

IMPACT



2015 ANNUAL REPORT



Building North America
Ironworkers and Employers Partner for Success

2017

North American Iron Workers / IMPACT Labor-Management Conference

SAVE THE DATE



March 19 - March 22, 2017



Sheraton San Diego Hotel & Marina



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Cover Photo: IW training in action



If you missed any of the 2015 GROWING A BUSINESS webcast episodes, they are waiting to be viewed on the IMPACT website. Log in using your credentials at bit.ly/BusinessWebcastsArchive or scan the QR code on the bottom right to watch and download each episode's valuable PowerPoint presentation.



Questions? Comments?

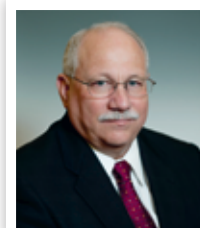
We welcome your comments, questions and feedback. Please contact us via email at info@impact-net.org, or call toll free at (800) 545-4921 to speak with an IMPACT representative.



Letter From The Co-Chairs



Eric Dean
Labor Co-Chair
General President
Iron Workers



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

ANNUAL REPORT

The mission of IMPACT – the reason IMPACT exists – is to create work opportunities for ironworkers and our contractors. We met the lofty goals set for ourselves in 2015, but that now means we must raise the bar higher.

Safety is ALWAYS in the forefront of our minds. In February 2015 IMPACT signed a strategic partnership with the president of the Board of Certified Safety Professionals (BCSP). The purpose behind this partnership is to continue to take new and innovative approaches to reach zero incidences. BCSP administers the Safety Trained Supervisor – Construction® (STSC®) certification. Safety continues to be one of the most important criteria in getting more work. We continue to exhibit leadership in this area, as demonstrated by the numbers: by the end of 2015, nearly 450 ironworkers attained STSC® certification. This creates a competitive advantage for us in a competitive industry.

The construction industry in 2015 saw the increased pressure to provide safe, skilled and productive crafts to jobsites. Virtually every industry publication ran multiple articles about a shortage of skilled manpower. However, an additional competitive advantage we enjoy is a complete infrastructure of training facilities all over North America. But that advantage is worthless if the potential purchasers of those services don't know that they exist.

In 2015 we made a joint presentation to the Construction Industry Institute, a group of the top leadership in the construction industry. In addition, we engaged heavily with the Construction Users Round Table, a group of industrial owners. The fact remains that many in these groups had little or no idea of the value our business model provides: recruiting, training and delivering

the safest, most productive and skilled ironworkers and contractors in the industry. We will continue to aggressively tell our story in 2016 to the decision-makers that control our work opportunities.

We continued to grow and cultivate our program offerings in 2015. The acorns we planted just a few years ago are slowly but surely growing into mighty oaks. In addition to the STSC® certifications, we expanded our offering of key ironworker/contractor education. These include the Business Fundamentals training and the Gulf Coast Business Development Initiative, and we continued to offer excellent training through FMI. These are the means by which we gain advantage in the marketplace and retake market share.

In order for us to regain market, we must be equipped to do so. Thus we offer every one of our more than 3,000 contractors and all of our members the opportunity to take business training that will allow us to have stable employers and work to level the playing field and utilize opportunities in underserved markets. At the same time, we need to continually keep our contractors strong and competitive in our historically strong markets. We are happy to say that this training has allowed us to save contractors from extinction and keep ironworkers employed.

We need to sell ourselves. Many district councils, local unions and contractors have started to engage in business development and marketing. To that end, we launched and expanded our website and ad store initiatives. Through a user-friendly online portal, local unions and contractors can build websites and put together ads that broadcast our message of safety and





The first-ever Project of the Year award winners pose with Iron Workers General President Emeritus Walter Wise and IMPACT Management Co-Chair Bill Brown.



IMPACT expanded its live course offerings this year. Both ironworkers and contractors attended this Shop Supervisor Training Course held November 23 - 25, 2015 in Portland, Ore.

productivity to the world. This also helps to ensure our ads in Boston look similar to those in Los Angeles, so we promote ourselves with a unified look and feel throughout North America.

At the 2015 North American Iron Workers/IMPACT Annual Conference, we launched a brand new award: the Project of the Year award. This honor is bestowed on those working on the safest, most creative and complex ironworker projects in North America. Pangere Corporation and Iron Workers Local Union 395 (Hammond, Ind.) took the top prize in 2015. This provides yet another outlet for telling the world the truly great work we do.

2015 also saw the retirement of a great leader, Mr. Walter Wise. In July of 2015, Mr. Wise stepped down from his post as Iron Workers general president and IMPACT labor co-chair. His leadership and insight into the construction industry helped steer IMPACT in a successful direction for many years. We both call Walt our friend, and we wish him years of healthy and happy retirement.

The construction depression is relenting, and we're hearing the call for more ironworkers and qualified contractors. Through our 157 training centers and over 3,000 contractors, we are well-equipped to meet this call.

We saw great successes in 2015 and look forward to a 2016 without injury and with many successful ironworker projects for current and new customers.

"The mission of IMPACT – the reason IMPACT exists – is to create work opportunities for ironworkers and our contractors. We met the lofty goals set for ourselves, but that now means we must raise the bar higher."



A Letter From The CEO



Kevin Hilton

Chief Executive Officer
IMPACT



ANNUAL REPORT

The construction depression is no more and the construction industry is booming. Dodge Data and Analytics predicts more gains for 2016 – the numbers show an increase to \$712 billion in construction spending.

So how do we get a larger piece of the pie? Infect the industry with a true understanding of what we offer: safe, well-trained and productive ironworkers, along with highly qualified and reliable contractors.

To that end, IMPACT used the last year to expand programs and opportunities across the United States and Canada to meet our goal of gaining market share. We launched our Construction Contracting Business Fundamentals Academy, aimed at instructing ironworkers and contractors on the ins and outs of business management. The pilot was so successful that we are offering it multiple times in multiple cities in 2016.

More signatory contractors mean more jobs for ironworkers. For the first time, we assisted contractors with obtaining DBE and SBE certifications to help them get on the right path to securing work. IMPACT also expanded the project tracking program, an incredible lead-generation tool that provides two online tracking services: Industrial Info Resources for ironworker local unions and district councils and CMD for ironworker organizations and their contractors.

The Gulf Coast Business Development Initiative, discussed last year in this article, has helped grow our contractors and local unions alike. Its true measure is getting ironworkers and contractors onto sites where we are not currently working. Its success has opened our eyes to how we can overcome the hurdles we discovered in the Gulf Coast in the rest of North America. What started as a focus on the Gulf Coast has morphed into a means of helping contractors gain business throughout North America.

I am often asked, “Why is IMPACT so focused on teaching business practices?” The answer to me is simple: we live and work in an incredibly competitive industry. In order to gain advantage, we must employ the tactics that will get more work opportunities to both the contractor and local union communities. Sophisticated businesses have strategic plans, business development strategies and market analysis

tools; so, too, must our contractors and local unions. The process of laying out your organization’s strategic plan is daunting and time consuming, but the benefits are quantum. The fact remains: in order to lay out the plan, you must not only analyze the market within which one operates, but also take a very hard, truthful look in the mirror to assess your capabilities. The word from the Board of Trustees of IMPACT in 2015 was that each region would develop its own strategic plan to ensure the resources of IMPACT have a lasting and beneficial effect. I believe this to be a very positive step and certainly a business practice worthy of utilization.

In 2015 we bid farewell to Walter Wise, who retired from his post as Iron Workers general president and IMPACT labor co-chair. I remember first meeting Walt when he was a district council president and I was a staffer working at the National Erectors Association/National Maintenance Agreements Policy Committee. He embodied a no-nonsense approach that faced difficult decisions with determination and character. I still see Walt from time-to-time and am very pleased to witness a vital and very happy man enjoy a well-earned retirement. I would be remiss if I failed to also recognize the retirement of Midwest Regional Director Chuck Decker, who stepped away from IMPACT in February of 2015. One thing was certain when you worked with Chuck: when he was given an assignment, he would work in a fanatical fashion to complete it well and on-time. He is a fine man, and I wish him a long and healthy retirement.

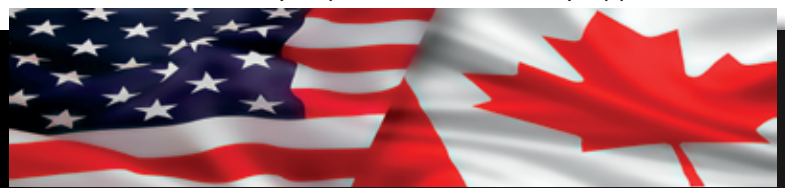
Our IMPACT team is staffed with committed professionals and ironworkers, all with impeccable credentials. They take on each and every challenge with enthusiasm and winning attitudes. Many of the initiatives in which they engage have never been attempted in our industry. Take advantage of this resource.

Finally, the accomplishments this year could not have happened without the guidance and leadership of our co-chairmen and the at-large members of the IMPACT Board of Trustees. Observing the Board in action is a truly interesting sight, as an outside observer would be hard-pressed to pick out which person represented which side of the equation. Their focus on what will grow the Iron Workers and their contractors is truly impressive and certainly appreciated.

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RETIREMENTS



Before retiring in July, Walt Wise's involvement with IMPACT dated back to the first day of the organization. As the first labor co-chair of RAB V, Walt filed and was approved for the first grant. He served on the Board of Trustees as an at-large member while general treasurer and general secretary and, while general president, served as the labor co-chair. Walt endorsed the inclusion of IMPACT language in all collective bargaining agreements at the 2011 convention, over which he presided. He represented the Iron Workers and their contractors in two speeches before the Construction Users Round Table National Conference and developed an unparalleled level of trust with the industrial owner community. To say that Walt Wise left his mark on IMPACT is to make a very large understatement.

This quote, taken from a previous article, may best sum up the vision Walt Wise brought to the Iron Workers and IMPACT: "The Iron Workers must always strive to be better; to grow and deliver safer, better lives for future generations of ironworkers." He added, "Change is a needed character that ensures our ability to deliver for our members. It is the dynamo that provides the opportunity for future generations and embraces the energy of new ideas, while driving us toward success." Napoleon said, "A leader is a dealer in hope." During the most vicious construction depression of our time, a great leader, Walt Wise, brought us hope.



MATT GROSKIE, president of the Iron Workers District Council of Rocky Mountain Area and labor co-chair for IMPACT's RAB VIII, also announced his retirement in 2015. After completing his apprenticeship with Iron Workers Local 751 (Anchorage, Alaska) in 1981, Matt went on to serve in many elected and appointed positions with the local. In 1994 Matt was elected as the president of the Iron Workers District Council of Rocky Mountain Area and was appointed as general organizer that same year. He served on IMPACT's Board of Trustees from 2003 - 2015.



JOE STANDLEY, president of the Iron Workers District Council of the State of California and Vicinity and labor co-chair for IMPACT's RAB IX, retired this year. Joe steadily worked his way up the ranks after becoming business agent of Local 75 (Phoenix) in 1982, and was appointed general organizer in 2002. Joe became president of the Iron Workers District Council of California and Vicinity in 2006, the same year he was appointed general vice president. He served on IMPACT's Board of Trustees from 2003 - 2015.



EDWARD "EDDIE" WALSH, president of the New York State Iron Workers District Council and labor co-chair for IMPACT's RAB II, retired in 2015. He began his ironworking career in 1968 with Iron Workers Local 40 (New York). He served as business manager of Local 40 from 1995 until 2002, when he became president of the New York State Iron Workers District Council. Eddie was appointed general vice president of the Iron Workers in 2004. He served on IMPACT's Board of Trustees from 2011 - 2015.



RICHARD "DICK" WARD, president of the Iron Workers District Council of Tennessee Valley and Vicinity and labor co-chair for IMPACT's RAB V, retired this year. Dick began his ironworking career in 1963 with Iron Workers Local 704 (Chattanooga, Tenn.). He served as an apprentice instructor for Local 704 for many years, and he was also the business manager for the local before becoming general organizer in 1988. Dick was appointed general vice president in 2003. He served on IMPACT's Board of Trustees from 2011 - 2015.

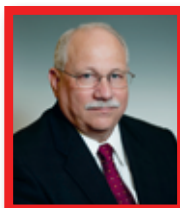




Board Of Trustees



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



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President
Iron Workers District Council of St.
Louis and Vicinity



ROBERT HOOVER
MANAGEMENT
RAB IV
Chicago & St. Louis Vicinity
Vice President
Matrix North American
Construction



JOHN CEFALU
LABOR
RAB V
Mid-Atlantic,
Tennessee Valley
& Southeastern
President
Iron Workers
District Council
of Mid-Atlantic States



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.

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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



MICHAEL BAKER

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



DON ZAMPA

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
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Pacific Northwest
President
Tri States Rebar, Inc.



DARRELL LABOUCAN

LABOR
RAB XI
Western Canada
Executive Director
Iron Workers
Canadian Affairs



ROSS FRASER

MANAGEMENT
RAB XI
Western Canada
Senior Vice President
Supreme Group – East Region



KEVIN BRYENTON

LABOR
RAB XII
Ontario
President
Iron Workers District Council
of Ontario



JACK MESLEY

MANAGEMENT
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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



NEW IRON WORKERS LEADERSHIP



Mr. Eric Dean
General President
Iron Workers

IW STATS

- 4th Generation Ironworker
- Hails From Chicago
- 16 Years With The IW Intl.
- 35 Years As An Ironworker
- Local 63 (Chicago)



Mr. Ronald Piksa
General Secretary
Iron Workers

IW STATS

- Hails From Tacoma, Wash.
- 16 Years With The IW Intl.
- 41 Years As An Ironworker
- Local 86 (Seattle)



Mr. Bernie Evers
General Treasurer
Iron Workers

IW STATS

- Hails From Boston
- 16 Years With The IW Intl.
- 35 Years As An Ironworker
- Local 15 (Hartford, Conn.)

Learn More About the New Iron Workers Leadership by Scanning the QR Code Below or Typing in the URL



bit.ly/IMPACTvEricDean



bit.ly/IMPACTvRonPiksa



bit.ly/IMPACTvBernieEvers

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CHUCK DECKER

Chuck Decker served as the midwest regional director from 2009 to 2015. Chuck became a journeyman ironworker after serving his apprenticeship in 1973 and has remained in good standing with Iron Workers Local 396 (St. Louis) for more than 40 years. He will be missed, but his hard work and passion for the construction industry will live on through the connections he made in the midwest region.

SAFETY TEAM



Steve Rank

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Safety Programs



Jeff Norris

Canadian Safety Coordinator & District Representative Iron Workers
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Canadian Safety Programs



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

How IMPACT makes an impact...

IMPACT PROVIDES THE ENTIRE BUDGET OF THE APPRENTICESHIP AND TRAINING DEPARTMENT, WHICH INCLUDES...

Development of all training materials, including State of the Art Superintendent Training • The Annual Ironworker Instructor Training Program in Ann Arbor, Mich. • The Bi-Annual International Apprenticeship Competition • Ironworker Welding Certifications and Online Verification System • Ironworker Wind Turbine Training Program • Green Construction for Ironworkers training materials and participation in the U.S. Green Building Council • The purchase of Mobile Training Trailers across North America and branding materials to sell our services • Contractor access to training reference materials • Online Learning Center, providing 24 hr/365 day-a-year training access.

IMPACT ALSO FUNDS:

Assistance for ironworkers who venture into business with awareness on business practices • The “Countdown to Zero Fatalities” campaign and all associated marketing materials, including the “Zero Fatalities” wristbands and “Deadly Dozen” posters • Prevailing Wage Compliance efforts • Training programs that focus on fabrication shop ironworkers and their employers • Department of Reinforcing Steel programs • The Iron Workers Safety and Health Department • Dozens of new welding fume extraction systems and welding booths in local union apprenticeship schools • The IMPACT Safety & Health Roundtable, which brings all the major organizations in the ironworking industry together to address major safety and health issues • The Off-the-Job Accident Program, which helps ironworkers who need assistance • Legislation to protect our pensions • Regional Advisory Boards (RABs)

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

- Courses for contractors at the Annual Ironworker Instructor Training Program and other locations across North America, which ensure our contractors are ready to face their competition
- The IMPACT Construction College (ICC), including Business Fundamentals training to support ironworkers starting their own contracting business or contractors interested in improving their current business
- Safety Webcasts hosted by the Iron Workers Executive Director of Safety & Health
- Harassment and Discrimination Awareness modules
- Webinars on bonding and creating a paperless operation

IMPACT supports marketing and participant engagement by funding:

- 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 participant 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
- Participant engagement – IMPACT Industry Nights
- Displays to promote the industry at national conferences and conventions
- Displays for local unions for industry promotion and recruitment

IMPACT supports leadership training by funding:

- The Ironworker Foreman Training Program and the Ironworker Foreman Pocket Guide
- The Ironworker Superintendent Training Program and online course
- The IMPACT Leadership Experience
- Shop Supervisor Training Courses
- An IMPACT mentoring program
- Safety Trained Supervisor – Construction ® Certification Program for ironworkers and contractor management personnel

IMPACT helps ironworkers and contractors acquire more work by funding:

- The Gulf Coast Business Development Initiative – penetrating a market that is underserved
- 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 Workers Comp
- Transportation Worker Identification Credential (TWIC) subsidies so ironworkers receive their cards at no charge
- A consultant for American Institute of Steel Construction (AISC) Erector or Fabricator Certification
- Promotion of Project Labor Agreements (PLA's)
- Lobbying efforts to oppose Right-to-Work legislation
- Assistance in getting Disadvantaged Business Enterprise (DBE), Veteran-Owned Enterprise, Woman-Owned Enterprise and Small Business Enterprise (SBE) certifications


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IMPACTing 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. Twenty percent of contributions collected are returned directly to the individual RABs.



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, who participate throughout the process of updating manuals and creating new training materials
- The Annual Ironworkers Instructor Training Program
- The Bi-Annual 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
- 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 in number
- Programs of the Department of Reinforcing Steel (partial funding)
- The Iron Workers 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
- Continued support of the Canadian Helmets to Hardhats program

EDUCATION

- Courses for contractors conducted at the Annual Ironworker Instructor Training Program, 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
- Lobbying against Offshore Fabricated Steel

LEADERSHIP TRAINING

- The Ironworker Foreman Training Program and the Ironworker Foreman Pocket Guide
- The Ironworker Superintendent Training Program and Online Course
- The IMPACT Leadership Experience
- The IMPACT Mentoring Program
- Shop Supervisor Courses

MARKETING/PARTICIPANT ENGAGEMENT

- Entering the Circle of Trust: Marketing Skills for Ironworkers, to retain our existing contractors and grow our contractor base
- A website program to help local unions 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 contractors in identifying new construction and maintenance projects and capturing more work
- Participant engagement – IMPACT Industry Events
- Displays for local unions for industry promotion and recruitment
- Funding for the Canadian Branding Initiative, “Better People, Better Built”
- Participation in Canadian business owner groups



Department Highlights



Chris Burger

Wage Compliance Administrator
IMPACT

Wage Compliance Administrator Christopher Burger continued in a key, on-going role as chairman of the Building and Construction Trades Department's (BCTD) Davis-Bacon sub-committee in a series of U.S. Labor Department talks on the wage determination process. In play is whether fair contractors will continue to be able to bid on federal public works projects via a level playing field of standardized wage and fringe benefits versus a race to the bottom that often cheats a region's workforce and signatory contractors.

Twice in the year, he wrote two letters that spotlighted Iron Workers locals (on each coast) taking a leadership stand on behalf of all trades. There are now promising signs that would support keeping the trades whole in classification listings and re-establish the integrity of the ironworker classification. This would counter the quiet adoption of a model of task orientation of the non-union that supports a de-skilled, low-wage, low-road for contracting.

Chris spearheaded and co-presented much-needed building trades survey training events in the states of Massachusetts, Maine, New Hampshire, Arkansas, Mississippi, Alabama, Nevada and more. A highlight was being able to successfully lobby to have the deadlines pushed back in two states, providing a much-needed opportunity to re-double their efforts given extra time and training. Chris particularly strategized with selected Iron Workers locals to properly execute these projects.

Chris was honored to be invited to address several ironworker district council meetings in 2015: the Mid-Atlantic District Council annual meeting in South Carolina; the Northern Ohio, Western Pennsylvania, and Northern West Virginia District Council meeting in Morgantown, W. Va.; and the Regional District Council in San Antonio, Texas. In metro-area Baltimore on three occasions, he also instructed at the Iron Workers ACES Organizing Program, and also presented the basics of Davis-Bacon for the annual Iron Workers New Officers Seminar. He also joined the Iron Workers Organizers Summit in Northern Virginia in September.

In early 2015 in Las Vegas, Nev., Chris assembled and delivered a well-received "Cracking Down on the Underground

Economy" panel discussion at the annual Iron Workers/IMPACT conference, featuring the Massachusetts Insurance Fraud Bureau's Chief Investigator and the retiring Chief of the U.S. Wage and Hour Enforcement Division, plus the Indiana, Illinois and Iowa Foundation for Fair Contracting, as well as a report on the battle to defend California's state prevailing wage. Such battles were among the hottest topics in construction, and Chris was active throughout the year, including attending the annual BCTD Legislative Conference, with various policy and legislative meetings, plus social media coalition work.

During the year, Chris attended regular National Alliance for Fair Contracting's (NAFC) Labor Advisor Meetings in Washington, D.C. at the U.S. Army Corps of Engineers headquarters, fostering relationships with federal agencies, such as the U.S. Army Corps of Engineers, Department of Labor, Department of Transportation, General Services Administration, etc. For the 18th year, Chris participated in the annual NAFC Conference held in Baltimore in October. There he participated as a founding member of the NAFC Advisory Board (NAFCAB).



Steve Rank

Executive Director of Safety & Health
Iron Workers

The Safety and Health Department of the Iron Workers has worked with local unions, contractors and regulatory officials to address safety and health issues and initiatives. Following are a few highlights of activities provided throughout the United States and Canada by Steve Rank, Executive Director of Safety and Health, and Jeff Norris, Safety Coordinator for Canada.

Safety Webcast Series – A safety webcast series titled "Making Safety a Function of Company Operations" has been posted on the Iron Workers and IMPACT websites. Special guest speakers included Jim Stanley of FDR Safety, former deputy assistant secretary for OSHA, and Lee Worley, executive director of the Ironworkers National Training Fund. Topics included written safety and health programs, developing a job hazard analysis, designating competent persons, implementing workplace inspections, importance of training and use of the Ironworker Apprentice Tracking System to verify training.



Department Highlights

California Steel Erection Training Partnership – A special training partnership was established between the Iron Workers District Council of the State of California and Vicinity, State Compensation Insurance Fund and California OSHA. The two-day training used modules pertaining to steel erection, reinforcing steel and pre-cast concrete erection. This event was held at the Ironworker Regional Training Facility located in Benicia, Calif.

Update on New California OSHA Standards for Reinforcing Steel and Post-Tensioning – The proposed standard is currently under review by the Standards Board Analyst. The documents and proposed standard will be sent to the California Department of Industrial Relations for approval in the near future. A public hearing is tentatively scheduled for April of 2016 and followed by a Standards Board vote the following month.

District Council – Local Union Safety Meetings – Steve Pendergrass, president of the Iron Workers Pacific Northwest District Council, established a special safety meeting in Anchorage, Alaska with the Alaska Contractors Association. This meeting focused on safety issues occurring in Alaska and initiatives designed to improve safety performance. One of the featured topics was presented by Chris Mulcrone of Capital Construction Solutions and demonstrated the use of a new safety app that documents workplace inspections, safety training and photographs of workplace safety hazards that are transmitted to project authorities.

Canadian Safety Initiatives – Jeff Norris, Canadian safety coordinator, responded to many projects requiring an investigation following safety incidents or near misses. Jeff has also been active in preventive safety measures by partnering with contractors and presenting ironworker safety presentations to members on several projects throughout Canada. Model safety programs for Canadian contractors to use is another project that Jeff has been addressing in the Canadian provinces.

Mock-up for Erection and Fall Protection Training – A two-story structural mock-up for fall protection training was provided to the Iron Workers Local 84 (Houston) Training Facility. This structure allows apprentices to use every type of fall arrest system during their training on the erection of this structure. It also includes a cantilevered beam design, double connections, column splices and chevron braces that incorporate safety instruction with the erection process.



Lee Worley

Executive Director of Apprenticeship and Training
Iron Workers

2015 was another busy year for the Apprenticeship & Training Department. With apprentice membership increasing throughout North America, the need for more training materials, welding consumables and qualified instructors also rose. The online bookstore manager has implemented a new inventory system that will track accurate product inventories, as well as issue low-inventory alerts. This will keep our shelves stocked and alleviate worries about apprentice instructors calling to let us know we are out of reference manuals. The ironworkers/American Welding Society welding certification program continues to provide a standard of excellence for welder training, qualification and certification through our nationally recognized program. Our goal is to help each ironworker training program and local union across the United States and Canada provide our signatory employers and owners with well-trained, highly-skilled, certified union ironworker welders.

The four regional training centers continue to host Train-The-Trainer courses, as additional instructors are needed to educate our new and current members. OSHA 500, Lead Hazard, Confined Space, Scaffold and Hazard Material Training courses are scheduled annually and as needed to assist our 157 training centers with their training needs.

Plans to upload our current reference manuals and student workbooks into an e-learning format have finally begun. The goal is to start using a computer to log into a secure web-based Learning Management System and have apprentices read, study and complete assignments online. Once completed, the assignment sheet is automatically graded and recorded into the Apprentice Tracking System, benefitting training centers by saving time and improving record keeping.

This past July the National Fund completed the 31st Annual Instructor Training Program. With nearly 800 participants attending, this was the largest conference in Ann Arbor and second largest since its inception. Planning for the 2016 conference has already begun, as well as for the bi-annual apprentice coordinator meeting and apprentice competition. Iron Workers Local 84 (Houston) will host this always exciting event; be sure to check out our website at www.ironworkers.org this fall for more information!

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PROGRAMS & SERVICES

Project Tracking in 2015: **CMD Platform and Industrial Info Resources Features**

The Project Tracking Program from IMPACT is a vital lead-generation tool providing two online project tracking information services for the United States and Canada: Industrial Info Resources (IIR) and CMD (formerly Reed Construction Data). CMD provides owner, contractor, project and bid tracking information for commercial and government projects. IIR provides industrial plant and project information. IIR is available to ironworker local unions and district councils, and CMD is available to ironworker organizations and their contractors.



IMPACT now offers additional features on the new CMD platform named INSIGHT, including:

- keyword search on plans and specifications
- company tracking
- plan holders list
- email and company hierarchy



Since 2009 IIR, a top industrial project data service provider, has been providing tracking services to IMPACT.

Project Coverage

IIR is the leading provider of global industrial plant and project information, covering 12 market segments in the power, oil and gas, manufacturing and heavy process industries. During 2015 IIR reported \$263 billion in capital and maintenance project spending in the U.S. and Canada - an 18% increase over 2014. IIR has enhanced project coverage in 2015 by reporting unit level details and project opportunities at power, chemical process and petroleum refinery plants to give greater specificity about unit level operational equipment and project requirements. Details of companies holding Long Term Service Agreements at plants are also available.

Technology Enhancements

IMPACT PEC WEB registered users now have access to the newly released IIR Geolocator mapping tool showing spending activity down to local market levels, in color coded maps, for market forecasting and planning. The IIR Labor Demand Geolocator, estimating hourly demand for ironworkers, welders, and 15 skilled building crafts at state, local and project level, is also available as an additional service, based on IIR project activity. IMPACT participants can now accurately estimate total ironworker labor hour demand in their jurisdiction by market segment and project through 2020. IMPACT users receive monthly electronic "Results Driven Reports" listing projects up for bid in their area. Users can click on a project from the list and that project report will open in the IIR database, no searching required. Training is available on request via webcast to all IMPACT users.

Market Intelligence / Networking Opportunities

IMPACT users can register to attend free, live regional industrial spending outlooks (Jersey City, N.J.; Baton Rouge, La.; Chicago; and Houston) and webcasts during the year for market analysis and networking. All IMPACT participants are invited for networking and business development.

North America Spending Outlook

According to Industrial Info's North American Project Spending Index, the value of U.S. construction starts planned to kick off through December 2015 was up 18% from the same period 2014. For 2016 Industrial Info is tracking \$90 billion in project value expected to begin construction in Q1 2016, with natural gas fueling almost \$16 billion of the total. More than 60% of the total can be attributed to power, industrial manufacturing and oil & gas production. Texas alone accounts for \$12.7 billion of the U.S. total.



PROGRAMS & SERVICES

Ironworker App



Data from a Nielsen report shows Android and iOS users age 18 and over spend 65 percent more time each month using apps. Apps are a simple and quick way to accomplish more than ever before.

Our participants, contractors, local unions, district councils and officers asked for a convenient, fast and easy way to communicate and browse information that's important to ironworkers on the job site or at home. Free to download, the Ironworker App for iOS (iTunes Store) and Android (Google Play Store) does this and so much more. Key technical features of the app include:

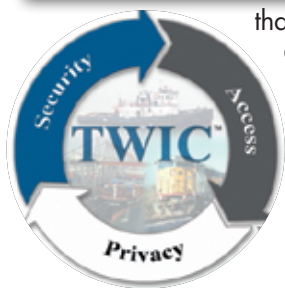
- Worker Electronic Log Book - record work/activities, expenses, mileage, hours and more
- Access to Drug-Free Workforce Testing Status
- The Ironworker Foreman Pocket Guide - reference tables, charts, diagrams, safety checklists, calculators and more
- The Incident Response Guide - helps business managers protect members' rights and cooperate with project authorities and regulatory agencies
- QR Code Reader - scan the new Ironworker Membership Card to view training, certifications and membership information
- Link to the Ironworkers Jobline - view available positions locally and across North America
- Local Union Directory - tap the screen to gather contact names, phone numbers and website information
- Links to the American Institute of Steel Construction and Canada Steel Institute - one-stop guide for structural steel design in the U.S. and Canada

New features added in 2015:

- Instant messaging to all app users via notification - will improve communication, alternative to phone or email

For more information, visit bit.ly/IronWorkerApp or call the IMPACT office at 800-545-4921.

Did You Know...



that IMPACT reimbursed \$90,240 to ironworkers who received their Transportation Workers Identification Credential (TWIC) in 2015? This tamper-resistant, biometric card is required for workers who need access to secure areas of the U.S.'s maritime facilities and vessels regulated by the Maritime Transportation Security Act (MTSA).

To obtain a card, the applicant must undergo a background check and security threat assessment, as well as provide fingerprints and digital photos. Applicants must also pay a non-refundable fee of \$128, which is fully reimbursed by IMPACT.

Employers and locals who perform work in MTSA-regulated areas should encourage their ironworkers to take advantage of this program. Previously administered through the individual RABs, the reimbursements are now sent directly from the IMPACT office. Reimbursements are paid directly to the member and sent to locals once the ironworker has provided sufficient documentation to his or her business manager and the business manager has submitted the documentation to IMPACT with a letter requesting reimbursement.

For more information about IMPACT's reimbursement program, contact your IMPACT Regional Director. For more information on TWIC and the requirements to obtain a card, please visit the Transportation Security Authority (TSA) TWIC website at www.tsa.gov/for-industry/twic.



PROGRAMS & SERVICES

Drug-Free Workforce Program Improves Safety and Efficiency



To stay competitive in the construction industry, the goal of the IMPACT Drug-Free Workforce Program is to ensure ironworkers are drug-free and ready to work. The program:

- Creates a national pool of safe, drug-free ironworkers
- Offers a strong random test component
- Encourages and provides training for Reasonable Suspicion
- Includes a comprehensive contractor training component
- Saves owners and contractors money and ensures a safe, quality workforce

IMPACT updated the program to further increase the efficiency of drug test results reporting from the collection site to IMPACT's state-of-the-art Safety Management Database System (SMDS). IMPACT is making it easier for members and contractors to put more ironworkers to work quickly. It **increases work hours and reduces lost time** due to outdated drug testing information by providing practical features, including:

- Local unions and contractors can now easily authorize a test and access reports 24/7 using the SMDS
- Designated Representatives receive email notices as soon as participant test results become available
- Results come faster than ever before - nearly all negative instant tests are reporting within an hour, many within 16 minutes
- Members can now view their drug test status on the Ironworker App for iOS and Android
- Participants have the option to receive test authorizations via email or text

Continued improvement of the Drug-Free Workforce program has made the program more user-friendly, while increasing the volume of drug testing information available directly to members and contractors through the SMDS. More contractors and local unions are embracing the program. For more information, visit bit.ly/IMPACT_DFW for the Drug-Free Workforce website.

Online Safety Training

RABs VIII, IX and X now have the ease of completing relevant and important safety training from the comfort of their own homes. With the implementation of ClickSafety, an OSHA-authorized provider, participants can now stay up-to-date on OSHA regulations as well as complete mandatory and optional safety courses.

- Cal Confined Spaces for Construction
- Confined Space
- OSHA 10 Construction Course
- OSHA 10 Spanish
- OSHA 30 Construction Course
- Subpart R – Steel Erection
- Confined Spaces in Construction Awareness
- Confined Spaces in Construction: An Introduction
- Fall Protection in Construction
- Fall Protection in Construction Spanish
- Motorized Mobile Platforms
- OSHA 10 Hour General Industry Training Course (For the Shops)
- Workplace Violence R2 (For the Shops)

"ClickSafety integrates important content into interactive exercises to increase safety awareness and promote safe behaviors," said James McGuire, western regional director for IMPACT. "Participant safety is our number one goal. A safe ironworker is a productive ironworker, and we want everyone to come home safely at the end of the day."

Local unions and contractors in the Rocky Mountain, California and Vicinity and the Pacific Northwest can visit www.clicksafety.com/impact. Participants will need a passcode from their local union or coordinator to login. A 10 percent IMPACT discount will be applied to your total at checkout. After completion of the courses, reimbursements are available through IMPACT regional grants.



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Safety Trained Supervisor - Construction® (STSC®)

On a jobsite it's important for every employee to exercise safe work practices every day. The Iron Workers and IMPACT are working toward having more safety-trained supervisors on jobsites to help make sure everyone goes home safely each day.

IMPACT sponsors the Safety Trained Supervisor – Construction® (STSC®) certification, administered by the Board of Certified Safety Professionals (BCSP), which is successfully resulting in a more safety-conscious and skilled team of ironworker supervisors.

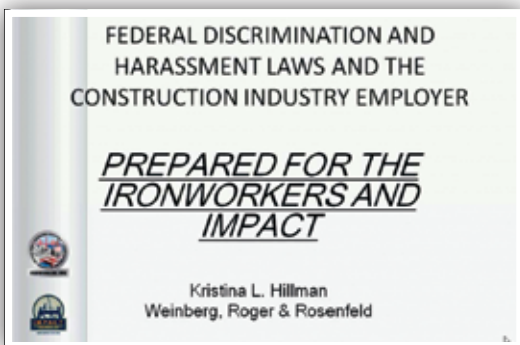
More than 440 ironworkers have received the certification. "There is clear evidence in other organizations, such as AECOM, that the certification will aid ironworkers and contractors in achieving the highest levels of safety on the job," says IMPACT Management Co-Chair Bill Brown.

"We are thrilled to have had a high success rate for the STSC® exams," says Eric Dean, IMPACT labor co-chair. "The industry recognizes the need for certification to identify competency in the field of safety...the STSC® certification does that for the Iron Workers and our contractors."

Launched in November 2014, the certification is appropriate for personnel who have responsibilities to maintain safe conditions and practices on construction job sites. The STSC® certification requires applicants to meet minimum education and experience requirements and demonstrate knowledge of basic safety and health standards.

For more information, visit bit.ly/IMPACT-STSC.

Harassment & Discrimination Awareness



Prevention of harassment and discrimination in the workplace is key to maintaining an appropriate work environment. A major component of that prevention is developing and promoting a written policy and training course that makes clear the actions that will not be tolerated in the workplace under any circumstances.

In an effort to assist local unions and contractors with developing these policies, the Iron Workers and IMPACT continue to offer a one-hour Harassment and Discrimination online course and modified the provided template policy to fit their needs. Other resources available are:

- Guidelines for use of harassment and discrimination resource materials
- Acknowledgement of Attending Training template
- Acknowledgement of Receipt of Policy template
- Iron Workers Non-Discrimination and Sexual Harassment Policy templates
- Harassment & Discrimination Guidelines resource materials
- Harassment & Discrimination in Construction presentation

These materials are available in the IMPACT Online Learning Center. Employers are encouraged to develop and implement harassment and discrimination policies with the guidance of legal counsel. For more information or to request access to these resources, go to bit.ly/impact_awareness.



PROGRAMS & SERVICES



Contractors and ironworkers took advantage of a Shop Supervisor Training at Local 516 (Portland, Ore.) November 23-25, 2015.

Live Contractor Courses

In 2015 IMPACT continued to grow the number of live contractor courses offered across the U.S. and Canada. Many of the courses were offered in partnership with FMI, a leading provider of construction business training, management consulting and research in the construction and engineering industries.

In addition to the FMI courses, IMPACT expanded the expert-led courses, including the Safety Trained Supervisor – Construction® (STSC®) Program. Also offered in 2015:

- Getting Paid
- Job Profits Program
- Project Leadership and Project Management
- Construction Contracting Business Fundamentals Academy
- Understanding Your Construction Contract
- Technology Tools for Cost Estimating
- Leadership Strategies for Contractors
- Improving Construction Productivity
- Safe, Sober, Secure
- Shop Supervisor Training
- Technology Applications for the Field

Across North America, the courses were well received. Many courses were at-capacity and very popular. “The information presented [in the Job Profits course] was very insightful and timely for our company, and was information that we can implement immediately,” said Doug McCain, project manager for Tri-State Ironworks, Inc. in Memphis, Tenn. “For me, it helped to refocus attention on the causes and impacts of lost dollars that we can now reverse.”

To learn more about current and upcoming live contractor courses, contact Dr. Cindy Menches at 800-545-4921 or visit bit.ly/LiveContractorCourses.



IMPACT Director of Contractor Training and Development Cindy Menches teaching in Ann Arbor, Mich. in July 2015.

Business Fundamentals

IMPACT is committed to the development of new and existing contractors, and we understand the pressures and headaches that can sometimes come along with launching a new business.

To better assist these businesses, IMPACT launched the Construction Contracting Business Fundamentals Academy in 2015. The inaugural Business Fundamentals Academy was held at the 31st Annual Ironworker Instructor Training Program in Ann Arbor, Mich., in July 2015.

This 5-day course is designed for current and future contractors, including ironworkers who are interested in starting a business. The course focuses on fundamental business skills, such as developing an operations and business plan, obtaining financing, setting up an accounting system, collecting money from customers, understanding contract terms and conditions, identifying insurance requirements, establishing safety programs, funding work and avoiding problems that will compromise success. The course is designed to provide the business foundation that will strengthen a contractor’s ability to be profitable during the early startup phase of the business.

“I took the [Business Fundamentals Academy] because I’m a new business owner, and it’s given me the fundamentals I need in this industry to start out successfully,” said Julene Bartelmann, president of LCM Bear Construction in Lowell, Ind. after completing the course in Ann Arbor, Mich. “Every section [of the course] was valuable. I’m taking a lot away from the course. It was very, very helpful.”

For more information on the course, please contact Dr. Cindy Menches as 800-545-4921 or visit www.impact-net.org.

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REFERENCE MANUALS FOR CONTRACTORS



Found in the [Publications/Resources](#) section of the [IMPACT](#) website

Keeping skills relevant in an ever-changing industry can be challenging. For this reason, IMPACT provides participant contractors with access to many of the National Training Fund's reference manuals. Whether you're looking for Gas Tungsten Arc Welding instruction or Superintendent Training for Ironworkers, you can find it in the Publications/Resources section of our website.

The reference manuals below are available for purchase to contractors:

- 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

THE GULF COAST BUSINESS DEVELOPMENT INITIATIVE

Shattering stereotypes, expanding contractor businesses, regaining market share and growing our locals...2015 has produced significant results. Marking the completion of the Dow Chemical Company project in Freeport, Texas, the Iron Workers and their contractors put to rest preconceived notions of continuing past practices, giving the industry a fresh look at integrating ironworkers onto projects in the Gulf.

Ironworker contractors were awarded contracts on multiple Kinder Morgan terminal sites on the Texas ship channels and completed the steel erection at the new TPCO America pipe mill in Corpus Christi, Texas. These are examples of work generated through the initiative bringing new owners, new contractors and new jobs.

On the opposite end of the Gulf, the Iron Workers Local 397 (Tampa, Fla.) developed a relationship with Tampa Electric Company through training center tours and active engagement, such as providing training to TECO employees on rigging and fall protection safety. This relationship has resulted in a number of ironworker contractors being added to their bid lists and project awards to our contractors.

In Alabama a participating ironworker contractor was awarded a coal handling conveyor system and credits the initiative for its success. With over 150 companies engaging in the initiative to learn about marketing and advertising, business development, and business expansion through new market development, the year was full of educational working sessions for contractors and Iron Workers leadership, one-on-one business consulting for contractors and direct selling to owners and general contractors.

And we didn't stop at the coast. The initiative has expanded through a business development project piloted in the Ohio Valley region. Challenging traditional ideas and practices, the initiative works directly with business managers to create and implement a local-level, ironworker-led business development plan specific to the industrial facilities in their territory. The first success was an opportunity cultivated in Charleston, W. Va., mobilizing ironworkers on maintenance at a Dow Chemical plant.



Teresa Magnus from Magnus & Co. leads a presentation at the October 2015 Gulf Coast Business Development Initiative Quarterly Contractor Meeting in Houston.



PROGRAMS & SERVICES

Webcasts & Digital Resources



IMPACT participants are busy. To help contractors and ironworkers stay up-to-date and relevant in the construction industry, IMPACT hosts webcasts to deliver a convenient method for transferring ideas between members and contractors across North America. It's the perfect way to collaborate, share resources and build a community of knowledge online.

This year, IMPACT Director of Contractor Training & Development Dr. Cindy Menches hosted a monthly webcast series titled "Growing a Business." The series focuses on topics designed to aid contractors in expanding their knowledge and skills so they can develop and improve their business.

Topics covered in 2015 included:

- Successful Business Plan
- Record Keeping and Documentation
- Improving an Effective Quality Control Program
- Accounting for Construction Companies
- Safety Management, Injury Management, Recordability



- Construction Contract Law
- Working Capital
- Workers Comp
- Strategic Planning
- Maximizing Your Bonding Capacity
- Building Effective Schedules with Microsoft Project
- Insurance, Indemnity and Waivers

To take advantage of this training, visit bit.ly/BusinessWebcastsArchive.

Also in 2015, Iron Workers Executive Director of Safety and Health Steve Rank hosted the two-part Safety For Company Operations IMPACTv Safety Webcast Series. These important webcasts can be found at bit.ly/SafetyWebcasts.

Be sure to check the Events section of the IMPACT website frequently for upcoming webcast offerings and for training in your area.

Tradeshows & Job Fairs



Director of Industry Liasons Kenny Waugh with interested students at the Future Farmers of America Expo & National Conference in Louisville, Ky., in November.

To better parade the world-class skills and expertise of the Iron Workers and their contractors, IMPACT frequently exhibits at tradeshows and job fairs across the U.S. and Canada. In 2015 IMPACT expanded these opportunities to make valuable connections with construction industry leaders by attending the following events:

- World of Concrete
- IW / IMPACT Annual Meeting
- Steel Erector Association of America (SEAA)
- Specialized Carriers & Rigging Association (SCRA) Annual Conference
- North American Steel Construction Conference (NASCC)
- Building and Construction Trades Department Legislative Conference
- Metal Building Construction Employers Association (MBCEA)
- SkillsUSA Techspo
- Glassbuild
- SCRA Crane Rigging Workshop
- Construction Management Association of America (CMAA)
- Future Farmers of America Expo and National Conference
- Power-Gen International
- American Welding Society – Fabtech
- Southeastern Construction Owners and Associates Roundtable (SCOAR)
- Fencetech
- Texas Chemical Council (TCC) Environmental, Health and Safety Seminar
- Lift and Move
- Southeastern Economic Development Council (SEDC) Annual Conference
- American Wind Energy Association (AWEA) Offshore Windpower 2015 Conference

For more information about the Tradeshow Program, contact Kenny Waugh at kwaugh@impact-net.org.

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*Level 2 Superintendent Training course in Spokane, Wash.,
October 15, 2015*

Superintendent Training for Ironworkers

The primary objective of the Superintendent Training for Ironworkers course is to develop journeyman ironworkers into construction site leaders. Designed as a “hybrid” of online and in-person instruction, attendees complete a first level of self-study through the Online Learning Center. Once complete, participants can attend the three-day, level 2 training that focuses on solving problems superintendents face every day on the job site.

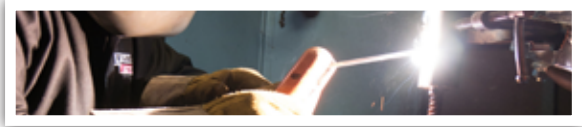
“To see so many ironworkers wanting to upgrade their skills is really inspiring,” says Bert Royer, Canadian Regional Director for IMPACT. “We want to help skilled ironworkers take on more leadership positions with our contractors.” The Superintendent Training for Ironworkers course was offered twice in Canada this year.

The following group courses were offered in 2015:

- Arlington, Texas, January
- Calgary, Alberta, March
- Ashland, Ky., August
- Akron, Ohio, September
- Spokane, Wash., October
- Edmonton, Alberta, December

“We are thrilled so many contractors and ironworkers came together for this leadership training,” says IMPACT Labor Co-Chair Eric Dean. “Developing strong ironworker and contractor leadership will only lead to more job opportunities and help us continue to complete projects safely, on time and on budget.”

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 IMPACT’s “IMPACT Construction College” page at bit.ly/IMPACT-ICC.



Ironworkers National Welding Certification Program

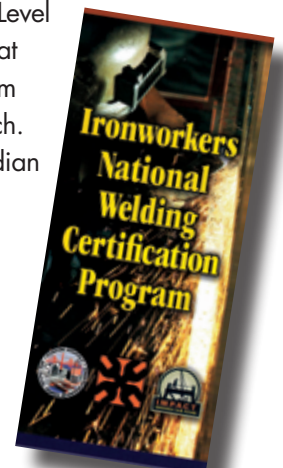
Administered by Ed Abbott with the National Training Fund, the Ironworkers National Welding Certification Program is used for the training, qualification and certification of ironworker welders. The program is a partnership between the Iron Workers and the American Welding Society (AWS).

This program has stringent guidelines for the accreditation of testing facilities, as well as for the qualification, testing and certification of ironworker welders. The guidelines were developed and approved in conjunction with the AWS. The Iron Workers now has 106 AWS accredited test facilities (ATFs) throughout the United States and an army of 13,000 certified ironworker welders. IMPACT pays the initial \$25 fee, so members have no out of pocket expenses.

The National Training Fund program office is audited regularly by the AWS to ensure conformance and quality. Each of the ATFs is required to pass an on-site audit every three years by one of the program’s trained auditors. Audits are also randomly conducted by the AWS.

The Iron Workers now has a partnership with the Canadian Welding Bureau (CWB) as well, which allows the National Training Fund to provide Level I and Level II welding inspector training courses at the Annual Instructor Training Program held each summer in Ann Arbor, Mich. This program will help qualify Canadian ironworkers to the CWB standards.

Learn more about simple online certification verification at bit.ly/IW-Welding.



PROGRAMS & SERVICES



AISC STEEL ERECTOR AND FABRICATOR CERTIFICATION

With commercial and industrial construction booming, the demand for qualified contractors has skyrocketed. IMPACT works closely with the American Institute of Steel Construction (AISC) and Quality Management Company, an independent third-party auditing company, to assist participants in pursuing certification through the AISC Steel Erector and Fabricator Certification Programs.

The partnership between The DuRoss Group, IMPACT and McGowan Technical Services provides ten hours of correspondence for contractors interested in obtaining the AISC Steel Erector Certification and the AISC Fabricator Certification, followed by one free day of onsite advisory sessions.

The AISC certification demonstrates commitment to quality

by confirming that the contractor does what it says it does. The certification(s) ensure that contractors have the personnel, knowledge, organization, equipment, experience, capability and procedures to produce quality work. AISC also requires certified contractors to set goals for improvement, building a culture of excellence every day.

"Thanks for all your help with Composite Company, Inc., obtaining the Advanced Certified Steel Erector status with AISC," said Composite Company President Gary Hawkins. "[IMPACT's] advice, encouragement and consulting were essential in completing the difficult requirements of the AISC. I am proud of our success, and the certification will open new opportunities for our company."

More about IMPACT's AISC Certification Program can be

THE IMPACT WEBSITE PROGRAM

The website program is going strong and gaining more momentum. Contractors and locals are connecting with IMPACT for assistance on their online exposure.

IMPACT has provided our participants the opportunity to be showcased and found online by those seeking the best in the world at building the most recognizable projects imaginable *SAFELY*, done right the first time and on budget. Our website program helps show our industry the cutting-edge, amazing work each one of our members can do and why they are so sought after.

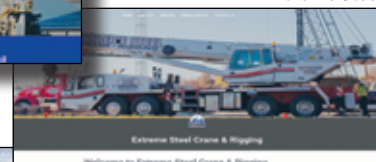
Over 100 of our participants understand the importance of online exposure and have taken full advantage of this complimentary service. We can't overlook any outlet when seeking to dominate the online world with our solid reputation of *SAFETY* and expertise.

Contact Joseph Matos at jmatos@impact-net.org or call 800-545-4921 to take advantage of the IMPACT Website Program. We're ready to help you grow today and beyond.

Southeastern States District Council



Extreme Steel



Redinger Steel



IW Local 8



IW Local 751



PROGRAMS & SERVICES

THE OFF-THE-JOB ACCIDENT PROGRAM

Unfortunately accidents happen away from work. With any accident the uncertainty and worry start almost immediately: will I be covered if I'm hurt during non-working hours? How will I be able to pay my medical bills and support my family if I'm not able to work?

IMPACT created the Off-The-Job Accident Program to give ironworkers peace of mind while they're recovering from an injury occurring away from the jobsite.

Under the plan, IMPACT will cover up to two-thirds of your paycheck per week – up to \$800 – for up to six weeks. In an era where medical emergencies often break the bank, participants in this program will rest a little easier knowing they will have income while they're recuperating.

The Iron Workers have greeted the Off-The-Job Accident Program with praise and appreciation. “[The Off-The-Job Accident Program] has been a godsend for our injured members and helps them from digging a financial hole,” said Rocky Mountain District Council President Mike Baker.

“[The Program]... meets financial obligations in a time of need for the member... It's good for morale,” said Harvey Swift, vice president of operations for Bennett Steel.

The next time the unfortunate happens, know that IMPACT has your back.

For more information, go to bit.ly/impactOTJ.

PROGRAM DETAILS

WAITING PERIOD: 7 days

INCOME REPLACEMENT: 66.67 percent 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.*

THE IMPACT LEADERSHIP EXPERIENCE

What's the difference between a leader and a manager? Managers manage, but leaders motivate.

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 ironworkers and their contractors.

During the course, leaders learn to identify methods to communicate effectively with those who employ differing leadership and communication styles.

“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,” said IMPACT CEO Kevin Hilton. “This course provides an all-in-one experience. It is diverse enough to apply to all age groups and leadership styles, but also targeted enough to allow ironworkers and contractors to identify their own strengths and weaknesses through the course exercises.”

“The Leadership Experience was really, really good. I use the feedback and encouragement tips every day. The communications skills in general have really helped me as a leader,” said Dennis Andersen, vice president of field operations for Pacific Erectors, Inc., in Rocklin, Calif. “I definitely recommend anyone in leadership positions or aspiring to leadership positions to take advantage of this.”

“It was an outstanding course and definitely makes you think outside the box,” said Iron Workers Local 759 (Thunder Bay, Ontario) Business Manager Wayne Thibault.

Visit the IMPACT website to learn more about the IMPACT Leadership Experience, including course schedule information for 2016.

Two Leadership Experience courses were conducted in 2015:

- Colorado Springs, Colo., May
- Colorado Springs, Colo., November

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PROGRAMS & SERVICES

ANNUAL INSTRUCTOR TRAINING PROGRAM



With close to 800 coordinators, business managers, employers, contractors, vendors, guests and instructors representing the U.S. and Canada in attendance, the program added the following courses to its 2015 schedule:

- **Political Coordinator Training** – Aimed to give local union political coordinators an overview of the key political issues facing ironworkers and organized labor today
- **Computer Skills for the Intermediate User** – Structured to maximize the student's understanding of computers through a lecture-based and hands-on approach
- **Plumbing Aligning and Fastening** – Specific material covered included equipment and methods used to plumb and align structural frames, bolting and welding of structural connections

IMPACT also conducted the following contractor courses:

- Project Leadership and Project Management
- Technology Applications for the Field
- Job Profits Program
- Technology Tools for Cost Estimating
- Understanding Your Construction Contract
- Safety Trained Supervisor – Construction® (STSC®) Train-The-Trainer
- Construction Contracting Business Fundamentals Academy

For completing 200 hours of training, 33 instructors received their Qualified Ironworker Instructor Certificate during the opening session.

Nineteen local unions received recognition for the Ironworker Apprenticeship Certification Program.



Unbonded Post-Tensioning Certification



New Political Coordinator Training



Rigging and Cranes for IW's

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PROGRAMS & SERVICES

IMPACT ADVERTISING, MARKETING & CREATIVE SERVICES

IMPACT continues to provide our participants with the level of service that can only be found in world-class advertising and marketing agencies. Since 2014 IMPACT has helped elevate the image of various contractors and locals. With the addition of the advertising and marketing department, our participants have been given the opportunity to take advantage of in-house services that would otherwise be out of their reach.

IMPACT provides services for on-air media purchasing, branding, websites, collateral materials, logo development, radio and television concepts, voice-overs, videos and much more. Also, with the addition of the on-line template store, our participants can utilize various templates for their immediate needs, such as business cards, flyers, banners and PowerPoint templates, and they can view and select a website template to fit their overall image.

It's the goal of IMPACT to create services across the board that will save time and polish the image of each participant and their organization. Customer service and attention to detail are both top priority. Satisfaction is always guaranteed, as we know that we are trusted to help each of our contractors and locals look their best in order to compete and get noticed for their amazing work. Below are just a few testimonials from individuals that have benefited from the services available to

2015 Testimonials from a Few of our Participants:

"I would like to take this time to thank the IMPACT team for their work on Local 5's marketing plan. With the great ideas from IMPACT, we were able to put together a sports development package with our local minor league baseball parks...All of the ballparks expressed how professional IMPACT was to work with. Thank you very much for making my job easier on this task."

Aaron T. Bast
Organizer/Business Agent
Iron Workers Local 5 (Washington)

"I would like to thank IMPACT for the tremendous job they did in creating very professional PowerPoint banners for the Southeastern States District Council. They customized banners for our 9 local apprenticeships. What was truly amazing: the project was completed in less than 3.5 hours."

R. Reis James
Industry Analyst
Iron Workers District Council of Southeastern States

"Starting a business in today's society can be very confusing and overwhelming at times. You need a logo, business cards and so forth - all of this was new to me. I didn't know where to turn, and then I was introduced to IMPACT. They were very knowledgeable about the field and in what they do. I am very pleased with my logo."

Steven Stewart
Owner
Stewart Ironworks

Sample Of The Work Created For Our Participants:



These Are Some Of The Services We Offer You:

- Two Fold or Tri-Fold Brochures • Two fold or Tri-Fold Jackets • One Sheets • Tri-Folds • Logo Development • Website Development Program • Event / Meeting Invitations (print or email) • PowerPoint Presentation Templates • Email Signature Graphics
- Organization Taglines / Slogans • Official Letterhead Development • Business Card Development • Building & On-site Signage
- Radio Script Development • Television Script Development • Press Releases • Special Announcements (print or email)
- Marketing Objective Consultations • Social Media Assistance • Newsletter Templates • And more!

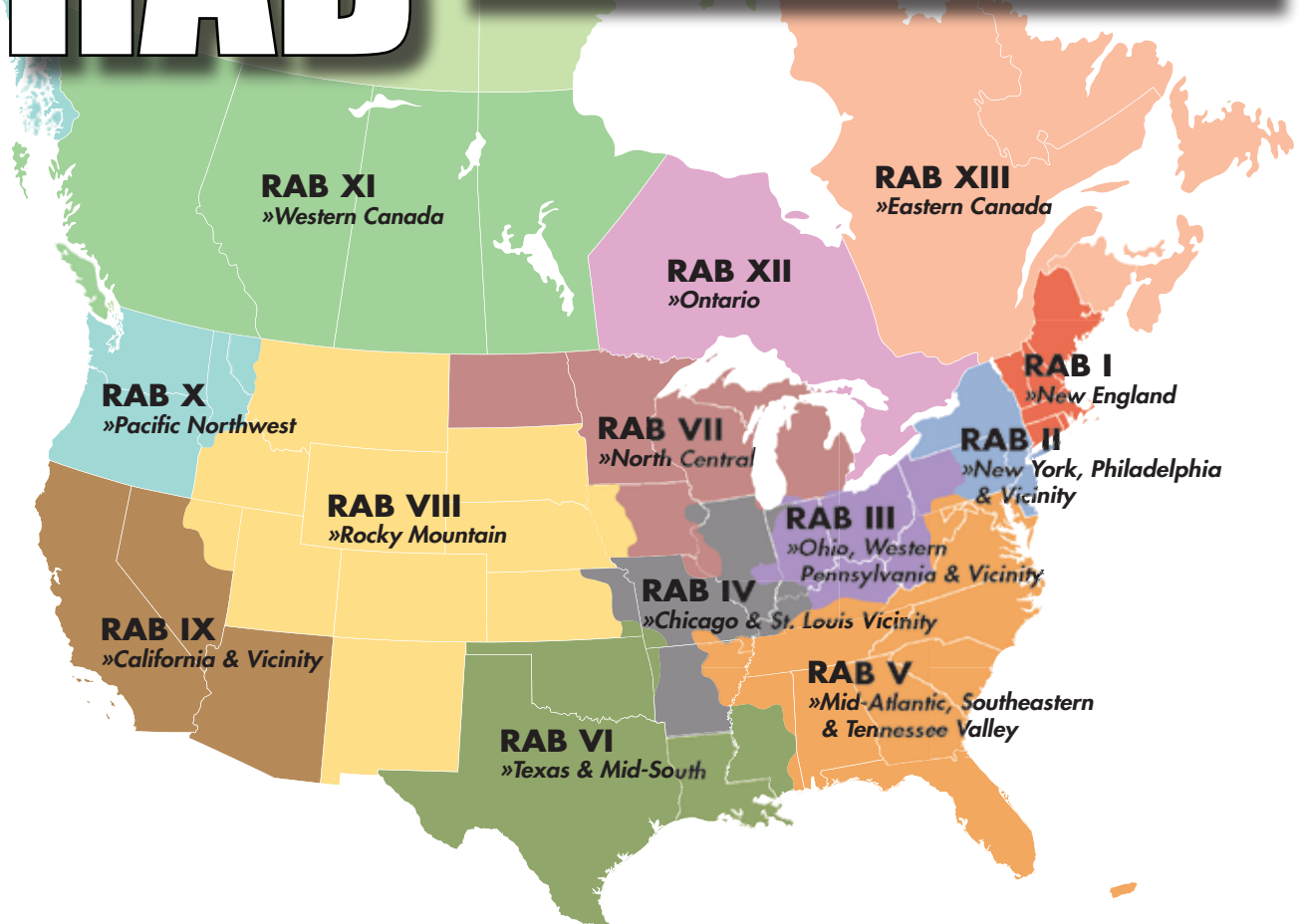
Contact Joseph Matos, Director of Marketing, Branding, Communications and Creative Services at jmatos@impact-net.org today.



Experience, insight, determination and commitment to safe worksites and quality output is what motivates the five regional directors of IMPACT. With oversight of the programs and services offered by IMPACT as they are used by district councils, locals and contractors, the regional directors provide an important conduit between our contractors and ironworkers with a focus on growth.

RAB

REGIONAL ADVISORY BOARDS



THE DIRECTORS:

Mark Thomas, Zach Gorman, Kenny Waugh, James McGuire and Bert Royer each hold deep institutional knowledge about the Iron Workers and their contractors, the daily triumphs and challenges faced by ironworkers and strong business acumen. Their role in the administration of the 13 Regional Advisory Boards (RABs) is vital to the success of IMPACT's mission: supporting and fostering regional 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 13th 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.

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Regional Directors



Mark Thomas
 IMPACT Eastern Regional Director
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 RAB I, II, III
 Member, Local 3 (Pittsburgh)



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 RAB IV, VI, VII
 Member, Local 89
 (Cedar Rapids, Iowa)



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 RAB VIII, IX, X
 Member, Local 433
 (Los Angeles)



Bert Royer
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 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

\$75,731 Worth of Investments in You:

Grant money was used to purchase much needed equipment, projectors and screens for the Local 424 (New Haven, Conn.) training center.

Recognizing the need for skilled jobsite leaders, the region reimbursed expenses incurred by contractors who sent ironworkers to a Superintendent Training course in Worcester, Mass.

IMPACT provided for the installation of state of the art audio/visual projectors and white boards in both Local 37 (Providence, R.I.) training classrooms, allowing instructors to deliver the most up-to-date ironworker curriculum in the most professional manner possible.

Training For Your Success:

- Safety Trained Supervisor – Construction® (STSC®) Training Course, E. Providence, R.I., June; Boston, November
- Improving Construction Productivity, Worcester, Mass., December



Local 424 Apprentice Coordinator John Jones utilizing the new hydraulic bender to test weld plates.

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



RAB II New York, Philadelphia & Vicinity

Stephen Sweeney, Labor Co-Chair
Joe Merlino, Management Co-Chair



*Local 580
 (New York)
 3rd year apprentice
 Jabbar Withrow
 at a Total Station
 training.*

\$663,879 Worth of Investments in You:

The region awarded funding to purchase equipment needed to upgrade the Local 580 (New York) training center's welding program and Jobsite Layout course.

Locals 405 (Philadelphia) and 399 (Camden, N.J.) received funding to advertise locally, promoting the benefits of using the Iron Workers and their contractors. The ad provides an opportunity to gain market share in a growing economy.

IMPACT invested in worker safety by reimbursing contractors for wages paid to ironworkers attending the Safety Trained Supervisor – Construction® (STSC®) training course and exam.

Training For Your Success:

- Reasonable Suspicion Training, Philadelphia, January
- STSC® Course, Philadelphia, July; Long Island City, N.Y., July; New York, August

Leading Ironworkers and Contractors Toward the Future:

- RAB II Co-Chairs Meeting, Camden, N.J., October

RAB III Ohio, Western Pennsylvania & Vicinity

Bill W. Dean, Labor Co-Chair
Darlaine Taylor, Management Co-Chair

\$864,787 Worth of Investments in You:

Funding was provided to continue much needed upgrades to the Local 17 (Cleveland) training facility.

Grant money funded a six-month media and marketing program promoting Local 70's (Louisville, Ky.) contractor association.

To keep up with current and anticipated demand, the region invested in the equipment needed to provide tower training at the Local 55 (Toledo, Ohio) training facility.

Training For Your Success:

- Superintendent Training for Ironworkers, Toledo, Ohio, January; Ashland, Ky., August; Akron, Ohio, September
- Improving Construction Productivity, Columbus, Ohio, December

Leading Ironworkers and Contractors Toward the Future:

- RAB III Meetings, Columbus, Ohio, January, March and September
- RAB III Executive Committee Meeting, Washington, Pa., August



Local 70 (Louisville, Ky.) apprentices erecting a training structure bought with IMPACT grant money.

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



RAB IV Chicago, St. Louis & Vicinity

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

\$417,791 Worth of Investment in You:

The RAB used IMPACT dollars to fund an informative networking and business development event with Mark Breslin for apprentices and contractors. These events help frame apprentices' and contractors' ways of thinking about the future and themselves as workers.

NWI Contractors Association and Local 395 (Hammond, Ind.) used IMPACT grant funds to hold quarterly weld tests. Each ironworker who passes the test and is verified by the contractor is placed on the IMPACT welders certification list.

Local 46 (Springfield, Ill.) used IMPACT funding to upgrade their weld shop to ensure the training programs are up-to-date and will provide high-quality, skilled welders in the field.

Training For Your Success:

- Getting Paid, Portage, Ind., January; Kansas City, Mo., October
- Safety Trained Supervisor – Construction® (STSC®) Training Course, Chicago, April; Broadview, Ill., June; St. Louis, June

Leading Ironworkers and Contractors Toward the Future:

- Survival Of The Fittest Apprentice Event with Mark Breslin, Chicago, October



Iron Workers Local 396 (St. Louis) left this note for St. Louis Children's Hospital patients while erecting the structure.

RAB V Mid-Atlantic, Tennessee Valley & Southeastern

John Cefalu, Labor Co-Chair
Victor Cornellier, Management Co-Chair



Local 5 (Washington) ironworkers detailing iron for the MGM Grand Casino at National Harbor in Washington.

\$515,277 Worth of Investments in You:

Funding was provided to purchase new, upgraded IT equipment for classroom training at the Local 848 (Charleston, S.C.) training facility.

Grant money was used to reimburse Regional District Council Training Trust contractors throughout the Gulf Coast for Basic Plus training provided by the National Safety Council.

Funding was approved for renovating the weld shop and classrooms at the Local 402 (West Palm Beach, Fla.) training facility.

Training For Your Success:

- Getting Paid, Baltimore, January; Orlando, Fla., March
- The Job Profits Program, Memphis, Tenn., September

Leading Ironworkers and Contractors Toward the Future:

- RAB V Meeting, Baltimore, January
- Gulf Coast Business Development Initiative Meeting, Birmingham, Ala., February
- RAB V Co-Chair Meeting, Washington, April

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



RAB VI Texas & Mid-South

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

\$174,863 Worth of Investments in You:

The RAB used IMPACT funding to provide welding classes to meet the high demand for welders. The training was held at Local 482 (Austin, Texas).

Also in order to meet the high demand for skilled welders, Local 263 (Dallas/Ft. Worth) used IMPACT funding to purchase welding booths for a new apprenticeship school.

RAB VI used IMPACT funding to assist participants with the National Commission for the Certification of Crane Operators (NCCCO) Rigger Level 1 and Rigger Level 2 certifications.

Training For Your Success:

- Safety Trained Supervisor – Construction® (STSC®) Training Course, Houston, September

Leading Ironworkers and Contractors Toward the Future:

- Gulf Coast Business Development Initiative Quarterly Contractor Meetings, Houston, January, May and October
- Gulf Coast Business Development Initiative Meetings, Houston, January, May and October

RAB VII North Central

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

\$193,578 Worth of Investments in You:

IMPACT granted funds to the Iron Workers District Council of North Central States to assist with obtaining Electric Power Research Institute (EPRI) Rigging certification for members and training centers. Nuclear facilities in Michigan and Wisconsin require this certification in order to work on these jobsites.

Local 25 (Detroit) used IMPACT funding to print "The Raising Gang," a manual used for apprentice and journeyman upgrading programs. The manual is a collection of best practices for steel erection.

IMPACT also funded the costs of Management and Unions Serving Together (MUST) safety modules for Locals 8 (Milwaukee) and 25 (Detroit). The uptick in work at auto plants requires members to have MUST certification. In addition, the certification modules need to be renewed every 4 years.

Training For Your Success:

- RAB VII Off the Job Accident Program Webinar, July
- Safety Trained Supervisor – Construction® (STSC®) Training Course, Des Moines, Iowa, September



Iron Workers District Council of Texas and Mid-South Apprentice Competition competitor is greeted by his children after completing a competition event.



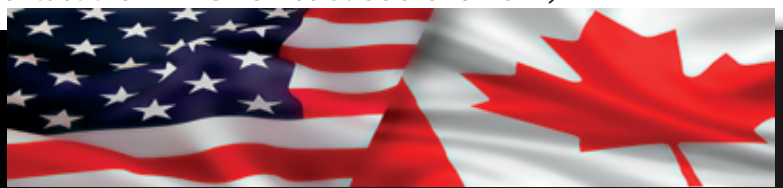
Iron Workers Local 512 (Twin Cities, Minn. and St. Paul, Minn.) and Danny's Construction Company topped off the U.S. Bank Stadium for the Minnesota Vikings in 2015.

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

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RAB VIII Rocky Mountain

Michael Baker, Labor Co-Chair
Jeff Green, Management Co-Chair

\$78,334 Worth of Investments in You:

This year RAB VIII utilized its funds to assist in upgrading training facilities across the region. Local 732 (Pocatello, Idaho) used funds to install new welding machines to better train welders and apprentices.

Locals 24A (Denver) and 495 (Albuquerque, N.M.) used IMPACT funds to upgrade welding fume extractors.

Local 24A also received an IMPACT grant for a structural mockup to better equip the training center and meet training goals.

Local 21 (Omaha, Neb.) used IMPACT funding to install a metal building mockup to best train ironworkers and apprentices.

Training For Your Success:

- Getting Paid, Denver, February



Iron Workers Local 21 (Omaha, Neb.) helped to build the Highland Wind Farm in Primghar, Iowa. It is the state's largest wind farm, with 214, 2.5 mega watt general electric turbines.

RAB IX California & Vicinity

Don Zampa, Labor Co-Chair
David McEuen, Management Co-Chair

\$871,806 Worth of Investments in You:

RAB IX used IMPACT funds to institute the Off-The-Job Accident Program for all members in Nevada and Arizona.

RAB IX also used IMPACT funds to host "Survival of the Fittest" industry events for all 3,200 apprentices in the region. These events introduced the apprentices to the construction industry and provided productive ways of thinking.

In addition, RAB IX sent 45 female ironworkers to the Women Building the Nation Conference through an IMPACT grant. The Women Building the Nation Conference is hosted by the State Building & Construction Trades Council of California and seeks to empower women working in the building trades across the country.

Training For Your Success:

- Getting Paid, Benicia, Calif., January; Anaheim, Calif., February
- Safety Trained Supervisor – Construction® (STSC®) Training Course, Benicia, Calif., February and June; La Palma, Calif., August

Leading Ironworkers and Contractors Toward the Future:

- Survival Of The Fittest Apprentice Event with Mark Breslin, Pasadena, Calif., March; Phoenix, March; Sacramento, Calif., September; Norwalk, Calif., October



First meeting of the San Joaquin chapter of the Metal Building Contractors & Erectors Association (MBCEA).

(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



Reinforcing Steel being placed by Rainier Steel on the SR 520 Floating Bridge Project in Seattle.

\$192,849 Worth of Investments in You:

RAB X used IMPACT funds to install structural mockups in all local training centers, including Locals 14 (Spokane, Wash.); 29 (Portland, Ore.); 86 (Seattle); and 751 (Anchorage, AK).

Local 751 also used IMPACT funds to upgrade welding machines and purchase a forklift for their Training Center.

RAB X used IMPACT grant money to further strengthen the mobile/tribal-based training in the Pacific Northwest.

Training For Your Success:

- Getting Paid, Seattle, January
- Shop Supervisor Training Course, Portland, Ore., November
- Safety Trained Supervisor – Construction® (STSC®) Training Course, Seattle, December

Leading Ironworkers and Contractors Toward the Future:

- RAB X Executive Committee Meetings, Portland, Ore., April; Spokane, Wash., July
- RAB X Meeting, Seattle, December

RAB XI Western Canada

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

\$300,418 Worth of Investments in You:

IMPACT provided funding to support the Waiward Steel – Iron Worker Competency Program in Edmonton, Alberta. An onsite training facility next to the shop office will facilitate position-specific training and testing for employees, including Local 771 (Regina, Saskatchewan) ironworkers.

The RAB also promoted the ironworking trade at the August 2015 Skills Canada Competition in Saskatoon, Saskatchewan. A fabricated beam allowed youths to walk, and a booth provided information on how to get involved.

In addition, an IMPACT grant sponsored the collection of accurate data from owners and industry that will establish the union contractors/ironworkers market share on industrial work in Western Canada.

Training For Your Success:

- Superintendent Training Course, Calgary, Alberta, March; Edmonton, Alberta, December
- Safe, Sober, Secure, Victoria, British Columbia, November
- The Job Profits Program, Victoria, British Columbia, November

Leading Contractors and Ironworkers Toward the Future:

- RAB XI Executive Committee Meeting, Victoria, British Columbia, November



Local 97 (Vancouver, British Columbia) Mobile Training Trailer purchased with help from IMPACT.

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



RAB XII Ontario

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

\$283,264 Worth of Investments in You:

RAB XII was awarded a supplemental grant to fund the Canadian Branding Initiative on behalf of Canada's ironworkers and their contractor partners. It's purpose is to establish a belief that the union ironworker is the best way to get things built safely, efficiently and durably.

IMPACT sponsored Harris Rebar's newly developed Reinforcing Leaders training program, designed to enhance skills and insights to assist in leading teams to achieve results and strengthen the reinforcing steel industry.

IMPACT contributed funding for improvements to the Regional Training Center in Toronto to double its capacity.

Training For Your Success:

- The Job Profits Program, Toronto, Ontario, September
- Leadership Strategies for Contractors, Toronto, Ontario, December

Leading Contractors and Ironworkers Toward the Future:

- RAB XII Executive Committee Meetings, Toronto, Ontario, April, September and December

RAB XIII Eastern Canada

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



The Local 764 (St. John's, Newfoundland) Training Center officially opened in September.

\$58,287 Worth of Investments in You:

The RAB provided funding for Local 752 (Halifax, Nova Scotia) to participate in the "Build Right Nova Scotia" initiative promoting contractors and unionized tradespeople and emphasizing the importance of hiring unionized contractors for a safe work environment and strong economy.

IMPACT funds helped sponsor the Canadian Branding Initiative, "Better People – Better Built," aimed at increasing the visibility of Canadian IMPACT participants.

The region reimbursed costs associated with purchasing a new rebar bender and 14 welding machines for the new Local 764 (St. John's, Newfoundland) training center.

Leading Contractors and Ironworkers Toward the Future:

- RAB XIII Meeting, St. John's, Newfoundland, March
- RAB XIII Executive Committee Meeting, St. John's, Newfoundland, September
- RAB XIII Executive Committee Meeting, Halifax, Nova Scotia, December



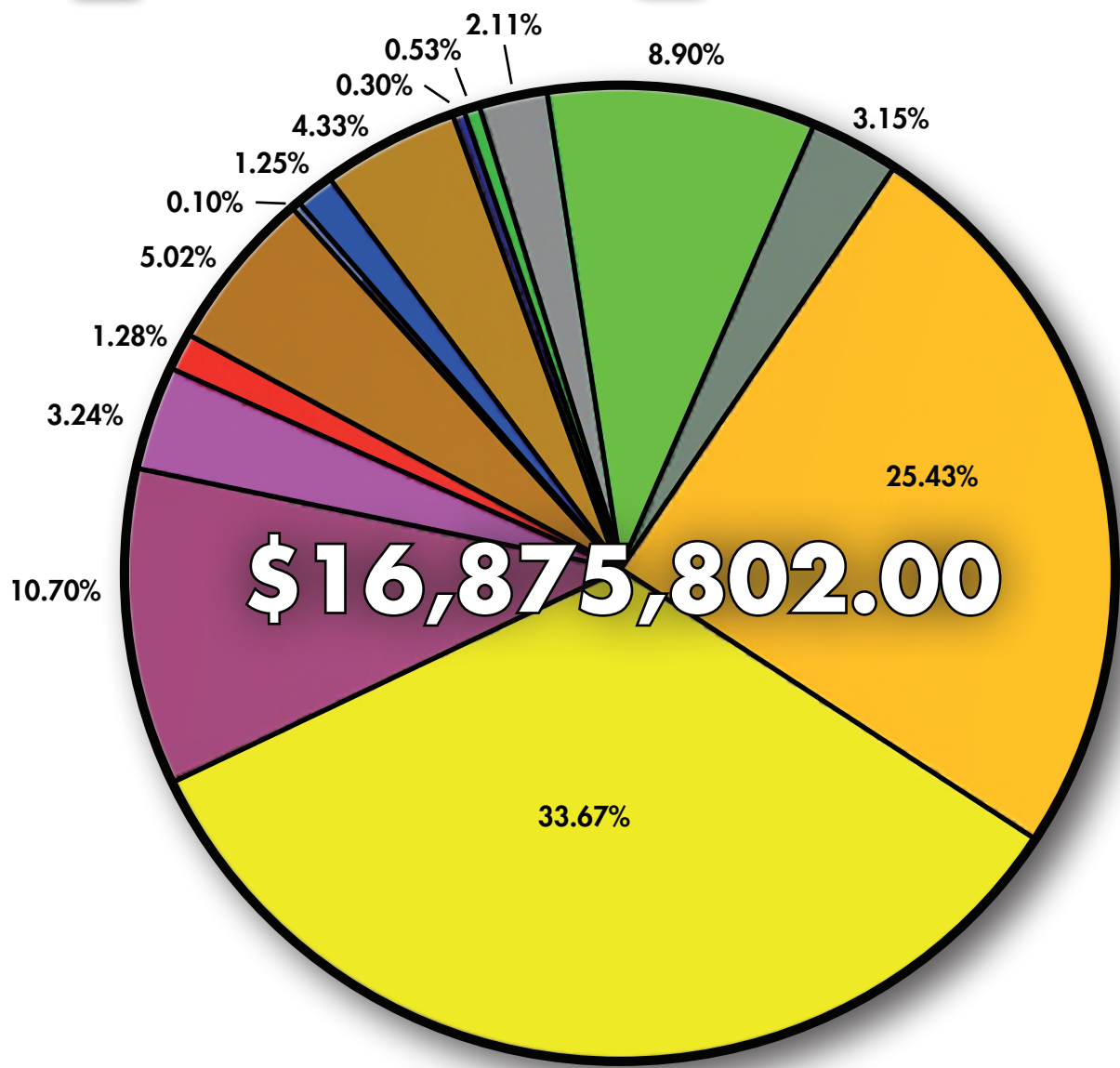
Local 721 (Toronto, Ontario) ironworkers working on the Regional Training Center in Toronto.

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



2015 EXPENDITURES

- PREVAILING WAGE COMPLIANCE**
- APPRENTICESHIP & TRAINING DEPT.**
- OFF-THE-JOB ACCIDENT PROGRAM**
- RAB / SUPPLEMENTAL GRANTS**
- SHOP DEPT. / REINFORCING DEPT. / CERTIFICATION PROGRAMS**
- DRUG-FREE WORKFORCE**
- TRANSPORTATION WORKERS IDENTIFICATION CREDENTIAL (TWIC)**
- SAFETY & HEALTH DEPT.**
- ONLINE TRACKING SYSTEMS**
- SAFETY TRAINED SUPERVISOR CONSTRUCTION® (STSC®)**
- MARKETING / PR**
- CONTRACTOR TRAINING**
- BUSINESS DEVELOPMENT (GULF COAST)**
- MOBILE TRAINING TRAILERS**



Building North America

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PROJECT OF THE YEAR

At the Iron Workers/IMPACT Annual Meeting in 2015, IMPACT rolled out a brand new opportunity: the Project of the Year Award. Winners of this award exemplify safety, creativity and innovation and serve as benchmarks for other projects.

Ted Sheppard of the DuRoss Group; Tad Kicielinski, former general vice president of the Iron Workers; and Eric Waterman, founding CEO of IMPACT, selected the winners. They critiqued each submission on the safety, complexity and ingenuity used to achieve success.

Pangere Corporation took home the top award. In order to maintain the safest conditions and ensure no disruption to production at the ArcelorMittal plant, communication was required between all members of the work team for Pangere and Iron Workers Local 395 (Hammond, Ind.). This was the key to avoiding the dangers of hot metal splashes and moving equipment. Pangere held meetings with all ironworkers before each shift to discuss changes in the environment and potential hazards. In addition, Pangere sent ironworkers to the Construction Advancement Foundation, a local training facility, for additional safety courses.

"With the collaborative effort of our company, Pangere Corporation, as well as the Iron Workers Local 395 and the engineering department at ArcelorMittal, this came to fruition," said Project of the Year Award recipient Scott Fritz, project superintendent and ironworker from Local 395. "The fact that this came together with zero injuries—not even one cut finger—was amazing. I am very proud of that," he added.

Each of the ten finalists were recognized at the conference and given a few minutes to speak about their projects. The finalists were:

American Bridge Company/Iron Workers Local 10 (Kansas City, Mo.)
Bennett Steel Inc./Iron Workers Local 584 (Tulsa, Okla.)
Berlin Steel/Iron Workers Local 399 (Camden, N.J.)
CCB Inc./Iron Workers Local 7 (Boston)
MetCon/Iron Workers Local 808 (Orlando, Fla.)
Pacific Erectors Inc./Iron Workers Local 377 (San Francisco)
Pangere Corporation/Iron Workers Local 395 (Hammond, Ind.)
SME Steel Contractors/Iron Workers Local 377 (San Francisco)
Somerset/Iron Workers Local 3 (Pittsburgh)
Walters, Inc./Iron Workers Local 752 (Halifax, Nova Scotia)

"The Project of the Year award honors the safest, most challenging projects completed in the last calendar year. Numerous contractors go above and beyond the call of duty to not only provide safe conditions for their workers on challenging jobs with unique circumstances, but to also demonstrate ingenuity and creativity. These projects serve as benchmarks moving forward," said IMPACT CEO Kevin Hilton.



Iron Workers Local 395 (Hammond, Ind.) and Pangere Corporation worked diligently to maintain 100 percent safety compliance on this project for ArcelorMittal.



Walter Wise, Iron Workers; Bill Brown, Ben Hur Construction; Anthony Pangere, Pangere Corporation; Bill Rathjen, Pangere Corporation; Ronald Ware, Jr., Local 395 (Hammond, Ind.); Scott Fritz, Pangere Corporation; Mike Mabaffey, ArcelorMittal Steel; and Kevin Hilton, IMPACT accepting the first Project of the Year award.



A Look Back...

The 2015 Conference: **FEEL THE ENERGY**



Competitors from the 2014 Apprenticeship Competition attended the 2015 Annual Meeting with Iron Workers and IMPACT leadership.

The North American Iron Workers/IMPACT Labor-Management Conference is IMPACT's grand showcase, where ironworkers exhibit their expertise—unparalleled safety, unmatched quality and stellar productivity—to construction industry leaders.

More than 1,000 ironworkers, contractors and owners gathered for the three-day conference focused on reinforcing business ties in one of the nation's most iconic building trades.

The conference theme was electric—"Feel the Energy"—and the attendees certainly felt the energy! Attendees all agreed that more and better training, incentives for safe behavior and more consequences for unsafe behavior would have the greatest positive impact on improving safety for ironworkers, and breakout attendance demonstrated that.

A buffet of breakout and training sessions covered topics including:

- Work opportunities in the reinforcing industry
- Crafting locals' images through creative strategies and tactics associated with getting contractors more work
- Contracting with Government Agencies and General Contractors for Small Businesses
- The Safety Trained Supervisor - Construction® (STSC®) Certification Program

With the valuable takeaways from these sessions, ironworkers and contractors can be at the forefront of innovation in the industry.

"Our strength as an organization lies in the incredible commitment to innovation by our leadership," said Bill Brown, chairman of Ben Hur Construction Company and management co-chair for IMPACT. "The level of interest we saw in IMPACT at the 2015 Annual Conference is truly a testament to the value of our programs."

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COMMITTED TO SAFETY & QUALITY



Patrick Duffy, Tampa Electric Company; Egon Larsen, Air Products & Chemicals, Inc.; Michael Mabaffey, ArcelorMittal, USA; Desmond Tranquilla, Nalcor Energy; and Jan Tuchman, ENR, participate in an owner panel discussion.



IMPACT Management Co-Chair and Ben Hur Construction Chairman Bill Brown; BCSP President CeCe Weldon; and Former IMPACT Labor Co-Chair and Iron Workers General President Emeritus Walt Wise sign a collaborative partnership agreement.



IMPACT Director of Marketing, Branding, Communications and Creative Services Joe Matos leads a jam-packed breakout on maintaining public image and branding.

"It is an industry event. Each year our attendance has grown," said Iron Workers General President and IMPACT Labor Co-Chair Eric Dean. "This is the must-attend industry event."

"I greatly appreciate the Iron Workers commitment to safety in all aspects of their work," said Director of Construction Services for Ford Motor Company Ron Koshewitz. "I especially appreciate the commitment to safety and always look forward to hearing the Iron Workers speak passionately about the goal of zero fatalities."

"I was delighted to see the high turnout of participants: a healthy blend of owners, contractors, Iron Workers representatives, training coordinators and, most of all, the apprentices," said Executive Director of Canadian Affairs for the Iron Workers Darrell LaBoucan. "The networking evening was absolutely awesome. Where else would a person have an opportunity to meet so many influential people in the ironworking industry?" he added.

Jeffrey Hansler, author of "Sell Little Red Hen! Sell!," addressed the crowd as the keynote speaker. In his keynote, "Change in the 21st Century Construction Industry," Hansler addressed the crowd with ways to change that yield market share growth, using expert skills of observation, communication, decision-making and persuasion. Hansler instructed the attendees to be "Change Masters," a way of thinking for which Hansler advocates. "Gaining acknowledgement for the necessity of change, taking quick action in preparation for changes, and gathering the resources necessary to deliver successful changes are qualities possessed by a Change Master," says Hansler.

Competitors from the 2014 Apprenticeship Competition were also in attendance at the conference. "It was a great opportunity and honor to be invited to the conference," said Skip Singley, journeyman ironworker and 2014 Apprenticeship Competition participant from Local 22 (Indianapolis, Ind.). "I personally feel that every attendee and staff member I was fortunate enough to interact with was passionate about IMPACT and the great things that have and can come from it," he added.

Attendees of the 2015 Annual Conference saw the formal signing of the partnership between the Board of Certified Safety Professionals (BCSP) and IMPACT. This collaborative partnership to advance safety in the field is the second of its kind. Iron Workers General President Emeritus Walt Wise, Ben Hur Construction Co. Chairmain Bill Brown and BCSP Board President CeCe Weldon signed the agreement at the opening of the general session on Tuesday, February 24, 2015.

While the partnership is now official, all organizations involved have made previous commitments to worker safety. As part of the agreement, BCSP, the Iron Workers and IMPACT have committed to using their collaborative efforts to advance the safety of members and signatory contractor personnel, providing career opportunities and safe working conditions for ironworkers.

Also during the conference, the Iron Workers and IMPACT honored Zero Incident Safety Award winners and the first-ever recipient of the Project of the Year award.



A FEW FACTS ABOUT THE SAFEST, MOST QUALITY-CONSCIOUS AND PRODUCTIVE IRONWORKERS IN THE WORLD. THIS IS OUR STORY...

3,000

Contractors

157

Training Centers

6,941

Certifications In 2015

13,331

Certified Ironworker Welders

19,505

Apprentices And Trainees

130,000

Ironworkers

AND WE'RE STICKING TO IT.

These numbers speak for themselves and we're just getting started. Thousands of hours of classroom and field training are provided to create the safest, most respected and sought after Ironworkers on the planet. North America is constantly changing its landscapes and skylines. We are right there everyday on the front lines building and training our skilled labor force to answer the call today and for years to come. Our contractors and ironworkers are hired to build the most famous structures on earth. Rest assured, your project will be in great hands.



www.impact-net.org



www.ironworkers.org

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