

2019  
YEAR IN REVIEW

LOOKING AHEAD TO  
2020

The Builders'  
ASSOCIATION  
www.buildersassociation.com



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## Our Community of Practice

Commercial construction building volume expanded over 14% regionally in 2019, and despite signs that the overall economy may slow in 2020, most of our members expect demand for their services – and especially qualified workers – to increase in the coming year.

The need for new workforce recruitment and development models that will lower the current average age of construction apprentices and boost the number of apprentices is urgent. So is the need for effective marketing around the fact that skilled workers often earn a higher annual wage than someone with a four-year degree, and without the debt. As educators, mentors and parents, we all need to share the message about the benefits of a construction career.

Your Association understands the need to be innovative, and is collaborating with multiple stakeholders to create and implement work-readiness programs. Our Construction Mentoring Program (CMP) is building on partnerships with the Metropolitan Community College system, Full Employment Council, and the Greater Kansas City Urban League. We will honor graduates of the program at our Annual Banquet on February 21, 2020. With insight into the needs of construction industry employers, The Builders' Association has helped shape the KC Construction Career Academy. We have strong connections with (Linn) State Technical College of Missouri and Ozark Technical Community College.

The skilled trades have always attracted some of the best talent in America. We must and we will continue to find ways to creatively and more rapidly attract new talent to their ranks.

In 2002, when I joined the Association, there were six named scholarships funded by donations to The Builders' Association Scholarship Foundation. Thanks to the vision and generosity of our members, there are now 27 named scholarships. In 2020, the Foundation will award more than \$85,000 in scholarships to students representing the future of our construction industry.

In 2019, our three teams of board and staff members continued to implement the "2020 Vision Plan," our business plan for growth and organizational development. The "Best in Class" team focused on building and maintaining a strong internal culture. We are proud of our family-friendly environment and strive to create a healthy work-life balance for our employees.

The "Operate Like a Business" team worked hard to provide the services you need in a cost-effective manner. They did a great job of being good questioners, asking "Why are we doing this?" and "Why are we doing it this way?" Most importantly, they are continuously seeking ways to do things better. Our "Sell Mission-Based Membership" team continues to foster a welcoming atmosphere for new members, build a diverse membership, and ensure that we are developing and providing services more efficiently for our members than they could on their own. In 2020, our board and staff will set their sights on developing a strategic plan that will take us through 2023.

In closing, I would like to thank Darin Heyen, our 2019 Chairman, for being an exceptional advocate who understands the need for us to laser-focus on our goals. He is an extraordinary talent in a highly talented industry. I would also like to thank each of our board members for keeping our Association relevant and strong. I thank you, our members, and all of the Builders' staff team, for making The Builders' Association what I've often referred to as a "community of practice" – a place where people share a common passion for our industry and its betterment.

Don Greenwell



## Workforce & Professional Development

by **Richard Bruce, Ph.D.,**  
**Workforce & Professional**  
**Development Director**



*Richard Bruce, Ph.D.*

After the successful development of two Construction Mentoring Programs in 2018, the Workforce & Professional Development team united with community partners on their implementation. The Urban League of Greater Kansas City program ran in 2019 and the Metropolitan Community College program (developed in 2019) will start in February 2020. These programs provide professional development training in areas such as financial literacy, communication, construction math, and conflict resolution.

### WORKFORCE DEVELOPMENT

The Builders' Training Center in North Kansas City is home to eight registered apprenticeship programs – the only facility in the United States that houses this many programs under one roof. Apprenticeship program enrollment is up over 116% from 2012 lows and is 9.9% shy of pre-recession highs.

When the apprenticeship programs housed in other facilities are added (Carpenters, Operating Engineers, and Laborers), total apprentices are up from 1,208 to 1,775 (over 46%); female apprentices are up from 33 to 70 (over 112%); and male minorities are up from 108 to 313 (189%) since 2013.

### OUTREACH

In 2019, Outreach Manager Romond Holt continued to deliver the positive message about construction to students, recruit new workers, facilitate the Construction Mentoring Program, host elementary and middle school students at our 4,000 square foot Advancement Center, perform mock interviews, and educate school counselors on various office and field opportunities.

### PROFESSIONAL DEVELOPMENT

Caleb McCandless, Professional Development Manager, organized the Estimating & Management Workshops at Bartle Hall, with 140 participants including 40 students from multiple universities. Over the last two years, attendance at the event has increased 25%. He created and taught five new Supervisory

Training Program courses and continued to teach estimating and print reading. He also coordinated the instruction and certification exams for the AGC's Building Information Modeling and Lean Construction courses, which brought in participants from nine states and Mexico. Additionally, Caleb assisted the Construction Leadership Council Steering Committee in the planning and implementation of monthly events for its 174 members. Membership in that organization is up 27% in two years.

### SCHOLARSHIPS

In 2019, the Carl and Josephine Privitera/Mark One Electric Scholarship, Mary McNamara/Cornell Roofing & Sheet Metal Company Scholarship, and Turner Construction Company Scholarship became the newest named scholarships. This brought to 27 the number of named scholarships which annually provide \$3,000 to each recipient. Since 1992, the Educational & Scholarship Foundation has awarded 325 scholarships totaling \$844,600.

### LOOKING AHEAD TO 2020

According to the Mid-America Regional Council (MARC), Kansas City will need to add 1,500 workers in 2020 to its baseline of 50,000 construction workers to meet demand. Our team is committed to meeting this demand with new recruitment and development strategies.



*Builders' Leadership Course, October 2019*

## Labor & Employment Relations

by **Greg Davey,**  
**Labor Relations Director**

Two expiring bargaining agreements were settled by the Association in 2019: Painters in Kansas City and Tapers in Springfield.



*Greg Davey*

The General Labor Committee met in October to set guidelines for negotiations and approve the negotiating committees for 2020, when there will be six bargaining committee negotiations. Expiring agreements in Kansas City include: Laborers Commercial, Laborers Residential, Cement Masons Commercial, Cement Masons Residential/Light Commercial, Plasterers Commercial, and Plasterers Residential/Light Commercial. There are no expiring agreements in 2020 for Central Missouri or Springfield.

In addition to contract negotiations, the Association continued to provide numerous valuable labor relations services to contractors dealing with issues including the handling of grievances, jurisdictional disputes, picketing activities, and work-rule clarifications.

The Association noticed an increase in jurisdictional issues compared to recent years, while grievance filings remained steady. Association staff also continued to help contractors comply with contract requirements, provide prevailing wage and fringe benefit information for Missouri and Kansas, and assign bargaining rights to the Association.

Finding ways to contain increasing health care and prescription costs continues to be a focus of the trustees of the welfare funds. The trustees worked to increase the financial reserves of the welfare funds while maintaining benefit levels. Several funds made plan design changes in an effort to reduce costs, and they continued developing strategies to ensure the long-term sustainability of the funds.

On the pension funds, the trustees also continued to take steps to deal with unfunded liability and to increase funded percentage. Steady labor hours resulted in a slight decrease in employer withdrawal liability on the funds, while funding percentages increased incrementally. Labor hours look to remain stable in the immediate future, but present value discount rates for future benefits and market returns will continue to have an impact moving forward. The trustees will continue to monitor and take the necessary steps to improve the funding of the plans.

Labor Relations maintained its involvement with the AGC of America's Labor and Employment Law Council and e-Forums. We also provided legal assistance throughout the year for the Association's other service areas. We continue to look for opportunities for future growth of services by anticipating contractors' future needs and addressing

those needs with relevant information, and also by facilitating business planning for labor and management. We look forward to maintaining ongoing labor-management communication about the market and its impact on the collective bargaining process.

## Government Relations

by **Allen Dillingham,**  
**Government Relations Director**



*Allen Dillingham*

The past year was a relatively quiet one for the Kansas Legislature in terms of construction industry issues. Legislators spent the majority of their time devoted to taxes, state spending and school funding. Governor Laura Kelly started her tenure as the state's 48th chief executive. Missouri experienced a busy legislative year, but not as busy as 2018. Through the insistence of Governor Parson, legislative and executive branch efforts were centered on much-needed workforce development, state government program efficiencies, economic development, and education/training assistance. For the construction industry, the reach of an A+ Program bill was expanded, low-income housing tax credits were left as is, and prevailing wage rules were finalized.

In Kansas, the legislature was still concerned with adequately financing K-12 education. By boosting funding by \$92 million in 2020 and adding roughly \$90 million per year for the next four years, the legislature will have met its constitutional mandate as determined by the Kansas Supreme Court. No significant construction-related bills passed this session.

In Missouri, with Right to Work and prevailing wage off the table, a variety of bills were passed. A measure was approved to authorize \$301 million in bonds to repair 215 bridges across the state. The roughly \$30 billion state budget again fully funded K-12 schools. Assisting the building construction industry, Governor Parson has focused much of his energy on workforce development. To that end, a bill was passed that reorganized state workforce programs to make it easier to do business with the state, with added money for adult training.

Some 660 bills were introduced in the Kansas House (419) and Senate (241) this year. A relatively small number of bills became law this session as Governor Laura Kelly signed 38 House bills into law (an additional House bill became law without her signature) and another 28 Senate bills into law. The governor's veto of a tax relief bill was narrowly sustained while her veto of certain spending line items was overridden on the May 29 formal "sine die" end to the 2019 legislative session.

Of the 1,990 bills filed this session in Missouri only 95 passed the General Assembly. Fifty of those that passed were voted on in the last two weeks.

## Government Relations (continued from page 3)

During both sessions, The Builders' Association Government Relations staff monitored no fewer than 93 Missouri bills and 112 Kansas bills that impacted the building construction industry in some manner. Timely Legislative Bulletins were written to keep members updated on legislative developments in both states.

In 2019, 95 members of The Builders' Association contributed to BAPAC. Thirteen of those members joined the Directors' Club by contributing \$500 or more. The total contributed was \$21,275. We are grateful for their support. BAPAC also held its second annual clay shoot fundraiser to great success.

KCMO elections were held in 2019. BAPAC held interviews for all mayoral candidates in March. The committee then convened in April to contribute \$9,650 to candidates.

Looking forward to 2020, legislation in Missouri to restart the low-income housing tax credit program will be welcomed, but it is anticipated it will come with cuts to the program. Time and effort will also be expended on workforce training and development solutions, as well as economic development. In Kansas, Governor Kelly's Council on Tax Reform will be determining what tax policy changes to suggest. A Medicaid expansion bill is also expected to be filed.

Activity continues in Kansas City with the reconstruction of KCI, the new downtown convention hotel getting ready to open, the streetcar commencing expansion plans south to UMKC and north to Berkley Riverfront Park, and a new pet campus in Swope Park opening in January. BAPAC will reconvene for the state elections in the summer and fall.

## Networking Opportunities

**by Kristy Peto,**  
**Corporate Secretary &**  
**Events Coordinator**

Every event offers networking opportunities for new and seasoned businesses. As your cruise director, I encourage all members not only to attend, but to invite a friend or new business owner. You won't believe the connections you can make. As you review the highlights from 2019, be ready to add a few save-the-dates for 2020.



*Kristy Peto*

The 132nd Anniversary Banquet was held last February at The Westin Kansas City at Crown Center. Our keynote speaker, "Ditch Digger" poet Eric Borden, captivated the audience of over 400 members and guests. We welcomed Ceco Concrete Construction into the Century Membership Club. Also, The Builders' Association Scholarship Foundation awarded 29 scholarships, and our silent auction benefitting the Scholarship Foundation raised \$2,170. In 2020, we will welcome A.T. Switzer Painting Company, Inc. into the Century Membership Club.

Our annual event at Boulevard Brewing gives members a chance to support the Foundation and enjoy an evening of networking and fun. In March 2019 our donors raised \$5,700.

May begins golf season and Kansas City's annual Scholarship Golf Tournament was held at the Milburn Golf & Country Club in Overland Park. The tournament drew 38 teams and 41 sponsors, and raised \$10,700 for the Foundation's endowment.

In June, we hosted the Zoo-B-Q networking event at the Kansas City Zoo with nearly 100 members, guests and prospective members attending. Our speaker was Zoo Director Randy Wisthoff. We also hosted a free recruitment onboarding event at the new headquarters of McCownGordon Construction.

In August, we held our second Sporting Clay Shoot. We increased the number of shooters from 90 to 133 as well as the number of sponsorships. The event raised \$17,500 for The Builders' Association Political Action Committee (BAPAC).

The Builders' September dinner meeting was held at the Negro Leagues Baseball Museum. Raymond Doswell, Ed.D., shared his passion for the museum and its honorees.

The Central Region Service Center in Jefferson City hosted a member appreciation BBQ in May with 75 members and guests. The Southern Region BBQ in Springfield this past September hosted a similar number.

In April, Kansas City Chapter, AGC representatives attended the AGC's Annual Convention in Denver, which officially completed the National AGC's centennial year. Our Chapter's Fall Retreat was held in October at Big Cedar Lodge near Branson. The guest speaker was Dirk Elsperman, 2019 National AGC President and COO/Executive Vice President, Tarlton Corporation.

Holiday parties were hosted in all three Regions: Jefferson City on Dec. 5, Springfield on December 12, and Kansas City on Friday the 13th. KC's "Haunted Christmas" came complete with a DJ.



*Builders' Holiday Party in December*

Please include these important dates on your 2020 calendars: Anniversary Banquet, February 21; Scholarship Foundation Networking event at Boulevard Brewing, March 30; Scholarship Golf Tournament in Kansas City, May 11; AGC Building Excellence Awards, May 28; Party on the Patio, June 4; Sporting Clay Shoot, August 28; and the Kansas City Holiday Party, December 11. Dates for other events will be announced.

You are The Builders' Association, and we look forward to adding value to your membership in 2020. Happy New Year to all!



September 2019 Dinner Meeting at the Negro Leagues Baseball Museum

## Plan Services

by **Becky Mitchell,**  
Plan Services Director

The Builders' Association Plan Services continue to be rated at the top of the Association's list of service offerings. In 2019, our staff provided up-to-date reports, plans, specifications, addenda, and planholders' lists on more than 2,600 construction projects in Missouri, Kansas and the surrounding areas.



Becky Mitchell

Would you like to *find more projects? Bid more work? Generate more revenue?* **The Builders' EPR (Electronic Plan Room)** at [www.buildersepr.com](http://www.buildersepr.com) is available exclusively to members at extremely reasonable rates. One rate gives you access to all the areas we cover; there are no additional fees for each area.

Keeping track of logins and passwords when obtaining projects to bid can be overwhelming. Let us help you *simplify* this process with one login and password. The most notable features of the EPR are:

- Mobile site available on any smart phone or tablet
- Search projects by region, location, CSI Division or keyword
- Free viewing software provided
- Message board for project or system information
- Continue to view projects 120 days after bidding has closed
- E-mail updates on "watched" projects and/or SMS (text message to mobile device)

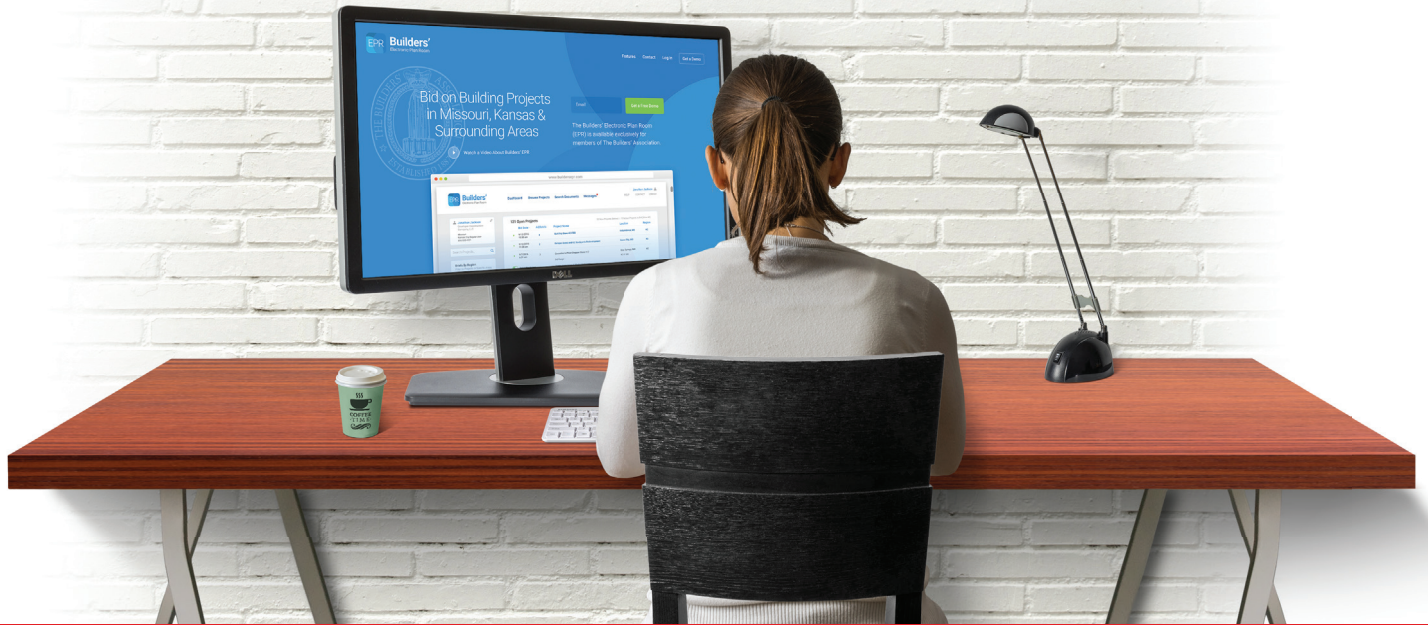
With over 5.2 million hits, over 271,000 user sessions and 45% of our member subcontractors and suppliers subscribing to the EPR in 2019, it's easy to see how the EPR has served the construction industry for over 20 years.

Not yet a subscriber to the EPR? You can still use our physical plan rooms in Kansas City, Jefferson City and Springfield to perform takeoffs and a variety of other functions. We strive to provide members access to a maximum number of projects and exceptional customer service. You can view plans on our large high-resolution monitors. Each facility is also equipped with large format plotters. All projects on our EPR can be viewed at each of our offices, and hard copies of some EPR projects are also available.

Please contact your local Builders' Association office or visit us on the web at [www.buildersepr.com](http://www.buildersepr.com) to obtain your free EPR trial, or drop by one of our offices and let our staff demonstrate how the EPR can help your company.

Your company can purchase reasonably priced ads which will appear not only on the Builders' EPR home page, but on every page of the EPR site. If you would you like to reach 1,000 construction industry professionals who are users of the EPR, please contact your local Builders' Association office for further information and rates.

*Find more projects, bid more work, and generate more revenue at the Builders' EPR.*



## Information Technology

by **Ryan Johnson,**  
**Information Technology**  
**Director**

In 2019, websites supported by Information Technology Services experienced another record number of visits. Our web services had a combined total of over 19 million hits, more than 1.4 million user sessions, and more than 2 million file downloads. The Builders' Association website experienced 8.6 million hits, up from 8.1 million in 2018. Visit us at [www.buildersassociation.com](http://www.buildersassociation.com).



*Ryan Johnson*

We continue to host the Kansas City, Missouri, Plan Room website at [www.kcmoplanroom.org](http://www.kcmoplanroom.org). The KCMO Plan Room had 5.9 million hits in 2019.

The KCMO Plan Room user database grew to over 12,000 subscribers in 2019, up from 11,500 in 2018. The KCMO Plan Room website has seen an increase in usage of 15% or more every year since 2008. A record 168 projects were posted at the KCMO Plan Room in 2019.

In 2019, IT worked with the Workforce & Professional Development team and our members to expand the Estimating and Technology

Workshops. We offered the following technology classes:

- Construction technology: What's next?
- The soft side of cybersecurity
- Digital takeoff and estimating: Estimating tools for the modern era
- Inside the mind of the hacker
- What makes BIM work?

IT continues to support industry events including the Midwest Construction Safety Conference and the newly-rebranded Builders' Industry Advancement Conference (formerly known as The Builders' Association Industry Expo). At the iBuild Showcase in May, we demonstrated the Builders' EPR and other electronic products as part of an educational estimating activity for middle and high school students. We also support the Builders' Advancement Center by helping demonstrate various new construction technologies to students and other prospective construction professionals.

We formed The Builders' Association Innovation and Technology Steering Committee in 2019 and will be developing new technology programs for our members in 2020. We will also be presenting the first Innovation & Technology Award at the 2020 AGC Building Excellence Awards.

IT is represented on the AGC of America's IT Steering Committee. We helped plan the AGC IT Forum Conference in Chicago last August. Additionally, our participation on the IT Steering Committee is providing new industry contacts and ideas that are translating into new educational offerings and seminars for our Builders' Association and Kansas City Chapter, AGC members.

## Safety, Health & Environmental Services

by **Phil Shoemaker, CSP,**  
**Safety, Health & Environmental Services**  
**Director**

In 2019, Safety, Health & Environmental Services conducted 111 training courses and provided training for approximately 3,500 participants. In March, the 10th Annual Midwest Construction Safety Conference was held at Adams Pointe Conference Center in Blue Springs, with a record number of registered attendees, including representatives from OSHA's regional and area offices. The Builders' Association's 12th Annual Safety Excellence Awards Breakfast was held in conjunction with the conference. Rand Construction Company won 1st Place for all divisions. Rocky Rowlett, CSP, Safety Director, Faith Technologies, Inc. received the Mark Bandon Safety Professional of the Year Award.



*Phil Shoemaker, CSP*



*Rand Construction Company, 2019 Grand Award Winner*

Also in March, Kansas City Chapter, AGC member HNTB Corp. was recognized at the National AGC Construction Safety Excellence Awards (CSEA) ceremony during the AGC's 100th Annual Convention in Denver, Colorado. They placed 2nd in the Service Provider and Supplier Division, over 1 million work hours.

In April, OSHA and The Builders' Association sponsored the 8th Annual Workers' Memorial Day to commemorate all workers who have died in the workplace. More than 100 people participated, including many family members and friends who have lost loved ones.

## BUILD SAFE PARTNERSHIP PROGRAM (BSPP)

September 11, 2019, marked the 18th anniversary of the signing of the original BSPP agreement between The Builders' Association and the following OSHA offices: Kansas City Regional, Kansas City Area, St. Louis Area, Wichita Area, and Omaha Area. Fourteen companies currently participate in the BSPP:

- A.L. Huber, Inc.
- Barnes & Dodge, Inc.
- Clarkson Construction Company
- JE Dunn Construction Company
- Faith Technologies, Inc.
- Haren Holdings, dba Haren Companies
- McCarthy Building Companies, Inc.
- Mark One Electric Company, Inc.
- McCownGordon Construction
- P1 Group, Inc.
- PCI (Performance Contracting Inc.)
- Rau Construction Company
- Universal Construction Company, Inc.
- U.S. Engineering Construction, LLC

## CONSTRUCTION SAFETY GROUP OF KANSAS CITY

The 25th Annual CSG of KC Scholarship Golf Tournament was held in September at Shoal Creek Golf Course in Kansas City, Missouri. A record 37 teams (148 players) registered for the tournament. The tournament raised \$11,000 to benefit deserving students majoring in Safety at the University of Central Missouri and Pittsburg State University. The 26th Annual CSG of KC tournament will be held at Shoal Creek on September 18, 2020.

## MO/KAN SUICIDE PREVENTION ALLIANCE

The MO/KAN Suicide Prevention Alliance was formed by The Builders' Association, OSHA and industry leaders to promote awareness of mental health and provide suicide prevention educational opportunities. In November, the 1st Annual MO/KAN Suicide Prevention Alliance Summit was held. Over 125 individuals attended this free educational summit.

## LOOKING AHEAD

In 2020, we look forward to hosting the following: the 11th Annual Midwest Construction Safety Conference and Expo on March 5 and 6; The Builders' Association's 13th Annual Safety Excellence Awards Breakfast on March 5, and the 2nd Annual MO/KAN Suicide Prevention Alliance Summit during September 2020. We also look forward to expanding comprehensive safety, health and environmental consulting services, and to continuing to strengthen our partnerships with industry to improve safety and health throughout our region.

# The Builders' Association

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## Communications by Bill Wien, Communications Director

Thanks to all of you who contributed to our publications for making this an exciting and memorable 2019. Your building projects, service to the industry, and involvement in our events provided ongoing inspiration for our communications. A special thanks to the member companies that supported our publications by advertising with us.



*Bill Wien*

We endeavored to provide a steady flow of up-to-date content for our digital and print media channels. We also continued to build out our branded social media sites in order to drive user engagement. We added Instagram to our social media platforms and approached 600 followers by year's end.

This past April, we delivered the 2019-2020 Membership Roster and Buyers' Guide. It contains updated information (some of which is not available on the website) on member companies, committees, building industry organizations, and the trades.

Communications continued to market and promote our social

events. In 2020, we will be rebranding The Builders' Association Industry Expo as the Builders' Industry Advancement Conference.

We endeavored to promote the Association via earned media, submitting press releases to various online and print news outlets. We also placed ads in a variety of publications. Our digital ads appear on an ongoing basis in the Kansas City Business Journal's afternoon edition online.

The quarterly Modern Builder magazine continues to reach more than 2,200 owners, contractors, and other businesspersons. Members receive a significant discount on Modern Builder ads and lower rates for increased frequency. For ad rates, please call Aarika Leonard at (816) 595-4118, or e-mail her at [aleonard@buildersassociation.com](mailto:aleonard@buildersassociation.com). We also offer streaming ads on the home page at [www.buildersassociation.com](http://www.buildersassociation.com) as well as advertising in Builders' e-NEWS.

Designed primarily for brief news items and other timely information, Builders' e-NEWS continues to deliver real-time communications to our members. It is integrated with our membership database, allowing for more optimal, targeted, and personalized delivery.

Planning is under way for the biennial Kansas City Chapter, AGC Building Excellence Awards, which will be held on Thursday, May 28, 2020. Steve Kraske, correspondent and talk show host, will be our Master of Ceremonies. A special edition of Modern Builder magazine is planned, with photos and articles devoted to the Winners and Finalists. The Building Excellence Awards will include the Project of the Year by a General Contractor (in seven dollar volume categories), Project of the Year by a Subcontractor, Renovation Project of the Year, Diversity & Inclusion Award, and Innovation & Technology Award.

Keeping you informed and connecting you with our services and marketing opportunities will continue to be our priority in 2020.



*Modern Builder magazine*