



2013 IMPACT ANNUAL REPORT

Building North America

Ironworkers and Employers Partner for Success





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*2015 North American Iron Workers / IMPACT
Labor-Management Conference*

February 22 - 25, 2015
Rio All-Suite Hotel • Las Vegas, NV

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Cover Photo: Construction on Port Mann Bridge in British Columbia

2013 IMPACT ANNUAL REPORT

Building North America

Ironworkers and Employers Partner for Success

LETTER FROM THE CO-CHAIRS ANNUAL REPORT



Walter Wise
Labor -- Co-Chair
General President
Iron Workers International



Bill Brown
Management -- Co-Chair
President
Ben Hur Construction Co.

Safety has been, and always will be, the highest priority of the Iron Workers Union and their contractor partners. This year we saw ironworkers and our contractors set lofty safety goals, achievable only through education, dedication and personal responsibility. We've seen our employers recognized on the national and local stages for the great and good work they do, hand-in-hand with ironworkers, on the safety front. We watched with baited breath as the clock ticked on the countdown to zero fatalities in 2013. Though our goal was not met, it has not, and will not change: zero fatalities.

The road ahead to Zero is steep and filled with obstacles, but we march on, one step at a time. Although the number of fatalities has plunged from our combined efforts, we still had fatalities. We will not rest and we will aim even higher to insure everyone returns home safely. We will strive to have zero incidences. We will identify hazards, remove them and look out for each other in every task performed from the owner of the company to the first year apprentice. Our vigilance is the right thing to do and will show that the world's most productive and efficient ironworkers are also the safest. That leads to more customers demanding we be on their jobs. This feeds growth, and growth means more job opportunities, healthier benefit funds and better bottom lines.

The mission of IMPACT is to create work opportunities for ironworkers and their contractors. Every effort we make is designed, either directly or indirectly, to put ironworkers and their contractors to work.

One of the most exciting new initiatives in 2013 was the Gulf Coast Business Development effort. Work in the Gulf Coast states is bursting at the seams. However, as a result of the recent construction depression, and other forces, the population of skilled labor has been decimated. The leadership of IMPACT saw an opportunity. On "All Saints Day," in November 2013, a meeting was convened at the joint training facility for Local Unions 84 and 135 in Houston, Texas. Contractors from all over North America attended, along with the leadership of the Texas and Mid-South District Council, the IMPACT Co-Chairs and Kevin Hilton, IMPACT CEO. Although planning for this meeting was in the works for months, this was the first opportunity to unveil the plan for penetrating a market that is underserved by our contractors and ironworkers. The plan involves insuring that our well-qualified contractors always put their best foot forward when presenting to potential new customers. Along these same lines, the plan also involves the re-introduction of the local unions in the Gulf Coast states. Our contractors and local unions are multi-million dollar entities with tremendous capacity to recruit, train and deliver a safe, highly skilled workforce. It is important that our value and professionalism is on display.

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(Letter from the Co-Chairs cont. from Page 2)

This past year our Canadian brothers and sisters began the formal implementation of IMPACT in Canada. In addition to holding meetings in all three Canadian Regions, the Canadian contractors and ironworkers began using the online grant system, conducting Superintendent and Foreman training and utilizing IMPACT resources to lobby against anti-ironworker legislation. The six Ironworker and Management Regional Advisory Board Co-Chairs in Canada are active and engaged and have a vision for the future that includes sharp growth.

The Board took a close look at some major IMPACT offerings in 2013. The entire Drug Free Workforce program was revised and the new program has proved to be one of the very best in the industry. The project tracking system was reviewed and altered, implementing Reed Construction Data as the primary resource for commercial projects. Expansion and upgrading of our classes for contractors will grow and improve our contractor base to grow our industry markets. These changes were designed to add the maximum value, and deliver a positive economic effect.

This year is set to be one of the most important in the history of IMPACT. All indications are that the depression in the construction industry is subsiding and that phenomenal opportunities will emerge. IMPACT will be there! Pairing up our world class ironworkers with industry leading contractors that are the best in the business, our unified value will be promoted with one goal in mind: real and lasting market-share growth. The activities of 2013 were a mere stepping stone toward unbridled growth of the ironworkers and their contractors.

LETTER FROM THE CEO ANNUAL REPORT



Kevin Hilton
Chief Executive Officer
IMPACT

We live in exciting times. It is time to seize the opportunities that lie before us. The old model of labor versus management is dead. The new model is us versus them, "them" being our competition. In order for us to be victorious in this new era, we need stronger funds, better bottom lines, more ironworkers, more contractors and more customers.

We talk freely and frequently of regaining market share. This is a mathematical equation. The construction and industrial maintenance market is finite. I like to think of that finite market in terms of a pie. The ironworkers and their contractors have a piece of the pie and our competition has the rest. To gain market share, we must take more pie away from our competition. It is not the job of the contractor. It is not the job of the ironworkers. It is our job together. Everyone on each of our jobs is in competition with those who wish us to evaporate. It is us versus them.

From IMPACT's perspective, much of North America is underserved. It is underserved in that the ironworkers and their contractors are not more entrenched in many geographic regions. If we do not have contractors bidding and winning in those regions, we do not have ironworkers there either. Those are the areas dominated by our competition. So we must change that situation, but how? There appears to be no single correct answer nor any easy solution.

Therefore, IMPACT has created tools to ensure our contractors have the necessary information and

training they need to succeed. For instance, the IMPACT contractor college is a place where any one of our employers can access the resources to stay ahead of the game in a hyper-competitive industry. IMPACT has literally saved some of our employers from closing their doors by providing critical training on how to better run and manage their businesses. By saving just one company, many ironworkers enjoy good work and a happy retirement. How many more ironworkers would have a brighter future if more contractors utilized the resources we provide?

Of course, nothing will be accomplished without a capable and motivated staff. In 2013 we bid farewell to Kevin Byrnes, who relocated from Connecticut to Ironworkers International Headquarters in Washington, D.C. to assume new duties in the office of the General Secretary. We welcomed Mark Thomas, former Business Manager of Local Union 3 in Pittsburgh, Pennsylvania who now fills the role of the Eastern Regional Director.

We are also blessed at IMPACT to have Chuck Decker covering RAB IV, VI and VII; Kenny Waugh as the RAB V Regional Director, along with other IMPACT related duties, Jimmy McGuire covering RAB VIII, IX and X; and our Canadian Regional Director, Bert Royer. I have worked in many positions managing people and operations in my career. I have never seen a group so dedicated to a singular cause. IMPACT, to them is a vocation and an avocation.

*IMPACT has
tools to ensure
our contractors
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training
they need to
succeed.*

—Kevin Hilton, CEO, IMPACT

Our Regional Directors log an incredible amount of miles, engage an astounding number of contractors and Ironworker members and maintain the highest level of discipline in their work.

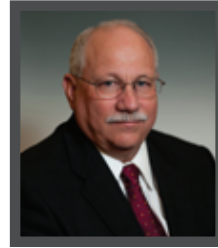
Our Washington-based staff is without parallel. They treat each call as a test of their professional fortitude. They are equipped with great skills, a vision for the mission and a winning attitude.

Finally, in 2013 IMPACT has been the recipient of great leadership from its Co-Chairmen and the Board. This body has engaged in an analytical review of our activities and given the direction and authority to make the hard but necessary changes to improve the operation. It continues to look to the future without fear, and to embrace the opportunities and accompanying risks that need to be grasped.

IMPACT BOARD OF TRUSTEES



Walter Wise
LABOR
Co-Chair
General President
Iron Workers International



William Brown
MANAGEMENT
Co-Chair
President
Ben Hur Construction Co.



Eric Dean
LABOR
At-Large Member
General Secretary
Iron Workers International



Ron Piksa
LABOR
At-Large Member
General Treasurer
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Alissa Schneider
MANAGEMENT
At-Large Member
President
Danny's Construction Company, Inc.



William Morrow
MANAGEMENT
At-Large Member
President/CEO
Morrow Steel Erectors, Inc.



Jay Hurley
LABOR
RAB I
New England
President
Iron Workers District Council of
New England States



David Hunt
MANAGEMENT
RAB I
New England
President
Berlin Steel



Edward Walsh
LABOR
RAB II
New York,
Philadelphia & Vicinity
President
New York State Iron Workers
District Council



Joe Merlino
MANAGEMENT
RAB II
New York,
Philadelphia & Vicinity
Vice President
BayShore Rebar, Inc.



Bill Dean
 LABOR
RAB III
Ohio, Western Pennsylvania & Vicinity
 President
 Iron Workers District Council of Northern Ohio, Western PA and Northern WV



Darlaine Taylor
 MANAGEMENT
RAB III
Ohio, West. Pennsylvania & Vicinity
 Vice President
 Century Steel Erectors



David Beard
 LABOR
RAB IV
Chicago & St. Louis Vicinity
 President
 Iron Workers District Council of St. Louis and Vicinity



Robert Hoover
 MANAGEMENT
RAB IV
Chicago & St. Louis Vicinity
 Vice President
 Kvaerner NAC



Richard Ward
 LABOR
RAB V
Mid-Atlantic, Tennessee Valley & Southeastern
 President
 Iron Workers District Council of Tennessee Valley and Vicinity



Victor Cornellier
 MANAGEMENT
RAB V
Mid-Atlantic, Tennessee Valley & Southeastern
 President
 TSI/Exterior Wall Systems



Marvin Ragsdale
 LABOR
RAB VI
Texas & Mid-South
 President
 Iron Workers District Council of Texas and Mid-South States



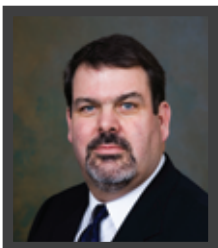
Dave Bennett
 MANAGEMENT
RAB VI
Texas & Mid-South
 President
 Bennett Steel, Inc.



Colin Millard
 LABOR
RAB VII
North Central
 President
 Iron Workers District Council of North Central States



Darren Lett
 MANAGEMENT
RAB VII
North Central
 President
 C. R. Meyer



Matt Groskie
 LABOR
RAB VIII
Rocky Mountain
 President
 Iron Workers District Council of the Rocky Mountain Area



Jeff Green
 MANAGEMENT
RAB VIII
Rocky Mountain
 President
 Harris Davis Rebar

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Joe Standley
 LABOR
 RAB IX
California & Vicinity
 President
 Iron Workers District Council of
 State of California and Vicinity



Dave McEuen
 MANAGEMENT
 RAB IX
California & Vicinity
 President
 California Erectors, Inc.



Steve Pendergrass
 LABOR
 RAB X
Pacific Northwest
 President
 Iron Workers District Council
 of Pacific Northwest



Jeff Ilenstine
 MANAGEMENT
 RAB X
Pacific Northwest
 President
 Tri States Rebar, Inc.



Darrell LaBoucan
 LABOR
 RAB XI
Western Canada
 President
 Iron Workers District Council of
 Western Canada



Ross Fraser
 MANAGEMENT
 RAB XI
Western Canada
 General Manager
 Supreme Steel Saskatoon



Kevin Bryenton
 LABOR
 RAB XII
Ontario
 President
 Iron Workers District Council
 of Ontario



Jack Mesley
 MANAGEMENT
 RAB XII
Ontario
 President
 Ontario Erectors Association, Inc.



Jaques Dubois
 LABOR
 RAB XIII
Eastern Canada
 President
 Iron Workers District Council
 of Eastern Canada



Brad MacLean
 MANAGEMENT
 RAB XIII
Eastern Canada
 Project Manager
 Black & McDonald Limited



Ron Gladney
General Counsel
 IMPACT Counsel
 Hartnett Gladney Hetterman, LLC

TRIBUTES



Edward McHugh | On December 31, 2013, staff and leadership of the Iron Workers International and IMPACT bid General Treasurer Ed McHugh farewell.

Ed began his ironworking career in 1965 at Local 489, Scranton, Penn. He went on to serve as vice president, president, assistant business agent and business agent before being appointed General Organizer by President Jake West on November 11, 1998.

Ed became President of the District Council of Philadelphia and Vicinity on February 1, 1999 and was appointed General Vice President on June 4, 2001 by General President Joseph Hunt. General President Hunt appointed Edward C. McHugh as General Treasurer effective March 1, 2008.

Ed has been on the Board of Trustees for IMPACT since its inception, first as the RAB II Labor Co-Chair, then as an At-Large Member for Labor. Ed will be fondly remembered by staff in Washington, D.C., and by the local unions and contractors nationwide for the time, advice and leadership he generously provided.



Tadas Kicielinski | Iron Workers International and IMPACT also bade farewell to General Vice President Tadas Kicielinski, who retired on August 3, 2013.

A 44 year member of Local 392, East St. Louis, Ill., Tad served

in several key roles during his time there, including executive board member, vice president and business manager. In 2001, Tad joined the Iron Workers International in Washington, D.C., as Executive Assistant to General President Joseph Hunt. He went on to become General Vice President of the Iron Workers International and President of the District Council of St. Louis & Vicinity.

General President Walter Wise praised Tad as a consistent, thorough and reliable member of the Iron Workers International team and family.

Tad became the first Midwestern Regional Director of IMPACT in 2007 – a position he held until 2009. Tad became Labor Co-Chair of RAB IV in 2011 and served in that capacity until his retirement. From IMPACT's inception, Tad worked very closely with then CEO, Eric Waterman on every aspect of IMPACT and played a pivotal role in creating a number of groundbreaking industry programs, including the Off-the-Job Accident Program.



In Memoriam



George Kratzer |

On March 23, 2013, the Iron Workers International and IMPACT lost a great colleague and mentor. George Kratzer, 62, passed away in Wilmington, Ohio. Though he rose to First General Vice President of Iron Workers

International during a productive career, George started as an apprentice in 1970 at Local 290 in Dayton.

Throughout a distinguished career, George tackled tough jobs with professionalism and a dedication to safety and high-quality work. One of the original organizers of IMPACT, George served as the Labor Co-Chair of RAB III and showed his devotion to iron workers in a range of ways, including as a teacher, a sounding-board and a friend.

“George was an ironworker, first and foremost, and he never forgot what it was like to walk the iron,” said General President Walter Wise. *“He was a champion for the men and women of our union... and an extremely qualified leader. He will be missed.”*

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What does **IMPACT** do?

The Ironworker Management Progressive Action Cooperative Trust (IMPACT) was founded in 2003 with one core mission: *More jobs! More ironworkers! More contractors! More customers!*

DID YOU KNOW

20 percent of all contributions go back to your local IMPACT Regional Advisory Board to help fund existing labor-management programs and develop new programs to grow market share and get more work **?**

IMPACT PROVIDES THE ENTIRE BUDGET OF THE APPRENTICESHIP AND TRAINING DEPARTMENT, INCLUDING:

- Development of all training materials
- The Annual Ironworker Instructor Training Program
- The National Apprenticeship Competition
- National Ironworker Welding Certifications
- The National Ironworker Wind Turbine Training Program
- Development of the Green Construction for Ironworker training materials
- The purchase of Mobile Training Trailers across North America
- Contractor access to training reference materials
- Development of a Distance Learning system for training programs

IMPACT ALSO FUNDS:

- The “Countdown to Zero Fatalities” campaign and all associated marketing materials
- Prevailing Wage Compliance efforts
- Marketing and training programs for the Shop Department
- Department of Reinforcing Steel programs
- The Iron Worker Safety and Health Department
- Dozens of new welding fume extraction systems and welding booths in local apprenticeship schools
- A National Safety Insurance/Work Comp Program that develops alliances with major insurance companies and helps our employers lower costs
- The IMPACT Safety & Health Roundtable, which brings all the major organizations in the ironworking trade together to address the major safety and health issues in our industry
- The first ever Off-the-Job Accident Insurance Program in the construction industry
- Regional Advisory Boards (RABs)

What does **IMPACT** do? *(cont.)*

IMPACT supports leadership training by funding:

- The development of the Ironworker Foreman Training Program and the Ironworker Foreman Pocket Guide
- The development of the Ironworker Superintendent Training Package and online course
- The development of a National Leadership Seminar for labor and management
- The development of a Business Manager Leadership course
- Shop Supervisor Training courses and Superintendent Training Courses
- An IMPACT mentoring program

IMPACT supports education programs for ironworkers and partner contractors by funding:

- Courses for contractors conducted at the Annual Ironworker Instructor Conference, the Iron Workers/IMPACT Labor-Management Conference and other locations across North America
- The IMPACT Construction College (ICC), including Contractor Development Courses to support Ironworkers starting their own contracting business or contractors interested in improving their current business.
- Safety Webinars hosted by the Iron Workers Executive Director of Safety & Health
- Harassment and Discrimination Awareness modules

IMPACT helps ironworkers and contractors acquire more work by funding:

- Project tracking to assist local unions and employers in identifying new construction and maintenance projects
- Major infrastructure lobbying efforts around the country

- Lobbying and legislative efforts to promote Collectively Bargained Work Comp
- Transportation Worker Identification Card (TWIC) subsidies so ironworkers receive their cards at no charge
- The National Coordinating Committee for Multi-Employer Plans (NCCMP) to fight for legislation to protect our pension plans
- A consultant for American Institute of Steel Construction (AISC) Erector or Fabricator Certification
- Legal efforts to protect the work jurisdiction of our ironworker employers
- An Industry Coalition Leader to fight proposed regulations from FASB
- Promotion of Project Labor Agreements (PLA's)
- Lobbying efforts to fight Right-to-Work legislation

IMPACT supports marketing and member engagement by funding:

- Development of "Entering the Circle of Trust: Marketing Skills for Ironworkers" training
- Local and regional marketing efforts and advertising in national trade publications
- Website design and upgrading for local unions and member contractors across North America
- A comprehensive social media campaign to tell the story of the union ironworking industry
- Distribution of the *Ironworker* magazine to all contributing contractors
- Membership engagement - IMPACT Industry Nights
- Displays to promote the industry at national conferences and conventions
- Displays for local unions for industry promotion and recruitment

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What does **IMPACT** do in *Canada*?

As an ironworker or a contractor, you may be asking, “*What does IMPACT do in Canada?*” Money collected for Canadian IMPACT contributions stays in Canada and funds the development of Canadian-specific programs. 20 percent of contributions collected are returned directly to the Individual RAB’s.

FUNDING

- The entire budget of the **National Ironworkers and Employers Apprenticeship Training and Journeyman Upgrading Fund (NIEATJUF)**
- Training materials are developed jointly, with Canadian representatives participating throughout the process of updating manuals and creating new training materials
- The Annual Ironworkers Instructor Training Program
- The International Apprenticeship Competition
- Reciprocal Canadian Welding Bureau (CWB)/American Welding Society (AWS) Development Agreement
- The **Ironworker Wind Turbine Training Program** available to all local unions and our contractors
- The development of **Green Construction for Ironworkers** training materials
- The purchase of **Mobile Training Trailers** across North America
- Access to **training reference materials** for contributing contractors
- The **Distance Learning** Prototype for Training Programs
- **Marketing and training programs** for the **Shop Department** that help our signatory shops stay competitive and grow the number of signatory shops
- Programs of the **Department of Reinforcing Steel** (partial funding)
- The Ironworker Safety & Health Department
- The **IMPACT Safety & Health Roundtable**, which brings all the major organizations in the Ironworking trade together to address the major safety and health issues in our industry

DID YOU KNOW *(eh)*

20 percent of all contributions go back to your local IMPACT Regional Advisory Board to help fund existing labor-management programs and develop new programs to grow market share and get more work?

What does **IMPACT** do in *Canada?* (cont.)

LEADERSHIP TRAINING

- The development of the **Ironworker Foreman Training Program** and the **Ironworker Foreman Pocket Guide**
- The development of the new **Ironworker Superintendent Training Package and Online Course**
- The development of a **leadership seminar** for labor and management
- Development of **Business Manager Leadership Course**
- **The IMPACT Mentoring Program**
- **Shop Supervisor Courses**

EDUCATION

- **Courses for contractors** conducted at the Annual Ironworker Instructor Conference, the Iron Workers/IMPACT Labor-Management Conference and other locations across North America

LOBBYING/GETTING MORE WORK

- Major **infrastructure lobbying efforts** around the country to **get more work** for ironworkers and our employers
- British Columbia, **Lobbying against Offshore Fabricated Steel**

MARKETING/MEMBER ENGAGEMENT

- Development of “**Entering the Circle of Trust: Marketing Skills for Ironworkers**” to retain our existing contractors and grow our contractor base
- **Millions of dollars** in local and regional marketing efforts and advertising in industry publications
- A website program to help local union and contractors **establish or upgrade** their websites at **no charge**
- A comprehensive **social media campaign** to tell the story of the union ironworking industry
- Distribution of the **Ironworker** magazine to all contributing contractors/owners
- **Project tracking systems** to assist local unions and our employers in identifying new construction and maintenance projects and capturing more work
- Membership Engagement – **IMPACT Industry Events**
- Displays to promote the industry at conferences and conventions
- Displays for local unions for industry promotion and recruitment

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Department Reports



Chris Burger

Wage Compliance Administrator
IMPACT

DAVIS-BACON/PREVAILING WAGE COMPLIANCE

The year 2013 marked a very successful period of consultation and education for local unions and for the enforcement of the ironworker classification. IMPACT is committed to leveling the playing field on Davis-Bacon and on all prevailing wage compliance matters.

A major highlight was the co-chair meeting with rebar contractors and the U.S. Department of Labor's enforcement chief. Other popular events were an expert panel for more than 140 people in Las Vegas, and a pilot meeting of West Coast compliance groups co-chaired with Regional Director James McGuire.

Also successful was a meeting with the New York Department of Labor's chief in Albany, attended by Bill Hayes, Business Manager of Local 197. We also visited ironworker locals in New York, Pennsylvania and the Mid-Atlantic District Council in South Carolina.

In addition, we directly advocated to high-level DOL officials for improvements to the administration of the Davis-Bacon Act. We secured training for locals facing wage surveys, including participation in the DOL's Richmond and Annandale, Virginia events. We filed a successful wage complaint involving an Air Force base in Tennessee, and assisted in survey appeals and board cases.

We participated regularly at the National Alliance for Fair Contracting (NAFC) meeting (featuring labor advisors of federal agencies), the Building and Construction Trades Department's (BCTD) Davis-Bacon Committee, as well

as a BCTD Labor-Management committee meeting. We also attended the Iron Worker Organizers Summit, and were featured as both a moderator and a speaker at the National Alliance for Fair Contracting (NAFC) annual conference in San Diego.

We also met with the Acting U.S. Secretary of Labor and made a presentation to Dr. Edward Moniz, U.S. Secretary of Energy at the Department of Energy's Labor-Management Roundtable.



Steve Rank

*Executive Director of Safety
& Health*
Iron Workers International

SAFETY AND HEALTH DEPARTMENT INITIATIVES

The Safety and Health Department pursued new initiatives and established forums for labor and management to help increase safety performance on job sites, including:

Zero Fatality Campaign - General President Wise continued to emphasize the "Zero Fatality" Campaign. This initiative is designed to help our members recognize and avoid workplace hazards and to challenge them to "See Something - Say Something." Posters focusing on the "deadly dozen" hazards were provided to local unions, training facilities and IMPACT signatory contractor associations.

ANSI Accredited Standards Committee (ASC) Passes New Safety Standards for Reinforcing Steel and Post-Tensioning

The ANSI A10 ASC for Construction and Demolition Operations approved new amendments to the ANSI A10.9 Concrete and Masonry Standard. The revised standard contains new requirements for site conditions for crane access and material storage, column guying and stability, formwork inspection and stability prior to access, impalement protection, hoisting and rigging of rebar assemblies, post-tensioning operations, fall protection and special training requirements.

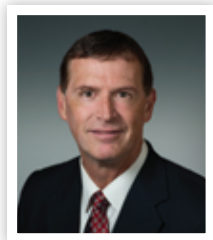
Outreach to State Approved OSHA Plans – On July 29, 2013, local unions and steel erection contractors participated in a special Michigan OSHA (MIOSHA) Advisory Committee meeting in Lansing, Mich., to show support in defense of a MIOSHA safety standard allowing connectors to ride the headache ball (under certain conditions) to reach work points. Federal OSHA was pressuring MIOSHA to rescind this standard.

Pursuit of Reinforcing Steel and Post-Tensioning Standards – In response to Federal OSHA's inaction on pursuing standards submitted in 2010, General President Wise submitted a petition to four State Approved OSHA Plans (California, Oregon, Washington and Michigan) to adopt the new reinforcing steel and post-tensioning safety standards, which were developed by an industry coalition of stakeholders.

Ironworkers-IMPACT North American Safety Honors Program – Seventeen ironworkers from the United States and Canada were nominated by their employers to receive recognition for outstanding safety performance. These nominees received a \$250 gift certificate from Cabela's and a congratulatory letter from the IMPACT Co-Chairs.

To learn more about IMPACT's Safety and Health programs and services, visit us on the web: <http://www.impact-net.org/programs/safety>

NATIONAL FUND HIGHLIGHTS



Lee Worley

Executive Director of Apprenticeship and Training

Iron Workers International

2013 has been a great year for the National Fund. We have moved forward on many fronts: upgrading many of our current training packages, developing new curricula, and cultivating additional training opportunities for our members and contractors.

This year saw the completion of the new Crane Signaling Simulator, which will be available early 2014 in the on-line bookstore. We have also upgraded several of our training packages, including our MSHA, Pre-Cast, Lead Hazard, Fire Watch and Flagger curricula. The on-line Superintendent Training course has been fine-tuned and is now being offered to our members and contractors throughout the US and Canada. In addition, we have developed a new Advanced Layout course, which includes training in the use of Total Stations, and we are nearing completion on development of a training program to qualify workers on cell towers.

The National Fund has come to an agreement with Canadian Provincial Authorities to provide Red Badge training for our members in Canada. A Red Badge, which allows our members to work in any province within Canada, will give portability to our Canadian members and increase job opportunities. In addition, Ed Abbott has worked to develop a program that will allow the National Fund to train Welding Inspectors in Canada, who can then qualify welders in their locals according to Canadian Welding Bureau standards. The first Canadian Welding Inspector class will be offered in 2014 at our Annual Instructor Training Program in Ann Arbor, Mich.

Congratulations to longtime friend and General Organizer, Frank Piccione, who retired on May 31st. Frank was replaced by Mike Sampson from Youngstown, Ohio, who has taken over the administration of the IACP program.

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PROGRAMS and SERVICES

civil/commercial, private project and bid tracking information for the United States and Canada. Reed is the only service provider to partner with the American Institute of Architects (AIA), which allows Reed to track more private projects from the earliest source of information.

IMPACT Introduced Improved Project Tracking Services in 2013

The Project Tracking Program from IMPACT is a vital lead generation tool providing two online project tracking information services, one for commercial and one for industrial projects. In order to provide a cost effective and valued program for the commercial project tracking program, IMPACT conducted a survey with all users, including Local Unions, District Councils and our Contractors, to determine which project tracking service provider offers the best service at optimum efficiency.



Based on the survey results and intense industry research, IMPACT transitioned from McGraw Hill to Reed Construction Data Services on

November 1, 2013. Reed provides owner, contractor,



Industrial Information Resources (IIR), a

top industrial project data service provider, has been providing tracking services to IMPACT since 2004. In 2014, project spending is anticipated to increase 7.8 percent to \$288 Billion in the U.S. and 9 percent to \$113 Billion in Canada. The leading market segments driving increased spending in North America are power, oil and gas, chemical processing, metals and mining. IIR is currently tracking 43,800 plants and 16,300 capital and maintenance projects in the U.S. and Canada, in 12 industrial markets.

IMPACT strives to provide our members and partners the leading-edge project tracking technologies and services, and Reed and IIR are key resources for attaining top results. Through these partners and IMPACT's knowledge base, we seek to help all users gain more market share by generating high-quality leads in both the commercial and the industrial market.

AISC Steel Erector and Fabricator Certification



Increasingly you are hearing about the American Institute of Steel Construction's (AISC) national quality Erector and Fabricator Certification program for the structural steel industry. While many companies operate without being AISC Certified, it is becoming more and more common for specifiers and owners

to require this accreditation. Companies who aren't certified may find themselves spending significant amounts of their time requesting waivers; they also will experience less certainty regarding their place in the market. Yet companies that wish to be AISC Certified

must first pass a rigorous initial evaluation, and this very long and detailed process can be frustrating for those not familiar with the procedure.

Enter IMPACT's AISC program, which works with AISC and an independent auditing company, Quality Management Company, LLC (QMC), to assist members who wish to pursue Certification. IMPACT's consultants provide 8 hours of preparatory correspondence and one day of onsite advisory sessions at no cost, helping contractors navigate this painstaking procedure.

To learn more about the AISC Certification program or to apply online, visit <http://bit.ly/AISCCert>, or contact Kenny Waugh at 800-545-4921.

PROGRAMS *and* SERVICES

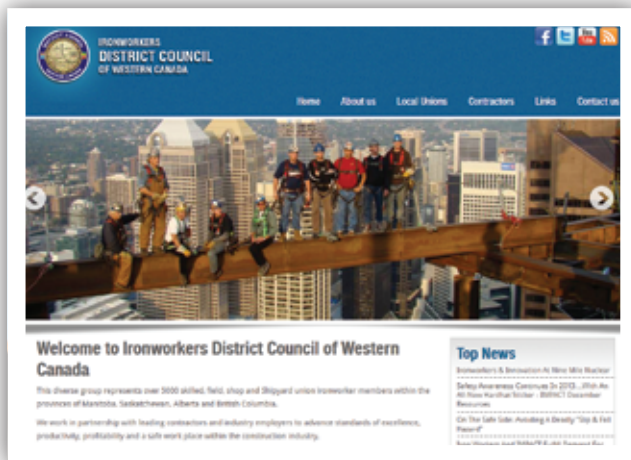
The IMPACT Website Program

In a society where information is only as far away as a smartphone, it is becoming increasingly important for companies to have a vibrant website. That's why IMPACT launched its Website Program in 2007. Unions and contractors alike can, and do, benefit from web templates that can be customized with their own logos, photos, news and information.

The recently upgraded templates are able to reflect the unique needs and specialties of each local union, district council, SCA or contractor. In addition, the new designs can save website managers and administrators time by giving them the option to insert news feeds directly from IMPACT and Ironworker news and YouTube accounts. This provides a constant stream of fresh content without the hassle of manually inputting new information.

Why not take the opportunity to showcase your strengths and highlight the value you offer to owners, developers and contractors?

Contact Cindy Quiroz at info@impact-net.org or 800-545-4921 to learn how you can profit from this beneficial program.



Helping Locals and Contractors Achieve a Drug Free Workforce

The IMPACT Drug Free Workforce Program was implemented in 2005 as an important step toward improving safety, efficiency and quality to workers and managers in the construction trades. In 2013, the program went through a complete overhaul in order to improve Ironworker competitiveness. Upgrades were made to guidelines to reduce program costs and increase contractor involvement.

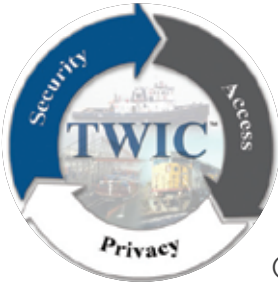


The program added instant testing as the preferred, but not exclusive, method, and developed a state-of-the-art safety management database system. The new database system is extremely efficient, ensuring that

all test results are reported accurately. The new database provides on-demand reports for instant viewing 24 hours a day, 7 days a week. With the new database, local unions and contractors participating in the program can authorize tests quickly, electronically linking to over 3,000 collection sites through-out the United States. Instant test results can be uploaded in as little as 30 minutes. More local unions and contractors are participating in the program than in past years, resulting in a workforce that is well-respected, safe, drug-free and consistently capable of delivering high-quality work.

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PROGRAMS and SERVICES



Did you know

that IMPACT refunded \$97,328.75 last year to ironworkers who received their Transportation Workers Identification Credential (TWIC)? This tamper-resistant,

biometric card is required for more

than one million workers who need unescorted access to secure areas of a Maritime Transportation Security Act (MTSA) regulated port or vessel.

The process of obtaining a card includes a background check and security threat assessment, as well as providing fingerprints and digital photographs. Workers must pay an enrollment or renewal fee, which is fully reimbursed by IMPACT.

Contractors and Local Unions who perform work in these areas should encourage their ironworkers to take advantage of IMPACT's TWIC reimbursement program. The program—which was previously administered by the individual RABs—is now handled directly through the IMPACT office.

Ironworkers simply provide a copy of their card and a receipt proving payment to their local business manager, who submits the documentation to IMPACT with a letter requesting reimbursement. Checks are mailed directly to local unions for distribution.

For more information about IMPACT's reimbursement program, contact Dave Fuson at 800-545-4921, or for more information on TWIC and how to obtain a card, visit TWIC's website at www.tsa.gov/twic.

Marketing Skills for Ironworkers

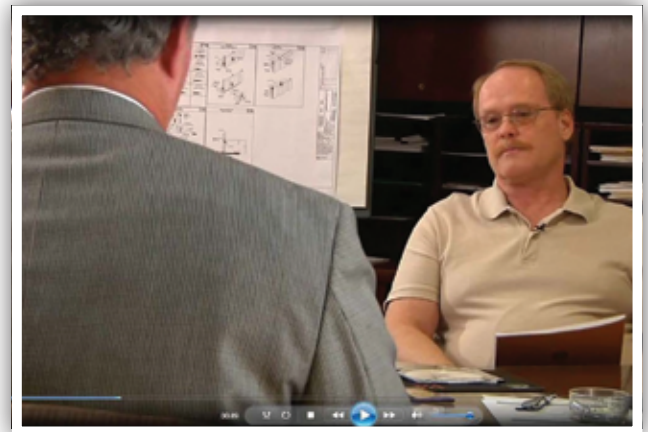
IMPACT continues to conduct a marketing seminar entitled "Entering the Circle of Trust: Marketing Skills for Ironworkers." This seminar is designed to prepare Ironworker Business Managers and Business Agents to effectively market the Ironworkers to current and potential contractors and owners.

Topics addressed in this one-day seminar include:

- Who is responsible for marketing the Ironworkers
- The Ironworker brand
- Customer needs
- What the Ironworkers stand for
- Customer concerns and objections
- Contacting a customer to make an appointment
- Meeting with a customer
- Closing the deal

IMPACT conducted four seminars in 2013:

- Gatlinburg, Tenn., June
- Niagara on the Lake, Ontario, September
- St. Louis, Mo., September
- Cedar Rapids, Iowa, October



PROGRAMS *and* SERVICES

Live Contractor Courses

IMPACT conducted a number of courses for contractors during 2013. Many of these courses were given as part of our ongoing partnership with FMI, a leading provider of management consulting, investment banking and research to the engineering and construction industry.

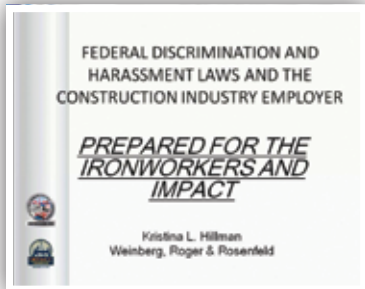
The following courses were conducted this year:

- Project Manager Academy – Arlington, Texas, January
- Job Profits Program – Tulsa, Okla., March
- Effective Project Management: The Project Leader – Worcester, Mass., April
- Project Leadership and Project Management – Ann Arbor, Mich., July
- Bidding to Win – Ann Arbor, Mich., July
- Effective Project Management: The Project Leader – Pittsburgh, October



Rick Reese of FMI conducts a Contractor Leadership and Project Management course in July in Ann Arbor, Mich.

When asked about Project Manager Academy, one participant commented **“I learned how to improve the flow of work and have fewer interruptions because of good planning. I also learned how to delegate tasks and how to gain a better understanding of my client’s needs.”**



Harrassment & Discrimination

Implementation of locally approved harassment and discrimination policies and training is essential in ensuring that our employees and members work and train in appropriate environments. In an effort to ensure that employers, local unions and apprenticeship programs have approved harassment and discrimination policies in place, the International and IMPACT continue to provide resource materials including:

- Guidelines for use of harassment and discrimination resource materials
- Iron Workers Non-Discrimination and Sexual Harassment Policy templates
- Harassment & Discrimination in Construction – Local Union and Apprenticeship pre-recorded PowerPoint presentations with audio
- Harassment & Discrimination in Construction – Employer pre-recorded PowerPoint presentation with audio
- Acknowledgement of Attending Training template
- Acknowledgement of Receipt of Policy template

Local unions received these materials directly from the International, and employers are able to access these harassment and discrimination resource materials through the IMPACT website. **For more information or to request access to these resources, go to http://bit.ly/impact_awareness.**

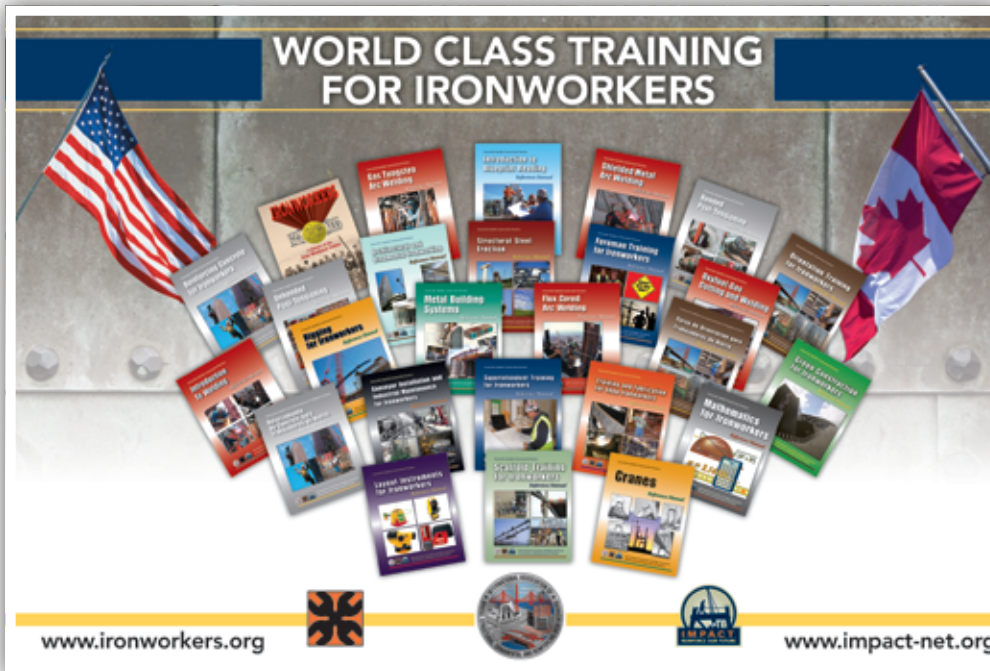
2013 IMPACT ANNUAL REPORT

Contractor Access To Reference Manuals

To assist contractors in keeping up to date on the latest industry standards and practices, IMPACT provides them access to many of the National Training Fund's Reference Manuals. Any member contractors interested in taking advantage of these materials may purchase them in the Publications/Resources section of the IMPACT website.

The following reference manuals are available for purchase to contractors on the IMPACT website:

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



*Found at the
Publications/
Resources
section of the
IMPACT
website*

Webinars & Digital Resources

Recognizing that our members have busy schedules, IMPACT uses Webinars to provide valuable information and timely and beneficial training. From the latest safety developments to helpful organizational know-how, you can keep up to speed and hone your business savvy with nothing more than a computer and Internet access. Webinars are held several times a year, and most are recorded for future use.

The following training is currently available on our website:

- Bonding 101: How To Obtain Surety Bonding
- IMPACT Region X Reinforcing Steel Safety
- Pursuing Consistent Interpretation and Enforcement of OSHA Subpart R - Steel Erection Standards
- The Paperless Ironworker: A Case Study
- Changes to OSHA Hazard Communication Standard and Welding Fume Exposures
- I'm Already Online...And I Didn't Even Know It
- Recognition and Avoidance of Hazards During Reinforcing Steel Installation
- The Deadly Dozen
- Welding Fume Hazards in the Workplace

To take advantage of these and future Webinar training sessions, log onto the IMPACT website at www.impact-net.org and go to the Publications/Resources section. **Be sure to check the Events section of the IMPACT website frequently for upcoming Webinar offerings and for training in your area.**

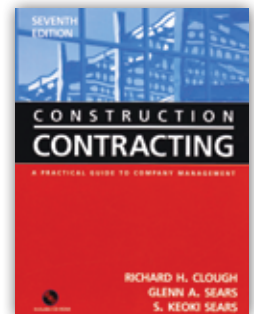
Contractor Development Course

In an effort to strengthen our current contractors and develop new ones, IMPACT continues to offer a completely self-paced course in contractor development. Available through IMPACT's Construction College (www.impact-net.org/programs/impact-construction-college/) and our Online Learning Center, this course consists of a series of previously recorded webinars. The length of time required to complete the course will vary, as participants move through the online webinars and assessments at their own speed.

Topics covered in this course include:

- The process of business ownership
- The organization of a company
- Drawings and specifications
- Cost estimating and bidding
- Construction contracts
- Contract surety bonds
- Types of construction insurance
- Common business methods
- Project management and administration
- Project time management methods
- Project cost management and accounting
- Basics of labor law
- Labor relations
- Project safety
- Quality control processes

Participants are required to purchase a textbook for the course reading assignments—*Construction Contracting: A Practical Guide to Company Management* (Seventh Edition)—but the cost is reimbursed once they have completed the entire training.



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Superintendent Training for Ironworkers



IMPACT and the National Training Fund continue to roll out Superintendent Training for Ironworkers. The goal of this blended-learning course is to prepare more superintendents to meet the needs of our contractors.

There are two levels to this superintendent development course. The first level consists of self-study and the completion of exercises through the Online Learning Center. Ironworkers registering for the online component are able to print a certificate upon completion of the course exercises.

Those completing level one (and who are sponsored by their local union or employer) may attend the level two training, which is a three day group-based course. The focus of the three-day course is on solving problems faced by superintendents every day on the job site. These courses are conducted across the US and Canada at the request of the District Councils and the IMPACT Regional Advisory Boards. The following level two group courses were offered during 2013:

- Detroit, January
- Hammond, Ind., February
- Vancouver, British Columbia, April
- Upper Marlboro, Md., May
- Las Vegas, August
- New York, September
- Toronto, Ontario, October
- Salt Lake City, November
- Orlando, Fla., December

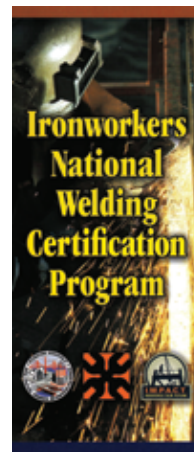
Ironworkers who are interested in registering for the Superintendent Training for Ironworkers course should contact their local apprenticeship coordinator. Contractors can find more information on the IMPACT website at www.impact-net.org under "Programs" and "IMPACT Construction College."

Ironworkers National Welding Certification Program

Administered by the National Training Fund, the Ironworkers National Welding Certification Program is used for the training, qualification and certification of ironworker welders. Since the program began, more than 25,000 ironworker welders have received certification cards for more than 65,000 welder qualification tests. IMPACT pays for all certification costs, so members do not pay anything out of pocket.

In 2013, Ed Abbott worked to develop a program that will allow the National Fund to train Welding Inspectors in Canada, who can then qualify welders in their locals according to Canadian Welding Bureau standards.

The program has stringent guidelines for the accreditation of testing facilities, as well as for the testing and certification of welders. These guidelines were developed in conjunction with, and approved by, the American Welding Society (AWS).



The National Training Fund's oversight office is audited regularly by the AWS to ensure conformance and quality. More than 90 accredited testing facilities are audited once every three years and are randomly audited by the AWS.

Learn more about simple online certification verification at www.ironworkers.org/training/welding-certification.

Marketing & Tradeshow Display Program

To assist our members and business partners in reaching customers and the media, IMPACT provides millions of dollars in grant money for local and regional marketing efforts around the country. We produce advertisements that are also featured in regional and national trade publications, including *Engineering News Record*, *US Glass*, *American Cranes & Transport (ACT)*, *Modern Steel Construction*, *The Construction User* and *The Fabricator*. We encourage Locals and our affiliates to download the advertisements from the IMPACT website.

Moreover, IMPACT also supplies interested local unions with marketing materials, such as brochures and stickers, and with portable tabletop displays for tradeshow and job fairs. These displays are loaned through the IMPACT office and can be easily assembled to draw attention to booths. To encourage local union participation, the Marketing & Tradeshow Display Program provides local unions who show consistent interest in regional advertising with their own display. To date, 48 local unions have received displays.

Finally, as another value-add IMPACT regularly exhibits at tradeshow and job fairs across the country. By attending events like the ones highlighted below, IMPACT is able to display the outstanding skills and expertise of our ironworkers and contractors, creating opportunities to make valuable connections with industry members.

- World of Concrete
- North American Iron Workers/IMPACT Labor-Management Conference
- Steel Erector Association of America (SEAA) Annual Conference
- Specialized Carriers and Rigging Association (SCRA) Annual Conference
- North American Steel Construction Conference
- Building and Construction Trades Department Legislative Conference
- Building and Construction Trades Department Legislative Conference - Canada
- Metal Building Construction Employers Association (MBCEA) Annual Conference
- SkillsUSA Techspo
- Design-Build Institute - Federal Sector Meeting
- Glassbuild
- SCRA Crane Rigging Workshop
- Construction Management Association of America (CMAA) National Conference & Trade Show
- Future Farmers of America National Convention
- Power-Gen International
- American Welding Society - Fabtech
- Construction Owners Association of Alberta (COAA) Conference

For more information about the Display Program or to request marketing materials, contact Kenny Waugh at kwaugh@impact-net.org.

From left to right: Bob Boscovich, Iron Workers Distict Council of Chicago & Vincinity; Kenny Waugh of IMPACT, and Mike Austin, Local 1, Chicago, at the AWS FABTECH Expo in November.



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IMPACT's Off the Job Accident

Program continues to offer valuable assistance to Ironworkers who encounter an injury away from work. The program provides a much needed, value-added benefit at a time when an Ironworker needs it most. The dual purpose of the program is to provide members with the means to make ends meet until other benefits become available and to deter unwarranted workers compensation claims. This program is available at a RAB or a local union level, with IMPACT contributing 75% of the cost of the benefit and the participating member's RAB or local union contributing the 25% balance. Eligibility is based on current member eligibility requirements under existing Local Union health and welfare plans and is subject to approval by the respective RAB trustees. Currently, members from four RABs and one local union participate. Complete plan details are on file with IMPACT, and any potential benefits will be payable as defined by the policy.

PROGRAM DETAILS

WAITING PERIOD: 7 Days
INCOME REPLACEMENT: 66.67% of Weekly Income
MAXIMUM WEEKLY BENEFIT: Up to \$800 per Week (Total benefit combined with your existing plan and IMPACT Accident Disability Plan)
BENEFIT DURATION: 6 Weeks per Disability

The description provided above is a brief summary of benefits. Complete plan details are on file with IMPACT. Any potential benefits will be payable as defined in the policy.

For more information, visit the IMPACT website at <http://bit.ly/impactOTJ> or contact Cindy Quiroz at 800-545-4921.

The IMPACT Leadership Experience

is a unique, four-day course focused on developing innovative leadership skills for ironworkers and contractors. The premise of the course is simple: Improve internal leadership and increase productivity by bringing together labor and management.

During the course, leaders learn to identify methods to communicate effectively with those who employ differing leadership and communication styles. Scott Malley, Executive Director of Ironworkers International in Washington, D.C., found the course extremely helpful.

"The week spent with the staff at the FMI Institute far exceeded my expectations. I would definitely recommend this opportunity to any leader, whether from Management or from Labor," said Malley.

Indeed, Danielle Bragg of Fastrack Erectors and Mid America Crane Rental, concurs. Her Missouri-based company enrolled Bragg in an IMPACT Leadership Experience course that was held in Colorado in 2013.

"This leadership experience ...by IMPACT has taught me to use various leadership and motivating techniques that will be very beneficial in my future," said Bragg. "I felt that this experience was extremely helpful and very encouraging."

According to IMPACT CEO Kevin Hilton, the IMPACT Leadership Experience course is valuable because leadership styles differ from person to person, from position to position and from age group to age group. "This course provides an all-in-one experience. It is diverse enough to apply to labor and management, but also targeted enough to allow ironworkers and contractors to identify their own strengths and weaknesses through the course exercises."

Two courses were conducted in 2013:

- Englewood, Colo., June 23 – 27.
- Colorado Springs, Colo., December 8 – 13.

Visit the IMPACT website to learn more about the IMPACT Leadership Experience, including course schedule information for 2014.

Annual Instructor Training Program

In July the National Training Fund held the 29th Annual Ironworker Instructors Training Program at Washtenaw Community College and Eastern Michigan University in Ann Arbor, Mich. More than 600 instructors, coordinators, business managers, employers, contractors, vendors and guests from across the United States and Canada attended the program.

In his opening comments, President Wise challenged instructors to prepare ironworkers to meet the needs of the industry and our contractors stating, "This begins in the classroom with skilled instructors."

IMPACT Management Co-Chair and owner of Ben Hur Construction Bill Brown spoke about the value of training and how a skilled workforce gives his company an advantage when bidding work. Mr. Brown said, "The ironworker's apprenticeship training is the best investment my company makes."

This year the National Training Fund offered four new courses, including:

- Experienced Apprenticeship Coordinator Training
- Using ExamView Testing Software
- Hazardous Materials Update: OSHA Hazard Communication Standard
- Reinforcing Drawings and Rigging

IMPACT conducted two, two-day, courses for our contractors:

- Project Leadership and Project Management
- Bidding to Win

During the opening session 33 instructors received their Qualified Ironworker Instructor Certificates. Requirements for this certificate include completion of 200 hours of specific training courses over a five year period.

Each year local apprenticeship programs meeting the requirements and standards receive their Ironworker Apprenticeship Certification Program (IACP) recognition. This year 15 local union programs were recognized. Plans are underway for the 30th Annual Ironworker Instructors Training program scheduled for July of 2014.



Jim Creegan, Local 45, teaches a crane and rigging course



Instructor learning to Tig (GTAW) weld.

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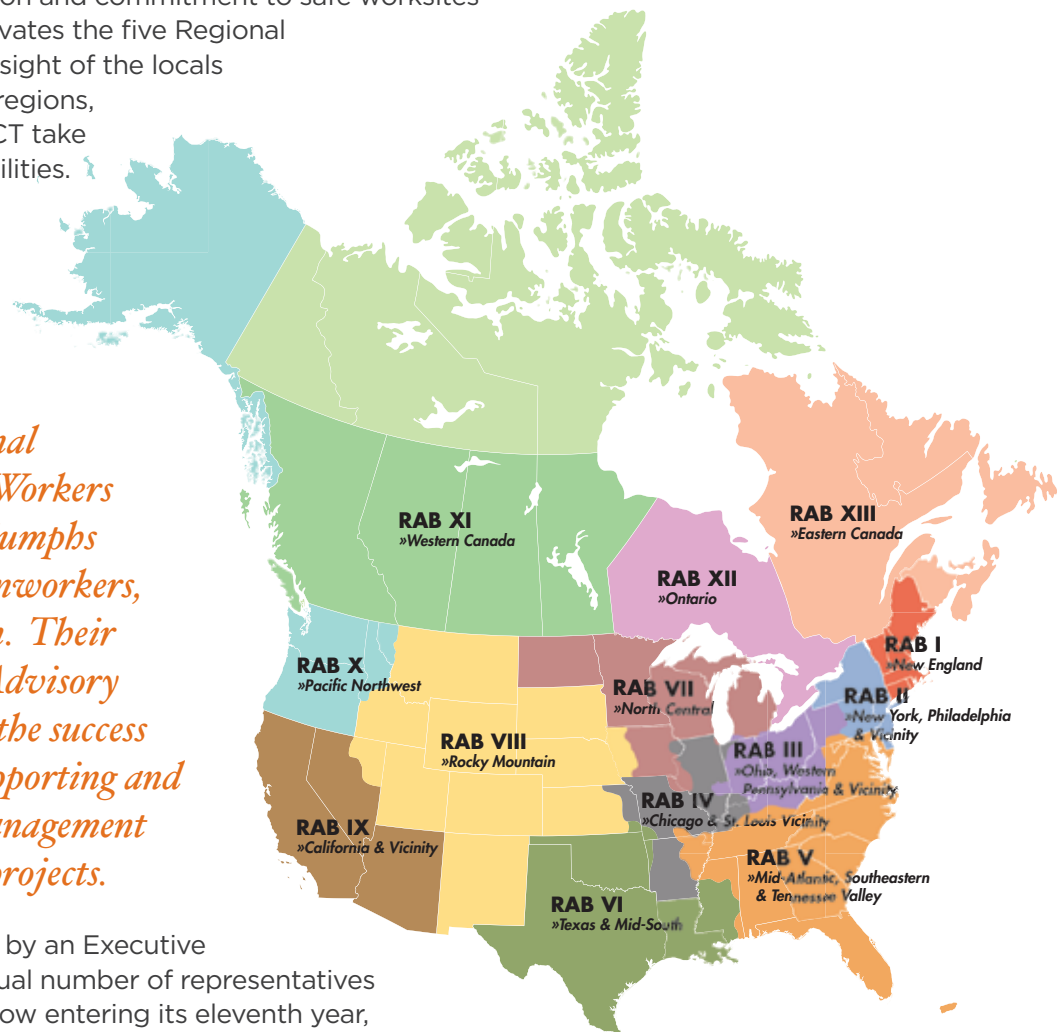
RAB

Regional Advisory Boards

Experience, insight, determination and commitment to safe worksites and quality output is what motivates the five Regional Directors of IMPACT. With oversight of the locals that encompass 13 geographic regions, the Regional Directors of IMPACT take seriously their shared responsibilities.

The Directors – Mark Thomas, Chuck Decker, Kenny Waugh, James McGuire, and Bert Royer – each hold deep institutional knowledge about the Iron Workers International, the daily triumphs and challenges faced by ironworkers, and strong business acumen. Their leadership of 13 Regional Advisory Boards (RABs) is vital to the success of IMPACT’s mission: Supporting and fostering regional labor management initiatives, programs and projects.

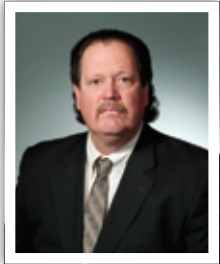
In addition, each RAB is guided by an Executive Committee comprised of an equal number of representatives from labor and management. Now entering its eleventh year, IMPACT relies on its Regional Directors, the Iron Worker membership and national and international business partners to share feedback, ideas and helpful input that fosters continued prosperity for all.



Regional Directors



Mark Thomas
IMPACT Eastern Regional Director
202-679-6328 (phone)
mthomas@impact-net.org
RAB I, II, III
Member, Local 3, Pittsburgh



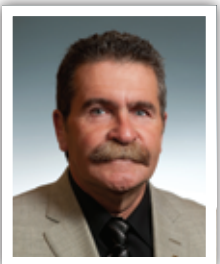
Kenny Waugh
Director of Industry Liaisons / Regional Director
202-393-1147 (phone)
kwaugh@impact-net.org
RAB V
Member, Local 5, Washington



Chuck Decker
IMPACT Midwest Regional Director
314-361-6910 (phone)
cdecker@impact-net.org
RAB IV, VI, VII
Member, Local 396, St. Louis



Jim Mcquire
IMPACT Western Regional Director
714-891-0004 (phone)
jmquire@impact-net.org
RAB VIII, IX, X
Member, Local 433, Los Angeles



Bert Royer
IMPACT Canadian Regional Director
306-536-0442 (phone)
broyer@impact-net.org
RAB XI, XII, XIII
Member, Local 771, Regina, Saskatchewan

RAB I New England

Jay Hurley, Labor Co-Chair
David Hunt, Management Co-Chair

\$109,275 Worth of Investments in You:

Local 37 received reimbursement for costs associated with an RAB I Industry Event with Mark Breslin.

The Edward M. Kennedy Institute received funding for RAB I's ongoing support of the construction of the Edward M. Kennedy Institute for the United States Senate.

Reimbursement was provided for expenses related to the RAB I Meeting held at the Sheraton Portsmouth Harborside Hotel.

Training For Your Success:

Effective Project Management: The Project Leader - Worcester, Mass., April

Leading Ironworkers and Contractors Toward the Future:

RAB I Industry Event with Mark Breslin - Providence, R.I., May

RAB I Meeting - Portsmouth, N.H., August

During 2013, IMPACT staff also gave presentations detailing available programs and services to local 37, Providence, R.I., and the Iron Workers District Council of New England States.



Construction on the Edward M. Kennedy Institute for the United States Senate.

RAB

RAB II New York, Philadelphia & Vicinity

Ed Walsh, Labor Co-Chair

Joe Merlino, Management Co-Chair



In this photo provided by the Port Authority of New York and New Jersey, workers attach the final section of spire to the top of One World Trade Center, Friday, May 10, 2013 in New York.

\$403,522 Worth of Investments in You:

Reimbursement was given to contractors for wages paid to ironworkers that attended the Superintendent Training for Ironworkers course.

Grant money was used for the design, layout, publication, printing and distribution of the RAB's statewide NJ Newsletter.

Local 399 received 6 new welding machines and wire feeders for their training facility.

Training For Your Success:

Superintendent Training for Ironworkers – New York, September

Leading Ironworkers and Contractors Toward the Future:

RAB II Executive Committee Meeting – New York, March

RAB II Meeting – Atlantic City, N.J., October

RAB II Executive Committee Meeting – Atlantic City, N.J., October

During 2013, IMPACT staff also gave presentations detailing available programs and services to Local 40, New York; to Local 361, New York; and to Local 417, Newburgh, N.Y.

RAB III Ohio, Western Pennsylvania & Vicinity

Bill W. Dean, Labor Co-Chair

Darlaine Taylor, Management Co-Chair

\$610,696 Worth of Investments in You:

Local 22 was reimbursed for costs related to advertising with the Indianapolis Colts.

Builders Guild of Western PA received payment of annual dues for Local 3 and the Ironworker Employers Association of Western Pennsylvania.

Materials used in the hands-on training of the International Scaffold Erector Dismantler Course were purchased for Local 44.

Training For Your Success:

Effective Project Management: The Project Leader – Pittsburgh, Pa., October

Leading Ironworkers and Contractors Toward the Future:

RAB III Executive Committee Meeting – Washington, Pa., April

RAB III Executive Committee Meeting – Columbus, Ohio, August

RAB III Meeting – Washington, Pa., December

During 2013, IMPACT staff also gave a presentation detailing available programs and services to Local 3, Pittsburgh.

Grant money was used for improvements and upgrades of the Local 3 Training Center.



RAB IV Chicago, St. Louis & Vicinity

David Beard, Labor Co-Chair
Robert Hoover, Management Co-Chair

\$431,471 Worth of Investment in You:

Grant money was used for A Healthy Way of Doing Business. Ironworkers, Contractors and Owners exchanged ideas and discussed what prospective initiatives should be considered for the future.

Local 63, Broadview, Ill., received a unitized curtain wall mock-up for their training facility.

Grant money was used for 50% of the purchase of a welding simulator for the Local 444 training facility.

Training For Your Success:

Superintendent Training for Ironworkers – Hammond, Ind., February.

Entering the Circle of Trust: Marketing Skills for Ironworkers – St. Louis, Mo., September.

Leading Ironworkers and Contractors Toward the Future:

A Healthy Way of Doing Business – Buford, Ga., May

RAB IV Meeting – Evansville, Ind., June

RAB IV Executive Committee Teleconference – August

During 2013, IMPACT staff also gave presentations detailing available programs and services to Local 396, St. Louis, and to Iron Workers District Council of Chicago and Vicinity.



General Organizer Mike Relyin (standing far right) gives instruction to a group of ironworkers during a Superintendent Training Course in Hammond, Ind.

RAB V Mid-Atlantic, Tennessee Valley & Southeastern



Richard Ward, Labor Co-Chair
Victor Cornellier, Management Co-Chair

Local Union 597 installed a new sign using grant money.

\$814,255 Worth of Investments in You:

Local 709 received reimbursement for welding equipment to meet upcoming demand for nuclear grade welders.

Met-Con, Inc. was reimbursed for job specific ironworker training for a project at the Kennedy Space Center.

Hutchinson International Corp. received reimbursement for advertising in the SC&RA Jobs of the Year book.

Training For Your Success:

Superintendent Training for Ironworkers – Washington, May

Entering the Circle of Trust: Marketing Skills for Ironworkers – Gatlinburg, Tenn., June

Superintendent Training for Ironworkers – Orlando, Fla., December

Leading Ironworkers and Contractors Toward the Future:

RAB V Regional Advisory Board Meeting – Lake Buena Vista, Fla., December

During 2013, IMPACT staff also gave presentations detailing available programs and services to Local 5, Washington; to Local 272, Miami; to Local 384, Knoxville, Tenn.; to Local 387, Atlanta; to Local 402, West Palm Beach, Fla.; to Local 597, Jacksonville, Fla.; to Local 808, Orlando, Fla.; to Iron Workers District Council of the Mid-Atlantic States, and to Iron Workers District Council of Tennessee Valley & Vicinity.

RAB VI Texas & Mid-South

Marvin Ragsdale, Labor Co-Chair
David Bennett, Management Co-Chair

\$116,313 Worth of Investments in You:

Old Castle Building Envelope, Inc. was reimbursed for the cost of providing jobsite specific Ornamental training to ironworkers.

Local 48 received a new air compressor & plasma cutter to teach Carbon Arc Gouging & Plasma Cutting.

The Iron Workers District Council of Texas & Mid-South States received reimbursement for expenses associated with a Project Manager Academy course held in Arlington, Texas.

Training For Your Success:

Project Manager Academy – Arlington, Texas, January

Job Profits Program – Tulsa, Okla., March

Leading Ironworkers and Contractors Toward the Future:

Gulf Coast Business Development Meeting – Houston, November



Job Profits Program course participants on the second “Project Build”

RAB VII North Central

Colin Millard, Labor Co-Chair
Darren Lett, Management Co-Chair

\$178,616 Worth of Investments in You:

Iron Workers District Council of North Central States received reimbursement for costs associated with an Industry Event held in Altoona, Iowa, featuring Mark Breslin.

Local 340 training center received funding for welding equipment upgrades.

Local 25 was reimbursed for the purchase of a bonded post tensioning mock-up for their training facility.

Training For Your Success:

Superintendent Training for Ironworkers – Detroit, January

Entering the Circle of Trust: Marketing Skills for Ironworkers – Cedar Rapids, Iowa, October

Leading Ironworkers and Contractors Toward the Future:

RAB VII Meeting, Industry Event with Mark Breslin – Altoona, Iowa, January

RAB VII Meeting – Milwaukee, June

RAB VII Meeting – St. Paul, Minn., September

During 2013, IMPACT staff also gave presentations detailing available programs and services to Local 25, Detroit, Mich., to Local 89, Cedar Rapids, Iowa, and to Iron Workers District Council of the North Central States.



Ironworkers utilizing small-group discussion during a Superintendent Training course in Detroit.

RAB VIII Rocky Mountain

Matt Groskie, Labor Co-Chair
Jeff Green, Management Co-Chair

\$21,722 Worth of Investments in You:

The Iron Workers District Council of the Rocky Mountain Area received reimbursement for RAB VIII Executive Committee meeting expenses.

RAB VIII paid 25% of costs associated with the Off-the-Job Accident Plan for its members.

Payment was given to Matheson Tri-Gas, Inc. for the purchase of 6 weld fume extractors for one of RAB VIII's mobile training trailers.

Training For Your Success:

Superintendent Training for Ironworkers – Salt Lake City, November

Leading Ironworkers and Contractors Toward the Future:

RAB VIII Executive Committee Meeting – Omaha, Neb., June

During 2013, IMPACT staff also gave a presentation detailing available programs and services to the Iron Workers District Council of the Rocky Mountain Area.



Mock-up of the RAB VIII Mobile Training trailers with the new wrap. The trailers also received 6 new weld fume extractors.

Iron Workers and Operators carefully position the 135 ton Hub section of the Vegas High Roller in Las Vegas.

RAB IX California & Vicinity

Joe Standley, Labor Co-Chair
David McEuen, Management Co-Chair

\$678,696 Worth of Investments in You:

Donations helped fund lobbying to prevent municipalities from converting to charter cities to avoid paying prevailing wage on city owned projects.

Local 378 received reimbursement for OSCA training for refinery work in California and Washington.

Funding was given for the development of a market density study for California & Nevada.

Training For Your Success:

Reasonable Suspicion Training – Calif., August
Superintendent Training for Ironworkers – Henderson, Nev., August

Leading Ironworkers and Contractors Toward the Future:

RAB IX Executive Committee Meeting – Pasadena, Calif., February

RAB IX Rebar Safety Meetings – Calif., April

RAB IX Drug Free Workforce Committee Teleconference, April

RAB IX Executive Committee Meeting – San Francisco, August

RAB IX Executive Committee Meeting – San Diego, Calif., November



During 2013, IMPACT staff also gave presentations detailing available programs and services to Local 416, Los Angeles; to Local 433, Las Vegas; to Local 509, Los Angeles, and to the Iron Workers District Council of the State of California & Vicinity.

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Building North America
Ironworkers and Employers Partner for Success

(For a full listing of grant disbursements, contact the IMPACT office at 800-545-4921.)

RAB X Pacific Northwest

Steve Pendergrass, Labor Co-Chair
Jeff Ilenstine, Management Co-Chair



Bridge span shows the SafeSpan safety system for bridges and scaffolding in use in Portland, Ore.

\$170,099 Worth of Investments in You:
 Reimbursement was given for the shipping and installation of

a Safespan Platform System at the Local 29 training facility, and for Safespan Instructor Training for Local 29's instructors.

Paul Grossi Political Consultants were paid for Lobbying to promote Buy America (Tanana River Bridge project in Alaska).

Chuck Bolland Productions received grant money for an ongoing Employer Advertising Campaign promoting ironworker contractors in RAB X.

Leading Ironworkers and Contractors Toward the Future:

RAB X Executive Committee Meeting – Portland, Ore., March

RAB X Drug Free Workforce Committee Tele-Conference – April

RAB X Executive Committee Meeting – Spokane, Wash., July

RAB X Executive Committee Meeting, Regional Advisory Board Meeting – Seattle, December

During 2013, IMPACT staff also gave presentations detailing available programs and services to Local 86, Seattle, and the Iron Workers District Council of the Pacific Northwest.

RAB XI Western Canada

Darrell LaBoucan, Labor Co-Chair
Ross Fraser, Management Co-Chair

\$43,641 Worth of Investments in You:

Reimbursement was given for a Superintendent Training Course in Vancouver, British Columbia.

West Star Communications received consultant fees for a campaign to raise public awareness of the movement of manufacturing jobs abroad.

Contributions were given to the Manitoba Allied Hydro Council Defense Fund to fight litigation attempting to eliminate PLAs on government funded projects.

Training For Your Success:

Superintendent Training for Ironworkers – Vancouver, British Columbia, April

Leading Contractors and Ironworkers Toward the Future:

RAB XI Executive Committee Meeting – Vancouver, British Columbia, November

During 2013, IMPACT staff also gave presentations detailing available programs and services to Local 97, Vancouver, British Columbia; at Local 720 Contractor Meetings, Edmonton, Alberta; to Local 728, Winnipeg, Manitoba; to 805 Calgary, Alberta; to Local 838, Saskatoon, Saskatchewan, and to Iron Workers District Council of Western Canada.



IMPACT Canadian Regional Director Bert Royer speaks to ironworkers attending the Superintendent Training in Vancouver, British Columbia.

RAB XII Ontario

Kevin Bryenton, Labor Co-Chair
Jack Mesley, Management Co-Chair

\$33,878 Worth of Investments in You:

Iron Workers District Council of Ontario was reimbursed for costs associated with Foreman Training.

Reimbursement was given for expenses incurred from a Windmill Hytorc Training Course.

Iron Workers District Council of Ontario received reimbursement for costs incurred from an RAB Meeting.

Training For Your Success:

Windmill Hytorc Training Course – Toronto, Ontario, August

Entering the Circle of Trust: Marketing Skills for Ironworkers – Niagara on the Lake, Ontario, September

Superintendent Training for Ironworkers – Toronto, Ontario, October

Leading Contractors and Ironworkers Toward the Future:

RAB XII Meeting – Toronto, Ontario, December

During 2013, IMPACT staff also gave presentations detailing available programs and services to Local 759, Thunder Bay, Ontario, Local 765, Ottawa, Ontario, and Iron Workers District Council of Ontario.



Course participants at the Toronto Superintendent Training work on a technical problem.

RAB XIII Eastern Canada

Jacques DuBois, Labor Co-Chair
Brad MacLean, Management Co-Chair

\$4,888 Worth of Investments in You:

Local 752 was reimbursed for the purchase of a rebar bender for their training facility.

Local 842 received reimbursement for costs incurred from a Foreman Training Course.



RAB XIII Executive Committee at their October meeting in Halifax, Nova Scotia.

Reimbursement was given to Local 752 for expenses associated with a Foreman Training Course.

Training For Your Success:

Foreman Training Course – Moncton, New Brunswick, March

Foreman Training Course – Halifax, Nova Scotia, November

Leading Contractors and Ironworkers Toward the Future:

RAB XIII Executive Committee Meeting – Halifax, Nova Scotia, October

During 2013, IMPACT staff also gave presentations detailing available programs and services to Local 711, Montreal, Quebec; to Local 752, Halifax, Nova Scotia; to the 2nd Iron Worker Apprentice Class, Nova Scotia Community College, Pictou Campus, and to Iron Workers District Council of Eastern Canada.

The 2013 Conference: Reinforcing Success with Safety, Quality, Productivity

The 2013 North American Iron Workers/IMPACT Labor-Management Conference drew more than 800 dedicated union members, business managers and contractors to Las Vegas in February. With the theme of “Safety, Quality and Productivity,” the IMPACT annual conference focused on strategies and tactics for continuing a successful formula: safe workplaces, quality work and high productivity.

Dozens of speakers covered a range of service-oriented topics including:

- Superintendent Training
- Customer Service
- IT Strategies and Techniques
- Davis-Bacon Compliance
- Structural and Reinforcing

The central theme – safety, quality, productivity -- echoed throughout the presentations, from apprentices, to journeymen, to business managers and contractors. Across the board, the attendees recognized that the Iron Workers and their business partners are highly-trained professionals dedicated to quality, efficiency and safety.

Training is a Key Differentiator

Indeed, training is a major contributing factor to overall success, said Kevin Hilton, IMPACT CEO. “Quality, productivity, excellent training and our drive to deliver right the first time, on time, exemplifies our commitment to value,” Hilton said.

In 2013, collaboration between ironworkers and contractors was robust. More than a dozen business owners participated in the 2013 IMPACT annual meeting, a vivid testament to this on-going partnership.

A range of companies and their representatives were on hand, including Kevin Reimer, Director of Construction Projects for PSEG Power; Jerry Payton, Senior Program Manager, Industrial Relations at the Tennessee Valley Authority (TVA); Michael O’Connor, Director of State Government Affairs, Eli Lilly; Rich Kaster, Construction and Testing Manager, Consumers Energy; Hollis Harris, Vice President of Service and Delivery, Kaiser Permanente; Philip Hannifin, Construction Safety Director, Los Angeles Unified School District; David Clark of Nalcor Energy, and Michelle Boyd, Executive Director of Top Notch.

Conference attendees and presenters said they believe strongly in the value of broadening apprentice recruitment, providing digital training and expanding into vocational schools and state educational programs. Walter Wise, General President of Iron Workers International, and labor co-chair of IMPACT, concurred.

A Commitment to Quality...and Safety

“Our focus on training and innovation means that we stay productive,” Wise said. And where safety is concerned, that is an Iron Worker credo, in addition to a consistent priority and goal.

“Safety for our members and employers is our number one priority,” Wise said.

Jerry Payton of the Tennessee Valley Authority, agreed. “We spend more time covering safety because we believe that a safe project begins with the planning for that project, and it permeates every aspect of that project.”

In addition, the drive for innovation is another key signature of IMPACT, the Iron Workers and the contractors who partner with them. Several breakout sessions at the 2013 conference focused on technology and construction innovations that are infusing stronger safety measures and performance efficiencies in project management and performance. Harvey Swift, Field Operations Manager at Bennett Steel, Inc., gave a popular presentation – “The Paperless Iron Worker” – that highlighted his company’s seamless transition to an all-digital jobsite.

Swift, a member of Local 584 in Tulsa, Okla., said the conversion to all-digital resulted in increased productivity and reduced travel time required to move updated blueprints and company documents through the production process.

In all, Bill Brown, Management Co-Chair of IMPACT and President of Ben Hur Construction, thought the 2013 conference went a long way to reinforcing the values and strengths of the ironworker and management partnership.

“What is consistently impressive about this meeting is the level of collaboration we see,” said Brown. “It has the potential to create new jobs for ironworkers and contractors, with the goal of doubling market share by 2021.”



From left: Ed McHugh, Iron Workers International; Walter Wise, Iron Workers International; Sam Carradine, Surety & Fidelity Association of America (SFAA); Bill Brown, Ben Hur Construction; and Kevin Hilton, IMPACT.



Becky Sanchez of New Rule Products demonstrates to a conference attendee New Rule Products’ Ferrule Master and Stud Welding Cart, which is used to weld shear studs from the safer and favorable standing position.

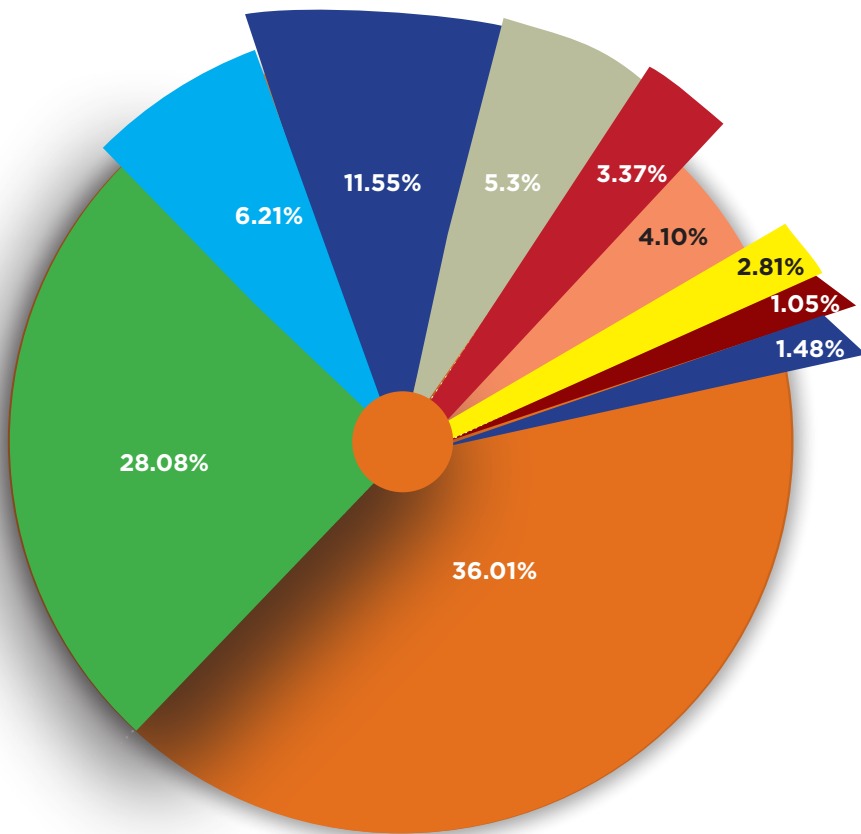


From Left: Rich Kasper, Consumers Energy; Jerry Payton, Tennessee Valley Authority (TVA); Kevin Reimer, PSEG Power; David Clark, D.W. Clark Services P.C. Incorporated; Kim Flowers, Southern Company.

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FINANCIALS

*Where does
your money go?*



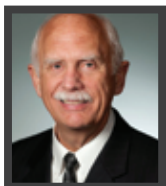
- Prevailing Wage Compliance
\$211,000.00
- Off-the-Job Accident Program
\$400,000.00
- Shop Dept./Reinforcing Dept./Certification Program
\$150,000.00
- Online Tracking Systems
\$480,000.00
- Marketing/PR
\$885,000.00
- Apprenticeship & Training Dept.
\$5,129,620.00
- RAB Grants
\$4,000,000.00
- Drug Free Workforce Program
\$1,645,000.00
- Safety & Health Dept.
\$584,300.00
- Labor-Management Training
\$759,000.00

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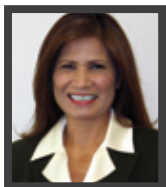
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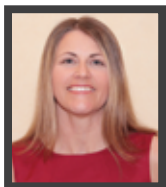
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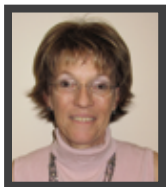
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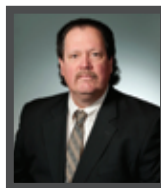
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Kevin Byrnes acted as IMPACT's Eastern Regional Director from November 15, 2009 until September 9, 2013. Kevin now serves the Iron Workers International as the Executive Assistant to the General Secretary.

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Building North America

Ironworkers and Employers Partner for Success

100,000 IRONWORKERS

3,000 CONTRACTORS

These are numbers you can't ignore: Over 3,000 Contractors, over 100,000 Ironworkers and billions of dollars in contracts for the world's most recognizable projects. **There are literally thousands of reasons to put your trust in Ironworkers.**

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