



## **ABC's Commitment to Safety**

It is ABC's mission to ensure all of our construction workers get home in the same—or better—condition than when they arrived on the jobsite every day.

A culture of both physical and mental health and safety cannot exist without leadership taking a stand that includes an unwillingness to compromise safety and modeling this belief in their every action. Challenging and transforming the status quo to create a belief that all incidents are preventable creates a culture where safety is considered a moral obligation not just for leadership, but for all employees.

## **Keeping an Essential Workforce Safe**

- The construction industry continues to recover from the ongoing health and economic crisis caused by COVID-19. Prior to the pandemic, the industry was on its way to a record construction spend of more than \$1.3 trillion.
- Throughout the crisis, construction has remained an essential service in many of our states and local communities. This has been vital to the nation as contractors are needed to safely build, expand and maintain hospitals and health care facilities, retrofit existing structures for emergency use, modify manufacturing facilities due to increased demand for medical supplies and provide new transportation corridors for people and materials.
- Ensuring the health and safety of our construction workforce is always our priority and is also vital to a strong recovery.
  - ABC looks to the U.S. Department of Labor's Occupational Safety and Health Administration to continue to be a collaborative partner for the entire industry, helping us ensure a safe and healthy work environment.
  - ABC remains committed to collaborating with federal, state and local officials to diligently identify and implement appropriate health and safety protocols on our jobsites to protect the construction industry's most valuable asset: its workforce.

## **ABC's Proactive Approach to Protect Workers During COVID-19:**

Throughout the pandemic, the construction industry has taken numerous steps to protect employees, and ABC, as a member of the Construction Industry Safety Coalition, has published guidance, tools and resources to assist contractors in their health and safety efforts:

- In March 2020, as part of the Construction Industry Safety Coalition, ABC created a [COVID-19 response plan](#) with clear guidance specific to protecting construction workers. This plan provides a comprehensive approach for minimizing the risk of exposure to COVID-19 in the construction work environment. It sets responsibilities for managers and workers, provides key jobsite protective measures, and describes PPE, work practice controls, use of face coverings and how to handle employees who exhibit

symptoms of COVID-19 or test positive. Sample forms and notifications are also included, along with a COVID-19 checklist and toolbox talk.

- COVID-19 Safety Stand-downs
- The Safe and Healthy Construction Pledge
- Emergency Preparedness and Safety Resources
- Coronavirus Resources for ABC Members
- Numerous communications with OSHA on COVID-19 regulatory and guidance issues.

**ABC Strives to Provide all Members with the Knowledge and Tools to Achieve World-class Health, Safety, Wellness and Environment in the Construction Industry. These tools include:**

**ABC's Commitment to Safety Is Centered on the STEP Safety Management System**

- Founded in 1989 as a safety benchmarking and improvement tool, STEP has evolved into a world-class safety management system that demonstrates safety leadership and cultural transformation to clients.
- STEP companies prove that world-class safety is achievable with a company-wide commitment to safety as a core value. By applying world-class processes, construction companies can dramatically improve safety performance among participants regardless of company size or type of work.
- The STEP model aims to measure how leading indicators—proactive injury and hazard elimination tools on the jobsite—improve safety performance. The construction industry has long evaluated safety performance based on lagging indicators—statistics that measure performance based on past incidents or conditions. Lagging indicators rate companies not on the steps taken to prevent jobsite injuries and fatalities, but rather on the number of past safety failures.
- Participating ABC member firms document incident rates—Total Recordable Incident Rates (TRIR); Days Away, Restricted or Transferred (DART); and Experience Modification Rates (EMR)—and evaluate their safety processes and policies on 25 weighted key components against industry averages to:
  - Evaluate current levels of safety performance.
  - Track safety performance year after year.
  - Implement proven, specific best practices to transform organizational safety culture.
  - Benchmark safety performance against industry peers.
  - Be a leader to equip the company and workers for safety success.
- Participants receive a rating of Diamond, Platinum, Gold, Silver, Bronze or Participant based on safety performance.

**ABC's Safety Performance Report Documents the Effectiveness of STEP**

- ABC's annual Safety Performance Report is based on data gathered from STEP participants that recorded nearly one billion hours of work in construction, heavy construction, civil engineering and specialty trades in 2020.
- The 2021 SPR documents the dramatic impact of using proactive safety practices and leading indicators. Top-performing STEP companies achieved an 655% improvement in

safety performance compared to the U.S. Bureau of Labor Statistics industry average in 2020.

- Companies that attained the highest level of STEP performance—Diamond—reduced TRIR by 85%.
- The report shares the foundations of safety, which are implemented best practices as part of a world-class safety management system:
  - Tracking and reviewing activities carried out to prevent and control injury, such as safety training, new hire safety orientation and behavior-based safety observations, leads to a 64% reduction in TRIR and DART rates.
  - Companies that conduct an in-depth indoctrination of new employees into the safety culture, systems and processes based on a documented orientation process experience 52% lower TRIR and 54% lower DART rates than companies that limit their orientations to basic safety and health compliance topics.
  - Substance abuse programs and policies with provisions for drug and alcohol testing where permitted lead to a 59% reduction in TRIR and a 61% reduction in DART rates.
  - Companies that conduct daily toolbox talks reduce TRIR by 76% and DART rates by 78% compared to companies that hold them monthly.
  - Employer involvement at the highest level of company management produces a 59% reduction in TRIR and DART.
- The report identified eight core leading indicators that had the most dramatic impact on safety performance in 2021, including:
  - **Supervisor Safety Training:** Ensuring all supervisory personnel have an in depth, well-versed understanding of the company's safety policy, supervisor safety expectations and other specific competencies reduces TRIR and DART by more than 50%.
  - **Pre-planning for Project Safety:** Educating project supervisors and other key personnel in pre-planning for project safety and safety pre-planning reduces TRIR by 55% and DART rates by 57%.
  - **Behavior-based Safety:** A process that informs management and employees of the overall safety culture in the workplace through safety observations improves TRIR and DART by 65% and 69%, respectively.
  - **Emergency Response/Fire Elimination Plan:** A comprehensive fire elimination plan that tiered contractors are contractually bound to follow leads to a 59% reduction in TRIR and a 62% reduction in DART rates.
  - **Supervisor Safety Meetings:** Conducting weekly safety meetings with supervisors and distributing minutes for review leads to a 57% reduction in TRIR and a 56% reduction in DART rates.
  - **Incident Investigations:** A systematic process to find the root causes of problems and develop effective solutions to improve performance reduces TRIR and DART by more than 50%.
  - **Resources for Safety:** Regularly budgeting or investing in safety resources and tracking and evaluating their effectiveness leads to a reduction in TRIR of 49% and a reduction in DART of 51%.
  - **Task-specific Safety Process:** Establishing a process to define the scope of work, analyze hazards, develop and implement hazard control methods, perform the work within established controls as well as provide feedback and continuous improvement leads to a 60% reduction in TRIR and DART rates.

### **ABC Recognizes Safety Performance Through the National Safety Excellence Awards**

- The ABC National Safety Excellence Awards recognize companies that exhibit a continued commitment to jobsite safety and whose safety performance and programs are judged to be exemplary by the ABC National Safety and Health Committee.
- Awards are based on data submitted via STEP applications, essay questions and video interviews with company presidents, CEOs or principals about their corporate safety culture. Award categories are based on a company's total work hours per calendar year and placement within the North American Industry Classification System, or NAICS code.
- View the winners of the [2020 NSEA Awards](#).

### **Construction Coalition for a Drug- and Alcohol-Free Workplace**

- ABC is a founding member of the Construction Coalition for a Drug- and Alcohol-Free Workplace, an industry-led initiative formed with the ultimate goal of eliminating substance abuse-related construction jobsite incidents.
- CCDAFW, which is comprised of leading construction industry trade associations and partners, advocates for effective substance abuse policies and sets best practices for construction-related companies.
- Since the coalition was formed in 2012, [7,066 companies have pledged](#) to create and maintain a substance abuse-free workplace.
- The coalition also provides resources to companies to help implement and strengthen substance abuse policies.
- CCDAFW was founded by ABC, the Associated General Contractors of America, the Construction Industry Round Table, the Construction Users' Roundtable and Women Construction Owners & Executives. The Independent Electrical Contractors, NCCER and the National Demolition Association have joined the coalition.
- To learn more, visit [drugfreeconstruction.org](http://drugfreeconstruction.org).

### **Suicide Prevention Is a Key Initiative in Construction Safety**

- The global health crisis has brought national focus on the need to prioritize the mental health of any workforce. Going forward, we must continue to focus on the total human health aspects of the construction industry.
- ABC encourages member companies to include employee mental health in their safety programs.
- ABC is a member of the [Construction Industry Alliance for Suicide Prevention](#), an organization dedicated to provide and disseminate information and resources for suicide prevention and mental health promotion in construction with the goal of creating a zero suicide industry.
- The alliance was founded in 2016 and became a formal 501(c)3 organization in 2018.
- Greg Sizemore, ABC's vice president of health, safety, environment and workforce development, is the current chair.
- Working across the construction industry, the alliance aims to better equip companies to better address mental health concerns and reduce the risk of suicide among the construction workforce.

- Workers in construction and extraction had the highest rate of suicide among all occupational groups in the United States in 2016, according to the [Centers for Disease Control and Prevention](#), making suicide prevention a key construction industry safety initiative.
- To learn more, visit [preventconstructionsuicide.com](http://preventconstructionsuicide.com).

### **ABC Safety Programs and Resources**

- To ensure world-class physical and mental health and safety across the construction sector, ABC has a number of education, evaluation and best practice programs in place.
- ABC encourages member companies to develop training programs that focus on educating employees on the STEP's core leading indicators of a safer workplace are essential to world class safety.
- ABC conducts Safety Academy sessions around the country to put members on the path to world-class safety. The academy is designed to help attendees understand the importance of leadership commitment, cultural transformation and the safety management processes in achieving a world-class safety results. The academy goes beyond the technical side of safety and explores the emotional and behavioral components that take safety from one of many priorities to the core value upon which all decisions are based.
- ABC and its chapters offer unparalleled access to safety and training resources, as well as industry best practices developed and pioneered by world-class ABC members.
  - ABC has a number of safety resources available on the website at [abc.org/safety](http://abc.org/safety), including sample toolbox talks, safety posters and sample safety manual components.
  - Members can find [safety training resources](#) in their areas.
  - ABC provides [emergency preparedness and response resources](#).