

Contra Costa Building and Construction Trades Council

2727 Alhambra Ave. Suite 5
Martinez, CA 94553
FAX (925) 372-7414



Greg Feere
C.E.O.
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Apprenticeship Training Programs

- Fact: The Associated Builders and Contractors (ABC), California Golden Gate Chapter, only had 574 apprentices – 17 women total.
- Fact: California Joint Apprenticeship Training Programs (Building Trades) had 78,107 apprentices – 1,242 women total.
- Fact: The Contra Costa Building Trades invests \$42.5 million annually in apprenticeship training -- that's more than the ABC invests in their **entire U.S.A.** apprenticeship training programs!
- Fact: The Golden Gate Chapter of the ABC has **NO** training programs in Contra Costa County.

A copy of Dr. Thomas Kriger's Full report is available at www.knowyourabc.com

Please review the attached brochure....
"Driving the Low Road in the Construction Industry"

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ABC Member-Contractors

Fact: The Associated Builders and Contractors (ABC) only represent **.3%** of all California Contractors (please see attached data).... in spite of their bogus claim to represent 80% of the Construction Industry.

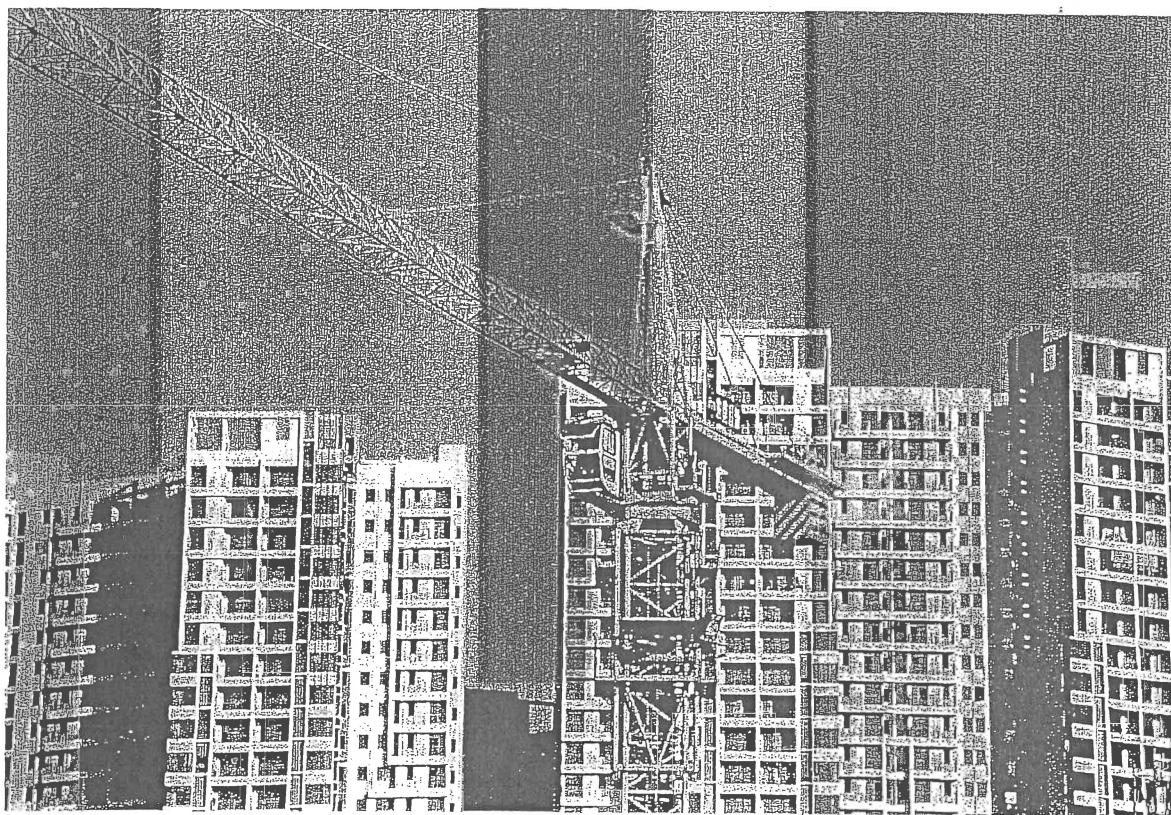
A copy of Dr. Thomas Kriger's full report is available at www.knowyourabc.com

Please review the attached brochure....

"They Defended America, Now Let Them Help You Built It"



Labor Research Working Papers



An Analysis of Associated Builders and Contractors (ABC)

Thomas J. Kriger
Professor of Labor Studies
National Labor College

May 31, 2012



ABC/NCCER – Apprentice and Craft Training Programs

When open-shop contractors expanded their operations in the 1970s, one of the dilemmas they faced was a lack of skilled labor. The vast majority of construction apprentices were trained by joint [labor-management] apprentice training committees (JATCs), many of which had been established in the early 20th century. In an attempt to develop a parallel system of open shop training, ABC established both formal apprentice and craft training programs. As it tried to expand its workforce development capacity, ABC confronted another problem with their formal apprentice training programs. As ABC has acknowledged, its efforts have been limited by a lack of broad open shop contractor and owner support for the cents-per-hour funding necessary to pay for training programs.¹⁸ Open shop contractors, with their focus on lower costs, have typically pursued a short term, low cost approach to training. They have little incentive to invest in four or five year programs, such as those in place at the JATCs, especially if workers seek better pay and benefits once they are trained. As a result, the open shop sector tends to devote far fewer resources to training programs when compared to the JATC programs.

Apprentice Training Programs – Previous Research

There have been numerous state-level studies conducted over the past few years that have compared the record of JATC programs and open shop apprentice training programs (see Appendix B). Overall, the finding in these studies, which examined apprentice training in Indiana, Kentucky, Massachusetts, Pennsylvania, Washington and West Virginia, are similar to the findings presented below. The six studies summarized in Appendix B found that the JATCs comprise the vast majority of apprenticeship programs nationally and train an overwhelming majority of the construction apprentices in the United States. These studies also found that the JATC programs train apprentices in a much broader range of crafts and have higher completion rates than their non-union counterparts.

Apprentice Training Programs – Data and Methods

The next section of this report compares ABC's formal apprentice training programs with the JATC programs nationally and on a state-by-state basis. The data summarized below is drawn from an analysis of the Department of Labor's Office of Apprenticeship (OA) RAPIDS database.¹⁹ These data were acquired by the author in a Freedom of Information Act request and were used to construct a comparative analysis of ABC apprentice training programs and JATC programs in the period from 2002 – 2011. Individual state data for program enrollment, completion rates, apprentice demographics and totals by craft are included in Appendix A.²⁰

The findings presented in this report are consistent with the state-level research reports cited above (a complete listing of these studies is found in Appendix B). The JATC programs examined in this report enrolled far more construction apprentices than did the ABC programs, trained apprentices in a broader range of crafts, and had higher aggregate completion rates. The JATC programs also had a vastly higher level of participation by signatory contractors. While

¹⁸ Whyte, D. and Green, S. The Skilled Workforce Shortage. *National Center for Construction Education and Research White Paper*, 8.

¹⁹ The author thanks Steve Bannister, the University of Utah, who was assisted by Professor Cihan Bilginsoy, the Department of Economics, University of Utah, for performing the data extraction for this section of the report.

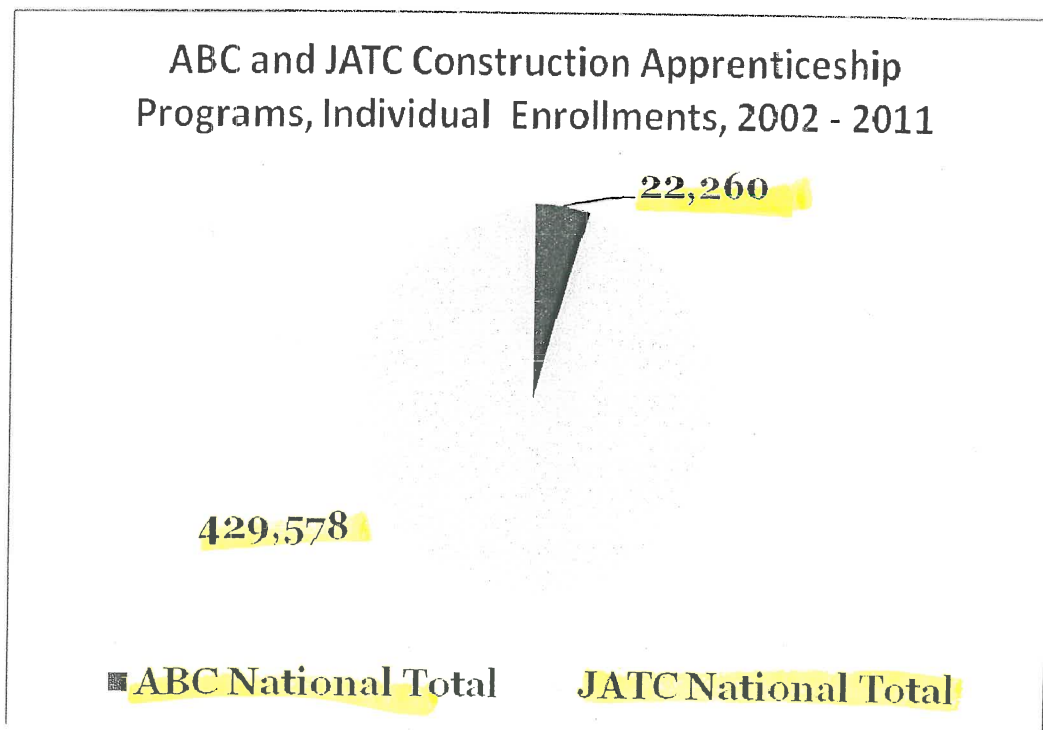
²⁰ As with any large data set, there are always challenges related to coding and data entry. If readers note any suspected issues with the state data in Appendix A, they should contact the author.

the aggregate demographic data for these two training systems were quite similar, the relative difference in the size of the two systems – JATC vs. ABC – means that the actual number of women and people of color enrolled in the JATC programs was much larger. ABC, for example, had a similar aggregate percentage of Hispanic apprentices in their programs nationally (for ABC, Hispanics made up 20.0% of all apprentices, while for the JATCs Hispanics were 20.5% of all apprentices), but in actual numbers this meant that ABC enrolled 4,460 Hispanic apprentices, while the JATCs enrolled 88,206 Hispanic apprentices from 2002-2011.

Apprentice Training Programs – Total Number of Individual Apprentices, 2002-2011

Based upon an aggregate analysis of construction apprentice training programs in states that were included in the OA RAPIDS database, there were 429,578 individual apprentices enrolled in the JATC programs from 2002 – 2011. During the same period, there were 22,260 individual apprentices enrolled in ABC programs in participating states²¹ (see Chart 3). It is important to note that the data presented here does not include all non-union apprentice training programs (those programs, in other words, run by non-union organizations *not* affiliated with ABC). The purpose of this report is to compare the union affiliated training programs – the JATCs – with ABC’s apprentice training programs. One might expect that ABC, which describes itself as the “voice” of the construction industry, would devote resources to education and training that were commensurate with the role that ABC claims for itself in the industry.

Chart 3



²¹ The data for this report was drawn from the Department of Labor’s Office of Apprenticeship RAPIDS database. A number of states do not participate in the OA data system. Those states are NOT included in this report.

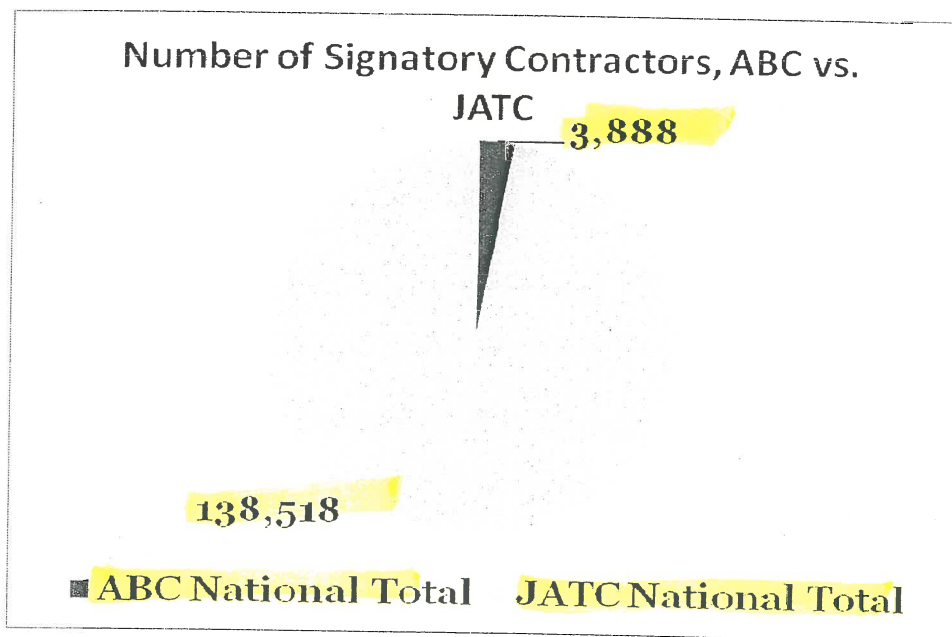
Apprentice Training Programs – Completion and Cancellation Rates, 2002 - 2006

The JATC programs in states participating in the OA database had higher aggregate completion rates than the ABC programs. The aggregate completion rate for the JATC programs was 44.0 percent, while the aggregate cancellation rate was 49.0 percent. The aggregate completion rate for the ABC programs was 37.8 percent, while the cancellation rate was 57.1 percent (see Chart 4). In 2011, 6.9 percent of the apprentices that began their apprenticeship between 2002 and 2006 were still enrolled in the JATC programs, while 5.1 percent were still enrolled in the JATC programs.

Apprentice Training Programs – Contractor Participation

Another way to compare the relative size – and quality – of the ABC and JATC apprentice training programs is to examine the number of signatory contractors that participate. Based upon an aggregate analysis of construction apprentice training programs in states included in the OA RAPIDS database, there were 138,518 signatory contractors in the JATC programs from 2002 – 2011. During the same period, there were 3,888 signatory contractors in the ABC programs (see Chart 4). The ABC data does not include contractors affiliated with the National Center for Construction Education and Research (NCCER), an ABC affiliated institution. In 2008, *The Engineering News Record*, a construction trade journal, reported that NCCER had 75 signatory contractors.²² The JATC data on signatory contractors is consistent with data from a survey by the Building and Construction Trades Department (BCTD), AFL-CIO, of BCTD affiliated unions. The BCTD survey found that affiliated unions has agreements with 89,000 signatory contractors in 2011, exclusive of the currently unaffiliated United Brotherhood of Carpenters (UBC) and International Union of Operating Engineers (IUOE).

Chart 4



²² Rubin, D. [2008 September 3]. From Open-Shop to New NCCER Goal: Reaching for the 'Stars'. *Engineering News-Record*, Retrieved from <http://enr.construction.com/features/bizLabor/archives/080903-1.asp>

Apprentice Training Programs – Program Funding

Building Trades unions and their affiliated contractors have made a much larger financial commitment to education and training than ABC has. The aforementioned BCTD survey found that the Building Trades affiliates spent an estimated \$630 million on training programs in 2010. This total does not include spending on apprentice training by the UBC and IUOE. If these two unions are included, total spending on the JATC programs by unions and their affiliated contractors is an estimated \$750 million annually. ABC's state chapters, by contrast, reported an estimated \$15 million in education and training revenue in 2009, while NCCER reported a total of \$8 million in education related revenue that same year, based on an examination of ABC and NCCER tax filings. In addition, ABC state chapters reported that they spent an estimated \$5 million for apprenticeship training and education in 2009, based on the same tax data.

In summary, ABC's workforce development capacity, based on its financial commitment and the corresponding size and scope of its apprentice training system, is dwarfed by the Building Trade unions' and affiliated contractors' investment in training of \$750 million annually, which has produced one of the nation's largest, private, self-funded education systems. This system enrolls far more construction apprentices than the ABC programs, trains apprentices in a broader range of crafts, and has higher aggregate completion rates. JATC programs also have a vastly higher level of participation by signatory contractors.

ABC Craft Training Programs

In the 1980s, ABC developed its own construction curriculum called the "Wheels of Learning." The Wheels program was based on the belief that most construction projects, particularly where some components were prefabricated offsite, required few highly skilled crafts people. In addition, open shop contractors tended to hire a much higher percentage of transient, lower paid "helpers" and other unskilled workers, and thus had little incentive to provide long-term training. ABC, for its part, argues that construction workers don't need four or five year union apprentice training programs. Instead, from ABC's low road perspective, workers require shorter and more flexible "modular" training geared to discrete tasks they might encounter on a particular job. This is the function of the Wheels curriculum. It was designed to provide exercises (known as training modules) specifically written for discrete constructions tasks.²³ ABC's assessment of its training needs, whether accurate or not for purposes of quality and efficiency, was more a function of its low wage employment policies than a fully thought out workforce development strategy. Because ABC failed to achieve adequate participation from open shop contractors in its training programs, the organization had little choice but to base its human resource and employment strategies on a large percentage of unskilled workers and "helpers," which were dependent on a few crew leaders, rather than on a workforce composed mainly of highly skilled craft workers.

In 1995, ABC established the National Center for Construction Education and Research (NCCER), which is located in Alachua, Fla. NCCER was designed to provide ABC and the open shop movement with independent, third party "accreditation" for NCCER sanctioned training programs and curriculum. As the NCCER website explains,

²³ For more on the construction "helper" issue, see Northrup, H. The 'Helper' Controversy in the Construction Industry, *Journal of Labor Research*, Vol. XIII, No. 4, Fall 1992, 426-429.

NCCER has developed a system for program accreditation that is similar to those found in institutions of higher learning. . . . NCCER's accreditation process assures that students and craft professionals receive quality training based on uniform standards and criteria. These standards are outlined in the NCCER Accreditation Guidelines and must be adhered to by all NCCER Accredited Training Sponsors and Accredited Assessment Centers (emphasis added).²⁴

Under the NCCER "accreditation" system, "contractors, owner/operators, trade associations, organized labors [sic], government agencies, correctional facilities, temporary employment agencies, consultants, proprietary schools [and] other entities deemed appropriate by NCCER" may apply to become NCCER "accredited" training sponsors.²⁵ Sponsors must provide adequate space for training and NCCER certified instructors. They also must maintain program records and use only the NCCER's proprietary curriculum (now known as the Contren Learning Series). Under NCCER guidelines, sponsors who have their applications approved receive are visited by a NCCER auditor during their first three years of operation and once every three years after that to maintain their NCCER "accreditation."

The problem with NCCER's accreditation system is that it does not adhere to the university based model of third party accreditation that NCCER references on its website. Higher education accreditation bodies have their status as evaluators vetted, or "recognized" as it is called in the industry, by either the federal Department of Education or by the Council for Higher Education Accreditation (CHEA). CHEA is a voluntary association of 3,000 degree-granting colleges and universities that in turn oversees and approves the legitimacy of sixty institutional and programmatic accrediting organizations.²⁶ NCCER, by contrast, does not participate in this system. Thus NCCER is its own "accreditor." As the NCCER Accreditation Guidelines explain, "NCCER does not claim or intend to certify the compliance of any training program, sponsor, or employer with any local, state, or federal regulations, including, but not limited to, any regulation relating to apprenticeship or training, equal employment opportunity, education, or any other applicable statute."²⁷

In 2005 ABC and NCCER experienced a serious setback in their efforts after representatives from both organizations worked with investors to build a network of for-profit construction training schools. In October 2002, Decker College, a small, for-profit vocational school that had been recently purchased by a group of investors, named Dan Bennet its new CEO. Bennet's appointment was the culmination of extensive ties between Decker and ABC/NCCER.²⁸ Between 1983 and 1996, Bennet had been the highest ranking staff member (Executive Vice-President) of ABC. From 1996 to 2002 Bennet had served as the founding President of NCCER. In the months before Bennet's appointment, representatives from ABC joined with Decker's investors to file applications for three new campuses devoted to

²⁴ This quote is from the NCCER website, <http://www.nccer.org/>

²⁵ National Center for Construction Education and Research. [2001 March]. *Accreditation Guidelines and Program Compliance, Standardized Training Process, National Craft Assessment and Certification Program*, 16th Edition, 10.

²⁶ For more on CHEA, see <http://www.chea.org/>

²⁷ NCCER, *Guidelines*, 11.

²⁸ See Founding president leaves NCCER. [2003]. *Highbeam Research*, Retrieved from <http://www.highbeam.com/doc/1G1-96194393.html>

construction education in Indianapolis, Atlanta and Jacksonville. Decker would then partner with ABC chapters in each state to deliver curriculum from NCCER and recruit students.²⁹

Under Bennet's leadership, Decker's enrollment expanded rapidly to 3,700 students, although as early as 2004 students began to file complaints about the quality of Decker's programs and about enrollment and educational practices at the school. Officials from Louisville IBEW Local 369, after hearing complaints from students at Decker College, sent union instructors to apply for teaching positions at Decker in 2004. What they found raised serious concerns within the union. According to the IBEW, "Decker students were rushed through curriculums in electrical, carpentry and the heating, ventilation, and air conditioning trade (HVAC)" at its branch campuses. "Instead of remedial work," the IBEW found, students "who failed tests were given correct answers by instructors who were under pressure from school administrators to keep [federal student] loan money flowing in."³⁰

Based on these and other student's complaints, agents from the FBI and the Inspector General's Office of the Department of Education raided Decker's offices in Louisville as part of a fraud investigation. Shortly after the raid, the federal Department of Education denied Decker's application to continue offering federal student aid, and Decker closed its doors for good. Although no charges were ultimately filed after the raid, students filed lawsuits in Kentucky and Georgia "alleging that the school failed to provide adequate training or job placement services" and this incident proved embarrassing for both ABC and NCCER.³¹ In February 2008, the Kentucky Attorney General reached a settlement with Decker's bankruptcy trustee that provided financial relief to students in the construction programs at Decker.³²

²⁹ See For-Profit Decker College Left Workers Jobless and Broke On Its Path to Ruin, *IBEW Journal*, Jan-Feb 2006, Vol. 105, No. 1, 13-16, 39; see also Robbins, T. [2005 December 13]. Bill Weld's School Daze. *The Village Voice*, Retrieved from <http://www.villagevoice.com/2005-12-13/news/bill-weld-s-school-daze/>

³⁰ For-Profit Decker, 15.

³¹ See *Building and Construction Trades Department Calls for State and Federal Investigations of the Associated Builders and Contractors Ties To Scandal- Ridden Decker College*, Retrieved from <http://www.thefreelibrary.com/Building+and+Construction+Trades+Department+Calls+for+State+and...-a0137722495>

³² Office of the Attorney General. [2008 February]. *Attorney General Conway Files Agreement That Helps Thousands of Decker College Students*, Retrieved from <http://migration.kentucky.gov/newsroom/ag/deckersettlement.htm>

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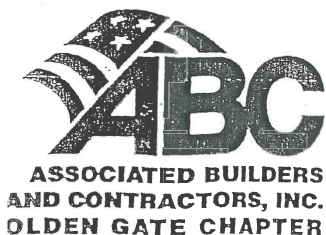
ABC Training Programs Failing

The Associated Builders and Contractors (ABC) Apprenticeship
Training Programs are failing nationwide.

A copy of Dr. Thomas Kriger's Full report is available at www.knowyourabc.com

Please review the attached

The ABC data and Decker School for Profit information, plus the
Highlighted paragraphs on Pages 13 & 14



Associated Builders and Contractors Golden Gate Chapter TRAINING TRUST

August 10, 2007

Victor Aguirre
Senior Consultant
Department of Industrial Relations
Division of Apprenticeship Standards
San Francisco District Office
P.O. Box 420603
San Francisco, CA 94142-0603

Re: Response To Proposed Audit Report

Dear Victor:

Thank you and your team for the professional way you conducted the audit of the ABC Golden Gate Chapter Carpenter (DAS File #19950) and Construction Craft Laborer (DAS File #10060) Apprenticeship Programs.

The UAC has reviewed your proposed report and has the following comments.

The Construction Craft Laborer Program, as you correctly noted, has had 0% graduates to date. It is definitely below the required minimum. The laborer program, which was approved in 1995, and after a challenging first couple of years, was made to be an internally inactive program until two years ago at which time the UAC made a conscious decision to revitalize the program. At this time, there are 17 registered apprentices with 4 scheduled to graduate in October of this year. The UAC is committed to growing the Construction Craft Laborer program and improving graduation rates.

The Carpenter Program is a small and successful program and one of the reasons apprentices do leave is to pursue other careers when they have determined that seasonal construction work does not fit their life needs. The UAC has recently implemented some changes in the initial interview process to help the applicants understand more fully the type of duties involved the carpentry trade. The UAC is committed to growing the program and improving graduation rates.

07 AUG 13 PM 3:24

Under Audit Findings and Recommendations you determined that we had not submitted a DAS 24 noting the new LEA, Eden Area ROP, who took over for us when our original LEA, Milpitas Adult Education decided to withdraw from overseeing apprenticeship programs. **Please find attached a letter from our LEA validating and approving our curriculum and a DAS 24 for same. (Enclosed)**

Under Rules and Recommendations you stated that the program rules and regulations given to the apprentices during orientation did not contain a statement to the apprentice advising them of their right to be given a copy of the Standards if requested and that they be given a copy of the rules and regulations governing the program. **Even though each apprentice signs an acknowledging that they have been given a copy of the rules and regulations and as you noted is filed in each apprentice master file, per your recommendation the committee has included the verbiage within the rules and regulations booklet for the apprentice to acknowledge receipt and that the standards are available upon request. (See pages 2 and 3 of carpenter and laborer rules and regulations handbooks enclosed).**

The Carpenter and Construction Craft Laborer UAC welcome any input and recommendations for further improvement of their apprenticeship programs.

Sincerely,



Anne Quick
Vice President of Education
ABC Golden Gate Chapter

Enc: DAS 24 – Carpentry Program with updated information in Standards
DAS 24 – Construction Craft Laborer with updated information in Standards
Copy of Carpentry Program Rules and Regulations with recommended verbiage included.
Copy of Construction Craft Laborer Rules and Regulations with recommended verbiage included.

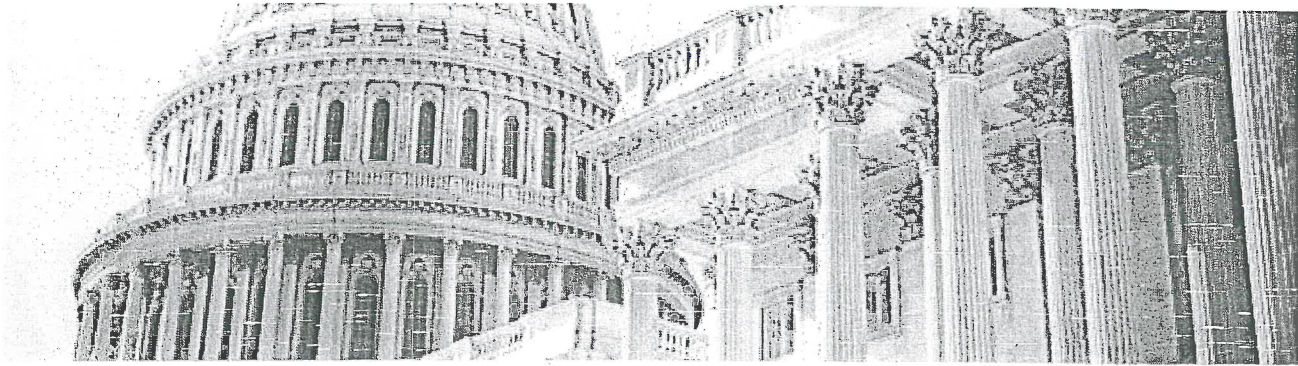
07 AUG 13 PM 3:24

Subject: ABC Seeks to Block New Rule to Promote Hiring of Military Vets and Disabled Americans

From: towens@bctd.org (towens@bctd.org)

To: ccbtc@att.net;

Date: Thursday, December 5, 2013 9:12 AM



ABC Files Injunction to Block New US Dept of Labor Rule to Promote the Hiring of Veterans and Disabled Americans

December 5, 2013

Dear Building Trades Leader:

The Associated Builders and Contractors (ABC) has filed an injunction to prevent the implementation of a new rule by the U.S. Department of Labor that would encourage the hiring of disabled Americans and military veterans, calling it "wasteful and burdensome."

READ THE RECENT POST ON THIS ISSUE BY STEVE COOPER AT THE WE PARTY PATRIOTS BLOG

All Building Trades Councils and Local Unions are encouraged to share this information with local public officials, as well as business and community leaders, and remind them - once again - that the ABC is nothing more than a right-wing ideological, anti-union organization that does not represent the voice of the construction industry and does not engage in any activities designed to promote or enhance the industry. In fact, the ABC represents less than 1% of all construction contractors in the United States.

The ABC's primary reason for being has been, and continues to be, to neutralize and limit the scope of the unionized construction industry.

It is worth the effort to remind your local leaders that where the unionized construction industry invests over \$1 billion a year in skilled craft workforce development; the ABC shuns such investments. And that is why they have been actively and aggressively seeking a new and expanded foreign guest worker program in the US Congress - so its members can continue to have ready access to a low-wage, low-skill, and easily exploitable workforce that extracts tremendous social and economic costs from communities all across the nation.

And where the unionized construction industry is proactive in working to create structured pathways for disadvantaged Americans (women, minorities, military veterans, etc.) to secure quality career training and skills development opportunities in the construction industry, the ABC criticizes and actually devotes

significant resources to oppose such efforts.

Please do all that you can to let people know of this latest example of how the ABC is "driving the low road" in the U.S. construction industry.

Sincerely,

Tom Owens
Director of Communications

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Sometimes the Associated Builders & Contractors (ABC) make it too easy. On November 19th, the anti-worker association — which represents 19,000 construction and “industry-related” firms (some of which are car dealerships) — filed a request for an injunction against a new Department of Labor (DOL) rule which is intended to promote the hiring of veterans and disabled workers. Geoff Burr, ABC vice president of federal affairs, said that the DOL has exceeded its authority with the new rule. He calls it “wasteful and burdensome.”

Do you hear that? There seems to be an unmistakeably unpatriotic whirl in here...?

Paint Square explains the new DOL rule:

The rule, for federal contractors and subcontractors, establishes a nationwide 7 percent hiring goal for qualified individuals with disabilities. The goal applies to each job group in a company with more than 100 employees, or to the entire workforce for companies with 100 or fewer employees.

The rule updates requirements under Section 503 of the Rehabilitation Act of 1973.

The disability hiring rule was released with a companion Final Rule to Improve Job Opportunities for Protected Veterans.

That rule, which updates requirements of the Vietnam Era Veterans’ Readjustment Assistance Act of 1974 (VEVRA), requires federal contractors and subcontractors to establish “annual hiring benchmarks for protected veterans,” using one of several methods described in the rule.

Contractors must also document and update annually “several quantitative comparisons for the number of veterans who apply for jobs and the number of veterans they hire.”

The veterans’ rule would also take effect March 14.

Simple enough. The DOL would like federal contractors to hire more veterans and disabled workers.

But the ABC? They don’t think anyone should have to do paperwork or be held accountable for anything but the bottom line. Veterans and handicapped folks don’t need a better shot at getting jobs.

number of veterans who apply for jobs and the number of veterans they hire.”
The veterans’ rule would also take effect March 14.

Simple enough. The DOL would like federal contractors to hire more veterans and disabled workers. But the ABC? They don’t think anyone should have to do paperwork or be held accountable for anything but the bottom line. Veterans and handicapped folks don’t need a better shot at getting jobs. No, not at all.

In a statement, Burr decried the selfless, benevolent DOL initiative:

ABC supports nondiscriminatory practices toward individuals with disabilities on government construction projects, “and we will remain committed to placing these individuals in good construction jobs,” ABC Vice President of Federal Affairs Geoff Burr said in a statement.

“However,” Burr added, “this rule will do nothing to increase employment opportunities for individuals with disabilities.

“Instead, the new burdens it imposes mean many construction contractors are likely to stop pursuing government construction projects—particularly small businesses that currently provide services, but lack the resources to meet the rule’s new burdensome requirements.”

TRANSLATION: ‘We would like to continue saying we’re doing the right thing, even though we’re not, without having to prove it. Cool?’

The ABC doesn’t want to “maintain written documentation and track whether the percentage of protected employees meets affirmative action requirements for federal projects,” and, according to *Paint Square*, they are criticizing “a provision that requires contractors to ‘invite all job applicants to voluntarily inform the contractor whether they are disabled before they receive offers of employment.’”

You know what, lady with a disability? Hush your mouth. Everything will be fine. We’ll hire you eventually. And when you’re hired, you can be sure that you’ll breathe as many cancer causing dust particles as we can lobby for! And that our contractors will have a history of people dying on the job. Trust us!

Category: MADE IN THE USA, SAFETY

Tags: ABC, associated builders and contractors, Construction, Department of Labor, dept of labor, Disability, DOL, Unemployment, veterans

Contact: Sandy Harrison,
Communications Director
(916) 443-3302 • Fax (916) 443-8204
sharrison@sbctc.org
www.sbctc.org

BUILDING TRADES BULLETIN

Helmets to Hardhats Statistics Show Program has Served Thousands of Veterans

Newly released statistics show that Helmets to Hardhats, the Building Trades' program to assist returning military veterans transitioning to civilian life by helping them find good careers in the construction industry, has resulted in quality construction careers for thousands of veterans. The program is administered by the Center for Military Recruitment, Assessment and Veterans Employment, a joint labor-management committee. Funding is from private foundations, employers, employer associations and unions.

Through its website, www.helmetstohardhats.org, the program links construction employers looking for quality employees with military veterans interested in working in the trades.

Since 2007, the program, in partnership with the Building Trades, has verified the placement of 5,887 veterans into construction jobs, including more than 200 "Wounded Warriors" reporting at least 30 percent disability. Additionally, during that same span, the program has invested \$124 million in the training and education of these apprentices, which is an average of \$21,000 per placement. The website has been visited by 1.4 million people, and 100,000 veterans have registered on the site. Year-by-year statistics follow.

We include Helmets to Hardhats provisions in every PLA we negotiate. It is vital to repeatedly educate our local public officials on the Building Trades' ongoing effort to assist our veterans. This information shows the distinction between the Building Trades way, and the corner-cutting low road path to substandard wages without a path to a real career. Please provide the attached information to local public agencies with whom you have agreements that include Helmets to Hardhats.

Labor believes,



Northern California Chapter

=

Absolute **B**ad **C**onstruction

It's Simple Arithmetic

Low Wage, Low Skill Jobs

+

Little or No Training

=

*Increased Construction
Cost Overruns'Plus the
De-Valuation of Construction as
A Viable Middle Class Career*

Losing Ground Lessons from the Repeal of Nine "Little Davis-Bacon" Acts;
Phillips, Mangum, Waitzman, and Yeagle, University of Utah; 1995

To learn more about the workings of the ABC, and its
impact on U.S. construction industry today, please visit:

www.KnowYourABC.com

