



# 2022 **IMPACT** ANNUAL REPORT

1750 New York Avenue NW, Lobby  
Washington, DC 20006

(202) 393-1147

Toll Free: (800) 545-4921

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# 2024 North American Iron Workers/IMPACT Conference February 18-21, 2024 Hilton Orlando Buena Vista Palace

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](http://WWW.IMPACT-NET.ORG)

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**In 2022, 969 ironworkers and contractors participated in 79 training and professional development courses IMPACT offered.**

In 2022, 969 ironworkers and contractors participated in 79 training and professional development courses IMPACT offered. We both know that the only way to grow your business or the union is by upskilling key people.

In 2022, IMPACT conducted 14 Superintendent Training classes, putting 311 accomplished and seasoned ironworker leaders through the rigorous 3-day course. The frank feedback we receive from these professional development courses shows the tremendous level of education and engagement.

Over 130 contractor and ironworker high performers took the next step by participating in additional levels of leadership training. Many participants have let us know in their evaluations how the IMPACT Leadership Experience course changed their lives for the better. The Project Leadership and Project Management course gets us one step closer to more profitable jobs and more ironworker jobs.

Two of our most popular courses are Advanced Layout and Total Station and Bluebeam Revu Fundamentals. The Fundamentals of Cost Estimating and Bidding course holds a contest where bidding teams compete to win.

We would be remiss if we didn't mention IMPACT's ongoing drug abuse and suicide prevention measures. We must all strive to help our contractors and brothers and sisters struggling with addiction.

*Eric Dean*

IMPACT Co-Chair  
General President  
Iron Workers

*Bill Brown*

IMPACT Co-Chair  
Executive Director  
Ideal Contracting



**In 2022, our ironworkers and partner contractors worked in 60 facilities in which they had not worked before. In addition, ironworkers and partner contractors continued to work in 170 other facilities we won using business development tactics.**

In 2022, our ironworkers and partner contractors worked in 60 facilities in which they had not worked before. We are taking work away from our competition with every hour we work in these facilities. It is the definition of market share growth. In addition, ironworkers and partner contractors continued to work in 170 other facilities we won using business development tactics. Our ironworkers and partner contractors had not worked in any of those facilities before. This allows our contractors to generate profit and ironworkers to earn income and benefits where their competition was before.

As General President Emeritus Walt Wise said, "the first thing every ironworker needs is an ironworker employer." You will read later in this report that IMPACT's Business Fundamentals Academy has given aspiring ironworkers and struggling ironworker contractor startups the training, insight and resources they need to succeed in a highly competitive industry.

Partner contractors can find specialized professionals they need through IMPACT's Business Incubator Leadership Development program. As Jason Campbell from TC Iron said, "A lot of people think getting work is the hard part, but it's much harder to find a good accountant, lawyer, loans and other things." IMPACT continues to foster important relationships between these subject matter experts and its partner contractors to help mitigate the risk.

As always, IMPACT activities in 2022, directly or indirectly, were focused on securing ironworkers and their contractors work opportunities.

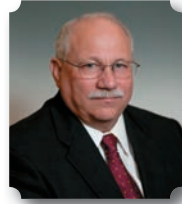
*Kevin Hilton*

Chief Executive Officer  
IMPACT

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



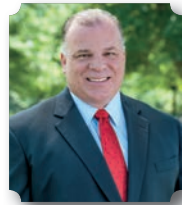
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President  
Tri States Rebar, Inc.



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



**DAVE HUNT**  
CONTRACTOR  
New England RAB  
President  
Berlin Steel



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IRONWORKER  
New York/Philadelphia RAB  
President  
Iron Workers District Council  
of Philadelphia and Vicinity



**JOE MERLINO**  
CONTRACTOR  
New York/Philadelphia RAB  
Vice President  
BayShore Rebar, Inc.



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



**KEVIN BRYENTON**  
IRONWORKER  
Ontario RAB  
Executive Director  
Iron Workers  
Canadian Affairs



**JACK MESLEY**  
CONTRACTOR  
Ontario RAB  
President  
Ontario Erectors  
Association, Inc.



**GREG CHRISTY**  
IRONWORKER  
Great Lakes RAB  
President  
Iron Workers Great Lakes District  
Council



**RICHARD BROWN**  
CONTRACTOR  
Great Lakes RAB  
Vice President of Operations  
Ideal Contracting



**DAVE BEARD**  
IRONWORKER  
Midwest RAB  
President  
Iron Workers District Council  
of St. Louis and Vicinity



**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



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



**KENDALL MARTIN**  
IRONWORKER  
Southeast RAB  
President  
Iron Workers  
District Council  
of Mid-Atlantic States



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

## RETIREMENTS



**DARLAINE TAYLOR**  
CONTRACTOR  
Great Lakes RAB  
Vice President  
Century Steel Erectors




**WILLIAM WOODWARD**  
IRONWORKER  
Great Lakes RAB  
President  
Iron Workers District Council of South-  
ern Ohio and Vicinity



## GET IN TOUCH

 1750 New York Avenue NW, Lobby  
Washington, DC 20006

 (202) 393-1147  
Toll Free: (800) 545-4921

 [info@impact-net.org](mailto:info@impact-net.org)

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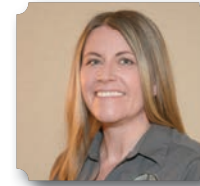
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YouTube: [www.youtube.com/ironworkersimpact](https://www.youtube.com/ironworkersimpact)

# IMPACT STAFF

(Appearing in alphabetical order)



**SUSAN AVERY**  
MarComm Associate  
[savery@impact-net.org](mailto:savery@impact-net.org)



**CHRISTOPHER BURGER**  
Wage Compliance  
Administrator  
[cburger@iwintl.org](mailto:cburger@iwintl.org)



**SARAH DEAN**  
Sr. Administrative Assistant  
[sdean@impact-net.org](mailto:sdean@impact-net.org)



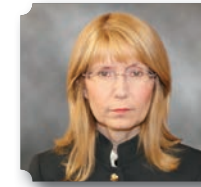
**KATHY FINCH**  
Customer Service  
Representative/  
Event Coordinator  
[kfinch@impact-net.org](mailto:kfinch@impact-net.org)



**DAVID FUSON**  
Director of Programs  
[dfuson@impact-net.org](mailto:dfuson@impact-net.org)



**KEVIN HILTON**  
Chief Executive Officer  
[khilton@impact-net.org](mailto:khilton@impact-net.org)



**DR. CINDY MENCHES**  
Director of Professional  
Development & Training  
[cmenches@impact-net.org](mailto:cmenches@impact-net.org)



**VICKY O'LEARY**  
Director of Diversity  
[voleary@iwintl.org](mailto:voleary@iwintl.org)



**SARA SCHUTTLOFFEL**  
Director of Marketing &  
Public Relations  
[sschuttloffel@impact-net.org](mailto:sschuttloffel@impact-net.org)



**KENNY WAUGH**  
Director of Industry Liaisons  
[kwaugh@impact-net.org](mailto:kwaugh@impact-net.org)

## RETIREMENTS



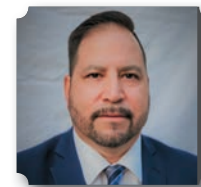
**ELAINE DARBY**

## SAFETY DEPARTMENT

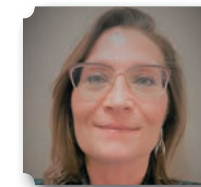
(Appearing in alphabetical order)



**WAYNE CREASAP**  
District Representative  
Safety & Health Department  
Iron Workers  
[wcreasap@iwintl.org](mailto:wcreasap@iwintl.org)



**JEFF NORRIS**  
Canadian Safety Coordinator/  
General Organizer  
Iron Workers  
[jnorris@iwintl.org](mailto:jnorris@iwintl.org)



**SANDRA LASTIWKA**  
Office Administrator  
Iron Workers  
[slastiwka@iwintl.org](mailto:slastiwka@iwintl.org)



**STEVE RANK**  
Executive Director of  
Safety & Health  
Iron Workers  
[srank@iwintl.org](mailto:srank@iwintl.org)



**CHRISTIE ROSE**  
Administrative Assistant  
Iron Workers  
[crose@iwintl.org](mailto:crose@iwintl.org)

## MAKING AN IMPACT ON OUR CONTRACTORS

IMPACT's mission is to create job opportunities for ironworkers and their contractors. 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. Participation in IMPACT training courses has doubled since 2014.

Training courses such as Construction Contracting Business Fundamentals Academy (BFA), Fundamentals of Cost Estimating and Cash Management have helped many startup and small business contractors stay in business and succeed. Since its inception in July 2015, 362 participants have completed the BFA course, one of the most popular IMPACT training courses, and 91 percent of the participants have reported improvement in job performance and growth. Over 30 percent of the aspiring ironworkers who completed the BFA course have since started their own construction contracting businesses and are generating ironworker workhours.

Participants have reported improved confidence in their ability to take on more work, increase efficiency, attract and retain customers, boost profit margins and employ more ironworkers. "All the instructors were very knowledgeable, and every module had an expert who specialized in the subject matter," said Robyn Ryan from Force Installations in Milford, Penn., who completed a BFA course offered in Pennsylvania. "We learned everything from developing an operations plan, securing business loans and setting up an accounting system, to understanding contract terms and conditions, identifying insurance requirements, establishing a safety program and finding work."

Superior Steel Erectors in Olathe, Kan., saw a significant jump in revenue after participating in the IMPACT BFA training. The company reported a gross revenue increase from \$13,000 in the first year of participating in BFA training in 2013 to \$280,000 in the second year, nearly \$700,000 by the 5th year and \$1.1 million the following year. "IMPACT provided us the foundation to strengthen our ability to be profitable during the early stages of our company and helped us get established firmly as a steel erection contractor in Kansas City," said President and CEO of Superior Steel Erectors, Jodi Ellis. In 2022, the 8th year in business, Superior Steel Erectors increased its gross revenue to \$1.3 million, and the company aims to reach \$2 million in revenue by 2023 or 2024. Monte and Jodi reported improvement in their project management skills after taking the BFA course. "We have been able to improve our estimating and project management skills, and we have a steady work force, which has helped us increase our customer base and workload," said Monte Ellis, field operations manager, Superior Steel Erectors. "It has given us the ability to acquire assets such as a 10K Skytrack, two fully outfitted service trucks and a shop on our property, which allows us to manage our projects more efficiently." Superior Steel Erectors is signatory to Iron Workers Local 10 in Kansas City, Mo.

Owners of X & J Steel Construction Inc. in Medina, Ohio, Jim and Xanthe Phillips found BFA to be a lifeline when they started the company. "We thought we knew a lot, but we didn't know everything we needed to know," said Xanthe.

X & J Steel Construction, Inc. works on the Ohio Dept. of Transportation Fulton Bike Tunnel in Canton, Ohio.

"Now that we have been in business for a year and started working, we are thinking about taking the BFA course a second time. If we took it again now, we might understand things we didn't back then." Xanthe stated that the BFA course also provided her and Jim with a list of people to contact to ask questions and get clarification. BFA opened their eyes to financing, insurance and other critical needs of a startup business that they hadn't realized before starting the company. The BFA course helped Jim and Xanthe get paid sooner and taught them how to negotiate better terms with the general contractors. "BFA taught us what to look for when bidding on jobs and reviewing contracts and it was the most helpful thing," said Xanthe. "We learned what to look for when reviewing contracts, so that we don't get ourselves into a difficult position. Just because someone sends you a contract doesn't mean you sign it. You must negotiate. You never know what they might be willing to accommodate. The BFA course taught us that. We have not yet implemented everything we learned in the BFA course because we don't want to grow too big too fast."

X & J Steel Construction Inc. completed \$1.2 million worth of work in the first year in business and already have about the same amount of work under contract for the next year.

The BFA course taught Jim and Xanthe many ways to maintain a cash flow for their business. "We tell the general contractor that we will do the installation as long as they provide materials, or we include two contracts - one for the work and one for materials," said Xanthe. "The BFA course taught us that anything is up for grabs, and we have to negotiate." X & J Steel is signatory to Iron Workers Local 550 in Canton, Ohio.

Jason Campbell from TC Iron in Boston is grateful for the support he received from IMPACT in the early stage of his business. Jason attended the BFA course in May 2022. A few months later, he registered the company and became a signatory contractor to Iron Workers Local 7 in Boston. In just a few months, the business experienced tremendous growth. "I got my feet wet in July and started bidding on jobs in August, just over a month after registering the company," said Jason. "We started working on our first job in September fixing a middle school in Braintree, Mass. We have been in business for only three months and just achieved nearly half a million dollars in sales. We put up a one-story building in Cambridge, Mass. and have completed six projects worth a quarter of a million dollars. We have secured \$1.4 million in work for the first two quarters of 2023 and are looking for more. We have also contributed 1,600 workhours in our short time being in business."

The BFA course provided Jason the structure he needed to start his business. "A lot of people think getting work is the hard part," said Jason. "Finding a good accountant, lawyer, loans and other things are much harder." TC Iron's winter and spring schedules are already full. "None of this would have been possible without IMPACT. We have been fortunate to have met some great people and some excellent fabricators who were willing to give us a shot."

IMPACT continues to support its participants in many ways. Aspiring ironworker partner contractors find IMPACT's professional development courses such as BFA invaluable.

TC Iron works on the Sword and Tuna addition project in Boston

# MAKING AN IMPACT

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

- 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 to support aspiring ironworker contractors and those who want to improve business operations and productivity
- 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
- Apprenticeship & Training Department
- 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



## LOBBYING

- Lobbying for jobs
- Lobbying to protect pensions
- Lobbying to protect Iron Workers Registered Apprenticeship Program



## INCREASE MARKET SHARE

- Precast Concrete Institute contractor certification reimbursement
- Business development program
- Business Incubator Leadership Development Program
- Project tracking to assist local unions and employers
- Prevailing Wage Compliance efforts†
- 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 for IW contractors
- Canadian Branding Initiative, "Better People, Better Built"\*
- Strategic communications including communications plans
- Media relations and media coverage for the ironworkers and their contractors
- Social media campaigns to raise brand awareness
- Distribution of The Ironworker magazine to all partner contractors
- Industry promotional events



## SAFETY & HEALTH

- 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



## 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



## NATIONAL TRAINING FUND

### LEE WORLEY

Executive Director of  
Apprenticeship and Training  
Iron Workers

In July 2022, the Iron Workers National Training Fund (NTF) held its 38th Annual Ironworker Instructor Training Program at Washtenaw Community College. After relying on virtual courses 2020-21 due to the pandemic, more than 700 instructors, coordinators, business managers, employers, contractors, special presenters, vendors and guests from across the United States and Canada visited Washtenaw Community College to upgrade their classroom and management training. These dedicated union members made new industry contacts, learned new skills and refined their existing skills. Our trainers improved their teaching skills to better train ironworker members and serve partner contractors in their local unions.

Better known as “The Rumble in the Rockies,” the 2022 Outstanding Apprentice Competition was back in action after the cancellation of the 2020 event due to Covid-19. Fifty-eight competitors met in Denver, Colo., in September 2022 to put their skills to the test and compete for the coveted title of “Outstanding Apprentice.” The week kicked off with the apprentice coordinators meeting, where more than 158 coordinators, JATC members and officers heard international department professionals speak on a variety of training and safety topics.

As we approach 2023, the NTF is focused on apprentice intake and retention and how grant funding, marketing and social media play a vital role in the process. Since mid-2021, there has been a big move towards grant funding from Iron Workers apprenticeship programs, and over \$2.9 million in grant funds have been awarded to Iron Workers apprenticeship programs across the United States and Canada to date.



## DAVIS BACON & WAGE COMPLIANCE

### CHRIS BURGER

Wage Compliance  
Administrator  
IMPACT

The Iron Workers’ (IW) Davis Bacon and Wage Compliance Program reported milestones in defending and promoting prevailing wage. Administrator Chris Burger contributed to the decade-long process that finally saw the first revision of the Davis-Bacon/U.S. Department of Labor (DOL) regulations in 40 years. The efforts to get the DOL to restore the full ironworker classification came about in a landmark Iron Workers District Council of the State of California and Vicinity victory. Chris informed the Pennsylvania Department of Labor & Industry about his prior DOL-issued 2019 rebar-tying machine decision. He also issued a response to the DOL regarding regulations for the proposed revision of the survey from the jurisdiction concerned.

Chris visited the apprenticeship training centers of Iron Workers Locals 3, 12, 15, 17, 37, 44, 172, 290, 404, 417 and 623. He participated in Iron Workers Local 7’s meetings in Massachusetts, New Hampshire and Maine. Chris filed wage cases in multiple states and assisted locals in preparing for new wage surveys. He also presented at the State Building & Construction Trades Council (BCTC) meeting in Charlotte, N.C., and addressed the annual convention of the Virginia State BCTC. He organized meetings of the DOL officials with the BCTC’s of New York State and New York City and connected apprenticeship and job-site tours with Iron Workers Locals 417, 12 and others.

Chris presented at the Iron Workers New York State, Mid-Atlantic and Regional District Councils’ annual meetings and the North American Iron Workers/IMPACT Conference held in San Francisco. He also co-presented at the annual Iron Workers’ attorney’s meeting. He attended the 23rd National Alliance for Fair Contracting conference in Chicago and North America’s Building Trades Unions’ legislative event as well as the regulatory public briefing with the DOL Administrator.

## SAFETY & HEALTH



### STEVE RANK

Executive Director of  
Safety & Health  
Iron Workers

### Ironworker Safety Director Training Course (IWSBTC)

The IWSBTC received official accreditation and certification from the International Accreditation Services (IAS) at the Iron Workers (IW) Local 63 training facility in Broadview, Ill. The IWSBTC is one of the programs designed to raise the standard of safety performance throughout the United States and Canada and provide employment opportunities for ironworkers to become full-time safety directors for partner contractors. Since its inception in July 2016, over 570 members and contractor safety representatives have completed this course.

During the opening ceremony of the 38th Annual Instructor Training Course in Ann Arbor, Mich., Sandi McCracken, director of construction and industrial relations, IAS, presented IMPACT Co-Chairs Eric Dean and Bill Brown with a plaque to signify the IWSBTC official accreditation. The IWSBTC is offered at no cost to members or contractors who elect to sponsor an ironworker or employee to complete this course. The next IWSBTC course is scheduled for June 12-16, 2023, at the IW Local 63 training facility in Broadview, Ill.



IMPACT Co-Chairs Eric Dean and Bill Brown and Steve Rank receive accreditation for the IWSBTC

On November 15, 2022, the IW and IMPACT won the 2022 CURT Safety Excellence Award during the CURT Annual Conference in Tucson, Ariz., for the “exemplary construction safety program” IWSBTC.

### Foremen Fall Protection Training Courses

Falls from elevation during steel erection activities remain one of the Ironworker Deadly Dozen hazards and part of IW General President Eric Dean’s “Zero Incident Campaign.” The Foremen Fall Protection Training Course is designed to provide specialized training on the selection, installation and use of common personal fall arrest systems for steel erection activities. A series of 4-hour pilot programs have been delivered at various training facilities across North America. The IW and IMPACT have partnered with the 3M’s Personal Safety Division to develop training materials and fall arrest systems for the course. It provides 2 hours of classroom instruction and 2 hours of hands-on training using fall arrest systems installed on two-story structures at IW training facilities.



Iron Workers Local 86 training facility, Seattle

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 IW Safety Department collaborated with the 3MTM Personal Safety Division to develop the course. 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 to provide an update on the latest personal fall arrest equipment available on the market. There will be more pilot courses announced for 2023. Once the pilots are completed, a final course will be developed with a train-the-trainer training offered during the annual instructor training program in July 2023 in Ann Arbor, Mich.



**"The IMPACT Off-the-Job Accident Program is a great benefit to our ironworker employees as well as our company's workers compensation rates because it limits potential exposure. It's truly a win-win for both ironworkers and contractors."**  
**- Vince Bosworth, President/CEO  
 Bosworth Steel Erectors, LLC**

## OFF-THE-JOB ACCIDENT

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.

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 4,174 individuals and paid \$12,897,897 in benefits.

Eligibility for this program is based on membership in the Iron Workers district council area participation and health plan eligibility rules and conditions.

Please note that a new claim form and brochure are available on the IMPACT website.

Visit [bit.ly/IMPACTOTJ](http://bit.ly/IMPACTOTJ) to learn more. Contact Harvey Swift at (918) 260-0774 or [hswift@impact-net.org](mailto: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](mailto:claimstatus@wpas-inc.com) or visit their website at [www.wpas-inc.com](http://www.wpas-inc.com). Once an accident claim has been processed, WPAS will mail information about the claim including a PIN number to the recipient. A PIN request form must be completed if a recipient doesn't receive a PIN. Individual claims can be viewed at MyTrust Login, [bit.ly/WPASLogin](http://bit.ly/WPASLogin).



**"I was working at a chemical plant doing demolition work when I got pregnant. The MPP gave me a break from the physically demanding work. I was able to rest a while and go back to work for a nuclear power plant, which didn't involve strenuous work. I was so happy to hear that you can go back to work after taking the MPP benefit and then go back on maternity leave again. It was a blessing. I have 4 kids and I needed that financial relief."**  
**- Alisha Stevens, Iron Workers Local 92  
 (Birmingham, Ala.)**



**"I was concerned that I would get fired if I got pregnant, or I wouldn't have a job to come back to after giving birth. I was also worried about the possibility of having a miscarriage with such a physically demanding job and exposing my fetus to harmful chemicals. The MPP showed me that my union cared and giving birth to a child wasn't going to make me any less of an ironworker. It also helped financially during my pregnancy and after giving birth."**  
**- Danya Simpson, Iron Workers Local 86 (Seattle)**



**"It was important for IMPACT to protect my pregnancy. I had concerns about fumes on my jobsite and they were very quick to get me off the jobsite. There has never been a missed or late payment of the MPP benefit. It has allowed me to take time off during my pregnancy without worrying about money."**  
**- Kelonni Perkins, Iron Workers Local 86 (Seattle)**

## MATERNITY PROVISION POLICY

Iron Workers (IW) Maternity Provision Policy (MPP) offers up to six months of pre-delivery and 6 to 8 weeks of postpartum paid leave to qualifying ironworker women. Physically demanding work in the ironworking trade can endanger a pregnancy. 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 to qualify for the benefit. 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 she 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, 143 ironworkers have claimed a total of \$1,560,101 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 benefits.

For general inquiries, please contact Vicki O'Leary at (202) 702-7828 or [voleary@iwintl.org](mailto:voleary@iwintl.org).

Please direct all claim-related questions to the plan administrator, Welfare and Pension Administration Service, Inc. (WPAS). Once a claim is processed, WPAS will mail a PIN number to the recipient. A PIN request form must be completed if a recipient doesn't receive a PIN. Information about individual claims can be accessed through MyTrust login at [bit.ly/WPASLogin](http://bit.ly/WPASLogin). Visit [bit.ly/IWMaternity](http://bit.ly/IWMaternity) for more information.



## 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, laboratory and random testing. 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 that 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 partner contractors can easily authorize a test and access reports 24/7. Designated representatives receive email notifications as soon as test results become available. Nearly all 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. Members have the option to receive test authorizations via email or text.

Instant oral swab testing is now the preferred method of testing under the program. This change was authorized to mitigate the legal issues associated with actively changing state laws on marijuana and to expedite the testing process. Instant oral swab test results are available in minutes, providing partner contractors an immediate pool of drug-free ironworkers.

Contact your IMPACT regional director for more information concerning oral swab testing. Contact David Fuson at (202) 383-4850 or [dfuson@impact-net.org](mailto:dfuson@impact-net.org) for all other DFWF inquiries. Visit [bit.ly/IMPACT-DFWF](https://bit.ly/IMPACT-DFWF) for more information.



## ONLINE SAFETY TRAINING

In 2014, IMPACT partnered with online safety and compliance training provider, ClickSafety. The original partnership provided discounted online training courses to IMPACT participants located in the California & Vicinity Regional Advisory Board. The original partnership transitioned gradually into a national program until it extended to all IMPACT participants across North America by February 2022.

The IMPACT ClickSafety program allows its members to meet a myriad of training requirements, offering a library of over 95 on-demand courses in English and Spanish that includes many OSHA-authorized courses. All training courses and completion records are available 365 days a year in the online IMPACT safety and training system.

Since inception, ironworker members have completed a total of 8,552 ClickSafety courses.

Contact David Fuson at (202) 383-4850 or [dfuson@impact-net.org](mailto:dfuson@impact-net.org) for all inquiries. Visit [bit.ly/IMPACTOnlineSafetyTraining](https://bit.ly/IMPACTOnlineSafetyTraining) for more information.



**"The cost estimating course was absolutely fantastic. The templates and production ratios/rates are an entrepreneurial dream."**  
- Tyler Jack, Canam Group Inc.

## PROFESSIONAL DEVELOPMENT

In 2022, IMPACT conducted 58 in person, instructor-led courses, for an average of five classes per month.

A few program highlights:

- 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

## 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 5-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 who seek to validate their estimating techniques and build confidence in their skills.



**"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

## ADVANCED LAYOUT & TOTAL STATION

Advanced Layout and Total Station is a 5-day, 40-hour course designed to teach ironworkers advanced layout principles and practices. Participants learn how to apply related math skills, use the Cartesian Coordinate System, convert print dimensions to coordinates and perform layout using a total station device. Course content is based on the Iron Workers Advanced Layout and Total Station training package.

## 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 3-day, 24-hour 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, jobsite 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. This course is available to all ironworkers in good standing.

## 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.

### Winter Training Program in Henderson, Nevada:

- Advanced Layout and Total Station
- Bluebeam Revu Fundamentals
- Dale Carnegie's How to Communicate with Diplomacy and Tact
- Developing the Leader Within You
- Do What Matters Most
- Fundamentals of Cost Estimating & Bidding - Structural Steel Installation
- Strengths-Based Communication
- Superintendent Training for Ironworkers

### Summer Training Program in Ann Arbor, Michigan:

The Summer Training Program offers eight diverse courses that cover topics such as superintendent training, cost estimating, leadership, communication and technology.

For more information, visit the IMPACT website at [bit.ly/IMPACTCourses](https://bit.ly/IMPACTCourses). Contact Dr. Cindy Menches at (800) 545-4921 or [CMenches@impact-net.org](mailto:CMenches@impact-net.org) for all inquiries.

## REFERENCE MANUALS

Keeping skills updated and relevant in a rapidly changing industry can be challenging. 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 & JOB FAIRS

IMPACT frequently exhibits at trade shows and job fairs across the U.S. and Canada to showcase skills and expertise of the ironworkers and their employers. IMPACT participated in the following events to connect with construction industry leaders in 2022:

- World of Concrete
- American Association of Community Colleges
- 2022 CURT National Conference
- 2022 North American Iron Workers/IMPACT Conference
- NASCC: The Steel Conference 2022
- North America's Building Trades Unions Legislative Conference
- Groundbreaking Women in Construction
- Skills USA
- 2022 Tennessee Valley Authority Labor Management Conference
- Future Farmers of America 94th National FFA Convention & Expo
- AWS Fabtech 2022

For more information, contact Kenny Waugh at [kwaugh@impact-net.org](mailto:kwaugh@impact-net.org) or (202) 393-1147.



“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  
Washtenaw Community College



## ANNUAL INSTRUCTOR TRAINING

In July of 2022, the National Training Fund held its 38th Annual Ironworker Instructor Training Program at Washtenaw Community College in Ann Arbor, Mich. After relying on virtual learning due to the pandemic from 2020 to 2021, more than 700 instructors, coordinators, business managers, employers, contractors, presenters, vendors and guests from across the United States and Canada converged at Washtenaw Community College once again. These dedicated union members made new industry contacts, learned new skills and refined their skills. Our trainers got the opportunity to improve their teaching skills to better train ironworker members and serve partner contractors in their local union areas.

The union ironworkers have a reputation as being the best trained and skilled workforce in the construction industry. Our esteemed training program is the foundation on which that reputation was built. The Annual Instructor Training Program allows us to develop the best ironworkers and most competitive contractors. The result is the safest, most productive and efficient ironworkers and contractors for end users in the construction industry.

The Iron Workers apprenticeship and training department has already begun preparing for the Annual Instructor Training Program in July 2023. New courses, events and activities will be added in 2023 that promise to be entertaining, educational and of great value to the participants.

For more information, contact Cinthia Garnica at [cgarnica@iwintl.org](mailto:cgarnica@iwintl.org).

## CRANE RIGGING & SIGNAL PERSON CERTIFICATION

The Iron Workers (IW) 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 qualification online.

The IW Qualified Rigging and Signal Person Certification meets the Canadian National Occupational Analysis requirements. In 2020, the IW Qualified Rigging & Signalperson 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 2-hour written exam followed by a 2-hour practical exam. Although COVID-19 slowed down exams, 88 exam proctors and 136 ironworkers have passed the written and practical exams. The program received accreditation from the National Commission for Certifying Agencies.

Visit [www.ironworkers.org](http://www.ironworkers.org) to learn more. Contact Brian Tannehill at [btannehill@iwintl.org](mailto:btannehill@iwintl.org) for all general inquiries.



"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. Keeping welding certifications of our certified welders up to date has eased tremendously. The records being up to date with the current qualifications gives me a great sense of confidence that I'm putting a qualified, skilled JIW on the job!"

- Andre Mondoux  
General Superintendent  
Barton Malow Company



"I've been looking through Dodge reports almost daily. They're absolutely helpful in notifying contractors of coming jobs."

- Eric Brugeman, Vice President/Organizer  
Iron Workers Local 12 (Albany, N.Y.)

## WELDING CERTIFICATION

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 partnership with the AWS also allows the National Training Fund (NTF) to train ironworker members to become AWS Certified Welding Inspectors (CWIs). The prep course and exam are offered every year at the IW Annual Ironworker Instructor Training program in Ann Arbor, Mich. In addition, the partnership between the NTF and the CWB allows the IW to offer the welding training and exam for CWB Level I and II welding inspectors in Ann Arbor.

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 the 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 [www.welderscertification.org](http://www.welderscertification.org), allowing verification of each participant's welding certification and continuity at any time. IMPACT funds the program, and there's 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.

## 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 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, a leading global industrial plant, project information and market intelligence provider.

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



## 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](https://bit.ly/IMPACTAISC) or contact Harvey Swift at (918) 260-0774 or [hswift@impact-net.org](mailto:hswift@impact-net.org). Learn more about AISC Certification at [www.aisc.org/certification](http://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 nation's maritime facilities and vessels.

The application process includes a background check, 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 2022, IMPACT reimbursed 565 ironworkers who obtained TWIC® credentials for a total of \$70,758.

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](http://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.

Visit [www.pci.org](http://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 Interprovincial Standards 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 re-qualify for the same skills as it's "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](mailto:BRoyer@impact-net.org).



## MARKETING & ADVERTISING

Effective marketing strategies help businesses increase revenue and maximize profit. It's important for IMPACT participants to consistently communicate their value propositions to existing and potential customers. IMPACT provides marketing, advertising, branding and creative services to its participants as a part of their membership benefits to make them competitive 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/meeting marketing, integrated marketing campaigns, advertising and video editing are among other services provided.

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

"I was amazed at how it came out! It was way better than what we had imagined or expected. IMPACT went above and beyond with the offshore wind booklet. All the jurisdictional restraints and technical information about the GWO training were a challenge in making the booklet, but IMPACT did an amazing job filtering through all the information and making it digestible. IMPACT made sure to check everything before publishing. It was a pleasure working with IMPACT"  
- Shawn Nehiley, President  
Iron Workers District Council of New England

"The offshore wind industry booklet is exactly what was needed to market the ironworkers in this exciting industry. I'm so grateful for the work and dedication IMPACT put into this booklet. IMPACT's professionalism was remarkable"  
- David Langlais, Business Manager  
Iron Workers Local 37 (Providence, R.I.)



## PUBLIC RELATIONS & COMMUNICATIONS

Managing reputation is important for the survival and success of a business, and maintaining a positive brand image is necessary to increase brand awareness and, in turn, brand equity. IMPACT's public relations and communications program develops strategic communications plans for IMPACT participants to help increase their brand awareness.

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 strategies due to the element of third-party validation. IMPACT's PR 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. The program also conducts website assessments for IMPACT participants and assists them with social media presence. Maintaining a positive brand image improves brand equity, which helps generate more work opportunities for the ironworkers and their contractors.

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

"Thank you for getting media coverage for the AISC Steel Day. It turned out to be a great event!"

- Todd A. Alwood  
Director of Membership & Certification  
American Institute of Steel Construction



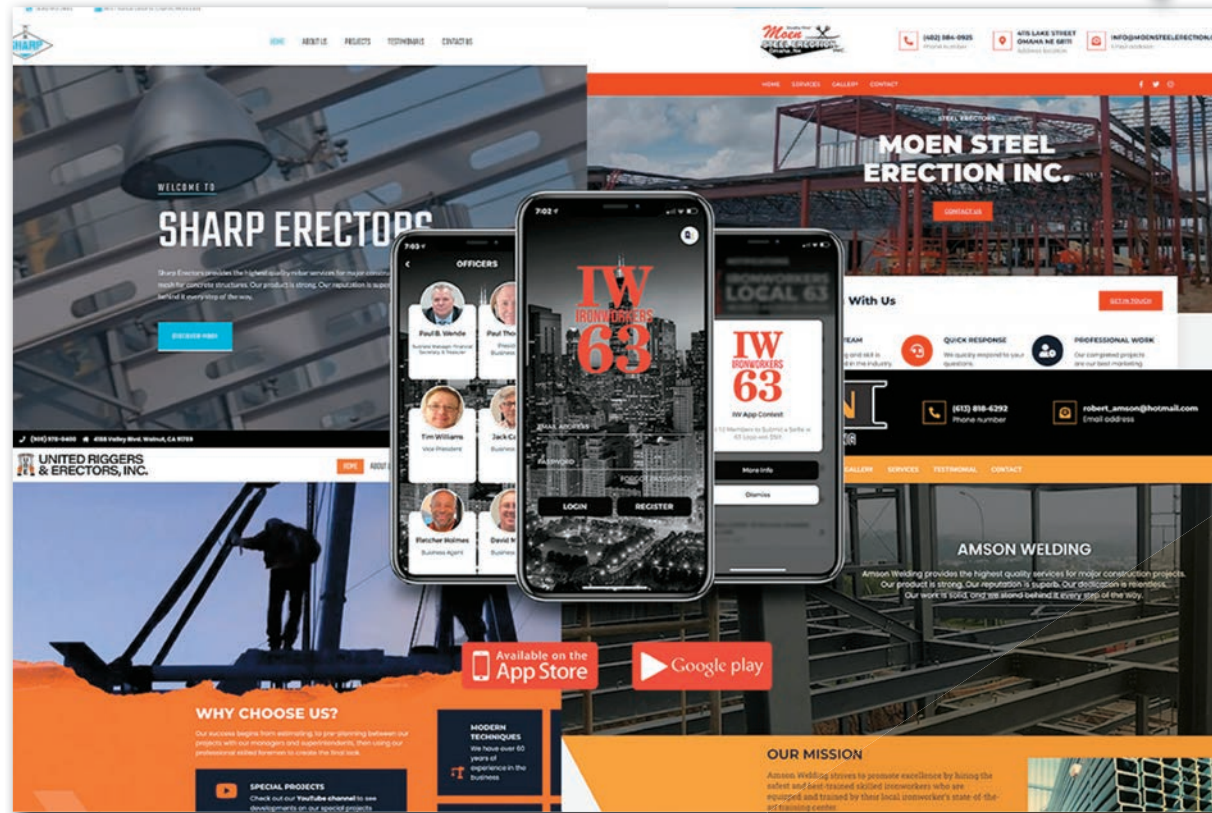
## WEBSITE PROGRAM

IMPACT builds custom websites and mobile applications for its participants as part of their membership benefits. IMPACT participants who request website services are given several choices of contemporary templates. The websites are built with emphasis on contractors' competitive advantages. IMPACT builds state of the art applications for iOS and Android mobile devices that can help expand work opportunities for ironworkers and their contractors.

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 partners' portfolios and competitive advantages.

Contact Sara Schuttloffel at (202) 383-4885 or [sschuttloffel@impact-net.org](mailto:sschuttloffel@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.



## 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 documents and templates 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. The BILD program has assisted over 330 contractors with more than 450 support services, including 91 established contractors, 59 start-up contractors and 144 contracting businesses that are still in the planning and development stage.

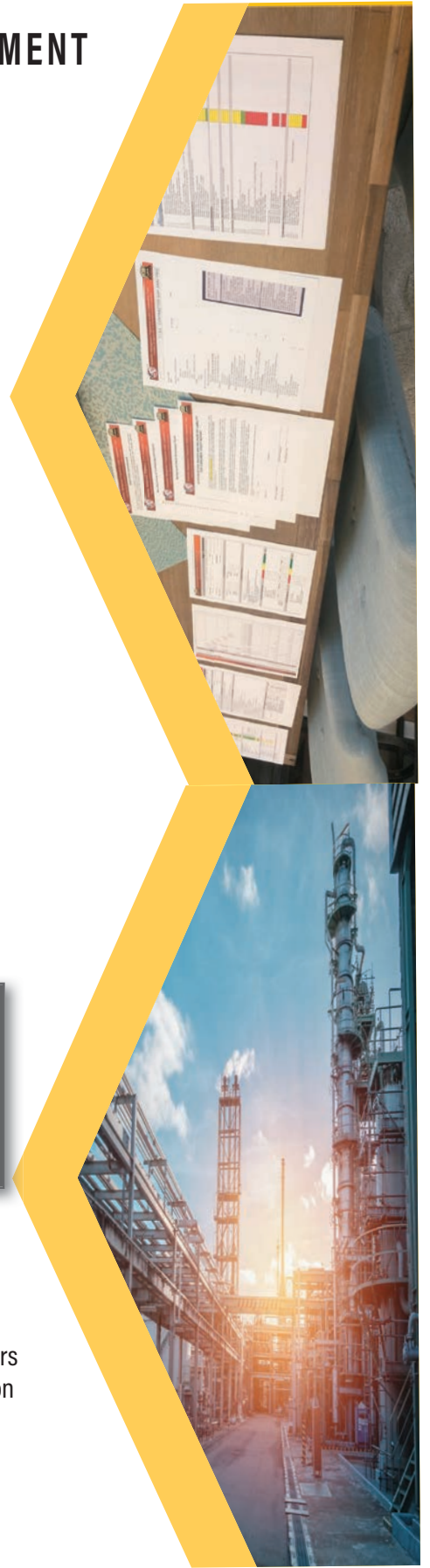
For all inquiries, please contact BILD Program Director Kerry Walters at (703) 409-9439 or via email at [kwalters@impact-net.org](mailto:kwalters@impact-net.org).

"There were so many unknowns. As I look back at the start and at where I am now, I know it would not have been possible to achieve if not for the guidance of the BILD Program. I know if I pick up the phone and need advice on a business matter, a confident/educated voice is on the other end"  
- Nathan Cristel, Total Glass

"Thanks for helping us secure our first project. It has opened the door for large-scale opportunities. This project is one of three projects quoted. We appreciate the opportunities provided for Central Industrial"  
- Jeremy M. Payne, General Manager  
Central Industrial

## BUSINESS DEVELOPMENT

The IMPACT business development program grew 110% with over 200 projects secured in 2022. The program had a strong year with business development technology improvements, expanding market participation and helping contractors break into new markets. The business development team replaced the competition in over 50 plants while securing more than 150 repeat business projects from an expanding customer base. The program expects to grow 100% in 2023 and put union ironworkers and their contractors in projects where they are not.



## CONSTRUCTION PROFESSIONALS FLOCK TO SAN FRANCISCO FOR INDUSTRY INTELLIGENCE ON INNOVATION

End users, contractors, ironworkers and industry influencers once again converged at the Hilton San Francisco Union Square Hotel after a long “pandemic break” for the 2022 North American Iron Workers/IMPACT Conference themed “IMPACT = Innovation.”

The 2022 conference featured an impressive lineup of speakers. Innovation expert and New York Times Bestseller Diana Kander kicked off the conference with enlightening insights on innovation. She educated the audience on the five stages of decline when there’s a lack of innovation. Innovation is a by-product, and it starts with curiosity. She stressed the importance of coming up with more ideas without settling for the first one.

“On average, about 50 percent of the projects we produce are not worth the time and effort,” said Diana. “To increase the speed of innovation, we must find and kill the “zombies,” products that are good but not good enough. You must say no to good ideas that are not good enough. It’s easy to say no to bad ideas but not easy to reject good ideas.” She encouraged the audience to become “zombie hunters.” We are afraid to dismiss a good idea that is not good enough because of the confirmation bias.

A panel moderated by IMPACT Regional Director Zach Gorman discussed the resources available through IMPACT’s Business Incubator Leadership Development (BILD) program for ironworkers who are aspiring signatory contractors. “IMPACT’s BILD program is crucial for new contractors to get the training and other resources to set them up for success,” said Jason Fussell, business manager, Iron Workers Local 29 (Seattle).

BILD Program Director Kerry Walters explained that the BILD program is designed to help contractors through all stages of development, from pre-planning and startup, to established companies and companies in generational transitions. The program offers a dedicated coaching team, a structured business process and access to key resources and subject matter experts such as accountants, attorneys, insurance agents and bonding experts.

“We started out small and worked our way up without having to risk our finances or jobs,” said Jordan Copeland of Norse Ironworks. “Thanks to the BILD program we did not have to jump off the cliff, quit our jobs and start everything all at once. It connected us with the Iron Workers Local and subject matter experts we needed.”

IMPACT’s business development team shared their journey starting from conception to securing thousands of work hours for the ironworkers and their contractors in plants where they haven’t worked before. Partner contractors have submitted over 600 proposals to date, and out of those 600 proposals, the IMPACT business development team has secured 278 projects in plants where the ironworkers and their contractors have not worked before.



Innovation expert & New York Times Bestseller Diana Kander



The BILD Panel: Jason Fussell, Kerry Walters, Jordan Copeland and Zach Gorman

Out of the 278 projects secured, 170 have become repeat projects. They have also secured approximately 105,000 ironworker hours and over 170,000 total manhours.

President and CEO of The Business Network for Offshore Wind Liz Burdock and President of Royal Advisors & Consultants Roy Colombe addressed the audience on offshore wind industry in the U.S.

“Last year president Joe Biden set a goal of developing 30 Gigawatts of offshore wind power by 2030,” said Liz. “This means there will be 2000 turbines and steel structures installed from Virginia to Massachusetts. It means there will be a lot of manufacturing facilities across the country and there will be hundreds of vessels built to support this industry. It also means that we will have 80,000 good paying jobs.” Roy Colombe talked about wind projects along the East Coast. He mentioned the Block Island Project, which will be the first offshore wind farm in the U.S. when completed.

During the general session on day two, Kirk Brungard talked about avoiding burnout. His enlightening presentation was received with a standing ovation. Iron Workers Apprenticeship and Training Director Lee Worley shared information on the newly accredited Iron Workers Rigging and Signal Person Certification. The certification program was launched last year, eliminating the high price tag of certification and recertification for ironworkers. Third-party certification comes with a hefty price tag without input from subject matter experts, ironworkers or their contractors on testing. Recertification can cost up to \$500. The certification program alleviates that burden.

Rosendin Chief Information Officer Matt Lamb educated the audience on the importance of embracing LEAN Construction to make construction processes agile.

A panel of end users moderated by Mona Haggag, president of ABI Integrity Services, discussed LEAN Construction and how the end users have integrated LEAN concepts into every aspect of their processes. “There’s a huge incentive for end users to make investments in transitioning to LEAN Construction,” said Mona opening the panel discussion. “According to a study conducted by McKinsey, there’s 10 to 20 percent cost savings on projects after transitioning to LEAN, and projects are 10 to 30 percent faster.”

“The term LEAN was coined in 1992, but we were all working towards LEAN before then and just didn’t know the name,” said Dan Kovach from PSEG Power, LLC. Jerry Grissom from Southern Company explained how LEAN concepts are quite different in manufacturing than LEAN concepts in construction. “LEAN concepts in manufacturing are based on precision and it’s a science,” said Jerry.

“The construction industry has been stagnant for the last 25 when it comes to productivity and that’s why Williams transitioned to LEAN,” said Will Southerland from Williams. “We are a data driven company, but data is not enough. We need to translate it to the management, to the field and other stakeholders.” Alonso De Avila, Jr. from General Motors explained how the company has integrated LEAN concepts into every aspect of its production process.

The conference offered a variety of breakout sessions exploring construction industry hot topics such as diversity, crisis communication, fall protection, health care and modular construction. The attendees walked away with a wealth of knowledge and a pocket full of industry contacts.



The IMPACT business development panel: Jim Chopp, Glenn Jax, Eddie Mitchell and Jim Ochu

# 2021 PROJECT OF THE YEAR

The 2021 Project of the Year competition saw some of the most impressive project submissions. It was a difficult decision to make for the judges: Scott Judy, deputy editor for regions and editor of ENR Southeast, 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.

On November 9, 2022, after guests toured the Iron Workers International, an award reception was held at Joe's Seafood, Prime Steak & Stone Crab in Washington, D.C. to celebrate the best projects of 2021. During the awards ceremony, winning contractors along with local business managers received their awards from IMPACT CEO Kevin Hilton. Below are winners in 6 categories: Architectural/Ornamental, Industrial/Rigging/Machinery Moving, Bridge/Structural, Metal Buildings, Fabrication and Reinforcing.

## Architectural/Ornamental

**Architectural/Ornamental - Below 5,000 workhours**  
 Winners: Hodges Erectors, Inc. (Miami) & Iron Workers Local 272 (Miami)  
 Project: Estates at Acqualina project in Sunny Isles, Fla.



**Architectural/Ornamental - Above 5,000 workhours**  
 Winners: Alpha Cladding, LLC (Doral, Fla.) & Iron Workers Local 272 (Miami)  
 Project: Norwegian Cruise Line Terminal B project in Miami



## Industrial/Rigging/Machinery Moving

**Industrial/Rigging/Machinery Moving - Below 5,000 workhours**  
 Winners: Foundation Steel (Swanton, Ohio) & Iron Workers Local 290 (Dayton, Ohio)  
 Project: Dayton International Airport Snow Removal Equipment Storage Facility Retrofit project in Vandalia, Ohio



**Industrial/Rigging/Machinery Moving - Above 5,000 workhours**  
 Winners: Walters, Inc. (Hamilton, Ontario) & Iron Workers Local 623 (Baton Rouge, La.)  
 Project: Weeks Island No. 3 Headframe Replacement project in New Iberia, La.



## Bridge/Structural

**Bridge/Structural - Below 10,000 workhours**  
 Winners: Foundation Steel (Swanton, Ohio) and Iron Workers Local 55 (Toledo, Ohio)  
 Project: ODOT 190629 Henry Co Bridge project in Napoleon, Ohio



**Bridge/Structural - Above 10,000 workhours**  
 Winners: SME Steel Contractors (West Jordan, Utah) and Iron Workers Local 433 (Los Angeles)  
 Project: (W)rappier project in Los Angeles



## Metal Buildings

**Metal Buildings - Above 1,000 workhours**  
 Winners: Foundation Steel (Swanton, Ohio) & Iron Workers Local 290 (Dayton, Ohio)  
 Project: The Arbogast Performing Arts Center (APAC) project in Troy, Ohio



## Fabrication

**Fabrication**  
 Winners: Foundation Steel (Swanton, Ohio) and Iron Workers Local 290, (Dayton, Ohio)  
 Project: The Arbogast Performing Arts Center project in Troy, Ohio



## Reinforcing

**Reinforcing - Below 5,000 workhours**  
 Winners: MKE-Iron Erectors Inc (Waukesha, Wis.) and Iron Workers Local 8 (Milwaukee)  
 Project: Milwaukee City Hall Foundation Stabilization Phase 3B project in Milwaukee



**Reinforcing - Above 5,000 workhours**  
 Winners: Pacific Steel Group (San Diego) and Iron Workers Local 416 (Los Angeles)  
 Project: Kurve on Wilshire project in Los Angeles



# 2021 PROJECT OF THE YEAR GALLERY



**(W)rappier project in Los Angeles**  
**Bridge/Structural - Above 10,000 workhours**



**Dayton International Airport Snow Removal Equipment Storage Facility Retrofit project in Vandalia, Ohio**  
**Industrial/Rigging/Machinery Moving - Below 5,000 workhours**



**Weeks Island No. 3 Headframe Replacement project in New Iberia, La.**  
**Industrial/Rigging/Machinery Moving - Above 5,000 workhours**



**Kurve on Whshire project in Los Angeles**  
**Reinforcing - Above 5,000 workhours**



**Norwegian Cruise Line Terminal B project in Miami**  
**Architectural/Ornamental - Above 5,000 workhours**



**ODOT 190629 Henry Co Bridge project in Napoleon, Ohio**  
**Bridge/Structural - Below 10,000 workhours**



**Estates at Acqualina project in Sunny Isles, Fla.**  
**Architectural/Ornamental - Below 5,000 workhours**



**Milwaukee City Hall Foundation Stabilization Phase 3B Project in Milwaukee**  
**Reinforcing - Below 5,000 workhours**



**The Arbogast Performing Arts Center in Troy, Ohio**  
**Metal Buildings - Above 1,000 workhours**



**The Arbogast Performing Arts Center in Troy, Ohio**  
**Fabrication**

# 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, Mark Thomas 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](mailto: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](mailto:zgorman@impact-net.org)  
 Midwest and Heartland RABs  
 Member of Local 89  
 (Cedar Rapids, Iowa)



**Bert Royer**

**IMPACT Canadian Regional Director**  
 (306) 536-0442  
[broyer@impact-net.org](mailto: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  
[hsswift@impact-net.org](mailto:hsswift@impact-net.org)  
 Southwest RAB  
 Member of Local 584  
 (Tulsa, Okla.)



**Mark Thomas**

**IMPACT Eastern Regional Director**  
 (202) 679-6328  
[mthomas@impact-net.org](mailto:mthomas@impact-net.org)  
 New England, New York/  
 Philadelphia, Great Lakes RABs  
 Member of Local 3  
 (Pittsburgh)



**Kenny Waugh**

**IMPACT Southeast Regional Director**  
 (202) 383-4890  
[kwbaugh@impact-net.org](mailto:kwbaugh@impact-net.org)  
 Southeast RAB  
 Member of Local 5  
 (Washington, D.C.)



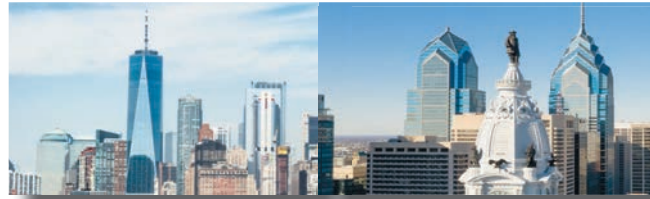


## New England

Ironworker Co-Chair, Shawn Nehiley, Iron Workers District Council of New England States  
Contractor Co-Chair, David Hunt, Berlin Steel

Grant Investments: \$418,399

- IMPACT invested in Snap-on Torque Train the Trainer courses for the region's instructors. This will enable training centers to begin preparing members for upcoming offshore wind projects and land-based projects throughout New England.
- IMPACT paid for members throughout the region to be trained at the Massachusetts Maritime Academy in Global Wind Organization. This instruction is critical in ensuring the district council has a trained workforce for upcoming offshore wind projects.
- IMPACT paid for the purchase and installation of a weld coupon abrasive cutter at Iron Workers Local 7 (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: \$1,007,854

- IMPACT invested in advertising at Princeton University, providing great exposure for ironworkers and their contractors. The university provides one of the largest employment opportunities to members of Iron Workers Local 399 (Camden, N.J.).
- IMPACT invested in Signal Person training and certification conducted by The National Commission for the Certification of Crane Operators (NCCCO) at the Iron Workers Local 11 (Springfield, N.J.) training facility.
- IMPACT reimbursed the renovation and upgrading cost of the welding shop at the Iron Workers Local 9 (Niagara Falls, N.Y.) training facility.

Training for Success:

- Superintendent Training for Ironworkers - August - New York



## Great Lakes

Ironworker Co-Chair, Greg Christy, Iron Workers Great Lakes District Council  
Contractor Co-Chair, Richard Brown, Ideal Contracting, LLC

Grant Investments: \$542,301

- IMPACT reimbursed CDL class A or B licensing for members throughout the region.
- IMPACT covered the purchase of a tele-handler and new card printer for Iron Workers Local 55 (Toledo, Ohio).
- IMPACT paid for membership with The Builders Guild of Western Pennsylvania, Inc., a labor-management organization comprised of the building and construction trade unions of western Pennsylvania and local contractor associations.

Training for Success:

- Superintendent Training for Ironworkers - August - Indianapolis
- Cash Management and Change Order Control: Techniques for Getting Paid - August - Indianapolis
- Advanced Layout and Total Station - September - Cleveland



## Midwest

Ironworker Co-Chair, David Beard, Iron Workers District Council of St. Louis and Vicinity  
Contractor Co-Chair, Robert Hoover, Songer Steel Services, Inc.

Grant Investments: \$542,176

- IMPACT invested in a member and voter education program to pass the Workers' Rights Amendment to the Illinois Constitution. The Workers' Rights Amendment is designed to eliminate Right to Work in Illinois.
- IMPACT reimbursed expenses associated with members throughout the region who obtained NCCCO certification between 2018 - 2021.
- IMPACT paid for a 3-year membership in the Fair Contracting Alliance (FCA). The FCA monitors construction projects for compliance with federal and state laws, city ordinances or other authorities having jurisdiction.

Training for Success:

- Construction Contracting Business Fundamentals Academy - May - Broadview, Ill.
- Superintendent Training for Ironworkers - August - Evansville, Ind.



Building Trades Recovery Week, Iron Workers Local 7 (Boston)



Superintendent Training, New York City



Truck Wrap at Iron Workers Local 25 (Detroit)



Fundamentals of Cost Estimating and Bidding - Structural in St. Louis



## Southeast

Ironworker Co-Chair, Kendall Martin, Iron Workers District Council of Mid-Atlantic States  
Contractor Co-Chair, Victor Cornellier, TSI/Exterior Wall Systems

Grant Investments: \$641,911

- IMPACT reimbursed contractors in the region for required employee background checks.
- IMPACT paid for Foreman Fall Protection Training for members throughout the region.
- IMPACT invested in welding machine upgrades for the Ford project training at Iron Workers Local 167 (Memphis, Tenn.).

Training for Success:

- Fundamentals of Cost Estimating & Bidding for Beginners - Structural Steel Installation - March - Jacksonville, Fla.
- Choosing Respect in the Workplace - June - Ocean City, Md.
- Project Leadership and Project Management - June - Tampa, Fla.
- Project Leadership and Project Management - November - Largo, Md.

Leading Ironworkers and Contractors:

- Southeast RAB Meeting - December - Nashville, Tenn.



Iron Workers Local 492 (Nashville, Tenn.)  
Topping Out Nashville Airport Project



## Southwest

Ironworker Co-Chair, Jerry Wilson, Iron Workers District Council of Texas & Mid-South States  
Contractor Co-Chair, Dave Bennett, Bennett Steel, Inc.

Grant Investments: \$108,215

- IMPACT paid for the Iron Workers District Council of Mid-South States to exhibit and market the Iron Workers and partner contractors at the Gulf Coast Downstream Conference.
- IMPACT reimbursed the cost of an ornamental training course held in Houston, which 15 instructors from different locals throughout the region attended.
- IMPACT paid for training facility upgrades at Iron Workers Local 623 (Baton Rouge, La.).

Training for Success:

- Strengths-Based Communication - January - Houston
- Superintendent Training for Ironworkers - June - Houston
- Improving the Effectiveness of Your Team - August - Tulsa, Okla.

Leading Ironworkers and Contractors:

- Southwest RAB Meeting - January - Online
- Southwest RAB Meeting - April - Online
- Southwest RAB Meeting - August - Online
- Southwest RAB Meeting - November - Online



Superintendent Training in Houston



## 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: \$167,149

- IMPACT invested in a boom lift for the Iron Workers Local 89 (Cedar Rapids, Iowa) training center. The lift will be used to certify ironworkers in aerial lift training.
- IMPACT purchased an updated curtain wall mockup for the Iron Workers Local 21 (Omaha, Neb.) training center.
- IMPACT paid for NCCCO Certification for Iron Workers Local 512 (Minneapolis) members.

Training for Success:

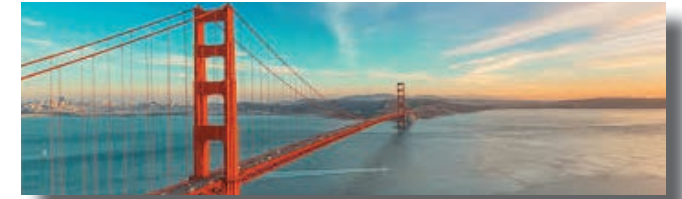
- IMPACT Leadership Experience - September - Englewood, Colo.

Leading Ironworkers and Contractors:

- Heartland RAB Meeting - June - Des Moines, Iowa



Spider Crane purchased with IMPACT grant at Iron Workers Local 8 (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: \$1,078,531

- IMPACT invested in ongoing ironworker member harassment and discrimination training.
- IMPACT paid for Project Mark to assist contractors in updating their websites to make the pre-qualification for bidding on projects with larger end users more efficient.
- IMPACT paid for the region's rigging and crane safety training.

Training for Success:

- Superintendent Training - April - Fontana, Calif.
- Fundamentals of Cost Estimating & Bidding for Beginners: Rebar Installation - April - Fontana, Calif.
- Advanced Layout and Total Station - May - Benicia, Calif.
- Superintendent Training - May - Benicia, Calif.
- Superintendent Training - June - Phoenix
- Bluebeam Revu Fundamentals - September - Phoenix
- Construction Contracting Business Fundamentals - September - San Diego
- Bluebeam Revu Fundamentals - October - Fontana, Calif.
- Project Leadership & Project Management - October - San Diego
- Project Leadership & Project Management - October - Benicia, Calif.



Bluebeam Training, Henderson, Nev.





## Pacific Northwest

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

Grant Investments: \$395,593

- IMPACT invested in continued advertising and marketing to promote member contractors throughout the Pacific Northwest.
- IMPACT reimbursed expenses related to a Pacific Northwest RAB Executive Committee Meeting held in Seward, Alaska.
- IMPACT reimbursed member travel expenses related to continuing education courses, safety courses and trade-related training from IMPACT, FMI and other approved vendors.

Training for Success:

- Superintendent Training - October - Portland, Ore.
- Fundamentals of Cost Estimating & Bidding for Beginners: Structural Installation - October - Tukwila, Wash.
- Superintendent Training - November - Tukwila, Wash.

Leading Ironworkers and Contractors:

- Pacific Northwest RAB Meeting - March - Portland, Ore.



John Cangey addressing Iron Workers Local 86 (Seattle)



## Western Canada

Ironworker Co-Chair, Colin R. Daniels, Iron Workers District Council of Western Canada  
Contractor Co-Chair, Ken Bird, Supreme Steel

Grant Investments: C\$175,872

- IMPACT invested in the development and delivery of a two-day foreman training program used by Harris Rebar.
- IMPACT paid for a scissor lift for the Iron Workers Local 725 (Calgary, Alberta) training center.
- IMPACT invested in Boom and Scissor Lift/Aerial Work Platform certification for members of Iron Workers Local 805 (Calgary, Alberta).

Training for Success:

- Dale Carnegie's How to Win Friends and Influence People in Business - August - Richmond, British Columbia
- Construction Contracting Business Fundamentals Academy - December - Calgary, Alberta
- Superintendent Training - December - Calgary, Alberta

Leading Ironworkers and Contractors:

- Western Canada RAB Executive Committee Meeting - June - Langley, British Columbia



Dale Carnegie Training in Vancouver, British Columbia



## Ontario

Ironworker Co-Chair, Kevin Bryenton, Iron Workers District Council of Ontario  
Contractor Co-Chair, Jack Mesley, Ontario Erectors Association, Inc.

Grant Investments: C\$208,856

- IMPACT paid for equipment upgrades at Iron Workers Local 765 (Ottawa, Ontario) and materials needed to convert course content and implement a hybrid physically distanced and remote learning curriculum.
- IMPACT reimbursed ironworker and contractor representatives for expenses associated with attending the 2022 North American Iron Workers/IMPACT Conference in San Francisco.
- IMPACT covered continued funding for the Deboer Safety Group to update the region's training and OSHA documents.

Training for Success:

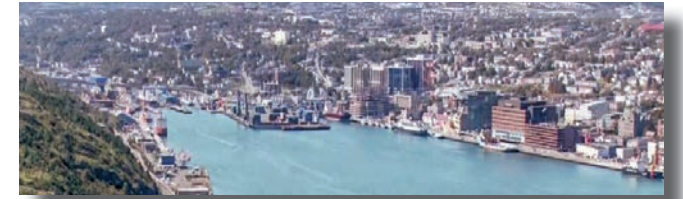
- Fundamentals of Cost Estimating & Bidding for Beginners: Structural Installation - April - Etobicoke, Ontario
- Superintendent Training - April - Etobicoke, Ontario
- Supervisor Training for Shop Ironworkers - April - Etobicoke, Ontario

Leading Ironworkers and Contractors:

- Ontario RAB Executive Committee Meeting - August - Collingwood, Ontario



Cost Estimating & Bidding, Local 721 (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\$60,381

- IMPACT invested in Flux Core Welding training for members of Iron Workers Local 842 (Saint John, New Brunswick).
- IMPACT paid for ASP Training at Iron Workers Local 842 (Saint John, New Brunswick). The training is required for members working on the JCVH Bridge reinforcing project.
- IMPACT invested in aerial boom lift and platform training for Iron Workers Local 711 (Montreal, Quebec). The training is necessary for shop ironworkers to work safely on the contractor's jobsites.

Training for Success:

- Fundamentals of Cost Estimating & Bidding for Beginners: Rebar Installation - October - Dartmouth, Nova Scotia
- Superintendent Training - October - Dartmouth, Nova Scotia

Training for Success:

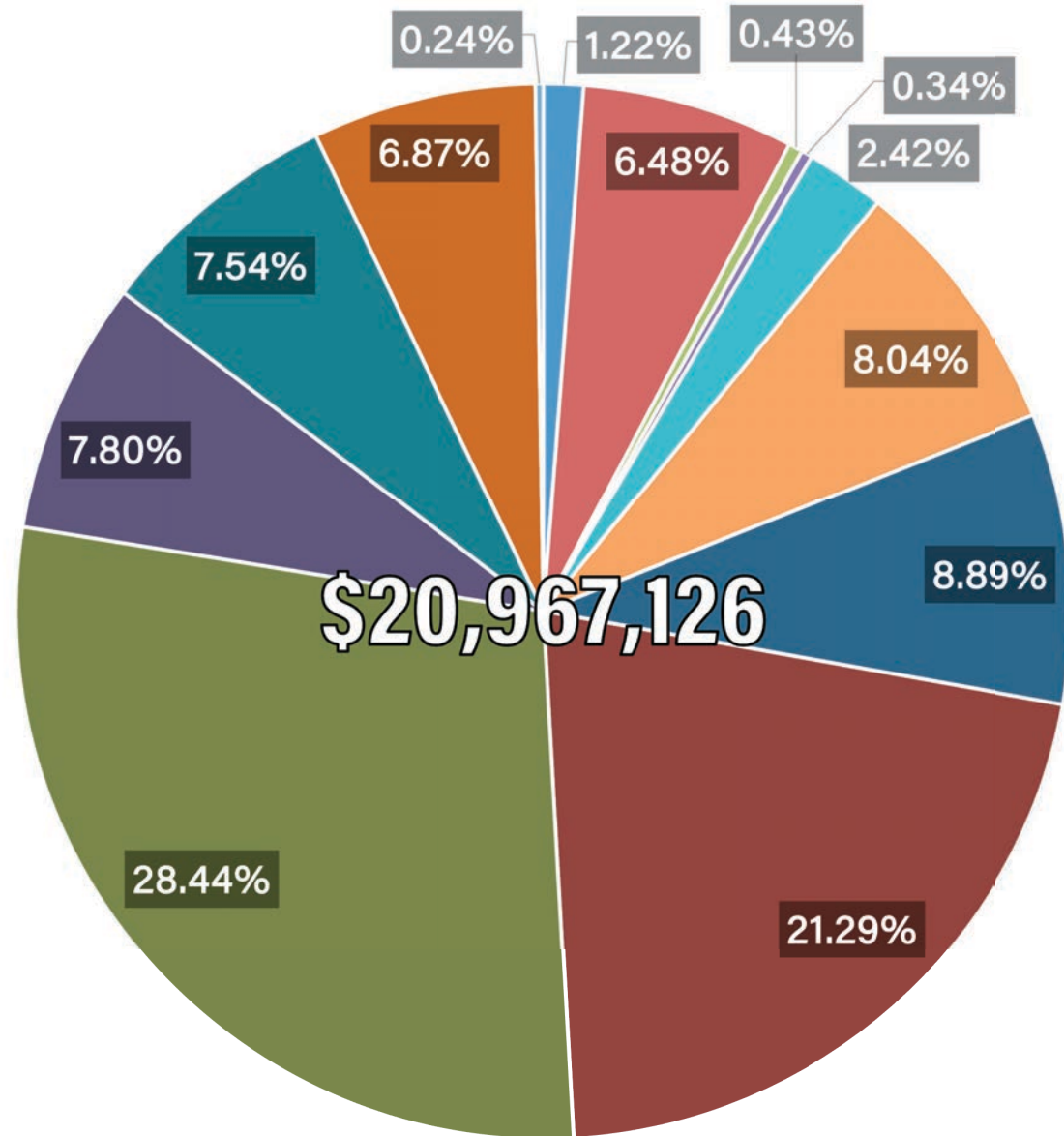
- Eastern Canada RAB Executive Committee Meeting - May - Halifax, Nova Scotia



Rebar Bidding & Cost Estimating, Halifax, Nova Scotia

# 2022 EXPENDITURES

- Prevailing Wage Compliance - 1.22%
- Reinforcing Dept./Certification Programs - 0.43%
- Online Tracking Systems - 2.42%
- Business Development - 8.89%
- RAB/Supplemental Grants - 28.44%
- Safety & Health Dept. - 7.54%
- Mobile Training Trailers - 0.24%
- Off-the-Job Accident/Maternity Program - 6.48%
- TWIC - 0.34%
- Marketing/PR - 8.04%
- Apprenticeship & Training Dept. - 21.29%
- Substance Abuse Program - 7.80%
- Labor-Management Training - 6.87%



## IRONWORKER CONTRACTOR PROFESSIONAL DEVELOPMENT

Summer Training Program | July 17-21, 2023

Washtenaw Community College  
4800 E Huron River Dr, Ann Arbor, MI 48105

Date	Course
<b>BUSINESS SKILLS TRACK</b>	
July 17-21	<b>Fundamentals of Cost Estimating &amp; Bidding for Beginners (Structural Steel):</b> 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 preparing a bid submission. Length: 5 days
July 17-21	<b>Construction Contracting Business Fundamentals Academy:</b> This 5-day course is designed for current and future contractors (including ironworkers interested in starting a business or taking over a business) who desire to develop fundamental business skills. This course will focus on the skills needed to start a contracting business or strengthen an existing business. Length: 5 days.
<b>LEADERSHIP TRACK</b>	
July 17-18	<b>12 Principles of Highly Successful Leaders:</b> Participants in this 2-day workshop will gain the knowledge, skills, and tools to apply the 12 Principles of Highly Successful Leaders, including: lead with a vision, manage with a plan, do what matters most, effectively communicate, build trust, establish accountability, innovate & collaborate, create balance, and more. Length: 2 days
July 19-21	<b>Superintendent Training for Ironworkers:</b> This 3-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 project schedules, information, people, the job site and safety. 3 days.
July 20-21	<b>Dale Carnegie's How to Win Friends and Influence People in Business:</b> Interpersonal relationships important in today's business world, but it can be difficult to balance strong leadership and being well liked. Dale Carnegie's methods will help you create a friendly and open communication environment where people want to work hard together. Length: 2 days.
<b>PRODUCTIVITY TRACK</b>	
July 19	<b>Do What Matters Most Workshop:</b> One common goal among people is a desire to make a difference, be more productive, perform at a higher level, and prioritize what matters most in life. Whether it is work, health, relationships, or one's own well-being, people are searching for a way to do what matters most. In this workshop, participants will learn three specific habits that will increase performance and productivity. Length: 1 day.
<b>COMMUNICATIONS TRACK</b>	
July 19	<b>Making Your Conversations Memorable:</b> It's not just what you say, it's how you say it. How you communicate in everything from casual conversations to formal presentations can be the difference between success and failure. This highly interactive, hands-on session teaches effective ways to communicate your message to a variety of audiences in a diverse array of situations. Length: 1 day.
July 20-21	<b>Improving Communication Skills:</b> In this course, you will learn techniques that will enhance your communications skills and improve communication among all parties. You will also learn how to effectively use different communication styles and approaches to match the unique situation. Length: 2 days.
<b>COMPUTER SKILLS AND TECHNOLOGY TRACK</b>	
July 17-21	<b>Advanced Layout and Total Station:</b> This 5-day course is designed to prepare ironworkers in advanced layout principles and practices. Course content is based on the Iron Workers Advanced Layout and Total Station training package and will consist of classroom lecture, knowledge and performance assignments, and tests. 5 days
July 17-18	<b>Bluebeam Revu Fundamentals and Document Control &amp; Measurement:</b> Participants will learn the fundamental features of Bluebeam Revu. This course will give the participants the necessary foundational skills to create, organize, markup, edit, track comments, prepare takeoffs, calibrate drawing sets, use measurement tools, and manage PDF documents. Length: 2 days.

Register for courses on the IMPACT Events website: [bit.ly/IMPACTProfessionalDevelopmentTraining](https://bit.ly/IMPACTProfessionalDevelopmentTraining)

# Ironworkers. The Sky Is The Limit.

**In the U.S. and Canada:**

**4,000 Contractors**

**130,000 Ironworkers**

**157 Training Centers**

**7,157 Certifications in 2022**

**20,000 Apprentices and Trainees**

**21,198 Certified Ironworker Welders**

**\$9 million invested annually on training**

**Billions in contracts for the most recognizable projects**

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

[WWW.IRONWORKERS.ORG](http://WWW.IRONWORKERS.ORG) | [WWW.IMPACT-NET.ORG](http://WWW.IMPACT-NET.ORG)

