

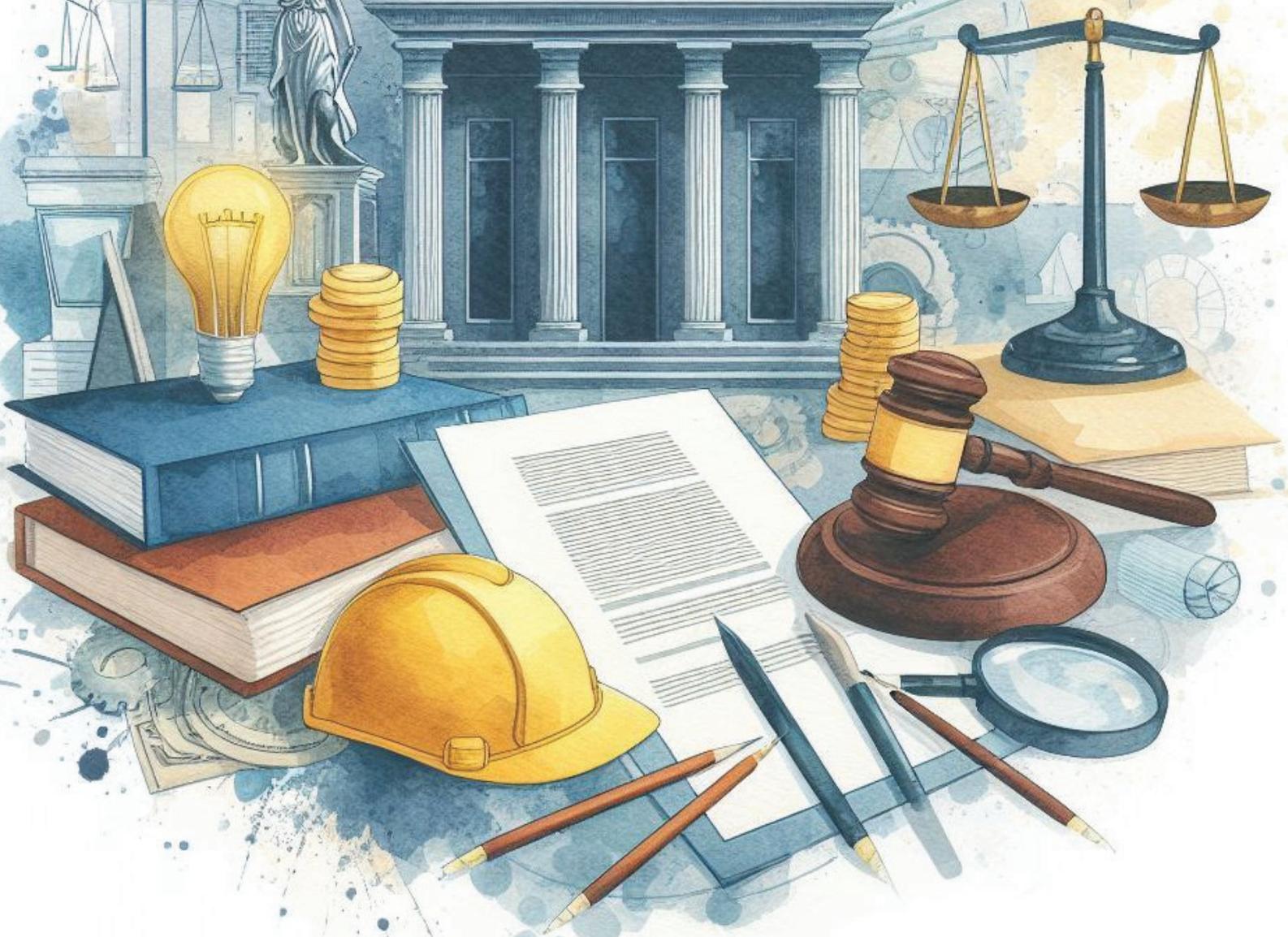
The Quarterly Magazine of the Associated Builders & Contractors New Hampshire/Vermont Chapter

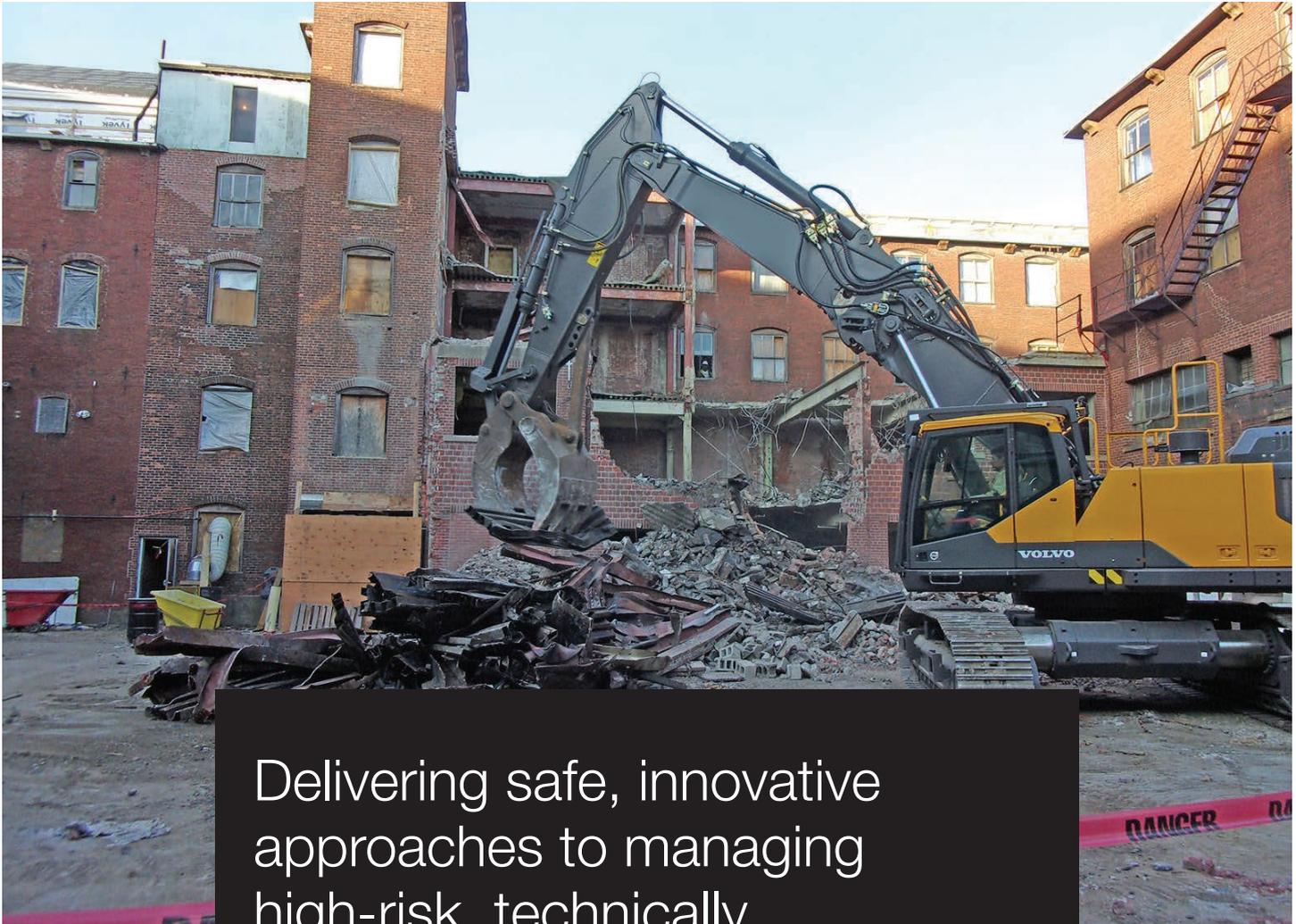
CONSTRUCTION RESOURCE



Volume 33, Issue 1

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From the President & CEO, Joshua Reap



Dear Valued Members,

The Associated Builders & Contractors (ABC) has many ongoing efforts to combat a surge of anti-competitive regulations being imposed on the construction industry by the Biden Administration. These regulations, which include Project Labor Agreements on Federal projects, Independent Contractor Rule changes and changes to Apprenticeship, threaten to stifle competition, increase project costs, and ultimately hinder economic growth.

ABC strongly opposes government actions that pick winners and losers. Merit shop construction, the foundation of the American construction industry, thrives on open competition for labor. This system ensures that contractors can hire the most qualified workers for the job, regardless of union membership.

We are actively engaged in legal challenges, legislative advocacy, and public education efforts to combat these harmful regulations. I encourage you to learn more about these issues by reading the articles in this edition of Construction Resource. We urge our members to join us in these efforts. Together, we can protect the merit shop construction industry and ensure a strong and competitive construction sector for the future.

Very Truly Yours,

Josh Reap

President & CEO of ABC NH/VT

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Associated Builders and Contractors, Inc. is a national non-profit organization whose mission is to represent the construction industry as a cohesive group of professionals, to serve as their vision and voice, and to pursue quality, common goals, and solutions to industry issues. Construction Resource is published quarterly by the NH/VT Chapter of Associated Builders and Contractors. Subscription rate is \$20 per year.

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From the Chair

A Strong ABC for a Strong Construction Industry in NH/VT

Dear Valued Members,

I'm honored to serve as your 2024 Chair for the ABC New Hampshire/Vermont Chapter. Like many of you, I'm passionate about this organization and its vital role in supporting our construction industry.

While time seems to fly, I want to assure you that the ABC is actively working behind the scenes to ensure your success and the industry's well-being.

Legislative and Regulatory Landscape

As you know, the construction industry faces a dynamic environment with constant legislative and regulatory changes. Project Labor Agreements, apprenticeship program revisions, and independent contractor reg-

ulations are just a few examples. Keeping up with these changes, let alone fighting them alone, can be overwhelming.

That's where the ABC steps in. We are your advocate, providing crucial information and resources to navigate these complexities.

Driving Member Value

The board is committed to growing our membership and maximizing the value you receive. We're actively exploring new initiatives to differentiate the ABC and ensure you get the most out of your membership.



Looking Forward

I've served on the board for 10 years, and I'm humbled by your trust in leading this organization. Please don't hesitate to reach out to Chapter staff if you want to be involved in the strategic initiatives we've set forth. I also look forward to seeing you at an upcoming ABC event!

Sincerely,

Eric Horner

2023 ABC NH/VT Chairman
The Rowley Agency, VP and Partner



ABC Action App

ABC issues updates and alerts on merit shop priorities in Congress and the current administration, local government, the courts and the regulatory agencies. Get the ABC Action app to stay on top of advocacy initiatives and receive a call to action when critical legislation needs member support. Visit abc.org/action to learn more.



Get information on the latest actions from the White House, Congress, regulatory agencies and more on ABC's government affairs X account and the Truth About PLAs Facebook and X accounts.



VOLUME 33, ISSUE 1

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ABC Urges Biden Administration to Withdraw Its Illegal, Ineffective and Costly Apprenticeship Proposed Rule

ABC urged the DOL to withdraw the illegal and misguided provisions of the proposal that will unnecessarily increase costs and discourage Government Registered Apprentices Program (GRAP) participation by employers, apprentices and apprenticeship, career and technical education program providers.

ABC recognizes and fully supports government-registered apprenticeship programs as a key component of the construction industry's all-of-the-above solution to upskilling the over half a million new workers needed in 2024 alone and would welcome efforts to modernize and expand this system. Unfortunately, the Biden administration proposal will instead restrict GRAP system growth and exacerbate the industry's labor shortage.

In addition, the Biden DOL's proposed rule fails to fully address ongoing challenges with the GRAP system, including efforts by special interests to suppress new GRAP approvals and restrict taxpayer-funded con-

tracts and grants to businesses and GRAPs affiliated with certain unions. Instead, the proposal reduces flexibility by replacing competency-based GRAPs with time-based GRAPs, eliminates state government's ability to approve apprenticeship programs for new occupations needed to

ABC champions government-registered apprenticeships as part of a diverse, all-of-the-above solution to workforce development.

keep up with the modern economy and incorporates dozens of expensive new recordkeeping and administrative requirements. Overall, this proposal will cost the regulated community more than \$1.3 billion over the next 10 years, according to the DOL's own flawed and stunningly low-ball regulatory cost analysis.

At the same time, ABC's analysis of government data already

indicates that GRAPs are struggling to meet workforce needs, with just 250,000 apprentice participants and 45,000 apprentice graduates in FY 2023.

ABC champions government-registered apprenticeships as part of a diverse, all-of-the-above solution to workforce

than 450 federal and state GRAPs in more than 20 different occupations across America, in order to develop a safe, skilled and productive workforce.

ABC members invested an estimated \$1.5 billion in construction industry workforce development to upskill 1.3 mil-



development. ABC's chapters are educating craft, safety and management professionals using innovative and flexible learning models like just-in-time task training, competency-based progression and work-based learning, in addition to more

lion course attendees in 2022, including hundreds of GRAPs administered independently by ABC member companies.

More information on the proposed rule is available at abc.org/apprenticeship.

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Final Rule Mandating Project Labor Agreements for Federal Construction Projects

President Joe Biden's Executive Order requiring federal construction contracts of \$35 million or more to be subjected to controversial project labor agreements.

Final rulemaking by the Federal Acquisition Regulatory Council (FARC) now requires that every prime contractor and subcontractor on a federal construction project of \$35 million or more performed within the United States to sign a project labor agreement as a condition of winning a contract.

These construction contracts are typically procured by federal agencies like the U.S. Army Corps of Engineers, the Naval Facilities Engineering Systems Command and U.S. General Services Administration. The Executive Order does not apply to federally assisted construction projects. This means procurements from entities such as the National Guard units, state agencies and municipalities are not subject to the EO.

The new Biden administration policy replaces President Barack Obama's 2009 Executive Order 13502, which encouraged, but did not require, federal agencies to mandate PLAs on large-scale federal construction projects exceeding \$25 million in total value on a case-by-case basis.

The Biden administration expects its mandatory PLA rule to affect about 120 federal contracts valued at \$10 to \$14 billion per year, in total.

The Problem with PLA Mandates.

Government-mandated PLAs increase the cost of construction by 12% to 20%, reduce competition from 87.4% of the construction industry workforce and steal up to 34% of wages from the few nonunion workers allowed to work on a PLA jobsite.¹

According to ABC research, of the 2,499 large-scale federal construction contracts valued at \$165.6 billion procured from FY 2009 to FY 2023 subject to President Obama's pro-PLA policy, federal agency contracting officers chose to require PLAs on just 12 large-scale federal construction contracts. There were no reports of widespread cost overruns, delays, labor unrest or

¹ <https://thetruthaboutplas.com/2021/10/22/nonunion-workers-suffer-up-to-34-in-wage-theft-under-government-mandated-project-labor-agreements/>

poor-quality construction on \$164.4 billion worth of non-PLA projects during this time period, indicating that PLA mandates are not needed to ensure economy and efficiency in government contracting.

ABC projects a half-million-person skilled labor shortage in the construction industry. PLAs force contractors to hire most or all employees from union hiring halls and prohibit the use of all or most of a contractor's existing nonunion employees on a PLA

Can a Project be Exempt from PLA mandates?

The Executive Order says senior federal agency officials may grant an exception to the PLA requirement only under a very narrow set of circumstances. While this may provide some hope in the heavily open shop Northern New England construction market, exemptions will be difficult. Exceptions can be granted in writing if at least one of the following circumstances exists with re-

News Release

ABC: President Biden's Final Rule Forcing Corrupt Project Labor Agreements Will Face Legal Challenges

abc.org/news



project. PLA mandates will exacerbate the skilled labor shortage in the construction industry in the short term by excluding almost 9 out of 10 U.S. construction workers who freely choose not to join a union.

In the long term, PLAs undermine communication, association and company investments in workforce development and government-registered apprenticeship programs not affiliated with unions.

According to data from the Bureau of Labor Statistics, 95% of construction workers in New Hampshire choose not to belong to a union and that number is even higher in Vermont. Any federal projects over \$35 million subject to the PLA requirement will almost certainly experience labor shortages.

spect to the contract:

- (a) Requiring a project labor agreement on the project would not advance the Federal

Government's interests in achieving economy and efficiency in Federal procurement. Such a finding shall be based on the following factors:

- (i) The project is of short duration and lacks operational complexity;
- (ii) The project will involve only one craft or trade;
- (iii) The project will involve specialized construction work that is available from only a limited number of contractors or subcontractors;

PLA, CONT. ON PAGE 11



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- (iv) The agency's need for the project is of such an unusual and compelling urgency that a project labor agreement would be impracticable; or
 - (v) The project implicates other similar factors deemed appropriate in regulations or guidance issued pursuant to section 8 of this order.
- (b) Based on an inclusive market analysis, requiring a project labor agreement on the project would substantially reduce the number of

potential bidders so as to frustrate full and open competition.

- (c) Requiring a project labor agreement on the project would otherwise be inconsistent with statutes, regulations, Executive Orders, or Presidential Memoranda.

What's Being Done?

Now that the rule is in effect and interested parties will have legal standing, Associated Builders and Contractors filed a lawsuit to stop the unlawful PLA mandate. ABC's complaint asserts that President Joe Biden lacks the legal and constitutional

authority to impose a new federal regulation injuring economy and efficiency in federal contracting and illegally steering construction contracts to certain unionized contractors, which employ roughly 10% of the U.S. construction workforce. ABC believes the Biden EO violates the Competition in Contracting Act and other federal procurement laws by compelling PLAs and thereby injuring competition on projects exceeding \$35 million.

ABC members are encouraged to flag for ABC National's advocacy team any solicitations with PLA requirements or pro-PLA language, as well as any

federal agency PLA surveys, by emailing noplasfed@abc.org.

ABC stands ready to assist members seeking to bid on large-scale federal construction contracts in compliance with the final rule. ABC has drafted a Frequently Asked Questions guide to the PLA rule and other Biden pro-PLA policies to address common contractor and stakeholder inquiries.



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Federal Department of Labor’s Independent Contractor Rule Now in Effect

The U.S. Department of Labor’s Wage and Hour Division (DOL) published the final rule on Employee or Independent Contractor Classification under the Fair Labor Standards Act (FLSA). The final rule took effect March 11, 2024. This final rule rescinds and replaces an ABC-supported 2021 final rule.

The term “independent contractor” had long been used in the industry, but the DOL had never defined its meaning in regulation or law. The federal government had provided guidelines relevant to worker classification but made clear that the circumstances of each relationship were what controlled the definition of independent contractor.

According to subject matter experts at ABC, the new final rule creates an ambiguous and difficult-to-interpret standard for determining independent contractor status.

In 2021, the DOL sought to provide clarity with a five-factor test. ABC strongly supported the 2021 final rule, which simplified and clarified the factors for determining when a worker is an independent contractor versus an employee under the FLSA. The Biden DOL froze and then rescinded the 2021 rule over the opposition of ABC and other industry associations. The rule undoes reforms to Independent Contractor Status previously passed in 2021.

According to subject matter experts at ABC, the new final rule creates an ambiguous and difficult-to-interpret standard for determining independent contractor status. Under the rule’s multifactor test, employers will now be forced to guess which factors should be given the greatest weight in making the determination. The new final rule is a six-factor test:

- (1) opportunity for profit or loss depending on managerial skill;
- (2) investments by the worker and the potential employer;
- (3) degree of permanence of the work relationship;
- (4) nature and degree of control;
- (5) extent to which the work performed is an integral part of the potential employer’s business; and
- (6) skill and initiative.

These six factors are not the only things to consider. The DOL also states “other factors might be relevant;” however, the final rule does not define the influencing factors.

Confusion and uncertainty will likely result from the final rule. Workers who have long been properly classified as independent contractors in the construction industry will find themselves governed by new guidelines and every circumstance will be different. Contractors engaging in independent contracting should consult their legal counsel as each project brings its own set of circumstances.

To learn more about the final rule, read the DOL’s FAQs¹ and subscribe to the ABC Newsline for updates.

ABC staff are continuing to analyze the 339-page final rule and will be offering webinars for members in the future.



How does the final rule differ from the Department’s 2021 Independent Contractor Rule?

This final rule differs from the guidance provided in the 2021 Independent Contractor Rule in several important ways. Specifically, consistent with the approach taken by federal courts, this final rule:

- Returns to a totality-of-the-circumstances economic reality test, where no single factor or group of factors is assigned any predetermined weight;
- Considers six factors (instead of five), including the investments made by the worker and the potential employer;
- Provides additional analysis of the control factor, including a detailed discussion of how scheduling, supervision, price-setting, and the ability to work for others should be considered when analyzing the nature and degree of control over a worker;
- Returns to the Department’s longstanding consideration of whether the work is integral to the employer’s business (rather than whether it is exclusively part of an “integrated unit of production”);
- Provides additional context to some factors, including a discussion of exclusivity in the context of the permanency factor and initiative in the context of the skill factor; and
- Omits a provision from the 2021 Independent Contractor Rule which minimized the relevance of an employer’s reserved but unexercised rights to control a worker.

¹ <https://www.dol.gov/agencies/whd/flsa/misclassification/rulemaking/faqs>



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MEMBER NEWS

■ **DEW CONSTRUCTION**, a leader in commercial construction across New England, is excited to announce both new hires and well-deserved promotions within their team.

Kimberly Lawton joins DEW as a Project Engineer based out of the Manchester, NH office. Kimberly brings a strong educational background with a Bachelor's in Mechanical Engineering Technology and an MBA with a specialization in sustainability. Her experience as a project engineer combined with her focus on areas like safety and customer satisfaction makes her a valuable asset.



Kimberly Lawton

Arthur Chiaverini, a seasoned professional with over 40 years of experience, joins as a Senior Superintendent. Arthur's expertise spans preconstruction, design coordination, and subcontractor negotiations.



Arthur Chiaverini

Shane Snyder brings over 20 years of experience in large commercial residential construction to his new role as Assistant Superintendent at The MAREK South in Lebanon, NH. Shane's focus on productivity and efficiency will be a key asset in leading field teams and subcontractors.



Shane Snyder

Stephanie Geery brings over twelve years of industry experience to her role as a Project Engineer at DEW Construction. She holds a Bachelor of



Stephanie Geery

Science degree in Construction Management from Vermont Technical College and a Master of Arts degree in Project Management from Southern New Hampshire University. Stephanie is OSHA 30-Hour certified and has spent the last several years managing projects for a landscape design company in Massachusetts.

Michael Snyder brings a decade of commercial construction experience to DEW Construction. With a strong technical background, he has successfully managed multiple high-profile projects as a project engineer. Michael holds a Bachelor of Technology degree in Construction Management from the State University of New York at Delhi and an Associate of Applied Science degree in Construction Technology from Hudson Valley Community College. He has also studied engineering at Clarkson University. Michael's qualifications include certifications in OSHA 30-Hour and Leadership in Energy and Environmental Design (LEED) Accredited Professional for Building Design and Construction (BD+C).



Michael Snyder

DEW is proud to promote two team members who have consistently demonstrated exceptional skills and dedication.

Drew Johnson has been promoted to Project Manager. Since joining DEW as an Assistant Project Manager just over a year ago, Drew's leadership and experience in project estimating, site supervision, and management have made him invaluable. Drew will oversee projects from planning to implementation. He will lead the project team, ensuring all



Drew Johnson

objectives regarding quality, schedule, cost, safety, and customer satisfaction are met.

Cameron Riley transitions from Superintendent to Field Operations Manager. Cameron's five years with DEW, starting as a foreman, have showcased his commitment to teamwork and delivering results. In his new role, he will oversee the management and development of DEW's trade workers and foremen.



Cameron Riley

■ Easterseals NH recently hosted a beam signing event at the new Gammon Academy School project currently under construction with **NORTH BRANCH CONSTRUCTION**. Easterseals NH leadership and

seals NH in constructing a new 30,000 square foot, two-story school building for Easterseals NH Gammon Academy on Zachary Road in Manchester, NH. Designed to meet the accessibility and inclusivity needs of Gammon Academy students, the new facility will include 15 new classrooms, each with its own designated restrooms, as well as multi-purpose and administrative spaces.

North Branch Construction has completed renovations of Andres Hall at Dartmouth College. The full gut renovation of the residence hall included floor replacement, new interior walls, window replacement, insulation, full mechanical, electrical, and plumbing updates, the addition of an elevator, and an infrastructure for a solar domestic hot water system. The renovation, built to achieve U.S. Green Build-



North Branch Construction's Gammon Academy "beam signing."

Gammon Academy School staff attended for an opportunity to leave signatures and well-wishing messages on a structural beam recently installed in the new facility.

North Branch Construction is currently working with Easter-

ing Council LEED Silver status, will allow for an additional 12 bed units, totaling 95 beds. In addition, new study spaces and community gathering spaces were added to the 30,000 square

NEWS, CONT. ON PAGE 17



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NEWS, CONT. FROM PAGE 15

foot floor plan.

North Branch Construction is proud to announce well-deserved promotions and new hires.

Shrika Chikurty, Assistant Project Manager, has recently earned the LEED Green Associate credential from the U.S. Green



Shrika Chikurty



Becky Cannon

Building Council. This certification demonstrates Chikurty's knowledge and commitment to

implementing sustainable building practices on North Branch Construction projects.

North Branch Construction recently welcomed Becky Cannon, Project Coordinator to the team. Ms. Cannon brings a background in project and contract management, logistics, training, and customer service.

North Branch Construction is also pleased to welcome Audra Spaulding in the role of Human Resources Assistant. Ms. Spaulding brings experience in working with people in the health care, social services, and hospitality industries that will serve her well in fulfilling her role in human



Audra Spaulding

resources and recruiting at North Branch Construction.

Co-developers Tidemark and The Kane Company along with dignitaries and the PROCON design-build team recently held a ceremony to celebrate the raising of exterior wall panels on a new 102,000 SF logistics facility located at 100 New Hampshire Ave. in Portsmouth, NH, within the Pease International Airport. The facility is expected to be fully operational by the end of 2024. The building was designed and is being constructed by PROCON. It will feature a 32-foot clear height, up to 30 loading bays, 68 parking spaces, and quick, easy access to both I-95 and the Spaulding Turnpike.



North Branch Construction has completed renovations of Andres Hall at Dartmouth College.



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- May 22 Why is Suicide So Prevalent in Construction?
- May 29 Brett's Story - Lived Experience

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Vermont Construction Trades See Success with Innovative Training Program

A pilot construction training program launched in Vermont in 2022 is proving to be a success, with a second class already underway and high demand for a third.

The program, offered by the Associated Builders and Contractors (ABC), aims to address the skilled labor shortage in the state's construction industry. The pilot class, which began with 10 students from 4 contractors, is on track for graduation in May 2024.

While some students left the program for opportunities in related trades or due to unforeseen circumstances, the core group continues to benefit from the innovative curriculum. The 18-month program combines classroom instruction with hands-on training, including recent projects like building sheds and visiting the Tree House residences in Stowe.

The program has received positive feedback from participants, with instructors receiving strong reviews. Regular roundtable discussions involving contractors, students, and instructors ensure the program remains adaptable and meets the specific needs of the Vermont construction industry.

Building on the success of the pilot program, the second class incorporates several key changes based on participant feedback. The most significant adjustments include:

- **SHORTER SCHEDULE:** The program duration has been reduced from 18 months to 10 months by switching to full-day Friday sessions.
- **CUSTOMIZED CURRICULUM:** The curriculum has been tailored to the specific needs of Vermont contractors, moving away from a standardized format.
- **FOCUS ON HANDS-ON LEARNING:** The program now dedicates 80% of class time to practical training, with the remaining 20% focused on classroom instruction.
- **IMPROVED FACILITIES:** The second class benefits from a modern training room with advanced audio/visual tools and ample parking, generously provided by participating contractor PC Construction.

- **REAL-WORLD TRAINING:** Hands-on learning takes place on actual construction sites, allowing students to experience a wider range of tasks in a practical setting.

These changes have resulted in a larger and more diverse second class, with 20 students from 6 contractors participating. The program boasts a high retention rate and is receiving excellent reviews from all parties involved.

The success of the program is evident in the strong interest for a third class. All contractors involved in the second class have



expressed their desire for a Fall 2024 launch, with additional contractors showing interest in participating.

ABC would like to express our gratitude and thanks to our partners who are helping to make this program a success. Supporters of the program include the Vermont state Department of Labor, related instruction provider ReSource Options, the VT Business Roundtable and employers like ReArch Company, PC Construction, H.P. Cummings, and many others.



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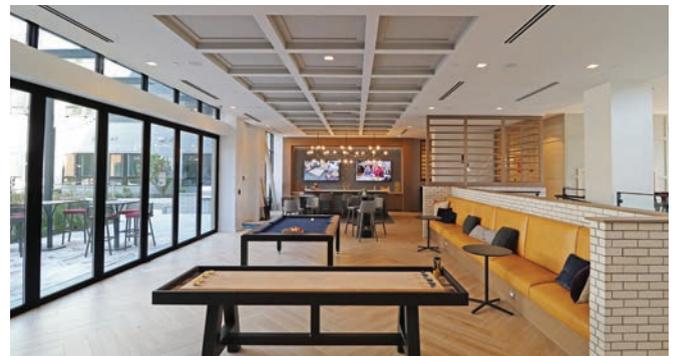
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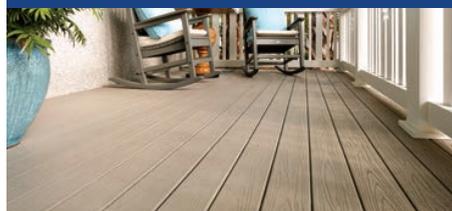


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Building a Brighter Future: How AI is Revolutionizing Commercial Construction

The commercial construction industry, responsible for shaping our skylines and business landscapes, is on the cusp of a transformative era. Artificial intelligence (AI) is no longer a futuristic concept but a powerful tool poised to revolutionize every aspect of construction, from planning to execution. This integration promises a future of increased efficiency, enhanced safety, and sustainable practices.

Optimizing the Blueprint: AI-Powered Design and Planning

From the initial sketches to the final blueprints, AI is streamlining the design and planning phases. Parametric design software utilizes AI algorithms to explore a vast range of design possibilities based on pre-defined parameters like function, material usage, and environmental factors. This allows architects and engineers to create innovative and optimized structures that meet specific needs while minimizing waste.

AI can also analyze past project data to identify patterns and predict potential roadblocks during construction. This foresight empowers project managers to create more realistic timelines, resource allocation plans, and contingency measures, leading to smoother execution and reduced costs.

Boosting Efficiency: Automating Tasks and Streamlining Workflows

The repetitive and time-consuming tasks that plague construction sites are prime targets for AI automation. Robots equipped with AI and machine learning can handle tasks like bricklaying, welding,

and even 3D printing entire structures. This not only reduces labor costs but also increases speed and precision, leading to faster project completion.

AI can also optimize material logistics by analyzing past usage patterns and predicting future needs. This ensures materials are readily available on-site, preventing delays caused by shortages and minimizing unnecessary stockpiling.

Building a Safer Work Environment: AI-driven Risk Management

Construction sites can be inherently hazardous. AI-powered safety monitoring systems utilize cameras and sensors to identify potential hazards in real-time. These systems can detect workers not wearing proper safety gear, unsafe practices, or equipment malfunctions, and trigger immediate alerts. Additionally, AI can analyze past accident data to pinpoint recurring issues and develop preventative strategies, ultimately fostering a safer work environment for construction personnel.

Constructing a Sustainable Future: AI for Eco-Conscious Building

Sustainability is a growing concern in commercial construction. AI can play a crucial role in optimizing resource utilization and minimizing environmental impact. AI algorithms can analyze building materials and recommend those with a lower carbon footprint or higher recycled content. Additionally, AI-powered building simulations can predict a structure's energy efficiency and identify areas for improvement, leading to the design and construction of more sustainable buildings.

The Human-AI Collaboration: A New Era for Construction

While AI promises significant advancements, it's important to remember that it won't replace human expertise. Instead, AI will become a powerful tool that augments human capabilities. Construction professionals will be able to leverage AI insights to make better decisions, solve problems more efficiently, and focus on higher-level tasks requiring creativity and strategic thinking.

The integration of AI into commercial construction presents both challenges and exciting opportunities. Addressing concerns around data privacy, ensuring responsible AI development, and equipping the workforce with the skills to navigate this new tech landscape will be crucial. However, by embracing AI and fostering human-AI collaboration, the commercial construction industry can build a brighter future, characterized by efficiency, safety, and sustainability.





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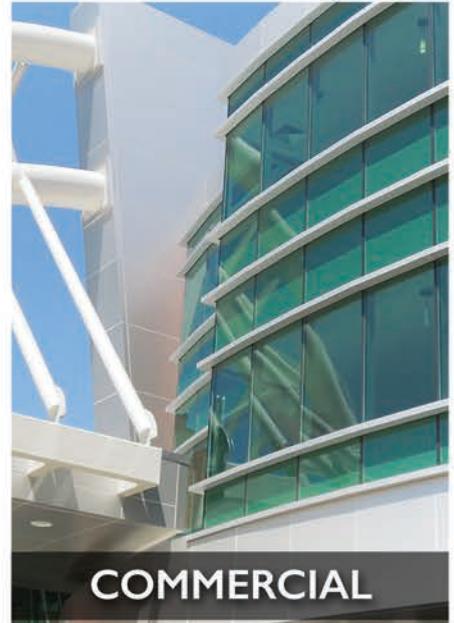
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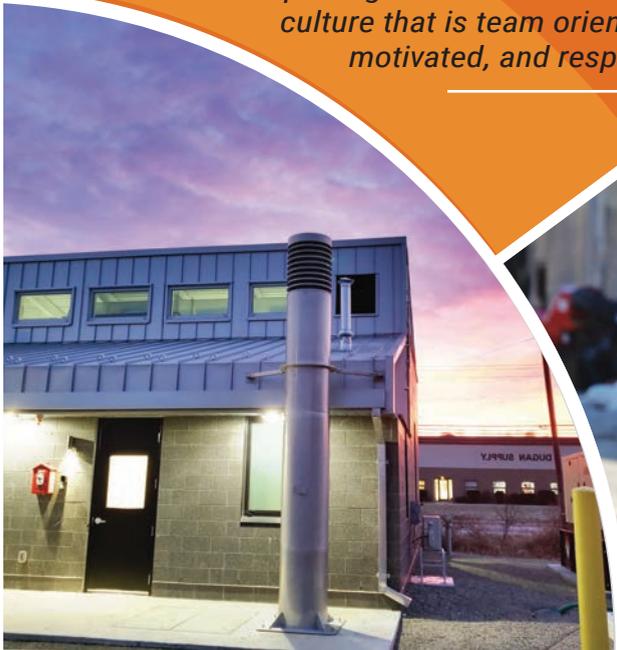
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NH
Ski Day
Waterville Valley, NH

April 11

Northern NH
Member's
Reception
Cancelled

April 16

Annual Safety
Symposium
NH Mechanical School
of Trades, Manchester

May 17

Mark Holden
Memorial Golf
Tournament
Breakfast Hill Golf Club,
Greenland, NH

June 6

Annual Safety
Awards &
Graduation BBQ
ABC NH/VT Chapter
Facility, Concord, NH

June 19

Lake Champlain
VT Cruise
Burlington, VT

August 8

NH Seacoast
Harbor Cruise
Portsmouth, NH

August 22

YPG Party in the
Park / All Wheels
Cruise & Show
Rollins Park,
Concord, NH

September 19

VT Fall Golf
Classic
Stowe Country Club,
Stowe, VT

October 10

Member's
Appreciation
Reception
TBD

October 24

Excellence in
Construction
Awards Dinner
DoubleTree by Hilton,
Manchester, NH

December 5

Holiday
Extravaganza
TBD

These events are exclusive to ABC Members and their invited Guests.

Dates and events are subject to change based on scheduling and registrations.
More events may be added as they are scheduled.



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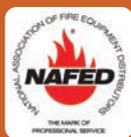
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603-448-5461
603-448-7334 (f)

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