



IMPACT ANNUAL REPORT



2024

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**2026
North American
Iron Workers/IMPACT Conference
February 22-25, 2026
MGM Grand, Las Vegas, Nevada**

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

Learn more about the conference on the IMPACT website, www.impact-net.org.

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IMPACT offers its members a wide range of programs and services as part of their membership benefits. Learn about them in the following pages of this annual report.

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***Cover Photo: Project of the Year 2023 Winning Projects**



“If you are not drinking deeply from the IMPACT well, you are leaving your money on the table.”

Cooperation between our ironworkers and partner contractors created visible success resulting in millions of work hours throughout 2024.

Our industry has experienced significant challenges due to persistent skilled labor shortages. The industry publications are filled with articles on how to attract talent to the industry to satisfy the current and future demands for labor. We are fortunate to operate in a business model that lends itself to cooperation and respect, which leads us to communicate effectively and allows us to close the skills gap and staff projects in places where we have not worked in the past.

We recently told our story of ironworker-contractor collaboration to industry experts over the National Academy of Construction's "Get the Knack" podcast. The title of our podcast was "Answering the Call: Manning Mega-Projects During a Skills Shortage." We focused on several mega-projects and explained to the audience how meeting early and often in conjunction with our mobile workforce, supplemented by creative organizing efforts, led to mega-project success.

We harnessed our cooperative efforts to face one of the most dreadful challenges of our industry – mental health and suicide. In July 2024, the IMPACT Board of Directors, comprised of 16 ironworker leaders and 16 contractor leaders, approved the CredibleMind website (iwu.crediblemind.com). Mental health issues and suicide touch all aspects of our industry. This addition to IMPACT's current 988 mental health tokens provides our ironworkers, our contractors and their families with another resource to help them identify and avoid a problem that might lead to a tragedy.

We continue to refine our professional development and training offerings. Participation in the IMPACT professional development classes continues to grow.

Our reach across the industry remains wide and unparalleled. The list of events where we spread the good word of our contractors and ironworkers remains long and spans from the Construction Users Roundtable, Lean Construction Congress, North American Steel Construction Conference and World of Concrete to the Construction Safety Research Alliance. We are often the only union-affiliated organization in the room at these events.

We do everything you see in this annual report because we believe in our mission. We don't live in a perfect world and IMPACT is not a silver bullet for success, but your board of trustees, ironworkers and contractors will agree that when we work together, we are an unstoppable force in the construction industry!

Eric Dean

IMPACT Co-Chair
General President
Iron Workers

Bill Brown

IMPACT Co-Chair
Executive Director
Ideal Contracting

"If you say you are too busy to take IMPACT's professional development training, one thing is certain: you are not a businessperson." These are the words of a person who led a company that is over one hundred years old and employs hundreds of ironworkers. His point was that to grow a business, you need to consider different perspectives and methods of operation. A fresh perspective is like planting a seed that can grow your business.

In 2024, I had the opportunity to engage with our contractors in both established and startup stages of their business journey. They all shared the same sentiment – IMPACT's professional development training was helpful to them at some point of their business journey. In one case, a contractor that employs roughly one hundred and fifty ironworkers was proud to say that every seat in IMPACT training sessions offered in their region is always filled. Another contractor spoke glowingly of how his business has grown from roughly \$35,000 in gross revenue to well over \$1 million because of IMPACT training and mentoring and assistance from his Iron Workers local.

If you are not drinking deeply from the IMPACT well, you are leaving your money on the table because IMPACT provides training as part of your membership benefits.

I ask that you reach out to your capable IMPACT regional directors and visit IMPACT's website and click on the "events tab" to see all the training offered.

What follows in the pages of this annual report is a chronicle of programs and services IMPACT offered in 2024. If you have questions, comments or concerns, or have suggestions for improving our offerings, we are all ears. Please keep in mind that I am not IMPACT, the regional directors are not IMPACT, and our other amazing staff are not IMPACT. You are IMPACT, and you have the choice to get your value with the click of a mouse or a phone call.

Kevin Hilton

Chief Executive Officer
IMPACT

Board of Trustees



ERIC DEAN
IRONWORKER
Co-Chair
General President
Iron Workers



BILL BROWN
CONTRACTOR
Co-Chair
Executive Director
Ideal Contracting



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IRONWORKER
At-Large Member
General Secretary
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Iron Workers District
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Heartland RAB
President
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California & Vicinity RAB
President
Iron Workers District
Council of State of
California and Vicinity



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President & CEO
Penn Services, LLC



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Vice President, Labor Supply &
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RETIREMENTS



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RETIREMENTS



STEVE RANK
Executive Director of
Safety & Health
Iron Workers

Latino Contractors Set The Bar High

In 2023, our partner contractor Gladis Martinez from Genisa Iron Inc. won Latino Magazine's Latina Entrepreneur of the Year Award. She was honored during a ceremony held at the Smithsonian Museum's new Latino Museum in Washington, D.C. Read more about her in the feature story of our 2023 annual report. In 2024, Michael Galvan, vice president of the IMPACT's partner contractor Marvella Steel Placers based in California, was also honored with Latino Magazine's prestigious Estrella Award.

This year, Diane Arriaga, President of Premier Sign Service, Inc., won Latino Magazine's Latina Entrepreneur of the Year Award.

Diane earned the well-deserved and prestigious Estrella Award through her inspirational journey and story of perseverance. In 2004, Diane co-founded Premier Sign Service, Inc., the only union minority-owned small business in the sign industry, with her husband David in Riverside, California. The company is signatory to Iron Workers Local 433 (Los Angeles) and celebrated 20 years in business last August.

Diane and her husband started their company with service and installation for brick-and-mortar stores, focusing on storefront signage and graphics. In the beginning, Diane's husband worked in the field with just one truck and a ladder while she managed their projects and made sales calls. It wasn't always sunshine and clear skies for Diane and David. They faced many hardships and adversity along the way.

A pivotal moment for their business came when the times were tough, work was scarce and they were in dire need of money.

Diane's husband was thinking about taking a job at another sign company to make ends meet. But Diane stopped him and called a local sign company that managed national accounts. She was able to secure their first major account, which marked a turning point for their business. Soon after that, the company grew from one installer to four, and the momentum continued. As the business grew, their children joined the business. Their two sons later became highly skilled ironworkers at Iron Workers Local 433. Their daughter was appointed vice president of the company, and she is poised to run all operations one day.

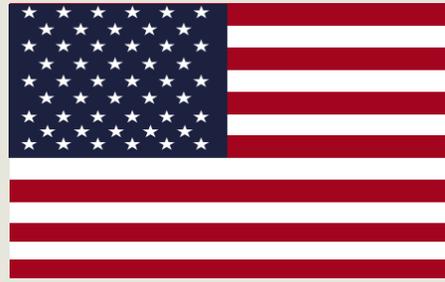
The company grew with the support of the ironworkers, and its specialties expanded to include sports and entertainment, highways, education and healthcare. Some of the notable work of Premier Sign Service, Inc. includes Intuit Dome, SoFi Stadium, Kaiser Permanente, Acrisure Arena, Cal Berkeley, prominent California schools and soon, highways throughout California. Diane has not forgotten her roots and continues to promote opportunity and growth for Latinos in the industry.



Diane's company employs 87 percent minority workers.

"There were countless times we weren't sure we could continue," said Diane addressing the Latino Magazine's Entrepreneur of the Year gala in Washington, D.C. "We've survived multiple recessions and a global pandemic, and watched many others close their doors. But I am certain of one thing: I am so glad we took that leap of faith. I stand before you as a proud Mexican American whose story has only just begun." Diane has a few words of advice for any Latino entrepreneur who is struggling or uncertain about the path to success - "Keep your faith, surround yourself with like-minded and honest individuals and be kind to those around you."

IMPACT recommended Diane for the Estrella award and continues to support her through its resources for contractor success. IMPACT's Latino partner contractors shine bright, being recognized for excellence in their craft.



Making an IMPACT



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

EDUCATION & TRAINING

- Apprenticeship & Training Department
- Iron Workers (IW) Rigger & Signal Person Certification
- Award-winning Ironworker Contractor University, which provides professional development education and training including winter and summer training
- Advanced Layout and Total Station
- Bluebeam Revu Fundamentals
- Construction Contracting Business Fundamentals Academy
- Fundamentals of Cost Estimating & Bidding for Beginners: Structural Installation
- Fundamentals of Cost Estimating & Bidding for Beginners: Reinforcing Installation
- Fundamentals of Cost Estimating & Bidding for Beginners: Architectural Glass & Metal Installation
- Strengths-Based Communication
- Superintendent Training for Ironworkers
- Supervisor Training for Shop Ironworkers
- IMPACT Leadership Experience
- Annual Ironworker Instructor Training Program
- 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
- Support for Tradeswomen Build Nations

SAFETY & HEALTH

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

† Available only in the U.S.

* Available only in Canada

DIVERSITY & INCLUSION

- Iron Workers Paid Maternity Leave Program†
- "Be That One Guy" initiative to curtail workplace harassment
- Harassment and discrimination awareness modules
- Funding for ironworker members to attend Tradeswomen Build Nations Conference

LOBBYING

- Lobbying for jobs
- Lobbying to protect pensions
- Lobbying to protect IW Registered Apprenticeship Programs

INCREASE MARKET SHARE

- Prevailing Wage Compliance efforts†
- AISC certification
- Business development program
- Business Incubator Leadership Development Program
- Project tracking to assist local unions and employers
- Reinforcing Employer & Labor Beneficial Alliance Roundtable (REBAR)
- 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) subsidiest
- Consultant to help partner contractors obtain American Institute of Steel Construction (AISC) Certification†
- Participation in Canadian business owner group*

MARKETING, ADVERTISING, PUBLIC RELATIONS & COMMUNICATIONS

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

† Available only in the U.S.

* Available only in Canada



Safety & Health

Wayne Creasap
Director of Safety and Health
Iron Workers

Changes in the Iron Workers (IW) Safety and Health Department

Executive Director of Safety and Health Steve Rank retired in January 2024 and Wayne Creasap was appointed Director of Safety and Health in February 2024. We congratulate Steve on his retirement and offer our heartfelt gratitude for his leadership and support of the industry.

Blue Coble was appointed District Representative to the Safety and Health Department in September 2024.

Ironworker Safety Director Certification Course (IWSDCC)

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



IWSDCC at Iron Workers Local 63 (Chicago) in July 2024.

The IWSDCC is offered as a part of IMPACT's partnership benefits to ironworkers and partner contractors who elect to sponsor an ironworker or employee to complete it. In 2024, 73 attendees completed the 40-hour course.

Offshore Wind (GWO Accreditation)

The IW safety and health department supported efforts of IW Local 5 (Upper Marlboro, Md.) in achieving accreditation through the Global Wind Organization (GWO) to conduct the 5 modules of required Basic Safety Training (BST) to work on offshore wind projects: Working at Heights, Manual Handling, First Aid/CPR/AED, Fire Safety and Sea Survival. More locals are expected to seek the GWO accreditation as demand for BST-trained ironworkers to work on offshore wind projects increases.

Iron Worker Foremen Fall Protection Training Pilots

Established in 2021, several foremen fall protection pilot training programs were conducted around North America. The most recent was a series of courses held March 27-28, 2024, at IW Locals 416 and 433 in Fontana, Calif. Initially a 4-hour course, the safety department is evaluating feedback and looking to refine the course for future offerings.

Safety and Health Roundtable Meetings

Iron Workers and IMPACT host two Safety and Health Roundtable meetings a year: one in July in Ann Arbor, Mich., as part of the Annual Instructor Training Program and one in December in Washington, D.C., as part of industry end of year events. Roundtable meetings provide a labor-management forum to discuss current environmental, health and safety topics affecting the industry.



National Training Fund

Lee Worley
Executive Director of Apprenticeship and Training
Iron Workers

2024 was a busy year for the apprenticeship and training department staff as work across the U.S. and Canada remained strong. In addition to the annual instructor training in Ann Arbor, Mich., over 40 "train-the-trainer" courses were held at the regional training centers. These classes are important as they train those who lead the classroom. They allow local trainers to provide necessary certifications to ironworker members, so they can access jobs across the country. The classes are offered throughout the year at different regional sites to accommodate the local union training schedules.

Mass Timber training took off around the nation with over twenty training centers purchasing mock-ups and conducting classes for members and contractors. This course covers renewable wood products such as large, solid wood panels, columns and beams used for load-bearing walls, floors and roof construction. This 3-day course allows the participants to gain knowledge of the general steps required to safely install mass timber products.

Grant funding opportunities remain strong across the nation, and local union training centers have been extremely successful the past five years with close to \$10 million being awarded to cover pre-apprentice training, recruiting, weld shop and facility upgrade, tools and equipment. A 10-hour course was developed for the annual instructor training to enable participants to understand and identify grant funding opportunities.

The bi-annual apprentice competition was held in Chicago. Sixty-eight of the top ironworker apprentices nation-wide competed for a chance to be named "the best of the best." This year's top apprentice was Joseph Ditoro from Iron Workers Local 736 (Ancaster, Ontario). Prior to the competition, a 2-day apprentice coordinator meeting was held, where participants listened to speakers who presented on subjects such as safety, rigging, welding, recruiting, grants, leadership, reinforcing, OSHA/MSHA updates, training center administration and best practices.

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



Annual Instructor Training in Ann Arbor, Mich. 2024.



Davis Bacon & Wage Compliance

CHRIS BURGER

Wage Compliance Administrator
IMPACT

The Iron Workers' Wage Compliance Administrator Chris Burger hosted the U.S. Department of Labor (DOL) investigators at Iron Workers (IW) apprenticeship tours and industry panel sessions with contractors. Foundation for Fair Contracting (FFC), Occupational Safety and Health Administration (OSHA), representatives from the Building and Construction Trade Council (BCTC) and other state officials were also in attendance. Chris took the officials on the following local union, jobsite and project tours:

- IW Local 6 (Buffalo, N.Y.) and tour of the NFL Bills Stadium
- IW Local 70 (Louisville, Ky.) and site visit of the VA hospital
- IW Local 549 (Wheeling, W.Va.) and a tour of the natural gas facility
- IW Local 3 (Pittsburgh) and tour of the tower in the area
- IW Local 808 (Orlando, Fla.) and site visit of the new Universal Studios theme park
- IW Local 8 (Milwaukee) and Milwaukee tower and mill tours
- IW Local 5 (Upper Marlboro, Md.)
- IW Local 848 (Charlotte, N.C.) and tour of the tower project
- IW Local 11 (Newark, N.J.)
- IW Local 15 (Hartford, Conn.), Local 424 (New Haven, Conn.) and New London Bridge
- IW Local 37 (Providence, R.I.)
- IW Local 92 (Birmingham, Ala.) and tower project
- IW Locals 405 and 401 in Philadelphia and tour of the I-95 ramp and bridge in Philadelphia
- IW Local 25 (Detroit)
- IW Local 22 (Indianapolis) and the Indiana University Hospital

Chris presented at contractor roundtables hosted by IW Local 732 JATC in East Helena, Mont., and IW Local 27 in West Valley City, Utah. He also presented at the joint labor-management meeting of IW Local 8 (Milwaukee) and IW Local 25 (Detroit).

Chris attended the Massachusetts BCTC Convention; IW Instructor Training Program in Ann Arbor, Mich.; International Ironworker Festival in Mackinaw City, Mich.; National Alliance for Fair Contracting (NAFC) in Nashville; meetings at IW Locals 9 (Niagara Falls, N.Y.), 12 (Albany, N.Y.), 17 (Cleveland), 172 (Columbus, Ohio), 399 (Camden, N.J.), 404 (Harrisburg, Pa.), 550 (Canton, Ohio), 704 (Chattanooga, Tenn.) and 769 (Ashland, Ky.); and District Council meetings in Pennsylvania, Ohio and New York. He hosted a panel session at IMPACT's annual conference in Orlando, Fla., and presented at Fair Contracting of Pennsylvania's quarterly meetings.

Chris participated in Davis-Bacon and related committees of the North America's Building Trades Unions' conference. He also attended the NAFC/U.S. Army Corp Engineers' joint informal labor advisor meetings.



Chris Burger with Training Director of Iron Workers Local 3 Paul Ribarchak and compliance officers at Iron Workers Local 3 (Pittsburgh)

Maternity Provision Policy



"The MPP benefit made it possible for me to have peace of mind about my finances while I looked forward to growing my family. It made me feel like I'm a part of something that has my back and gave me even more reasons to be a proud ironworker."

- **Monique Henry**

Iron Workers Local 580 (New York)



"The MPP allowed me to spend the last months of my pregnancy focusing on my family without the added stress of potentially jeopardizing the safety of my baby. I'm grateful to be part of a union that prioritizes family and the safety of its members."

- **Danielle Rose**

Iron Workers Local 512 (St. Paul, Minn.)



"MPP benefit allowed me to have a safe and stress free pregnancy with time to heal and bond with my child. I'm very thankful for it and all the support my union provide its members."

- **Yesica Fraga**

Iron Workers Local 86 (Seattle)

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. To qualify for the benefit, ironworker members must submit a certification of pregnancy from a medical doctor verifying their inability to perform regular job tasks due to physical limitations associated with pregnancy.

85%
Retention Rate

An ironworker member is eligible for the benefit if she has enough hours for health insurance through her local union's plan at the time of pregnancy verification and has not used the benefit within the past 24 months. Pregnant ironworker members can also qualify for the benefit if there are no such benefits available through other means such as time-loss benefits through employer, local union health plans or federal, state or local government benefits.

Since inception in 2017, 206 ironworkers have claimed a total of \$2,116,579 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.

A report on the correlation between the MPP and ironworker retention revealed that the organization retained 85 percent of the ironworkers who received the benefit. The IW became a construction industry trailblazer in diversity and inclusion with the launch of this revolutionary program. Other labor unions have followed suit and initiated their own paid maternity leave programs.

Benefits Management Group, Inc. (BMGI) is the new third-party administrator (TPA) for this program beginning in January 2025. Please refer to the IMPACT website for the latest updates. Please note that a new claim form and brochure are available on the IMPACT website. Completing the new claim form and sending it to the new TPA is crucial for timely processing of benefit claims.

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



Off-the-Job Accident Program

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

The benefit is the lesser of \$800 or 66.67 percent of the injured ironworker's weekly earnings for up to 6 weeks. The program has been bringing relief to members for over 12 years. Filing a claim is simple and the turnaround time is short. Since its inception in 2012, the program has helped 5,549 individuals and paid \$15,254,155 in benefits. Eligibility for the benefit is based on ironworkers' membership in the Iron Workers Union, participation in their district council area and their health plan's eligibility rules and conditions. There is a one week waiting period before the benefit disbursement.

Benefits Management Group, Inc. (BMGI) is the new third-party administrator (TPA) for this program beginning in January 2025. Please refer to the IMPACT website for the latest updates. Please note that a new claim form and brochure are available on the IMPACT website. Completing the new claim form and sending it to the new TPA is crucial for timely processing of benefit claims.

Visit bit.ly/IMPACTOTJ to learn more and stay updated. Contact your IMPACT Regional Director for general inquiries.

"I just want to say thank you so very much from the bottom of my heart for truly helping me through this situation."

**- Robert Chizmadia
Iron Workers Local 401 (Philadelphia, Pa.)**

Drug-Free Workforce

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

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

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



Professional Development

In 2024, IMPACT conducted 77 instructor-led courses for an average of more than six classes per month.

A few program highlights:

- Construction Contracting Business Fundamentals Academy
- Fundamentals of Cost Estimating & Bidding for Beginners - Structural Installation
- Fundamentals of Cost Estimating & Bidding for Beginners - Reinforcing Installation
- Fundamentals of Cost Estimating & Bidding - Architectural Glass and Metal Installation
- Superintendent Training for Ironworkers
- Introduction to Robotic Total Station for Layout
- Healthy Conflict Management
- IMPACT Leadership Experience
- Microsoft Office Training

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 - ARCHITECTURAL GLASS & METAL INSTALLATION

This 5-day, hands on, interactive course covers all aspects of architectural glass and metal cost estimating, including curtain wall, window wall, punched openings, storefronts, doors and glass railings. The course is designed to help existing structural steel contractors establish the skills and confidence to bid Division 8 architectural glass and metal components. This course will help structural steel installation contractors grow their portfolio of skills and diversify and expand their companies, making them more resilient to economic volatility. This course covers the process of reviewing bid documents and will extensively cover the systems components, baseline productivities, tools, equipment and general conditions associated with bidding curtain wall, window wall, punched openings, storefronts, doors and glass railings projects.

INTRODUCTION TO ROBOTIC TOTAL STATION FOR LAYOUT

Introduction to Robotic Total Station for Layout is a 4-day course that introduces ironworkers to modern layout instruments and practices. Participants will learn the basics of how to perform layout using robotic total station instruments manufactured by Trimble and Leica. The course will consist of instrument demonstrations, followed by hands-on practice and coaching.

SUPERINTENDENT TRAINING

Ironworker superintendents are responsible for implementing an efficient site production process and maximizing profit while minimizing company liability for partner contractors. Ironworker superintendents serve as the partner contractor's representative on the jobsite and establish positive relationships with the end user, contractors and other trades while ensuring that projects are delivered safely on schedule and within budget. This 5-day course is designed to develop skilled ironworker superintendents. Participants learn the roles and responsibilities of a superintendent, how to leverage technology and how to manage project schedules, information, people, jobsites and safety. In addition to management skills, participants also learn communication skills, how to close out a project and basic construction finance and law. This course is appropriate for any member interested in improving their field supervision and management skills.



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

Winter & Summer Training



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

UPCOMING 2025 REGIONAL TRAINING PROGRAMS

In 2025, IMPACT will offer four regional training programs in addition to the Winter Training Program and Summer Training Program. The four regional training programs include:

- Eastern U.S. Regional Training Program on March 17-21, 2025, at Iron Workers Local 580 Training Center, New York
- Central Canada Regional Training Program on May 12-16, 2025, at Iron Workers Local 721 Training Center, Etobicoke, Ontario
- Midwest U.S. Regional Training Program on Sep 22-26, 2025, at Iron Workers Local 63 Training Center, Broadview, Ill.
- Western Canada Regional Training Program on Nov 3-7 in Vancouver, British Columbia

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

Online Safety Training

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

Since inception, ironworkers and contractor employees have completed a total of 29,696 ClickSafety courses.

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

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 2024:

- World of Concrete
- American Association of Community Colleges
- Construction Users Roundtable National Conference
- North American Iron Workers/IMPACT Conference
- NASCC: The Steel Conference
- North America's Building Trades Unions Legislative Conference
- Groundbreaking Women in Construction
- Skills USA
- Tennessee Valley Authority Labor Management Conference
- Future Farmers of America 94th National FFA Convention & Expo
- AWS Fabtech
- POWERGEN International
- 25th Lean Construction Institute Congress

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

Reference Manuals

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

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



Annual Instructor Training



In July, the National Training Fund (NTF) held its 40th Annual Ironworker Instructor Training Program at Washtenaw Community College. Executive Director of Apprenticeship and Training Lee Worley welcomed everyone at the opening ceremony and shared a brief history of the event.

The fact that the program is packed with attendees every year is a testament to the commitment of the Iron Workers' (IW) teaching force to continually improve teaching and keep the ironworkers at the forefront of training in the construction industry. The purpose of the annual training program is to strengthen the apprenticeship training and journeyman upgrading programs at every local by improving the knowledge and skills of the instructors, apprenticeship coordinators, business managers and contractors.

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

For more information, contact Lee Worley at lworley@iwintl.org.

Crane Rigger & Signal Person Training

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

The program 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 Ironworkers International Certification Board (IICB) designated a program director to work with subject matter experts and an accredited job analysis facilitator from NOCTI Business Solutions to develop the certification. Subject matter experts developed testing components using Job Task Analysis and feedback from apprentice coordinators, ironworkers and their contractors. Examinations are administered through a secure learning management system under proctor supervision.

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

In collaboration with the Iron Workers National Training Fund, ITI and Kito Crosby have developed a customized prep course specifically designed to aid test takers in their successful completion of the newly established exam via the Ironworker Learning Management System. This training program provides ironworker members with a practical method to obtain a certification while accurately evaluating their rigging and signaling competence. By ensuring that only trained, skilled and competent ironworkers complete rigging and signaling tasks, workplace risk is reduced, safety is increased and workers return home safe at the end of the day. By certifying skilled and qualified workers, the IICB is promoting a safe and efficient jobsite for the worker, the public and the industry.

Visit www.ironworkers.org/s/iicb-certification-program to learn more.



Welding Program

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

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 partnered with the Hobart Institute in Troy, Ohio, to train ironworker members to become AWS Certified Welding Inspectors (CWIs). The prep course and exam are offered monthly in Troy, Ohio. In addition, the partnership between the IW National Training Fund and CWB allows the IW to offer the welding training and exam for CWB Level I and II welding inspectors in Ann Arbor, Mich. 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 to a jobsite. The IW welding certification is portable, allowing ironworker welders to move from project to project without requalification, saving their employers time and money. The CWB also issues welder certification cards for Canadian ironworker welders. The program offers convenient online verification at <https://newiwits.iwintl.org/certifications/Certificate/Guest>, 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.

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

Business Development

North American ContractorLink, part of the IMPACT business development program, helps IMPACT's partner contractors regain market share. In 2024, the program connected IMPACT's partner contractors with over 250 projects. Focusing on performance enhancements, the program strives to replace the competition with IMPACT's partner contractors. Since its inception in 2018, the program has secured over 600,000 ironworker hours and is looking ahead to expand opportunities, ensuring ironworkers and their contractors are competing and securing more projects.



The IMPACT business development panel at the 2023 North American Iron Workers/IMPACT Conference.

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 with a dedicated coaching team; a structured business process; a repository of standard tools, templates and techniques; and direct access to construction industry subject matter experts. Contractor benefits may include discounted rates for professional services from subject matter experts and access to more favorable bonding, insurance and lending rates. BILD helps contractors manage risk, reduce cost and increase profitability, which creates job opportunities for ironworkers and increases contributions to their pension and benefit funds.

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

For all inquiries, please contact your IMPACT Regional Director.

AISC Steel Erector & Fabricator Certification



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

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

Transportation Worker Identification Credential



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

The application process includes a background check and security threat assessment and requires the applicant to provide fingerprints and digital photos. IMPACT reimburses the non-refundable application and renewal fees for ironworker members who successfully obtain the credential. In 2024, IMPACT reimbursed 591 ironworkers who obtained TWIC® credentials for a total of \$74,083.

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, visit the Transportation Security Authority's website at www.tsa.gov/for-industry/twic.

Red Seal Program



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

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

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

Project Tracking

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

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

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



Marketing Program



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

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

"IMPACT creates custom marketing collateral for our local and they always look very professional! We are grateful!"

**- Reis James, business development and recruiter
Iron Workers Local 709 (Savannah, Ga.)**

Public Relations Program

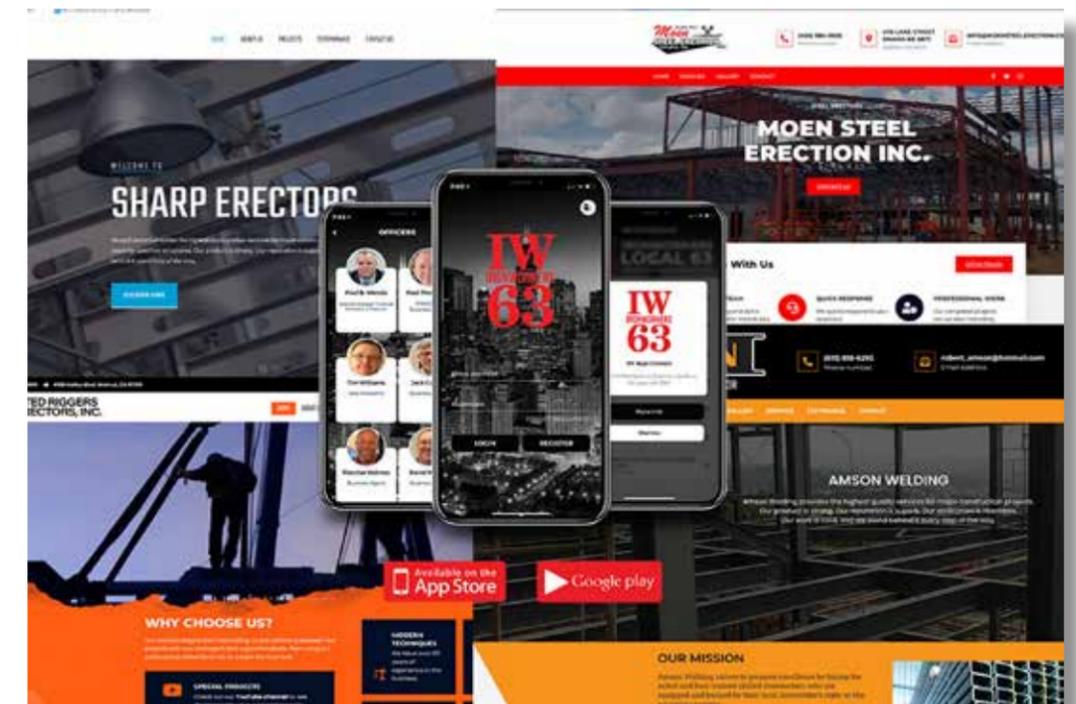
Managing reputation is important for the survival and success of a brand, and maintaining a positive brand image is necessary to increase brand awareness and brand equity. IMPACT's public relations and communications program develops strategic communications plans for IMPACT participants. Earned media provides brands significantly higher reach and credibility without breaking the bank. It's proven to be more effective than paid and owned media due to the element of third-party validation. IMPACT's public relations and communications program works to increase media exposure and positive media coverage for the Iron Workers brand and IMPACT partner contractors in the U.S. and Canada. Maintaining a positive brand image improves brand equity, which helps generate more work opportunities for the ironworkers and their employers.

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

Website Program

IMPACT builds custom websites and mobile applications for its participants as part of their membership benefits. The websites are built with emphasis on contractors' competitive advantages or value propositions. IMPACT builds state of the art applications for iOS and Android mobile devices that can help expand work opportunities for ironworkers and their employers. Having a modern and effective website is important to be successful in today's digital business world. The company website is at the center of every business' online presence. Studies show that customers research online before deciding to buy products or secure services. Company websites allow customers and stakeholders to get a glimpse of IMPACT participants' portfolios and competitive advantages.

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



Premier Industry Conference Offers Business Knowledge & Opportunities

Themed "Shape Your Future," the 2024 North American Iron Workers/IMPACT Conference was held in Orlando, Fla. The conference featured dynamic speakers and presentations. Two days of general and breakout sessions addressed construction timely topics from the state of the economy to cross laminated timber, the future of the auto industry and clean energy.

Iron Workers (IW) General President Eric Dean kicked off the general session on day one with a safety moment, and he took the opportunity to recognize the profound influence ten IMPACT board members who retired in 2024 had on the organization. Motivational speaker Mark Breslin enlightened the audience about the evolution of work and work expectations through the last few generations. Nature of work has evolved from compulsory to transactional to transformative. The transactional nature of work is over, and people now want more from their employers. People seek job satisfaction and talent appreciation. "It is important today not just to build work, but to build the people who build the work with sincerity, authenticity and commitment," said Breslin. He then shared the transformational drivers for work in the construction industry.

A panel led by Iron Workers Legislative Representative Michelle Fussell discussed lobbying for construction industry jobs in the U.S. and Canada. Important topics discussed included how to apply for construction grants, lobbying to fund infrastructure projects and differences in lobbying in the U.S. as opposed to Canada.

A panel comprised of experts from Construction Industry Institute and Construction Safety Research Alliance (CSRA) led by IMPACT Regional Director Bert Royer discussed findings of the newly formed Research Team 401 and best ways to address the high rate of mental health issues and suicide in the construction industry. The panel stressed the importance of making a change in the construction industry to create a safe environment that is free of judgement and stigma. "We can't just throw everything and the kitchen sink at this epidemic," said Dr. Siddharth Bhandari, associate director of research at CSRA. There's no silver bullet solution to this. There are no 10-step solutions." He stated that solutions to mental health must be personalized. The top three stresses for construction industry workers tend to be financial uncertainty, job demands and factors outside work. Two of those three main sources of stress are industry-specific, and everyone who works in the construction industry has a direct impact on them.

Kyle Kaiser, president of VIPER AK Inc., talked about how the Veteran Internships Providing Employment Readiness (VIPER) helps veterans by matching their skills with jobs in the construction industry. Not only does the VIPER program create many career pathways for veterans in the construction industry, but it also focuses on things most programs forget, such as connection to resources and a veteran support network.

A panel moderated by Steve Sweeney, president of the Iron Workers District Council of Philadelphia and Vicinity, discussed offshore wind. Specialized training through the Global Wind Organization is now available to ironworkers who work on offshore wind projects. The panel discussed how these new trainings and certifications are highly effective in getting ironworkers job-ready for offshore wind projects. The panel also discussed challenges associated with offshore wind projects.

Executive Director of Ideal Contracting and IMPACT Co-Chair Bill Brown led the general session's safety moment on the second day.



Keynote speaker Mark Breslin

A panel comprised of experts discussed the future of the auto industry. The moderator asked the representatives from the Ford Motor Company and General Motors Corporation about performance of ironworkers on their jobsites. "Ironworkers are doing an outstanding job delivering projects safely and on time for our company," said Gary Polakowski, executive director, Ford Motor Land Services Corporation, Ford Motor Company. "Ironworkers have done an outstanding job at our current projects in California and Tennessee," said Anthony Monte, engineering group manager, General Motors Corporation. "I must say both projects did a remarkable job with timing, and I thank the ironworkers for their contribution to delivering those projects on time." The panel discussed new changes in construction of electronic vehicle and battery plants. The panelists also shared their thoughts on the future of the electric vehicle industry.

Tim Ryan, chief global business development officer for Zoetic Global, addressed the general session on the importance of clean energy. He shared his opinion that natural gas is not getting as much support as the other clean energy sources. He stated that clean energy sources like wind and solar alone can't handle the energy needs of the nation without natural gas. "The energy projection in the next 20-30 years has significantly increased because we are re-shoring manufacturing." He further stated that natural gas is needed in addition to wind and solar energy to fulfill the increasing demand.

A panel of end users shared their project needs and what they expect from ironworkers and their contractors. They shared the "pro-union" status of their respective companies, long-standing labor agreements their companies have maintained with labor unions and what they are doing to continue those business partnerships. When asked about the value ironworkers bring to the table, all the end users agreed that the ironworkers are safe and productive. William Trumm, vice president of labor supply and partnerships at Tennessee Valley Authority (TVA), talked about an ironworker who set up a tri-lateral safety alliance that's benchmarked best practices and set the bar high for industry standards. "There isn't one TVA generation site today that's operating across the Tennessee Valley that has not been touched by union ironworkers, and for the next 30 years there won't be a site on which they won't work. The relationship with union ironworkers has always been strong and will remain strong for generations to come." "I have never met an ironworker that isn't dedicated to getting the job done right," added Ken VonderHaar, director of client engagement at CRB Global and former global director for Anheuser-Busch. "They show up and put in an honest day's work, and it's something that's very important to us and matches our principles."

The second day general session ended with a panel of classic ironworker contractors moderated by retired Iron Workers Chief of Staff Kevin Byrnes.

The conference offered plenty of networking opportunities and value-added breakout sessions on a range of timely and important topics such as prevailing wage, the ornamental market, offshore wind, exit planning, cross laminated timber, steel erection, metal building, rebar industry, artificial intelligence, U.S. and Canadian politics and suicide prevention. A special breakout session was dedicated to enabling minority, women and veteran-owned small businesses to network with end users and general contractors. The conference was bursting at the seams with over 1,200 contractors, end users, ironworkers and other industry professionals.



Speaker Rich Diviney from Attributes shares the secrets of high performing teams

2023 Project of the Year

The 2023 Project of the Year competition saw some impressive project submissions. It was a difficult decision to make for the judges. Safety, quality and innovation were the top criteria in selecting winners.

An award reception was held at Joe's Seafood, Prime Steak & Stone Crab in Washington, D.C., on November 12, 2024, to celebrate the best projects of 2023 after guests toured the Iron Workers International.

Architectural/Ornamental

Architectural/Ornamental - Above 5,000 workhours

Winners: Arrowall Company, Inc. (San Antonio) and Iron Workers Local 84 (Houston)
Project: Block 250, Houston



Architectural/Ornamental

Architectural/Ornamental - Below 5,000 workhours

Winners: McGregor Industries, Inc. (Dunmore, Pa.) and Iron Workers Local 7 (Boston)
Project: Raffles, Boston



Bridge/Structural

Bridge/Structural - Above 10,000 workhours

Winners: Ideal Contracting, LLC and Iron Workers Local 167 (Memphis, Tenn.)
Project: Ford BOSK Battery Plant, Stanton, Tenn.



Bridge/Structural

Bridge/Structural - Below 10,000 workhours

Winners: Foundation Steel (Swanton, Ohio) and Iron Workers Local 55 (Toledo, Ohio)
Project: City of Bowling Green New Admin Services Building, Bowling Green, Ohio



Metal Buildings

Metal Buildings - Above 10,000 workhours

Winners: Mohawk Construction and Supply Co., Inc. (Canonsburg, Pa.) and Iron Workers Local 8 (Milwaukee)
Project: Georgia Pacific Project Cinco, Green Bay, Wis.



Metal Buildings

Metal Buildings - Below 10,000 workhours

Winners: Foundation Steel (Swanton, Ohio) and Iron Workers Local 290, (Dayton, Ohio)
Project: ALBAT - New Training/Lab Facility, Medway, Ohio



Fabrication

Winners: EPIC Metals Corporation (Rankin, Pa.) and Iron Workers Local 851 (Cleveland)
Project: Walnut Grove High School, Prosper, Texas



Reinforcing

Reinforcing - Above 10,000 workhours

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



Industrial/Rigging/Machinery Moving

Industrial/Rigging/Machinery Moving - Above 10,000 workhours

Winners: Walters, Inc. (East Hamilton, Ontario) and Iron Workers Local 786 (Sudbury, Ontario)
Project: Alamos Gold Headframe, Dubreuilville, Ontario



Industrial/Rigging/Machinery Moving

Industrial/Rigging/Machinery Moving - Below 10,000 workhours

Winners: G. Kidd, Inc. (Pittsburgh) and Iron Workers Local 3 (Pittsburgh)
Project: Federated Hermes High Wall Sign, Pittsburgh

The Couture, Milwaukee

ALBAT New Training/Lab Facility, Medway, Ohio

Ford BSK Battery Plant, Stanton, Tenn.

Alamos Gold Headframe, Dubreuilville, Ontario

Walnut Grove High School, Prosper, Texas

City of Bowling Green Admin Services Building, Bowling Green, Ohio

2023 Project of the Year Gallery

Raffles Hotel, Boston

Georgia Pacific Project Cinco, Green Bay, Wis.

Federated Hermes High Wall Sign, Pittsburgh, Pa.

Block 250, Houston 34



Regional Advisory Boards



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

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

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

Regional Directors

(Appearing in alphabetical order)

John Cangey

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 California & Pacific Northwest RABs
 Member of Local 433
 (Los Angeles)



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 Midwest and Heartland RABs
 Member of Local 89
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 Philadelphia, Great Lakes RABs
 Member of Local 7
 (Boston)



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 Eastern Canada RABs
 Member of Local 771
 (Regina, Saskatchewan)



Harvey Swift

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 Southwest RAB
 Member of Local 584
 (Tulsa, Oklahoma)



Kenny Waugh

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





New England

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

Grant Investments: \$467,648

- Training facility upgrades for Iron Workers Locals 7 (Boston), 37 (Providence, R.I.), 15 (Hartford, Conn.) and 424 (New Haven, Conn.) to include Vaagen Timbers mass timber mockup.
- Global Wind Organization's Basic Safety Training (GWO BST) and certification, Society of Professional Rope Access Technicians training and Helicopter Underwater Escape Training for Iron Workers Locals 7 (Boston), 37 (Providence, R.I.), 15 (Hartford, Conn.) and 424 (New Haven, Conn.) members.
- Off-the-Job Accident program payments of the local unions in the New England RAB.

Training for Success:

- Basic Microsoft Outlook and Email Training - June - Boston
- Basic Microsoft Word Training - June - Boston
- Basic Microsoft Excel Training - June - Boston
- Basic Microsoft PowerPoint Training - June - Boston
- Construction Contracting Business Fundamentals Academy - August - Boston

Leading Ironworkers and Contractors:

- Quad Council Meeting - August - Boston

Microsoft Office Class in 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: \$ 721,359

- Welders for Iron Workers Local 399 (Hammonton, N.J.) to certify ironworkers in submerged arc welding and obtain American Welding Society certifications in preparation for offshore wind fabrication and erection.
- Off-the-Job Accident program payments of the local unions in the New England RAB.

Training for Success:

- Bluebeam Revu Fundamentals and Document Control & Measurement - May - Long Island City, N.Y.
- Introduction to Robotic Total Station for Layout - June - Long Island City, N.Y.
- Superintendent Training for Ironworkers - August - New York

Robotic Total Station class at Iron Workers Local 580



Great Lakes

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

Grant Investments: \$ 604,446

- Welding equipment upgrades at Iron Workers Local 292 (South Bend, Ind.).
- Training equipment upgrades at Iron Workers Locals 207 (Youngstown, Ohio) and 550 (Canton, Ohio).
- MUST safety training for Iron Workers Local 25 (Detroit).

Training for Success:

- Basic Microsoft Outlook and Email Training - September - Indianapolis
- Basic Microsoft Word Training - September - Indianapolis
- Basic Microsoft Excel Training - September - Indianapolis
- Basic Microsoft PowerPoint Training - September - Indianapolis

Leading Ironworkers and Contractors:

- Great Lakes RAB Meeting - November - Columbus, Ohio

Iron Workers Local 44 truck wrap



Midwest

Ironworker Co-Chair, David Beard, Iron Workers District Council of St. Louis and Vicinity
Contractor Co-Chair, Isaac Pritchett, Clarkson Construction

Grant Investments: \$ 1,468,730

- Building Bridges communication certification at Iron Workers Local 10 (Kansas City, Mo.).
- Training facility welding equipment for Iron Workers Local 112 (East Peoria, Ill.).
- Welding equipment for Iron Workers Local 1 (Chicago).

Training for Success:

- Dale Carnegie's How to Communicate with Diplomacy and Tact - March - Denver
- Superintendent Training for Ironworkers - April - St. Louis
- Ironworker Safety Director Certification Course - June - Broadview, Ill.
- Fundamentals of Cost Estimating & Bidding: Architectural Glass & Metal Installation - October - Broadview, Ill.

Cost Estimating Class in Chicago





Southeast

Ironworker Co-Chair, Kendall Martin, Iron Workers District Council of Mid-Atlantic States
Contractor Co-Chair, Keith Hopper, Sentry Steel Services Company, Inc.

Grant Investments: \$ 258,795

- Skylift for Iron Workers Local 798 (Mobile, Ala.).
- Welding booth upgrades and other training facility upgrades at Iron Workers Local 848 (Charleston, S.C.).
- Off-the-Job Accident program payments of the local unions in the RAB.

Training for Success:

- Fundamentals of Cost Estimating & Bidding for Beginners: Structural Installation - April - Fort Lauderdale, Fla.
- Dale Carnegie's How to Win Friends and Influence People in Business - June - Nashville, Tenn.
- Superintendent Training for Ironworkers - September - Nashville, Tenn.

Leading Ironworkers and Contractors:

- Southeast RAB Meeting - December - Nashville, Tenn.



Southeast RAB Meeting in Nashville, Tenn.



Southwest

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

Grant Investments: \$ 635,030

- Three days of 3D Lift Plan Training for 18 ironworker participants who work for our partner contractors in the Southwest region.
- Mass timber products for the region.
- Off-the-Job Accident Program payments in the region.

Training for Success:

- Confident, Assertive, In Charge: Developing the Attitudes of Leadership - April - Houston.
- Leadership Strategies: Motivating a Changing Workforce - May - Austin, Texas.
- Cash Management and Change Order Control: Techniques for Getting Paid - August - Arlington, Texas
- Improving Construction Productivity - November - Houston.



Dale Carnegie Confident Assertive In Charge Class 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: \$ 630,617

- Training facility IT equipment upgrades at Iron Workers Local 67 (Des Moines, Iowa).
- Welding supplies at Iron Workers Local 383 (Madison, Wis.).
- Mass timber products for Iron Workers Local 512 (Minneapolis).



Training mockup at Iron Workers Local 512 (St. Paul, Minn.)



California & Vicinity

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

Grant Investments: \$ 3,369,822

- Regional safety consultant's salary expenses.
- Mass timber products for the region.
- Off-the-Job Accident program payments of the local unions in the California & Vicinity RAB.

Training for Success:

- Construction Contracting Business Fundamentals Academy - March - City of Industry, Calif.
- Basic Microsoft Outlook and Email Training - May - Sacramento, Calif.
- Basic Microsoft Word Training - May - Sacramento, Calif.
- Basic Microsoft PowerPoint Training - May - Sacramento, Calif.
- Superintendent Training for Ironworkers - May - City of Industry, Calif.
- Building Bridges Workshop - October - City of Industry, Calif.
- Fundamentals of Cost Estimating & Bidding for Beginners: Structural Installation - December - City of Industry, Calif.



BFA Class in Los Angeles



Pacific Northwest

Ironworker Co-Chair, Chris McClain, Iron Workers District Council of Pacific Northwest
Contractor Co-Chair, Allan Harding, J.D. Steel Company

Grant Investments: \$ 314,960

- Welding equipment expenses for Iron Workers Local 27 (Salt Lake City).
- Off-the-Job Accident program payments of the local unions in the Pacific Northwest RAB.

Training for Success:

- Introduction to Robotic Total Station for Layout - April and May - Tukwila, Wash.
- Fundamentals of Cost Estimating & Bidding for Beginners: Rebar Installation - September - Portland, Ore.
- Basic Microsoft Word Training - December - Portland, Ore.
- Basic Microsoft Excel Training - December - Portland, Ore.
- Basic Microsoft PowerPoint Training - December - Portland, Ore.
- Superintendent Training for Ironworkers - December - Portland, Ore.



Western Canada

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

Grant Investments: C\$ 842,979

- Certified Instructor High Angle Technical Rescue training in the region.
- Shop Steward Training at Iron Workers Local 838 (Regina, Saskatchewan).

Training for Success:

- Fundamentals of Cost Estimating and Bidding for Beginners: Structural Installation - March - Calgary, Alberta
- Superintendent Training for Ironworkers - March - Calgary, Alberta
- Construction Contracting Business Fundamentals Academy - June - Burnaby, British Columbia
- Supervisor Training for Shop Ironworkers - June - Burnaby, British Columbia
- Construction Contracting Business Fundamentals Academy - June - Burnaby, British Columbia



Ontario

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

Grant Investments: C\$ 1,153,869

- Iron Workers Local 765 (Ottawa, Ontario) training facility equipment upgrades.
- Travel expenses associated with the 2024 North American Iron Workers/IMPACT Conference and various trainings in the region.

Training for Success:

- Superintendent Training for Ironworkers - May - Ancaster, Ontario
- Fundamentals of Cost Estimating & Bidding for Beginners: Rebar Installation - May - Ancaster, Ontario.
- Introduction to Robotic Total Station for Layout - September - Metcalfe, Ontario
- Microsoft Office 5-Day Training Program - October - Etobicoke, 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\$ 160,788

- Travel expenses associated with the 2024 North American Iron Workers/IMPACT Conference.
- Travel expenses associated with the 2024 Annual Instructor Training in Ann Arbor, Mich.



Robotic Total Station and Layout Class in Seattle.



Shop Supervisor Training in Vancouver, British Columbia

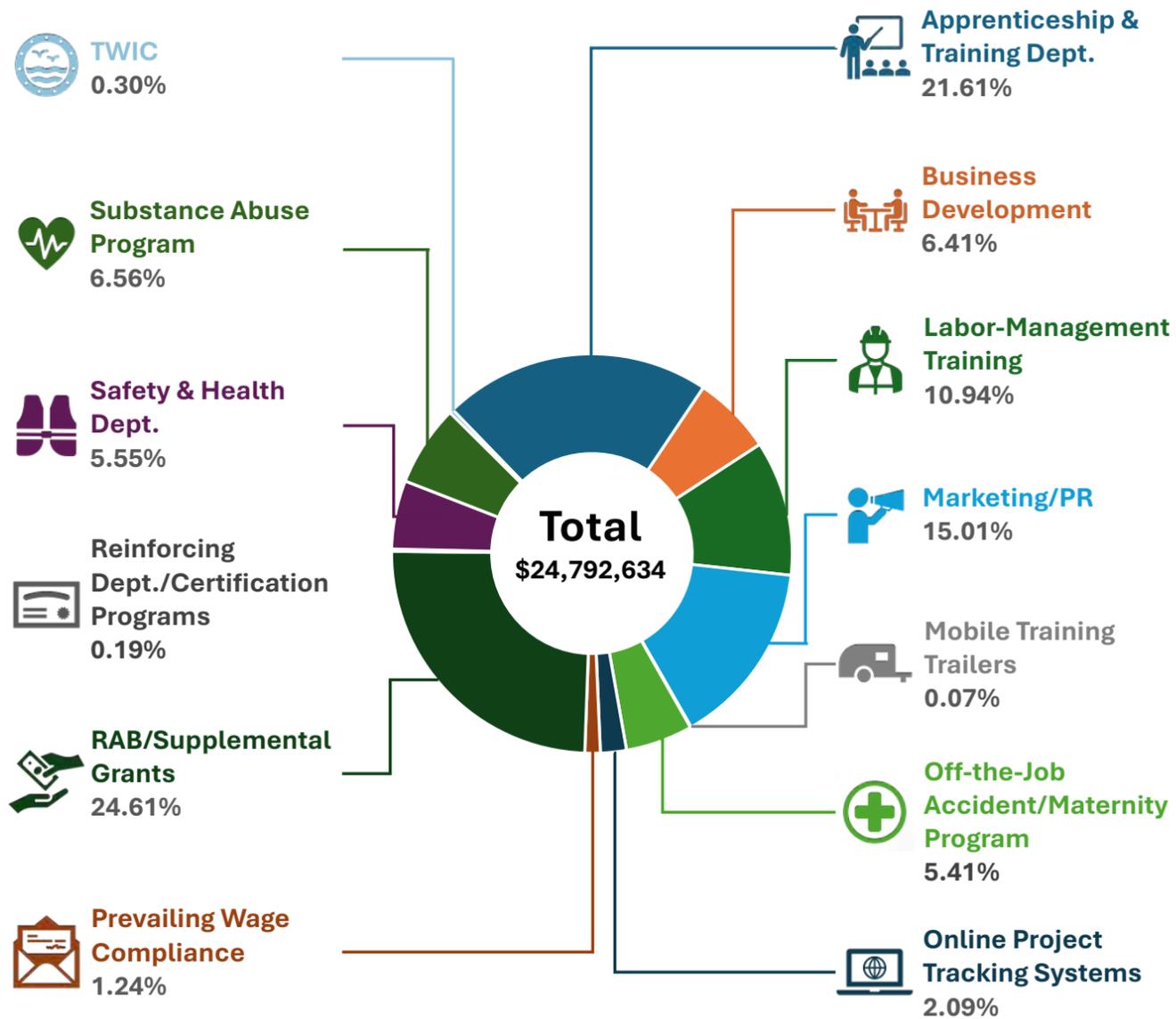


Rebar Estimating Class in Hamilton, Ontario



New training center structure, Iron Workers Local 752 (Halifax, Nova Scotia)

2024 Expenditures



IRONWORKER CONTRACTOR PROFESSIONAL DEVELOPMENT Summer Training Program July 14-18, 2025 Washtenaw Community College 4800 E Huron River Dr, Ann Arbor, MI 48105

July 14-18, 2025	Superintendent Training for Ironworkers	Washtenaw Community College, Ann Arbor, Mich.
July 14, 2025	Every Conversation Matters	Washtenaw Community College, Ann Arbor, Mich.
July 14-16, 2025	Fundamentals of Cost Estimating & Bidding for Beginners: Rebar Installation	Washtenaw Community College, Ann Arbor, Mich.
July 15-18, 2025	Introduction to Robotic Total Station for Layout	Washtenaw Community College, Ann Arbor, Mich.
July 15, 2025	Applying the 6-Step Process to Solve Your Biggest Challenges	Washtenaw Community College, Ann Arbor, Mich.
July 16, 2025	Extending Your Sphere of Influence	Washtenaw Community College, Ann Arbor, Mich.
July 17-18, 2025	Mastering Meaningful Engagement in Life and Work	Washtenaw Community College, Ann Arbor, Mich.

Suggested hotels are listed on each event's webpage.
If you need help registering for a class, please call IMPACT at 202-393-1147.

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

Ironworkers.

In the U.S. and Canada:
4,000 Contractors
130,000 Ironworkers
157 Training Centers
6,736 Certifications in 2024
20,000 Apprentices and Trainees
21,198 Certified Ironworker Welders
\$90 Million invested annually in training
Billions in contracts for the most recognizable projects

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



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