-Ways Air Control, Inc.
Alpha & Omega Electric
American Abatement and Demo, LLC
Amsberry's Painting, Inc.
Artistic Drywall Textures, Inc.
Boone Electric Construction
Bravo Roofing, Inc.
Bulldog Plumbing & Design, LLC
Casa Bonita Home Care Inc.
CHG Building Systems, Inc.
Claffeys Painting
Compass General Construction
Custom Design Roofing LLC
D&D Construction Corp.
Davis Door Service, Inc.
Dovetail General Contractors LLC
Eco Electric
Elite Commercial Contracting, Inc.
Evergreen Concrete Cutting, Inc.
Evergreen Refrigeration
Exact Electric, LLC
Farwest Tenant Improvements Inc.
Global Metal Works & Erectors, Inc.

Grayhawk Construction Co., Inc.
Haggard Electrical Contractors
HHJ, Inc.
HyTech Roofing, Inc.
In Store Services, Inc.
Industrial Resources, Inc.
John Buchan Homes
Johnson Exteriors, Inc.
Keithly Electric Co.
Kenco Construction, Inc.
Knight Fire Protection, Inc.
Krekow Jennings Inc.
Krisco Aquatech Pools & Spas
Leewens Corporation
Lockhart|Suver, LLC
Marine Vacuum Service, Inc.
Mastercraft Electric, Inc.
McBride Construction Resources, Inc.
McCartney Industries, LLC
McCown Crafted, Inc.
Mehrer Drywall, Inc.
Modern Builders, Inc.
MRJ Constructors
Neeley Construction
Newton Building & Development, LLC
Olympian Precast, Inc.
Pacific Crest Construction
Performance Mechanical Group
Precision Door Service

Pyramid Pools
Queen Anne Painting
Rafn Company
Rainbow Federal, Inc.
Raymark Plumbing & Sewer
RC Painting & Sons, Inc.
Redhawk Group
Regency NW Construction, Inc.
Schultz Miller, Inc.
Sea-Tac Electric, Inc.
SKIS Painting, Inc.
Smokey Point Electric
Sound Drywall, Inc.
Sound Glass Sales, Inc.
Specialized Landscaping, Inc.
Sprinx Fire Protection, Inc.
TCL Partners
Tekton Group, LLC
Thermatech Northwest, Inc.
Town & Country Fence, Inc.
Trades Labor Corporation
United Roofing Solutions
Unity Electric, LP
Universal Land Construction Co.
V.S.A. Construction, LLC
Van Beek Drywall, Inc.
Village Framers Corp.
Vinnie & Sons Plumbing, LLC
Washington Commercial Painters, Inc.

Participant

Tandem Electric, Inc. - JWR Electric Inc.
Top Notch Drywall

Thank You, 2020 ABC Partners!

Independence Partner



Patriot Partners



Liberty Partners



Platinum Partners



Gold Partners

Crystal Soda Blast | First Metals | KHS&S Contractors | Propel Insurance | Milwaukee Tool

Silver Partners

American Craftsmen, LLC | Air Systems Engineering, Inc. | The Bancorp