



Annual Report



Associated Construction Contractors of New Jersey

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Message from the Chair

Mark D. Hall, AIC, CPC

To succinctly sum up the Association's first full year: We were busy.

On the labor front, we started the year by establishing a formal policy to codify what we've always done: disseminate all labor-related documents to Active Members, work in partnership with the general construction trades on behalf of Active Members, and provide assistance and interpretation of the Collective Bargaining Agreement to members who assign ACCNJ bargaining rights.

We aggressively tracked the critical funding issue of multi-employer pension plans. Locally, with our labor partners, we continued to forge ahead with sensible solutions that will allow us to deliver pension and health benefits to craftworkers, while ensuring the funds' financial integrity. Nationally, we supported AGC of America and other organizations and were pleased to see national pension reform legislation pass at year's end that, while not perfect, will give deeply troubled plans the tools they need to remain solvent.

In our ongoing and fervent search for project opportunities for members, we advanced Public-Private Partnership legislation, refreshed the updated Construction Market Study to identify growing construction sectors, and joined other like-minded organizations to push for a fix to the Transportation Trust Fund. With the support of the Association's Board of Trustees, Highway and Building Division Directors and our members, staff focused on these and many other critical matters.

A special thanks to all who so generously gave of their time and expertise throughout the year. We recognize that when you're not meeting at the Association office, you're running your own companies and facing the day-to-day challenges of maintaining and growing a business in New Jersey's construction industry.

In 2015, ACCNJ will present, for members and their staff, an onsite, in-depth review of ACCNJ's services and programs. Be sure to participate and attend these programs so you can better understand how to effectively use the Association's resources to help with your business operations, planning, networking and other opportunities.

Thank you.





Message from the CEO

Jack Kocsis, Jr.

2014 marked the first full year as Associated Construction Contractors of New Jersey, following the merger of AGC of New Jersey and Building Contractors Association of New Jersey in July, 2013. With the commitment and dedication of our Board of Trustees, the Highway and Building Division Directors, and our members, we worked together on many challenging issues such as pension plan funding to negotiations on new Collective Bargaining Agreements with the Ironworkers, Operating Engineers and Teamsters.

As we predicted before the merger, our collective strength allowed us to take the lead on key contractor interests. We developed P3 legislation that, when it comes to fruition, will open new funding opportunities for construction projects while preserving existing contractor protections. We became founding members of a formidable coalition determined to solve New Jersey's Transportation Trust Fund shortfall with a sensible, long-term fix that will keep our infrastructure competitive and foster continued growth across the state.

It took very little time for ACCNJ to be recognized as a leader in the industry. The credit goes to all our members, who supported our initiatives with wise insight, candid discussion and unwavering loyalty.

While we finally began to see some recovery in the New Jersey construction industry this past year, we also saw some disastrous setbacks, such as the devastating closure of four Atlantic City casinos. In the coming year we will focus on what we as an Association can do to address these and other matters so critical to moving the construction industry forward.





Labor Relations

Policy for Providing Labor-Related Services to Members

ACCNJ established a formal policy for providing labor-related services to members, acknowledged and adopted by the Board of Trustees, which includes these directives:

1. Disseminate labor-related documents to all Active Members
2. Work in partnership with the general construction trades on issues that benefit members
3. Provide assistance with interpretation and applicability of Collective Bargaining Agreements for those members who assign their bargaining rights to the Association

2014 Contract Negotiations

In the Association's first full year following the merger, we negotiated with various trades as their Collective Bargaining Agreements expired.

Operating Engineers, Local No. 825

- Heavy/Highway Agreement expired March 31, 2014. A new three-year Agreement was reached that expires March 31, 2017.
- Building Agreement expired June 30, 2014. A new three-year Agreement was reached that expires March 31, 2017.

Ironworkers, Local Union No. 350 (Atlantic County)

- Agreement expired June 30, 2014. A new three-year Agreement was reached that expires June 30, 2017.

Teamsters, Local No. 469 & Teamsters, Local No. 560

- Agreements expired April 30, 2014. Two-year Agreements were reached that expire on April 30, 2016.

The most current version of these Agreements and others are posted on the ACCNJ website, www.accnj.org, in the members-only section. Members may also request hard copies. Also posted on the ACCNJ website's members-only section are wage rates, contract summaries, other labor information and all the bulletins we emailed to members during the current and past years.

Pension Reform

On a federal level, the pending sunset of the Pension Protection Act of 2006 at the end of 2014 placed pressure on our national organization, AGC of America, to continue to advance pension reform legislation. Throughout the year, ACCNJ was an active supporter of the AGC initiative, which was passed in the waning days of December as part of the federal spending bill. While some key items were included in the pension reform legislation, more work needs to be done to allow pension funds to make changes to

plan design that could improve funding and protect contractor liability and craftworker retirement benefits.

Locally, ACCNJ and our appointed management trustees continued to meet with Labor Trustees and fund professionals to examine further necessary changes for the plans to which our members contribute. As a result, we saw funding levels for many of the pension funds improve in 2014. We will continue to track this most important issue.

Teamsters, Local 469 Pension

The Teamsters, Local 469 Pension Fund trustees presented a proposal to the PBGC for revised withdrawal liability rules and other plan changes as the Pension Fund could face insolvency within the next few years. In late December, the PBGC approved changes that will inoculate new employers from legacy employers' withdrawal liability and cap each current employer's withdrawal liability to be no greater than the amount it was on December 31, 2012, if they remain signatory to the Agreement.

FASB Reporting

To assist Active Members in complying with FASB disclosure requirements, we issued bulletins providing information on the various Pension Funds to which members are party through Collective Bargaining Agreements, that included the official name of the plan, the EIN, plan number, the plan's zone status, whether there is a funding improvement and/or rehabilitation plan, the plan's total contributions for the year, whether there is a surcharge, and the collective bargaining agreement's expiration date that supports the plan.

Management Trustee Session

On February 25, 2014, ACCNJ hosted an educational session for management trustees appointed by the Association. ACCNJ appoints 17 trustees to more than 16 pension, health, annuity, training, and labor/management funds. Jack Widman, Dan Brennan and Mark Levensood of Susanin Widman & Brennan PC, who serve as Management Co-Counsel on several Multi-Employer Fringe Benefit Funds to which ACCNJ is party, addressed some of the changes made to Pension and Health funds over the last few years, as well as reviewed a management trustee's fiduciary responsibility.

Carpenters Training Verification Cards

ACCNJ members signatory to the Northeast Regional Council of Carpenters were notified in Spring 2014 by the Council and the Association that UBC members were issued Training Verification

Cards (TVC). The TVC uses a QR code that can be scanned on a smartphone to verify all current training, verifications and qualifications for a union carpenter. The card automatically updates itself each time the member completes a class, certification or qualification, making it a real-time record of that UBC member's training that can be instantly verified by the employer.

Carpenters Electronic Benefits System (E-Remittance)

Effective December 1, 2014, signatory contractors were able to utilize the New Jersey Carpenters Funds E-Remittance and ACH Payment Programs. The E-Remittance program allows a contractor to enter and submit a remittance report electronically, while the ACH Payment program allows a contractor to pay an electronically submitted remittance report. Contractors with large payrolls have the ability to upload their payroll information directly to the E-Remittance file following the report's required format. Only contractors reporting benefits at the standard commercial contribution rate are able to utilize the ACH Payment and E-Remittance Report programs at this time.

ELEC Market Recovery Program

ELEC, Engineers Labor-Employer Cooperative, is the Labor-Management Cooperative of the Operating Engineers, Local 825. ELEC announced its Market Recovery Program in the Spring of 2014, designed to enable signatory contractors to bid more competitively against non-union contractors by providing subsidies on specific private projects. Signatory contractors were advised about the program and the process for application.

Operating Engineers, Local No. 825's Online Reporting of Benefits

At the Highway Division Director's Meeting on August 20, 2014, Therese Edwards, Supervisor of Collections and Contributions for Operating Engineers, Local No. 825, provided a presentation on the Operating Engineers' Online Reporting System. The system was enhanced with features that promote faster, more efficient reporting, such as using previous reports to quickly create new ones, real-time processing, automatic benefit calculation, on-demand viewing of previous reports and easy filing of "no work" reports. Available for signatory contractors, the Operating Engineers offer a Contractor's Quick Setup Report Guide to get contractors started with the online system.

Labor Information Reference Binder Updates

Each member received a new Labor Information Reference Binder and periodic updates to the binder. The binder contains these communications:

- Wage and Fringe Benefit Schedules
- Business Agents Directory for all trades
- Contract Expiration List for all trades
- Contract Summary: Includes language from the Collective Bargaining Agreements on the most-often referred to work rules and contract provisions

- Fringe Benefit Fund Trustees & Administrators Directory

The information in the binder is also housed in the members-only section at www.accnj.org.

The following bulletins were distributed as Labor Binder Updates in 2014:

- B-17-14 – March 1, 2014, Wage & Fringe Benefits, NJ Construction & General Laborers Locals 172 & 472 and Asphalt Laborers No. 172
- B-34-14 – May 1, 2014, Wage & Fringe Benefits, NJ Building & General Construction Laborers Locals 3 & 77
- B-35-14 – May 1, 2014, Wage & Fringe Benefits, Teamsters Local No. 331
- B-36-14 – May 1, 2014, Wage & Fringe Benefits, NJ Building & General Construction Laborers Locals 3 & 77
- B-37-14 – May 1, 2014, Wage & Fringe Benefits, Bricklayers & Allied Craftworkers, No. 4 & 5 and Cement Masons & Plasterers No. 2
- B-39-14 – May 1, 2014, Wage & Fringe Benefits, Northeast Regional Council of Carpenters & Eastern Millwright Regional Council
- B-40-14 – May 1, 2014, Wage & Fringe Benefits, Teamsters Local No. 676
- B-43-14 – May 1, 2014, Wage & Fringe Benefits, Dockbuilders Local No. 1556
- B-55-14 – July 1, 2014, Wage & Fringe Benefits, Operating Engineers, Local 825
- B-56-14 – July 1, 2014, Wage & Fringe Benefits, Ironworkers
- B-57-14 – May 1, 2014, Wage & Fringe Benefits, Teamsters Local Union Nos. 469, 560 & 408
- B-84-14 – November 1, 2014, Wage & Fringe Benefits, Northeast Regional Council of Carpenters & Eastern Millwright Regional Council
- B-85-14 – November 1, 2014, Wage & Fringe Benefits, NJ Building & General Construction Laborer Locals 3 & 77
- B-86-14 – November 1, 2014, Wage & Fringe Benefits, Bricklayers & Allied Craftworkers, No. 4 & 5 and Cement Masons & Plasterers Local 5/2
- B-87-14 – November 1, 2014, Wage & Fringe Benefits, Teamsters Local Union Nos. 469, 560 & 408
- B-90-14 – November 1, 2014, Wage & Fringe Benefits, Dockbuilders Local 1556
- B-100-14 – January 1, 2015, Wage & Fringe Benefits, Operating Engineers, Local No. 825
- B-101-14 – January 1, 2015, Wage & Fringe Benefits, Ironworkers





Government Affairs

ACCNJ staff was once again active and vigilant during the tenure of the 216th New Jersey Legislature (2014-2015). Of the more than 8,000 bills considered during the current session, many covered issues of importance to the state's construction industry.

The following is a brief overview of bills and issues ACCNJ supported, amended, opposed or tracked during 2014.

- **Public-Private Partnerships.** ACCNJ began to advance legislation in 2014 authorizing P3s within the public works arena. S-2489 was released from its Senate committee assignment and subsequently voted out of the full Senate in mid-December. While continuing to protect the New Jersey contractor base and the industry's interests, the bill is structured as a five-year pilot program with strong contractor prequalifications

and protections. The measure has the potential to create a wide range of construction project opportunities through the use of P3s.

- **State Transportation Funding.** In 2014, ACCNJ partnered with industry colleagues to establish ForwardNJ, which acts as a collective advocate for the replenishing of the state's Transportation Trust Fund in a sustainable, constitutionally dedicated fashion. In addition, the Association began conducting individual outreach to key legislators to address the impact TTF funding and infrastructure investment have on New Jersey's economy, particularly as they relate to attracting and keeping businesses here. The objective is to get ideas into legislation and eventually law. We continually addressed the consequences of inaction. By year-end, ForwardNJ had met with numerous editorial boards across the state and presented our concerns at more than 40 transportation-related events.

- **COAH Fee Moratorium.** Legislation was introduced and advanced in both houses to re-establish the suspension of fees on commercial development projects and provide a reimbursement mechanism retroactive to July 1, 2013. At year-end, when a final bill was passed, Governor Christie conditionally vetoed it. ACCNJ continues to strongly support short- and long-term solutions to this mandated fee that hampers economic development in New Jersey.

- **Paid Sick Leave Legislation.** The issue of “paid sick leave” gained support within some of New Jersey’s urban core cities during 2014. ACCNJ strongly opposed this measure and highlighted concerns with the bill’s applicability within a multi-employer occupational sector. While it is likely the bill will not move in the Senate, we were able to carve out craftworkers employed under Collective Bargaining Agreements.

- **Contractor Registration Bill.** ACCNJ advanced legislation that applies New Jersey Department of Labor’s Contractor Registration requirement to public work on utilities. Currently, the Contractor Registration Act does not apply to utility work. The bill was voted out of the full Assembly and the full Senate. At year-end, the bill awaited action on the Governor’s desk.

- **Responsible Contractor Legislation.** Conditionally vetoed by Governor Christie in late October, the bill would have required that on all prevailing wage projects all workers would have had to be enrolled or completed a registered apprenticeship program in order to use and/or classify apprentices on a public project. The industry was deeply disappointed with the Governor’s position.

- **GC Licensing.** The bill creates a license requirement for the following contractor classifications: General Building, Residential, Small Commercial, Swimming Pool, Roofing, Sheet Metal, Underground Utility and Excavation. The prerequisites to obtain a license under the bill remain unclear. For that reason, we positioned ourselves for an active role in shaping this legislation moving forward. A task force will meet for the purpose of developing licensing criteria.

- **“Captive” Workers’ Compensation Program Bill.** This bill would permit groups of employers establishing or participating in Taft-Hartley trust funds to purchase workers’ compensation insurance as a self-insured group plan. The legislation had just begun to make its way through the legislative process at year-end. ACCNJ engaged in preliminary discussions about the issue with our business and labor partners and will continue to explore solutions that may reduce the costs of workers’ compensation insurance.

- **Permit Extension Act.** Originally intended to extend permits granted by state, regional, county, and municipal agencies for an additional

two years, the bill was amended to grant extensions for one year. It was signed into law by Governor Christie in late December.

- **Bidder’s List Legislation.** This bill would amend Local Public Contracts Law to provide that once three or more parties have received bid documents, the local contracting unit would be required to release the names of all parties who have received bid documents upon request. At year-end, the bill was released from the full General Assembly, poised for a floor vote in the Senate in 2015.

- **Interest on Retainage Bill.** The bill would require contracting units and boards of education to credit contractors with interest earned on retainage withheld from payment to contractors. ACCNJ amended the bill to ensure the contractual chain remained intact between the general contractor and its subcontractors. The bill was released from its Assembly committee assignment in 2014.

- **NJ Environmental Infrastructure Trust Program.** In early August, Governor Christie signed into law New Jersey’s Environmental Infrastructure Trust’s FY2015 \$1.3 billion State appropriation for critical water and sewer plant upgrades and additional storm protection measures.

- **Open Space Funding.** ACCNJ opposed a legislative resolution to create a ballot initiative that would provide the State with funding for open space. The resolution passed both houses of the Legislature in early August and was approved by New Jersey’s electorate in November.

- **Blasting Legislation.** ACCNJ fought against legislation that seeks to shift control to local municipalities to regulate blasting, potentially eliminating blasting outright. Since being released by the Senate, the bill to date has not been introduced in the General Assembly.

- **Prompt Pay Act Amendment.** The bill seeks to amend New Jersey’s Prompt Pay Act by stipulating all money paid by an owner to a prime contractor, by a prime contractor to a subcontractor, or by a subcontractor to a sub-subcontractor, constitutes a trust fund until all claims for labor, materials and other charges have been fully paid. ACCNJ strongly opposed this measure throughout the legislative process and continues to alert legislative leadership about the detriments of the bill.

- **Permanent Debarment Legislation.** The bill provides for permanent debarment from contracting or subcontracting with a government entity for any contractor or subcontractor who is convicted of a violation of New Jersey’s False Claims Act. The Association testified in opposition to this legislation because New Jersey’s False Claims Act already has a host of penalties associated with violations. Furthermore, debarment for life is unconstitutional. The Association halted additional legislative action on this bill on multiple occasions.

- **Pay Equity Legislation.** ACCNJ strongly opposed a measure that would have created additional, burdensome requirements for contractors engaging in public work related to certified payrolls. Governor Christie issued an absolute-veto of this legislation in early August.

- **“Ban the Box” Legislation.** Governor Christie signed legislation into law in mid-August that limits when businesses can ask about a job applicant’s criminal record. The law takes effect on March 1, 2015.

Federal issues tracked by ACCNJ

- **Multi-Employer Pension Plan Reform.** Of critical importance to ACCNJ members, pension plan reform on the federal level was driven by AGC of America and its collaboration with the National Coordinating Committee for Multiemployer Plans, with strong support from ACCNJ. Activity heated up in 2014, and in December legislation sponsored by a bipartisan group of Congressional leaders was amended to the \$1.1 trillion federal spending bill. The bill was passed by the House and Senate and signed into law by President Obama on December 16, 2014, less than two weeks before the sunset of the Pension Protection Act of 2006.

- **Federal Highway and Transportation Funding.** A temporary action in the Summer of 2014 ensured our country’s highway and mass transit programs, projects and systems will operate and function properly through May 2015. AGC of America and ACCNJ continue to advocate for a long-term federal highway funding solution with Senate and House leaders and our Congressional delegation in New Jersey.

- **Congressional Action to Prohibit Use of Reverse-Auction Bidding.** A bill banning the use of reverse auctions for construction services was signed by President Obama as part of the Defense Authorization Bill on December 19, 2014.

- **FAR Clause.** The Federal Acquisition Regulation (FAR) Council issued an interim rule that incorporates affirmative action rules for war veterans and disabled employees into the Office of Federal Contract Compliance Program (OFCCP), effective on contracts awarded after July 25, 2014.

- **Obama Administration Executive Order.** President Obama signed an executive order during the first week of August that mandates federal contractors disclose labor law violations and prohibits firms seeking federal contracts that exceed \$1 million from requiring workers to agree up-front to submit sexual assault, harassment and discrimination disputes to arbitration rather than seeking legal solutions through the courts.

Meetings with New Jersey State Agencies

NJ Department of Labor and Workforce Development

ACCNJ executive staff met with Commissioner Hal Wirths and staff in June to discuss, among other topics, prevailing wage enforcement. ACCNJ is pleased to report that as a result of our meeting, NJDOLWD has begun hiring new Wage and Hour Division enforcement staff.

Port Authority of New York and New Jersey

In March, ACCNJ executive staff met with PANYNJ Chief Engineer Peter Zipf to discuss, among other issues, bid processes and historical payment issues members were facing. ACCNJ is pleased to report that the Authority was attentive to our members’ concerns and addressed them in short order.

NJ Economic Development Authority

EDA Chief Executive Officer Michelle Brown participated in a Q&A with ACCNJ, published in the Fall 2014 New Jersey Construction magazine, in which she shared some EDA history and program updates for readers.

NJ Department of Transportation

ACCNJ executive staff met with DOT on several occasions in 2014. Discussions focused on capital planning and project procurement variables. ACCNJ continues to maintain a solid working relationship with the dedicated leadership team at DOT.

NJ Schools Development Authority

Charles McKenna took office as Chief Executive Officer of SDA in January 2014, and joined us in June for an ACCNJ Coffee Talk. Before a good-sized group of members, McKenna reviewed the SDA’s current capital portfolio and emergent projects, and answered questions on bidding procedures and other issues.

NJ Department of Environmental Protection

Throughout the summer, ACCNJ continued dialogue with DEP on the issue of diesel retrofitting. ACCNJ is pleased to report that DEP continues to operate within the scope of the pilot program and no additional diesel-retrofitting mandates have been issued to date.

NJ Turnpike Authority

In June, ACCNJ executive staff met with the newly appointed Executive Director, Joe Mrozek, and expressed our willingness to work with him as he takes the helm of an important contracting agency.



Safety

ACCNJ reaffirmed its commitment to safety in 2014 by signing the ACCNJ OSHA Alliance, which carries with it a host of responsibilities, some new and some business-as-usual.

ACCNJ OSHA Alliance

With the OSHA Alliance, signed April 30, 2014, ACCNJ committed to raising awareness of OSHA's rulemaking and enforcement initiatives, training and education, and outreach and communication among our members and with our labor partners. The Alliance establishes a forum for ACCNJ members to address safety issues, particularly OSHA's Local Emphasis Programs such as fall prevention, the number one cause of fatalities in construction. The Alliance is in effect for two years, with representatives meeting regularly to develop a plan of action, determine working procedures, and identify the roles and responsibilities of the participants, as well as track and share information on activities and results in achieving the goals of the Alliance.

ACCNJ Safety Symposium

On April 30, 2014, ACCNJ held a Safety Symposium, with members, OSHA and Labor all well-represented. The program kicked off with opening remarks from ACCNJ CEO Jack Kocsis and OSHA Region II

Director Robert Kulick, followed by the signing of the ACCNJ OSHA Alliance. OSHA Area Office Directors then provided updates on key safety issues and activities, including the Fall Protection Stand-Down planned for the first week in June.

Industry experts provided "Quick Hits" on GHS (Global Harmonization System), Silica, ICRA (Infection Control & Risk Assessment) and Work Zone Safety. Participants were engaged in hearty discussion, raising important questions and searching for best practices.

The half-day session concluded with our labor partners' training representatives detailing what is offered at the training centers, encouraging contractors to work with their key personnel on maintaining and updating their certifications by having them return to classes and inviting ACCNJ members to tour the facilities and provide feedback on courses offered.

ACCNJ Safety Awards Program

Active Members were invited to participate in the ACCNJ Safety Awards Program, fashioned in the tried-and-true format of the two former associations. Presented at the ACCNJ Convention in June 2014, the awards recognized 18 members for Zero Lost Work Days and 17 members with a 2013 incidence rate below the national average.

AGC of America Safety Awards Program

As in the past, the distribution of information for the National AGC Safety Awards (NASA) program coincided with distribution of the Association's safety awards program. ACCNJ Active Members were encouraged to submit information for the national awards so as to comply with AGC's participation rule requiring three consecutive years of safety-record reporting; 23 members participated this year.

OSHA Silica Rule

Early in 2014, ACCNJ submitted comments on OSHA's proposed Silica Dust Rule that would lower worker exposure to crystalline silica. Our comments addressed two major concerns. The first regarded implementation within a transient workforce of a provision that would require no-cost medical surveillance for any employee exposed to silica above newly established PEL for more than 30 days. The second was the requirement for air sampling on each shift, job classification and work area. AGC of America has also mirrored these concerns and others. In response to the several thousand comments received, OSHA extended the comment period on the rule throughout 2014. We note again that ACCNJ is an active participant in the New Jersey Silica Outreach and Research Alliance (NJ SOAR) which partners with OSHA to prevent worker exposure to silica dust.

OSHA Proposed Recordkeeping Rule

OSHA proposed a rule in the Fall of 2013 to amend its current record-keeping regulations to require electronic submission of injury and illness information. The proposed rule would require construction firms with more than 250 employees to electronically submit their OSHA 300 Logs on a quarterly basis (which then would be made public online). The proposed rule also would require construction firms with 20-249 employees to submit only their summary of work-related injuries and illnesses once a year. Currently, these OSHA 300 Logs are posted in company headquarters and in active jobsite trailers, which need to be readily available upon an OSHA inspection of any kind. In 2014, ACCNJ submitted formal comments raising privacy and public dissemination issues associated with this proposed rule, and highlighted the logistical burdens placed on construction firms to comply in terms of staff hours and indirect business costs. While the electronic portion of the rule is not yet in effect, OSHA implemented changes in reporting for jobsite fatalities and severe injuries that were scheduled to go into effect January 1, 2015:

- All work-related fatalities must be reported to OSHA within eight hours
- All work-related inpatient hospitalizations, amputations and loss of an eye must be reported to OSHA within 24 hours

Highway Work Zone Safety Partnership

The NJ Work Zone Safety Partnership, a collaborative designed to create a safer work environment for construction workers in highway work zones in which ACCNJ participates, hosted the New Jersey Work Zone Safety Excellence Awards. The program recognizes contractors for effective temporary

traffic control in planned work zones on New Jersey roadways. Winners were recognized at the 15th Annual New Jersey Work Zone Safety Conference on June 10, 2014.

At the November meeting, the Partnership began planning the April 2015 Work Zone Safety Conference, which typically includes panel discussions, safety presentations and concludes with safety award presentations. ACCNJ is coordinating a panel comprised of representatives from management and labor to present at the 2015 conference.

AGC of America Susan Harwood Training Grant

As part of a federal safety grant, AGC of America will provide highway work zone safety training classes in 2015. ACCNJ completed an RFP to be one of eight different locations across the country to offer the program in cooperation with AGC. The program will be free to participants and will be offered sometime between January and September 2015.

OSHA 30-Hour Construction Health & Safety Course

In May and October, ACCNJ hosted the OSHA 30-Hour Course for member employees and the Student Summer interns hired by ACCNJ member firms through the CIAP Program. The 30-Hour Course covers OSHA policies, procedures and standards, as well as construction safety and health principles.

Other Safety Initiatives

- ACCNJ promoted to members the OSHA 10-Hour Construction Certificate Programs sponsored by the Northern New Jersey Federal Safety & Health (NNJFS&H) Council and the Atlantic OSHA Training Center on July 30 & 31, 2014, and October 10 & 17, 2014.
- ACCNJ also promoted the OSHA 7600 sponsored by the same organizations and held on October 24, 31 and November 7, 2014.
- Throughout the year, ACCNJ promoted to members the Safety Courses offered by the General Construction Trades at training centers in New Jersey, New York and Delaware, including the OSHA 30-Hour Course, First Aid/CPR, HazMat and other industry-related safety programs.



The Safety Symposium held on April 30, 20124.



Education & Workforce Development

In the first full year of operation following the merger, we were pleased to see that some programs have already become regular events in our array of service offerings. Other programs were unique to 2014, giving members an opportunity to strengthen their knowledgebase for the benefit of their business operations. We continue to expand our relationship with the General Construction Trades by our active participation and support in many of their training initiatives.

Student Summer Internship Program

Following the selection process in the Fall of 2013, 63 student candidates were invited to attend the 12th Annual Career Fair in January, and 48 interns were chosen by contractor members to participate in the 12-week, employer-paid summer internships that are complemented by a CIAP scholarship. The students, all enrolled in Civil Engineering and Construction Engineering Technology programs at Rowan University, Rutgers University, Fairleigh Dickinson University, New Jersey Institute of Technology, The College of New Jersey, Villanova, University of Delaware, Union County College and Essex County College, worked on a variety of projects, from school construction to a PSEG substation to the New Jersey Turnpike. By November, plans for the 2015 Summer Internship Program were underway, including interviews with 140 applicants.

Approximately 60 students were invited to attend the 13th Annual Career Fair in January 2015 at the Pines Manor in Edison.

Scholarship Program

The ACCNJ Scholarship Foundation celebrated its inaugural program by awarding more than \$40,000 to children and grandchildren of ACCNJ member company employees, presented at an awards ceremony on June 5, 2014, during the ACCNJ Annual Convention at the Crystal Springs Resort in Hamburg. Two of the six recipients are enrolled at Rutgers University, and the other four attend New Jersey Institute of Technology, the University of Alabama, Penn State University and Vassar College. The scholarships awarded fell into four categories:

- ACCNJ Foundation (4 scholarships @ \$5,000 each)
- Donald R. Waters (1 scholarship @\$10,000)
- John Donohoe Civil Engineering Scholarship (1 scholarship @\$10,000)
- Recognition Stipends (5 stipends @ \$500)

Other ACCNJ-Supported Scholarship Programs

• The Floor Covering Institute of NJ Scholarship Program, administered by ACCNJ, presented a scholarship award in the amount of \$2,500 at the

awards ceremony during the ACCNJ Annual Convention in June.

- The George H. Laufenberg Scholarship Fund offered more than 20 scholarships to children and grandchildren of members of the Northeast Regional Council of Carpenters.
- The Construction Craft Laborers Training and Apprenticeship Fund and the Heavy/Highway Laborers Safety, Education & Training Fund annually present scholarship awards in the name of an ACCNJ Active Member. In 2014, the building scholarship honored the late Michael Jensen of Michael Riesz & Co. and the heavy/highway scholarship recognized Josh Benson of Tilcon New Jersey.

Infection Control Risk Assessment (ICRA)

Association staff met with the Carpenters over the course of several months in 2014 regarding ICRA training and certification. ACCNJ is committed to continuing work with the Carpenters to determine how best to promote the value of ICRA training, which has been incorporated into the Carpenters' Apprentice Program. All apprentices receive the 32-hour certification. The awareness certification is an eight-hour program. The Carpenters have accommodated the needs of our contractor members by holding sessions during non-work hours.

Carpenters Foreman Training

The Northeast Regional Council of Carpenters asked the Association to assist in developing a Foreman's Training Program that can be incorporated into the upgrade programs for union members. Suggested topics include Leadership and Motivation, Effective Communication, Cost Awareness, Productivity and Safety. Contractor participation and input will be critical to the training's success.

Sisters in the Brotherhood

ACCNJ was invited to participate in a Carpenters' initiative to attract and retain more women into the trade. The five-year "Sisters in the Brotherhood" pilot program was launched by the UBC in 2014 and works with community-based programs, school districts and Workforce Investment Boards. The mission is to create a network of active "Sisters" who will promote the values of leadership, strength and unity within the labor movement. Their mentoring network will provide members with the tools to be confident and successful in a highly competitive, male-dominated industry and encourage more involvement from Sisters in all levels of union leadership and activities.

BIM Training and Testing

Authorized as a training and testing facility for the Building Information Modeling certification course offered by AGC of America, ACCNJ scheduled six testing dates in 2014. In addition, BIM Unit 3 was offered on February 28, 2014, at the ACCNJ office, and Unit 4 was offered on March 21, 2014.

Middlesex County Workforce Investment Board

Association staff remained active on the Middlesex County WIB in 2014. Jill Schiff, ACCNJ Executive Director of Operations, was reappointed Chair effective July 1, 2014. The WIB board welcomed new Director Kevin Kurdziel.

Apprentice Coordinators Committee

ACCNJ staff remained active on the Apprentice Coordinators Committee, which allows ACCNJ to interact with the Coordinators to discuss training, craftworker hours and other issues. The Committee is composed of apprentice training coordinators from all union construction trades and invites NJ Department of Labor representatives and Association staff as guests to their quarterly meeting.

Youth Transition to Work

Hosting YTTW meetings for the New Jersey State Building & Construction Trades Council gives ACCNJ staff the opportunity to follow the workforce development activities of the trades. Together at quarterly meetings, apprentice coordinators, NJ Department of Labor representatives, high school representatives, and Association staff develop programs and initiatives to interest New Jersey youth in joining the union construction industry as a viable career path.

Helmets to Hardhats

As a member of New Jersey's H2H consortium, ACCNJ supports the hiring activities of the trades and advocates for best practices in seeking out and hiring veterans into the construction industry. Headed by the New Jersey State Building & Construction Trades Council, the consortium meets four times a year to share information about the number of veterans who have entered the program, the status of apprenticeship hiring within the construction trades and the outreach activities designed to attract National Guard, Reserve and transitioning active-duty military service members.

Resource Materials

Build Up! Toolkits. Originally created by Associated General Contractors of America, the Association continues to promote distribution of this award-winning educational resource that provides the first steps in the development and recruitment of our industry's next generation.

Build Your Career in Construction. We continue to promote use of this 28-page glossy brochure developed by the Association in cooperation with various organizations and labor unions. The brochure highlights the construction trades, community colleges and degree-related programs available in our area.



Communications & Publications

In 2014, the Association's first full year following the merger, we continued the mission of providing communications that are valuable and relevant.

New Jersey Construction was published twice in 2014, Spring and Fall, supported by advertising from members and industry partners. Features included "A Closer Look at Public-Private Partnerships" and "Recovering from the Great Recession." We had in-depth interviews with leaders in two agencies important to contractors in New Jersey: Deborah Gramiccioni, Deputy Executive Director at the Port Authority, and Michelle Brown, CEO at EDA. On the national front, we continued to track the progress of multi-employer pension reform legislation, which ultimately passed in December. Readers were kept up-to-date with our labor partners through the columns written by the various Cooperatives, and were informed about safety and training issues, business matters and important member activities.

Industry Update was distributed in January, March, July and September 2014. We began the year with a look back at Superstorm Sandy recovery efforts...explored the Port Authority's \$27.6 billion capital plan...reported on the responsibilities and rewards of the ACCNJ/OSHA Alliance...and reviewed the latest construction forecast released at the June Convention. The Update also covered labor news, industry issues and safety matters.

Construction Recap was emailed monthly in 2014, a look back at the previous month's news and events that affected contractor business. Late in the year, we changed the name to "Monthly Update" to better reflect its content, and made plans to publish and mail a hard copy to the membership beginning in 2015 in addition to the electronic version.

ACCNJ Annual Report made its inaugural appearance in March, recapping the first six months of the Association.

A **Year-End Souvenir Journal** was produced in conjunction with our December Annual Membership Meeting, since the Gala Dinner Dance was not held in 2014. Once again members and other industry partners showed their support for the Association by advertising in the journal that is a major source of revenue used to provide programs and services throughout the year and to support the ACCNJ PAC. The commemorative year-end journal was distributed at the Annual Membership Meeting on December 9 and mailed to industry colleagues following the event.

Hot Topics were posted to www.accnj.org regularly as we followed breaking news that pertained to the construction industry. A weekly Hot Topics Alert was emailed to members reviewing the week's postings.

More than **100 Bulletins** were distributed via email to members throughout the year. They are housed in the members-only section at www.accnj.org.

Labor Information Reference Binder Updates were distributed as bulletins to Active Members throughout the year and may be found in the Active Members-only section at www.accnj.org. We have included the complete list of Labor Binder Updates in the Labor Relations section of this Annual Report.

www.accnj.org, the official website of Associated Construction Contractors of New Jersey, continued during the year to serve as a private forum for member information and a public reference guide for third parties seeking contractors and industry resources. New in 2014 was the launch of "Employment Opportunities," exclusive to members for posting positions but open to the public to post resumes and search job listings.

Media Releases were distributed to trade publications and the general press in 2014.

Programs & Events

ACCNJ was pleased to host a rich array of programs and events for members in 2014.

Membership Meetings

The Association hosted Membership Meetings in March and December 2014. On March 11, Brian Deery, Senior Director, Highway & Transportation Division at AGC of America, joined us at the Doubletree Hotel in Eatontown for a discussion on the regulatory issue of DBEs. On December 9, members met at the Clubhouse at Galloping Hill Golf Course in Kenilworth for an evening of networking, beginning with a cocktail hour followed by dinner, a “State of the Association” report and a basket raffle.

2014 ACCNJ Winter Conference

Featuring networking and business events over a four-day period, the 2014 ACCNJ Winter Conference, February 10-14, 2014, hosted 45 members and staff at The Regent Palms in Turks and Caicos. The Winter Conference addresses multiple industry issues and provides those attending an opportunity to participate in industry-specific discussions.

ACCNJ Spring Convention

More than 150 members and guests attended ACCNJ’s Spring Convention June 5 and 6, 2014, at Crystal Springs Resort in Hamburg. Featured during the two-day conference: Jeff Otteau of Otteau Valuation Group, who offered a sobering review of current and projected economic conditions for the New Jersey construction industry; a Safety Recognition and Scholarship Awards Dinner; and panel discussions with labor and legislative leaders.

PAC Wine v. Stein

Hosted at 90 Acres at Natirar in Peapack, this new, sold-out ACCNJ event on July 17, 2014, featured a wine/beer tasting paired with “fresh-from-the-farm” epicurean fare.

Special Member Program on the Affordable Care Act

On July 23, 2014, ACCNJ members attended a special program on the Affordable Care Act. The presentation by Jack Widman, Mark Levengood and Jen Abrams of ACCNJ member Susanin Widman & Brennan, PC, was specifically tailored to address the complex issues faced by union construction firms in complying with ACA mandates.

New Jersey Construction Forecast Part II

On July 28, 2014, at the National Conference Center in East Windsor, more than 75 members and labor partners attended Part II of the New Jersey Construction Forecast, originally presented by Jeffrey Otteau of

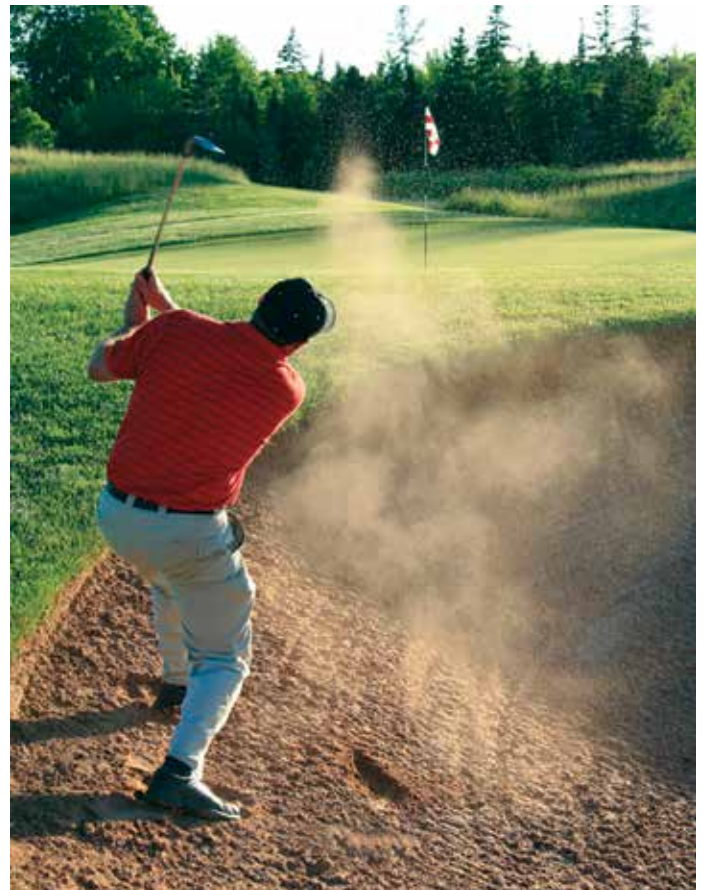
Otteau Valuation Group at the ACCNJ Spring Convention and reprised here. The economic review five years after the recession showed recovery in New Jersey slower than in most states in many areas, including construction spending. However, multifamily housing and warehouse construction continue to be in demand. The PowerPoint presentation was posted at www.accnj.org for members only.

PAC Fishing Trip

Aboard the Paramount out of Brielle on August 12, 2014, members and guests endured rough seas but managed to enjoy bottom fishing, breakfast, lunch, beer and wine and friendly competition for the trophy.

Golf Tournament and Dinner

The outing on September 15, 2014, began with a barbeque lunch, followed by golf on a beautiful course at Fiddler’s Elbow Country Club in Bedminster. The day concluded with an elaborate buffet dinner and awards presentation.



Member Roster

Active Members

A.P. Construction, Inc.
Abatement Unlimited Inc.
AbateTech
ABC Construction Contracting Inc.
Acoustical Services, Inc.
Affiliated Environmental Services NJ Inc.
Aliano Brothers
All State Office Furniture
American Pile and Foundation LLC
J. Anthony Equipment Co.
Aspen Landscaping Contracting, Inc.
A-Tech Concrete
Atlantic Concrete Cutting, Inc.
Atlas Concrete
B & G Restoration, Inc.
Barr & Barr, Inc.
ER Barrett, Inc.
Beach Electric Company Inc.
Beaver Concrete Construction Co., Inc.
Bergen Engineering Co.
Berkowsky & Associates, Inc.
BFC Ltd.
Wm. Blanchard Co.
Bristol Environmental Inc.
Buck Construction
Buckley & Company, Inc.
Case Foundation Company
CCA Civil, Inc.
Central Jersey Wrecking & Recycling Inc.
Century 21 Construction Corp.
CJ Drilling Inc
Coastal Steel Construction of NJ, LLC
Commodore Construction Corp.
L.R. Costanzo Company
J. Fletcher Creamer & Son, Inc.
Creamer Environmental Inc.
Crisdel Group, Inc.
E.E. Cruz & Company, Inc.
JR Cruz Corp.
DeFoe Corp.
Degmor Inc.
DePalma Contracting Inc.
Diamond Huntbach Construction Corp.
Drill Construction Co., Inc.
Driscoll Construction Co., Inc.
Dryden Diving Company Inc.
Willard Dunham Const. Co.
Durr Mechanical Construction Inc.
EDA Construction Co.
EIC Associates, Inc.
E-J/Ferreira JV
Epic Management, Inc.
Everlasting Contracting
Exterior Wall & Building Consultants
Fabi Construction, Inc.
L. Feriozzi Concrete Company
Ferreira Construction Co., Inc.
Fitzpatrick & Associates, Inc.
Force Concrete & Masonry Corp.
Forsa Construction L.L.C.
Foster Contracting, Inc.
Foundation Structures, Inc.
Fromkin Brothers, Inc.
Furino & Sons, Inc. (Brothers Four)
Gardner M. Bishop, Inc.
Louis Gargiulo Co., Inc.
Albert Garlatti Const. Co.
Gilbane Building Co.
Gingerelli Brothers
Glasgow, Inc.
Global Installation Resources
Gramercy Group Inc.
Hall Building Corp.
Hall Construction Co., Inc.

Henegan Construction Co., Inc.
Charles J. Hesse, Inc.
Hi Tech Data Floors, Inc.
Hunt Construction Group
Hutton Construction, L.L.C.
IEW Construction Group
Ingrassia Const. Co., Inc.
Intercounty Paving Associates, LLC
JBL Electric Inc.
Jensen Koerner Crane Service, Inc.
Jett Industries Inc.
Joseph Jingoli and Son, Inc.
JPC Group, Inc.
J-Track, LLC
JVN Restoration Inc.
Kiewit Infrastructure Co.
Kiska Construction Inc.
Lanyi & Tevald Inc.
C. LaTorre Construction LLC
John D. Lawrence, Inc.
Lend Lease, Inc.
LRC Development Corp.
Edward Leske Co.
Linde-Griffith Construction Co.
Macedos Construction Co., Inc. of NJ
Madison Concrete Co.
Maks Construction LLC
Marathon Contracting Corporation
March Associates Construction
Massett Building Co.
McCloskey Mechanical Contractors Inc.
Merco, Inc.
Michels Corporation
Molba Construction, Inc.
Moretrench American Corp.
T. Moriarty & Son, Inc.
C. Moschella Builders, Inc.
Joseph A. Natoli Const. Corp.
Network Construction Co., Inc.
Nordic Contracting Co., Inc.
Northeast Remsco Construction, Inc.
Nicholson Construction Company
Nurminen Construction Corp.
Oradell Construction Co., Inc.
PAL Environmental Services
Pala Construction Corp.
Philadelphia D&M
B. Pietrini & Sons
Pinnacle Environmental Corp.
Pow-R-Save Inc.
Pravco Inc.
J.R. Prisco, Inc.
Prismatic Development Corporation
Pristine Services Inc.
Pro Contractor Inc.
Pulco Inc.
Railroad Construction Company, Inc.
RCC Builders & Developers
Reicon Group, LLC
Michael Riesz & Co.
RMS Construction, Inc.
Rocket Construction Co., Inc.
M.E. Sabosik Associates
Joseph M. Sanzari Inc.
Fred M. Schiavone Construction, Inc.
Schiavone Construction Co., LLC
Schleifer Associates, Inc.
Schnell Contracting Services LLC
L.M. Sessler Excavating & Wrecking, Inc.
J.F. Shea Construction, Inc.
Simpson & Brown
Skanska Koch
Skanska USA Building, Inc.
South State, Inc.
Sparwick Contracting, Inc.

Stanker & Galetto, Inc.
State Line Construction Co., Inc.
Sundance Construction Co., Inc.
Tarheel Enterprises Inc.
Techno Acoustics Holdings, LLC
Tetra Tech
Tilcon New Jersey
Tishman Construction Corporation of NJ
TNT Construction
Torcon, Inc.
Trevcon Construction Co., Inc.
Tri State Construction, Inc.
Turner Const. Co.
Tutor Perini
United Crane Rentals, Inc.
URS Corporation
USA Environmental Management
Vericon Construction Company LLC
Vollers Excavating & Construction
W.E.S. Works LLC
Wade Ray & Associates Construction
Walsh Construction Company
Walker Diving Underwater Construction LLC
TN Ward
Waters & Bugbee, Inc.
Louis J. Weber & Associates, Inc.
Weeks Marine, Inc.
West Bay Construction Inc.
Wetlands, Inc.
Wyndham Construction, LLC

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Building Contractors Association of South Jersey
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Brent Material Company
C & H Agency
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CFS Steel Company
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CNA Insurance Company
Codeworx VCL LLC
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CohnReznick
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Connell Foley LLP
Conner Strong & Buckalew
Construction Claims Group
Construction Advisory Team at Emerald
Construction Information Systems
Construction Risk Partners, LLC
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CTS Cement Manufacturing, Co.
Dale Group Insurance & Bonds
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Eastern Concrete Materials, Inc.
ECC
Eii, Inc.
Enterprise Fleet Management
Evergreen Recycling Solutions
Floor Covering Institute of New Jersey
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Andrew Frank & Co.
Frenkel & Company
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Haztek, Inc.
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Jesco, Inc.
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Kelken Construction Systems
R.S. Knapp Co.
L & A Laboratory Installations
Lafarge
Let It Grow, Inc.
Lewis & McKenna
Liberty Mutual Surety
Liberty Stone & Aggregates, LLC
Links Insurance Services, LLC
Lockton Companies
Lum, Drasco, & Positan
M&T Insurance Agency
Management Planning, Inc.
Marsh USA
Meradien, PC
Merritt Construction Services, Inc.
Mid-Atlantic Surety, LLC
Montecalvo Disposal
MSPC CPAs and Advisors PC
New Jersey Alliance for Action
New Jersey Food Council
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PennJersey Machinery, LLC
People's United Equipment Finance Corp.
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