



**2003 ANNUAL REPORT  
INDUSTRY ADVANCEMENT PROGRAM  
of  
THE ASSOCIATED GENERAL CONTRACTORS OF AMERICA,  
GREATER DETROIT CHAPTER INC.**

***Introduction***

2003 was a year of doing more with less in managing the funds provided by the Industry Advancement Program of the Associated General Contractors, Greater Detroit Chapter, Inc. (AGC).

Since its establishment in 1972 your Industry Advancement Program (IAP) has been a significant source of funding for important programs benefiting the entire construction industry. Under the sponsorship of the AGC, contributions from AGC members and independent contractors who are signatory to AGC collective bargaining agreements, provide funds for interactions with owners, safety training and awareness, apprenticeship training, educational programs, EEO programs and a host of other activities, which benefit our industry.

The activities of the IAP also foster cooperation between the various segments of our industry, such as Architects, Engineers, Employer Associations, Owners and Owner Groups, Professional Service firms and Contractors. The IAP also helps promote an improved image of our industry and its achievements in the mind of the general public.

These activities are financed through contributions by employers pursuant to collective bargaining agreements between the AGC and various building trades unions. The unions are the Carpenters, Cement Masons, Laborers, Operating Engineers, and Teamsters.

AGC is committed to maintaining strong and cooperative relations with these unions, and our partnership over the years is one of the hallmarks for which the AGC, Greater Detroit Chapter is known.

### **2003 ACTIVITIES**

During the year, existing programs were enhanced and many new activities were undertaken which added value to the strong relationship between AGC and labor while strengthening the construction industry in southeast Michigan:

**Accident Prevention:** The IAP continues to provide valuable safety services to the construction industry, including safety seminars, on-site consulting, workshops, DVDs, videos, posters and recognition awards. AGC's safety director works closely with the safety staff of contractors' in developing safety manuals and materials, as well as in providing specialized training.

Safety seminars, which provide relevant and timely safety information, are offered to key jobsite personnel such as superintendents, project managers and safety directors. Several hundred people were trained in safety seminars during 2003. AGC also assisted contractors in understanding and complying with OSHA and MIOSHA requirements and were involved in planning and implementing the Twelfth Annual Michigan Construction Safety Day. The protection of the construction workforce and uninterrupted workflow on projects are paramount.

AGC also played a critically important role in working with Management and Unions Serving Together (MUST) and the Great Lakes Construction Alliance (GLCA) in shaping a new safety awareness training program for the construction industry of Southeast Michigan.

**Apprenticeship:** AGC provided leadership and direction to the Carpenter, Cement Masons, Operating Engineer and Laborer apprentice/training programs. AGC representatives serve as trustees on these committees. Building a stronger construction workforce through quality apprenticeship programs is an ongoing pursuit of AGC and labor.

AGC trustees also serve on other labor-management groups which protect pensions, health care and other benefits for workers in the organized construction industry. Protecting these benefits also helps to promote construction careers as a good way in which to make a solid living and raise a family.

**Education:** AGC puts supreme importance on the professional development of the construction workforce. IAP funds are used by the Education and Professional Development Committee to assist college students who have chosen construction careers and to develop continuing education programs for those already working in the industry. During 2003, the Committee gave its eleventh O. L. Pfaffmann Construction Industry Scholarship Award and second Thomas E. Dailey Construction Leadership Award to outstanding undergraduate students who are pursuing construction-related college degrees. This year's winners received \$2,000 awards. AGC works closely with AGC Student Chapters at Eastern Michigan, Lawrence Technological and Wayne State universities. Chapter staff and contractors are involved with advisory committees at each of these schools.

One hundred and seventy one students, 70 contractors and 15 faculty from universities throughout Michigan participated in the annual Student Contractor Awareness Night, which the AGC Greater Detroit Chapter jointly sponsors with the Michigan Chapter AGC.

Supervisory Training Program (STP) courses, each consisting of ten evening sessions, were offered on the topics of Accident Prevention & Loss Control, Problem-Solving & Decision-Making, Managing the Project: The Supervisors Role, and oral and Written Communication.

A sampling of other education programs offered in 2003 includes Advanced Rigging, Best Contractor Practices, Labor Relations Essentials, Mold Concerns, as well as insurance, bonding, business development, diversity, and environmental issues.

**Equal Employment Opportunity:** The Equal Business and Employment Opportunity Committee interacts with local and state government agencies, industry-related associations and labor organizations in continuing efforts to promote the development of minority and female representation and entrepreneurship within the construction industry. In support of this initiative, Special Dialogue IV was held in 2003. This forum provides an opportunity for networking and discussion of issues, attitudes and expectations amongst the participants. And the Mentor-Protégé Program helps minority and female-owned contractors grow by matching them with larger firms. AGC will continue to play a role in strengthening minority and women contractors.

**Industry Relations:** The IAP plays a critical role in improving the business and working relationships of general contractors, subcontractors and suppliers with owners, architects and engineers.

AGC serves as a liaison to industry and related groups such the American Institute of Architects, Building Owners and Managers Association, Construction Employers Council, Engineering Society of Detroit, Great Lakes Construction Alliance, Management and Unions Serving Together (MUST), Michigan Society of Professional Engineers, each of the subcontractor associations as well as others. AGC also recommends contractors who are elected members of the Detroit Regional Chamber, the largest chamber of commerce in the United States.

AGC continues to track and report the volume of new construction activity and its impact on labor availability and construction firm capacity. Project delivery systems are also a focal point as AGC continues to work with industry groups to identify and implement meaningful improvements in the project delivery process.

**Labor Relations:** The IAP supports the negotiation and administration of collective bargaining agreements with the Carpenters, Cement Masons, Laborers, Operating Engineers, and Teamsters. The Official Wage List for Southeastern Michigan is an annual publication distributed to contractors throughout the region. AGC representatives serve as fringe benefit fund trustees and provide the contractors' perspective in the management of pension, health, vacation and other funds. AGC facilities and office resources were provided for numerous fringe benefit fund meetings. Regular reports are sent to contractors to keep them abreast of the latest developments in labor relations.

**Market Development:** The Marketing Committee of AGC works every day to increase the visibility and public perception of the construction industry in Southeast Michigan. Communicating the industry's contribution to employment, tax base and quality of life are at the core of the committee's mandate. Attracting favorable attention to the quality of the unionized contractor and workforce is also critical.

Communications are sent on a regular basis to regional and national media about favorable aspects of the industry in Southeast Michigan.

Its magazine, *Frontiers*, is sent to owners, industry groups, labor and elected officials. More than 1,500 unique visitors viewed the AGC web site, [www.agcdetroit.com](http://www.agcdetroit.com), each month during 2003.

Support for other industry promotion efforts is also part of the process. For example, AGC was a major sponsor of the Construction Innovation Forum and its NOVA Award competition

**Workforce Development:** Ensuring an adequate quantity and quality of skilled labor for the construction industry today and tomorrow is an important IAP goal. To that end, IAP funds are used to strengthen the image of the construction industry by exposing educators and students through the high school level to the industries many career opportunities. AGC participates in regional career and job fairs, and statewide conferences for K-12 personnel.

During 2003, AGC spearheaded an outreach campaign for the Construction Futures Program. The effort was highlighted by the placement of 110 On Site! and Build Up! kits in Lenawee, Hillsdale, Macomb, Monroe, St. Clair, Washtenaw, and Wayne counties, as well as others around the state. Training was also provided to teachers on how to use the kits for instructional purposes. In addition, staff made numerous presentations to students throughout the region on construction careers. Many AGC contractors as well as labor officials participate in and support the program. The campaign has provided the opportunity for hundreds children to learn more about the construction industry and available careers.

The year also saw a continuation of the “Construction Futures” website, [www.constructionfutures.net](http://www.constructionfutures.net). Staff also provided many presentations on construction careers to school groups and others thought the region.

### **Conclusion**

The Industry Advancement Program makes an important contribution to the growth of the construction industry in southeast Michigan. It is a benefit to contractors, labor and the unionized construction workforce.

## STATEMENT OF INCOME AND EXPENSES

### Income:

2003

#### Employer contributions in accordance with labor contracts:

Carpenters.....	\$291,421
Cement Masons .....	33,605
Laborers .....	219,643
Operating Engineers .....	88,084
Teamsters .....	<u>13,244</u>
	\$645,997
Interest Income .....	<u>5,085</u>
Total Income .....	651,082
Expenses .....	<u>712,687</u>
Excess of Expenses Over Income .....	61,605
Cash Balance at Beginning of 2003 .....	197,661
Cash Balance at End of 2003 .....	\$136,056

*Prepared by The Associated General Contractors of America, Greater Detroit Chapter, Inc.*