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**Alabama AGC Takes
Work Zone Safety
Awareness to the
Next Level**

**2021 Construction Hiring and
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811**

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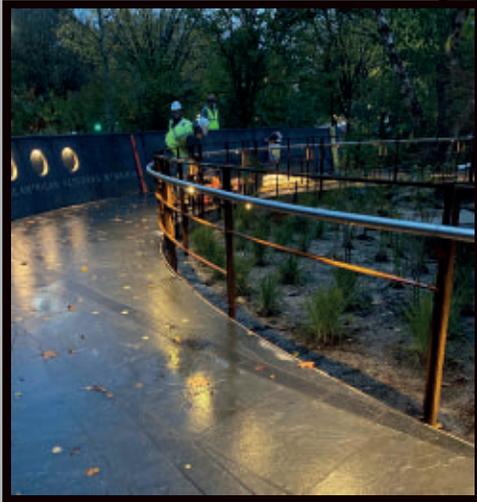
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Billy Norrell, Chief Executive Officer,
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The Second Century of Alabama AGC Begins with Optimism

As we recognize the one-year anniversary of the beginning of the pandemic, I think it's important to reflect on many of the activities that have taken place at your Alabama AGC during the past 12 months. This time last year we were just coming out of our national convention in Las Vegas and there was discussion of a flu-like sickness in other parts of the world, but not yet in the United States. Three weeks into March everything shut down. Beaches, restaurants, entertainment venues, schools, employees going to their offices and yes, even construction sites. We began the immediate process of working with Governor Ivey to express our deep desire to keep construction as an essential element of the economic health of the state. Fortunately, we were successful in doing so.

Our Alabama AGC member companies continue to operate while implementing strict safety protocols and adhering to all national policies to assure the safety of the workers and the public. Your association operated with its staff remotely while still providing much-needed information to its membership and guidance for construction sites as well as employees throughout all levels of the industry. A priority was issued to develop a vaccine, so today anyone who wants to be protected against COVID-19 has that opportunity.

Since the beginning of the year, in person meetings are becoming more and more frequent and attendance is increasing as restrictions on the number of attendees are relaxed. It's becoming evident that our membership is excited about seeing each other face-to-face

and we will continue to offer these opportunities as the economies throughout the country continue to reopen.

Now we are facing the challenges of a new year and the opportunities that come with it. A new administration is proposing an aggressive infrastructure opportunity, but the devil is in the details. We are working with AGC of America to determine the contents of the legislation and see what we can do for America's contractors.

The second century of Alabama AGC begins with our BuildSouth awards in April and our annual convention in June, and we encourage you to become more involved with your association. Opportunities are available for anyone who wants to volunteer to get more plugged in to what we do here at Alabama AGC, and we welcome your input to help determine the direction of your organization.

As we embark on our next 100 years at the Alabama Associated General Contractors, we thank all of you who have joined us in our first century. The purpose of the association is to serve its membership, and we work to fulfill that responsibility every day. Our programs and networking events provide the contracting community with some of the best relationship building opportunities that exist in the industry. We hope you will encourage your colleagues in the industry to take a look at Alabama AGC and have them join the team. We are here for you for the next 100 years and look forward to the partnership. Thank you for all your support. Let's welcome the second century of Alabama AGC on a positive note.

As we embark on our next 100 years at the Alabama Associated General Contractors, we thank all of you who have joined us in our first century.

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DRIVE SAFE. WORK SAFE. SAVE LIVES.

Alabama AGC Takes Work Zone Safety Awareness to the Next Level

National Work Zone Awareness Week took place April 26-30, 2021. In addition to participating in this national event, Alabama AGC designated April as Work Zone Awareness Month and introduced a special ambassador to help get the message out in a surprising way.

Last year AGC of America released its 2020 survey highlighting the dangers that workers face in highway construction. Based on their findings, AGC called for new measures to protect motorists and workers at highway construction sites. They also issued a crucial reminder: the easiest way to improve work zone safety is to get motorists to slow down, keep their eyes on the road, and stay **off** their phones.

Even though many people are not involved in building roads, most are driving on them regularly – commuting to and from work, taking road trips, and even operating company vehicles. Therefore, Alabama AGC’s message to drivers is incredibly important: Highway workers and their families depend on YOU to slow down and stay alert when driving through their work zones.

Many firms, agencies, organizations and associations have begun to participate annually during National Work Zone Awareness Week in an effort to bring national attention to motorist and worker safety, as well as to highlight mobility issues in work zones. In Alabama, activities include

posting newsletter articles, giving poster presentations, conducting safety stand downs, and placing billboards alongside the highways. Many of these activities are coordinated by the Alabama Struck By Alliance (www.theconstructioncenter.org/struck-by-alliance-alabama).

Alabama AGC dedicated the full month of April to this initiative – and to help get this important message out to motorists and workers, the association recruited “Millie,” a Labrador Retriever owned by Morris King with Vulcan Materials, to be the official “Work Zone Safety Spokes Dog.”

King observed that safety posters are often overlooked and seldom discussed on job sites, plants, or offices. He offered to help create a series of messages that could capture the attention of both motorists and workers by featuring his “service dog,” Millie. And with that, ALAGC’s safety campaign hit the ground running. Millie has now posed for a series of photos which are being used on Alabama AGC’s safety posters and Work Zone Awareness social media campaign, and she is also being featured on this year’s

Work Zone Safety billboards throughout the state. She’s been an inspiration while she’s climbed on dozers and excavators, posed in front of and behind construction safety signs, and more – often while wearing a hard hat and/or safety vest.

Charlotte Kopf, manager of the Mobile Section Alabama AGC Office, led the charge, working closely with Morris to get the campaign off the ground and make it a resounding success. On the following pages, we hear from Charlotte and Morris, who share some details about the campaign and talk about their passion for bringing awareness to motorist and worker safety.

“We want the drivers to think about whether that text message or phone call is worth it.”

– Charlotte Kopf



10 Questions About Work Zone Safety

with

Charlotte Kopf

Manager, Mobile Section Alabama AGC Office

Morris King

Associate President, Mobile Section Alabama AGC Office

“Whether you are driving or standing on a highway, you are almost always 3 to 5 feet away from death. Distracted drivers and speed kills.”

— Morris King

1. TELL US A LITTLE ABOUT YOURSELF.

Charlotte Kopf: I've been involved with the construction industry for 46 years. One of my passions within AGC is helping promote safety to our industry.

Morris King: I worked construction and site work jobs throughout high school and college. After graduating college, I have been in Contractor Sales for 34 years. The last 23 years have been with Vulcan Materials, where I have been heavily involved in road building, site work, the AGC, and Roadbuilders Associations. Currently I am the Vulcan's Southern Gulf Coast Area Sales Manager selling aggregate in Louisiana, Mississippi, Alabama, and the Florida Panhandle.

2. WHY ARE YOU PASSIONATE ABOUT WORK ZONE SAFETY?

MK: If you have ever stood on the side of a highway work zone job and experienced drivers speeding by at 55 to 60 miles per hour, you get passionate about work zone safety pretty quickly. Whether you are driving or standing on a highway, you are almost always three to five feet away from death. Distracted drivers and speed kills. My niece, Emily Daye, died at the fault of another driver crossing the centerline due to impaired driving. A personal friend, Marshall Walton, was struck and killed in a work zone by a driver who was not paying attention to the roadway. Locally, the lives of other workers were taken due to negligent driving in work zones. Lives are taken and families are changed when drivers are negligent.

CK: Over 20 years ago, I was contacted by one of my members who had experienced three work zone accidents caused by motorists, asking me to help put together information that could help with

Struck By Accidents and work zone awareness. Meetings were scheduled with OSHA, along with several other members who had similar potential for accidents. The group grew to become state-wide, including a number of entities such as ALDOT and FHWA, and eventually the Struck By Alliance was created. This group soon focused on the National Work Zone Awareness campaign held annually in April, prior to the heavy traffic of summer. Each year, we try to bring attention to specific dangers of construction work zones. Sadly, in the past three years we have lost three more members to work zone accidents in the Mobile area. I want to see this trend move downward, but with the number of people speeding through work zones while texting, I'm afraid it will only increase. I hope that our messages can just bring attention to the problem, and if we can save just one life, we have succeeded.

3. TELL US MORE ABOUT THE INSPIRATION FOR THE MILLIE BILLBOARDS CAMPAIGN.

CK: We wanted a fresh perspective to bring attention to Work Zone Awareness. Lamar Advertising has been gracious to donate several billboards each year to the Struck By Alliance and we thought about photographing a group of children on construction equipment with the message, “Would You Slow Down if You Saw Us On the Road?” or something to that effect. However, COVID hit and we couldn’t get a group of children together, especially gathered on one piece of construction equipment. One of our members, our Associate President Morris King with Vulcan Materials, had trained his hunting dog as a therapy dog and offered “Millie” for our use to help create a social media campaign. So, Morris and I began photographing Millie with a hard hat and wearing a safety vest climbing on construction equipment and in other construction related venues, all conveying the message of Work Zone Safety. Our goal was to raise public awareness to this issue and to include as many people as possible, including City, County, and State officials, who can share this information. The more motorists who see it, the better.

MK: Since we could not get children involved in the photos, we decided to try the next best thing that pulls at people’s hearts: a dog. Millie is comfortable and calm in almost any setting and will wear hard hats, vests and safety glasses. Safety posters are often boring and overlooked. If we dress Millie up in PPE and take pictures on equipment, we can stir interest and conversation. Although the poster might be a little funny, the idea was to get people to notice the message and talk about the poster. The old saying, “If you see something, say something:” insert a little dog with a hard hat and now you have, “Did you see the dog wearing the hard hat on the bulldozer?” If people are talking about the poster, they are talking about safety.

5. WHAT DO YOU LOVE MOST ABOUT THIS UNIQUE WORK ZONE AWARENESS CAMPAIGN?

CK: I love working with Millie and Morris and trying to find a way to communicate in a meaningful and creative way the importance of DRIVING UNDISTRACTED THROUGH WORK ZONES. Hopefully this media campaign will make drivers stop and think about the tragic consequences of their choices.

MK: The main focus for Millie and me is to bring awareness to Work Zone Safety. We want people to take responsibility in work zones. It’s important for the workers and the general public to focus and be vigilant in work zones. Lives depend on everyone participating.

6. WHAT ELSE IS INVOLVED WITH WORK ZONE AWARENESS MONTH?

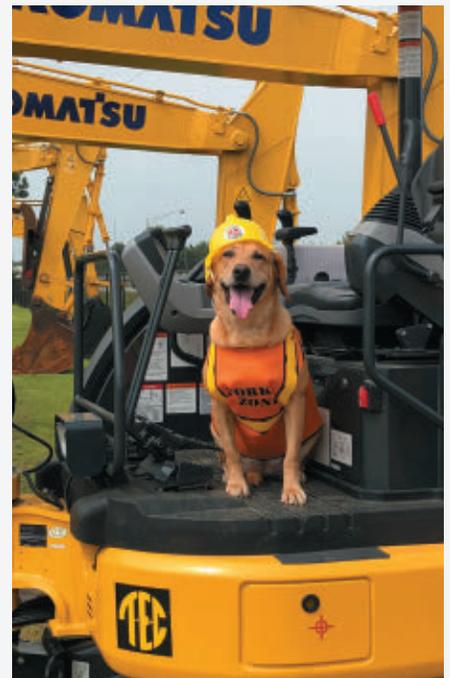
MK: Social media blast and sharing posts. Encouraging and empowering every employee to stop work if an unsafe condition exists. Every company meeting starts with a safety topic. It can be a one-minute statement or a 15-minute discussion. Job site and company-wide Safety Stand Downs. The point is to get people thinking about safety.

CK: Each year we work with ALDOT to host a press conference to bring our message to the media. We are also posting different photos each week to open new conversations. We also encourage our members to host a tool box talk about work zone safety anytime during the month of April.

4. WHAT HAS THE REACTION BEEN SO FAR?

MK: The reaction has been good. Millie is also a therapy dog. She works in the Surgical Trauma Intensive Care Unit at USA Health Hospital and also at Saad Hospice Inpatient Retreat in Mobile. When we walk into a hospital room or the ICU, heads turn and conversation is diverted to the dog in the hospital. Patients and families’ lives are changed because Millie offers a detour from the normal activity. Relief from pain and stress arrives, but it’s just in a little different package called Millie. The same thing happens with a work zone safety campaign: posters and slogans get discussed, the picture gets shared, and lives are safer, but it’s just in a little different package called Millie.

CK: So far members and others have commented very favorably, and we have had several share the posts. People love to see dogs sending a message.



“More drivers’ lives are lost each year than construction workers to Work Zone Accidents.”

— Charlotte Kopf

7. WHAT ADVICE WOULD YOU GIVE TO DRIVERS WHO MAY NOT REALLY THINK ABOUT ROADWAYS FROM THE PERSPECTIVE OF CONSTRUCTION CREWS?

MK: I think you have to change their perspective. Think of a Roadway Work Zone like a School Zone. I would ask a question: If your family or children were standing on the side of the road, would your perspective change?

CK: It's not just the workers' lives that are at stake, but the drivers', as well. More drivers' lives are lost each year than construction workers to Work Zone Accidents.

8. ANYTHING ELSE YOU'D LIKE READERS TO KNOW ABOUT THIS AWARENESS CAMPAIGN?

CK: We hope that by sharing this information that lives can be saved, because when someone is injured or dies in a work zone accident, it doesn't just affect that one person; the families and friends of the person, and all of his/her co-workers and yes, even their dog, are changed forever. We want the drivers to think about whether that text message or phone call is worth it.

MK: Please talk about work zone safety driving habits with your employees and ask them to take the message home to their families. It's not just the workers' lives at stake; drivers also face injury and death when an accident occurs. Families' lives are changed forever.

9. How can others help spread this message throughout the year?

MK: Actions speak louder than words. Slow down and pay attention in Work Zones. Why not be the driver who puts the phone down and looks ahead in a work zone? Why not be the driver who slows down and impedes traffic in a work zone? Why not be the person who sees something and says something? Why not be the person who saves a life instead of taking a life! SET AN EXAMPLE!

CK: Please share the information we have on our Facebook page and website and encourage others to DRIVE ALERT, UNDISTRACTED, and SLOW DOWN in Work Zones.



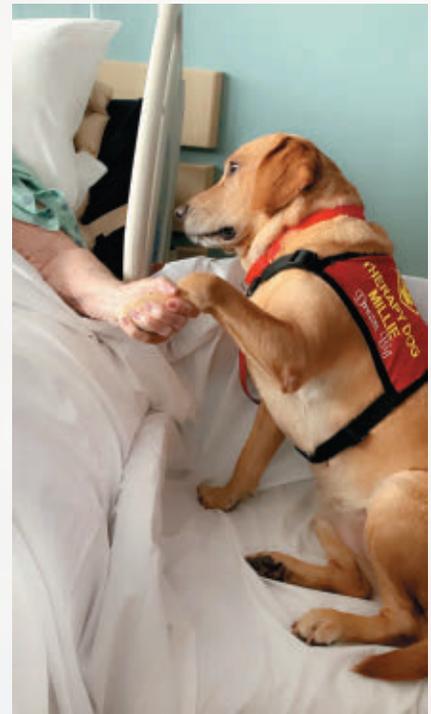
10. WHAT DO YOU ENVISION FOR NEXT YEAR - WILL MILLIE BE BACK?

CK: We have already begun discussing next year and Millie's role. So yes, I'd say she will be back.

MK: Yes! I hope to continue next year and maybe do something on a national level. Millie plans to start a family this fall so I'm sure that somehow puppies will be in the mix on next year's posters. I have a few ideas!

“Safety posters are often boring and overlooked. If we dress Millie up in PPE and take pictures on equipment, we can stir interest and conversation.”

— Morris King



National Work Zone Awareness Week (NWZAW)

is an annual spring campaign held at the start of construction season that encourages safe driving through highway work zones. Associated General Contractors of America is a sponsor of the event, which draws nationwide participation each year, including many AGC chapters. Learn more at www.nwzaw.org.





STONE

What It Takes

BUILDSouth Excellence in Safety Award-Winner STONE BUILDING COMPANY Weighs In

Each year, Alabama AGC recognizes top construction companies in the state for their accomplishments and contributions to the industry during its annual BUILDSouth Awards evening. One prestigious award is given to three highly deserving companies each year: the *BUILDSouth Excellence in Safety* award. This year, Stone Building Company took home this honor for its impressive zero-incidence rate in the Building Division, with 51,000 work hours. No small feat, this achievement is due to the company's longstanding dedication to the safety and wellbeing of its employees. We caught up with Justin Drummond, P.E., at Stone Building, LLC shortly after his recognition at the event, and asked him about the safety culture at his company. Read on to find out what he said.

What role has worker safety played in the success of your company?

Justin Drummond: Worker safety and our overall safety program have directly influenced the success and growth of our company for many years, but specifically over the last three years. In 2018, we doubled down on our commitment and focus on safety and safe work environments. We upgraded our safety program and added management personnel to our team that were directly responsible for overseeing and administering our safety management system. We are proud that in 2019, we completed the year with zero lost time incidents and zero recordable incidents across the company. This enhanced focus on safety has made a major impact on the success and growth of the company.

Do you have a specific safety training strategy in place that you follow year to year?

JD: Yes, we have three main approaches to specific safety training.

1. We have a Safety Director and Safety Manager at the company who are both OSHA 500 Certified Construction Safety Trainers and also have many other specific instructor level training certifications in areas such as Leadership Development, Excavation, Fall Protection, Confined Spaces, Scaffolding, Hoisting & Rigging, Substance Abuse/Awareness, Aerial Lifts, and First Aid/CPR. They both conduct regular training with our supervisors, employees, and project teams.
2. Our Superintendents hold training meetings with our employees every day through

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their JSA (Job Safety Analysis) meetings onsite with their direct crews working on the project that day.

3. From a corporate standpoint, we hold leadership and safety training meetings with our Project Managers, Superintendents, and Foremen twice per year. With COVID restrictions last year, we were not able to do this, but are looking forward to starting back this June with our management level training program. We typically bring in a professor from Samford's Brock School of Business to lead the instructional seminars that focus on a wide range of topics aimed at improving the leadership and management of our project teams.

Our President, Senior Managers, and Safety Director are involved in several industry organizations to stay up-to-speed with current trends in the industry related to safety management.

How have your safety practices evolved over time?

JD: Our Safety Director and Safety Manager are certified by OSHA to teach the OSHA standards and regulations. Our Safety department developed 48 different one-hour OSHA standard Powerpoint seminars to train our employees and project teams. During 2019 our safety team set up at each job site and taught 30 of these Powerpoint seminars with a 25-question test for proof of knowledge at the end of the seminar. We limited these groups during the 2020 year based on our approach to following CDC guidelines, but look forward to starting these seminars back up on our jobsites this year.

We recently started using Procure as our management software system. Each Superintendent and Foreman has an iPad to access Procure and utilize the tools and resources. The iPad & Procure are used to conduct daily jobsite safety audits and report back immediately to the project team in real time.

All new employees take an OSHA 10-hour course, a company safety orientation, and a job site specific orientation with proof of knowledge test. On completion of these items, the new

employee is issued a numbered job site hard hat sticker that helps track that all employees have been through the necessary training programs to work on our jobsites.

Are there any projects you've encountered where you were particularly glad you had a strong safety program in place?

JD: The 14 floor Protective Life Insurance Company building was built over 100 years ago. We were hired to convert the vacant building into a 96 room boutique Hilton hotel. The project had many challenges, including an exterior buckhoist, swing stages, unknown conditions encountered during demolition, and traffic control/pedestrian control. Our team developed an enhanced jobsite specific safety plan to address these concerns and setup a system of managing the plan on a daily basis. Our safety program was tested and proved to be strong when an OSHA compliance officer showed up for a random safety audit. No violations were found on any of the 14 floors and with 60 employees working on site.

What advice would you give to construction companies that are trying to improve their safety practices and programs?

JD: First, safety improvement starts with commitment from everyone at the company. This starts with the safety program director and everyone that manages the safety program daily. Second, the effort to improve safety practices and programs must be reinforced by the top level of management. For

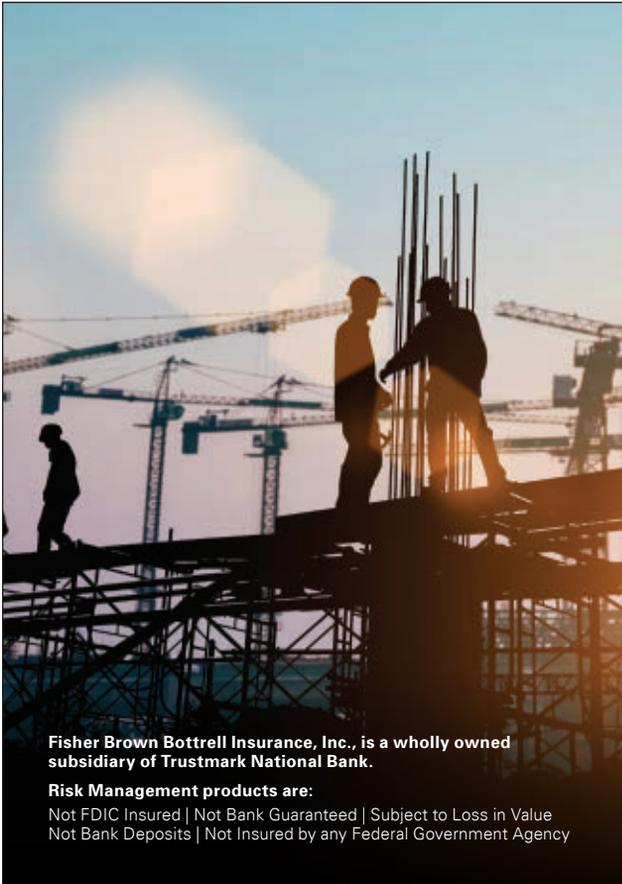
our company, bringing on someone that was specifically responsible for our safety program, performance, and practices was a major improvement in our company effort. I would highly recommend this for a company trying to improve their safety program and practice in the field. At the end of the day, it comes down to everyone responsible for safety management making a commitment to put safety as a top priority.

Congratulations on winning the BUILDSouth Excellence in Safety Award! How does it feel to receive that honor?

JD: Thank you. We are extremely grateful for the recognition of the Excellence in Safety Award. Our improvement and performance in safety over the last three years has been the result of a lot of hard work from many team members at Stone Building Company.

The improvement has also been attributable to the effort from many of our key business partners, subcontractors, and organizations like the AGC. Specifically, during 2020 and the unique circumstances that faced our industry, we relied heavily on guidance from the AGC and other leading firms in the industry for direction to navigate the challenges that our industry faced, specifically in regard to providing a safe work environment.

We are appreciative of the award and thankful for the AGC. Receiving recognition like the BUILDSouth Excellence in Safety Award fuels our energy for continuing to improve our approach to providing safe work environments and safe jobsites.



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2021 CONSTRUCTION HIRING AND BUSINESS OUTLOOK

Workforce development is needed now more than ever, as a result of the pandemic that continues to plague the industry and the globe. AGC of America's **2021 Construction Hiring and Business Outlook** report, released in January, shows that only 35 percent of respondents plan to add staff this year and more than half of contractors (54 percent) are having difficulty finding qualified workers to expand their headcount or replace departing staff.

AGC of America has made its full 2021 Construction Hiring and Business Outlook Report available online at: <http://bit.ly/2021businessoutlookreport>.

The infographic on the following pages captures some of the key findings of that report.

Below, AGC presents a summary of the year ahead, based on its 2021 report.

The pandemic is prompting many owners to delay or cancel projects, causing delays in the completion of ongoing projects and increasing the cost of construction. Most contractors expect demand for many categories of construction to shrink in 2021 and few expect the market to recover to pre-pandemic levels for more than six months. As a result, relatively few contractors plan to expand their headcount in 2021.

The pandemic has put a spotlight, however, on the need for firms to invest in new technology, both to increase their efficiency and to comply with new coronavirus safety protocols. Despite the difficult market conditions, most firms plan to maintain their current levels of information technology investments in 2021. The fact remains, however, that without some significant change in the construction marketplace, 2021 will be one of the most difficult years for the construction industry since the recession of the late 2000s. New federal investments in infrastructure – something officials from both parties repeatedly claim they support – would provide a much-needed boost for construction demand.

Federal officials should consider the economic consequences before imposing new regulatory measures. Demand for construction will be slower to rebound if businesses are hobbled by costly new mandates.

As important, federal officials should find ways to ensure that state and local funding for infrastructure and other vital construction projects remains robust during the year. Without federal support these budgets are likely to shrink in 2021, further depressing demand for construction projects and jobs.

The bottom line is that 2021 will be a difficult year for many construction firms. Some of those challenges can be offset with federal support. But by most accounts, the industry is still many months away from recovering to pre-pandemic levels.

Hiring & Business Outlook summary and infographic originally published at www.constructormagazine.com.

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Covid-19 Impact

“This is clearly going to be a difficult year for the construction industry. Demand looks likely to continue shrinking, projects are getting delayed or canceled, productivity is declining, and few firms plan to expand their headcount.”

– *Stephen E. Sandherr, AGC of America, Chief Executive Officer (CEO)*



64% Respondents who said projects are taking longer than anticipated



59% Projects that were postponed from 2020 to 2021



84% Number of respondents who indicated the impact of the pandemic on projects, workers or supply chain is a top concern

54% Respondents who said costs are higher than expected

44% Projects that were canceled and not rescheduled

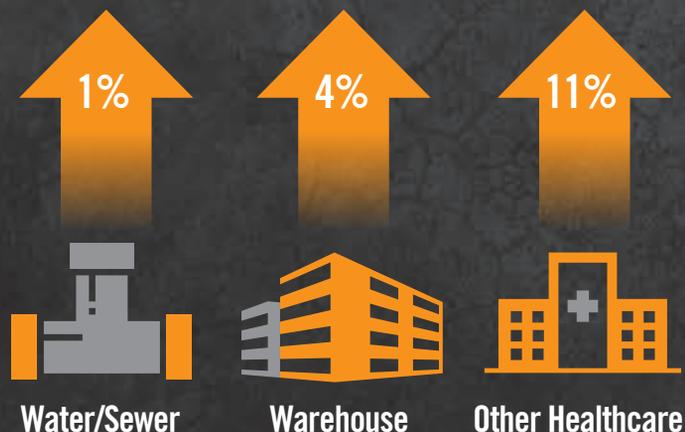
MARKET SEGMENTS

There are only three market segments with positive expectations:

HIRING



35% firms plan to increase their headcount in 2021



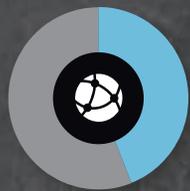
Water/Sewer

Warehouse

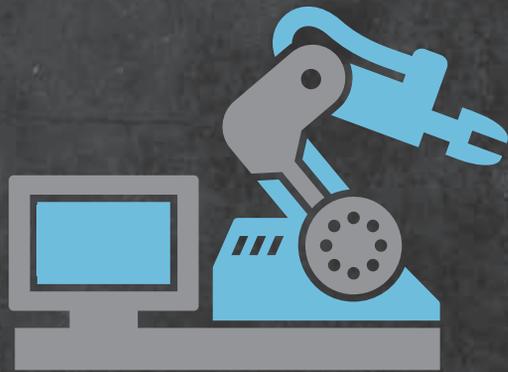
Other Healthcare

2021 Construction Hiring and Business Outlook

TECHNOLOGY

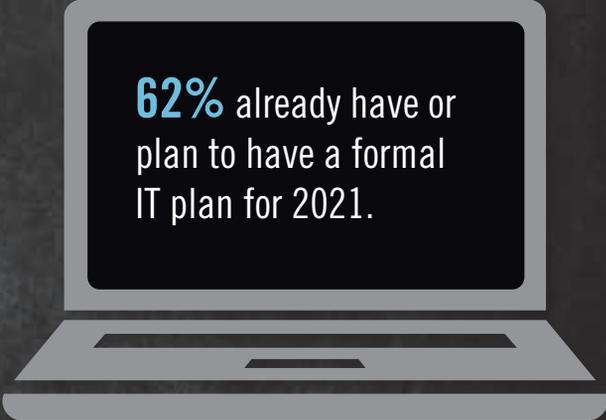


46% plan to increase their investments in information technology



TOP 5 SOFTWARE TECHNOLOGY INVESTMENTS:

1. Document management software
2. Project management software
3. Accounting software
4. Estimating
5. Human resources software



62% already have or plan to have a formal IT plan for 2021.



TOP 5 WAYS COMPANIES WILL USE MOBILE SOFTWARE TECHNOLOGY

1. Daily Field Reports
2. Employee time tracking and approval
3. Access to customer and job info from the field
4. Sharing of drawings, photos and documents
5. Access to job cost and project reports from the field

feature

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ON THE MOVE

2021 BUILDSouth Construction Awards

Alabama AGC held its annual BUILDSouth Awards dinner to recognize the best projects from the previous year and honor today's icons and industry leaders in the association. Congratulations to all of our winners!



Birmingham Section 47th Annual Eufaula Bass Tournament

A huge thank you to all our attendees and sponsors!



Mobile Section Annual Crawfish Boil and Cookout

Thanks to all for making our Annual Crawfish Boil and Cookout a success and to CLC for hosting!



Mobile Section Construction Leadership Council (CLC) Community Service Project

We are proud of Mobile Section AGC's Construction Leadership Council (CLC) for volunteering to host another community service project at The Mobile Ronald McDonald house. Thank you all for working hard tearing down and rebuilding one of their decks!



Keep up with all of Alabama AGC's upcoming section events at: <https://www.alagc.org/events>.

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