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AGC chapters all across the country, along with AGC of America, have rebranded their logo to unify our organization's brand and message.

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*Building an economic and vibrant
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OUR MISSION

*AGC of Washington is the leading
professional association of contrac-
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committed to enhancing the
performance of all of our members,
advocating for their interests,
and increasing the impact of
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***For more information on AGCW membership, visit us at www.agcwa.com or
email Membership Director Stacy Mullane at smullane@agcwa.com.***

2023 AGC officers, board members

Glyn Slattery President

Glyn Slattery of Lydig Construction has been in the construction industry since 1977. He graduated from the University of Washington in 1982 with a bachelor's degree in construction management, and from the University of Colorado in 1983 with a master's degree in civil engineering. For the past 35 years, he has been with Lydig Construction and currently serves as the firm's vice president and construction executive. Slattery has been an active AGC of Washington member for over 20 years, serving on various committees, as a member of the board and as a chapter officer since 2020. He is also past recipient of AGC of Washington's Contractor of the Year award.



Slattery

to Vancouver, B.C. He is also the AGC Washington lead executive for the WSDOT/AGC committees, and is a member of the AGC Education Foundation's board of trustees.

Bryan Kelley Second Vice President

As vice president of legal for Balfour Beatty's Howard S. Wright office in Seattle, Bryan Kelley is responsible for providing counsel, business operations support and managing transactions, compliance and general risk for the Washington and Oregon markets. A four-time "Rising Star" according to Washington Law & Politics magazine, Kelley has served on the AGC of Washington's board of trustees and received the AGC of Washington Associate of the Year award in 2014.



Kelley

Grace Pizze Secretary/Treasurer

Grace Pizze is vice president at Holiday-Parks in Seattle and has served as AGC of Washington's secretary/treasurer for the past year. With a bachelor's degree in economics from Colorado College, she brings 25 years of experience in financial and business management including executive leadership, board membership, financial reporting, legal representation, personnel development, budgeting, risk management/mitigation and human resources.



Pizze

Dawn Stephens Immediate Past President

Dawn Stephens is vice president and CFO of Ferguson Construction. Her career as a finance professional spans more than 25 years at several construction and real estate firms. In 2006, Stephens joined Harbor Properties as corporate controller and later became CFO. She is active in Commercial Real Estate Women, is past president of the Puget Sound Chapter of the Construction Financial Managers Association, and serves on several committees benefiting the Fred Hutchinson Cancer Research Center.



Stephens

Board members

Sean Hilt, Turner Construction Co.
Celina Yee, Lease Crutcher Lewis
Jeff Christianson, Exxel Pacific
Matt Osborne, Osborne Construction Co.
Ryan Likkel, Western Refinery Services
John Salinas, Salinas Construction
Lindsay Watkins, Ahlers Cressman & Sleight
JB Gibson, Westlake Consulting Group
Gordon Krippaehne, Howard S. Wright

District representatives

Scott Isenhardt, Tiger-Pearson Co. (Northern District)
Ross Pouley, RAP Consulting (Seattle District)
Tanya Davis, Western Ranch Buildings (Central District)
Jeff Tiegs, Lincoln Construction (Southern District)

Phil Wallace

First Vice President

Phil Wallace is an area manager and senior operations manager for Kiewit Infrastructure West. Wallace has over 31 years of construction industry experience, starting his career in 1991 working on the Boeing Everett 40-56 Building expansion as a field engineer. He has managed numerous heavy-civil, marine and transit projects during his career, including WSDOT's Hood Canal Bridge east half replacement, the new SR 520 Floating Bridge and the demolition of the Alaskan Way Viaduct. Wallace has successfully completed complex, technically challenging projects along the entire West Coast, from San Diego



Wallace

Slattery outlines top priorities for AGC chapter

By JOURNAL STAFF

The DJC sat down with incoming AGC of Washington President Glyn Slattery for a look at his priorities for this year and his journey to lead the AGC for 2023. Slattery is vice president and construction executive at Lydig Construction.

Q: What are your priorities for the AGC this year?

We are at a very unique point in time as an organization, having just celebrated our first 100 years this last year. As we look forward to this coming year, it is important to me to reflect on our past accomplishments and build upon them. This approach has helped to define the priorities for 2023 and beyond.

One priority is to address the needs of one of our great assets — our building. For as long as I can remember, dating back to junior high, I have been fondly aware of the building that the AGC members constructed on Lake Union and the legacy that they built in that undertaking. Future generations have benefited from the vision of those leaders, and the associated revenues generated that go to fund many of our programs, allowing us to be in a stronger financial posi-

tion to improve our industry and support our members. We completed a study of our building this last year and intend to develop and implement a plan for its future that will ensure that it remains one of our great assets and a continuing icon for the construction community.

Another priority of mine is to continue to improve the construction industry to provide a fair and equitable work environment for all individuals and firms regardless of ethnicity, gender, religious beliefs or other preferences. Treat others as we would want to be treated. Here at the AGC, we have made significant steps over the past few years to bring attention to the inequities and, as an organization, to provide a positive example.

One significant AGC of Washington initiative is the Culture of Care that was launched roughly three years ago and has since gone national. By adopting the

making a public commitment to foster a culture that is diverse, safe, welcoming and inclusive.

We have made good progress thus far, but we need to press further. What I would like to see over the next year is a more diverse mix of individuals from our member firms actively involved with the AGC, serving on committees and participating in our events. And while we have seen an increase in the number of certified firms joining our association, I see this as the tip of the iceberg. There is plenty of room for further improvement.

I would be remiss if I did not also state as a priority AGC's continued efforts to improve the working environment for each one of our members and for the construction industry as a whole. That means working with our state officials to agree on legislation that results in fair work requirements for all contractors, subcontractors, vendors and others relying on this industry for a living.

Q: What challenges does the industry face?

A concern that continues to face the construction industry nationwide is that of an aging workforce, resulting in worker shortages from the associated attrition. I feel that the key to success in attracting the next generation of workers is to get them interested while they are still in middle and high schools. AGC has been brainstorming on this for several years now. A task force was established to address the challenge, and in association with the AGC Education Foundation, the AGC launched its Core Plus Construction program about two years ago. The AGC program has been adopted and is in use in 80 school districts and 11 skill centers within the state, providing the ability to get in front of students and their parents and educate them on the great satisfaction that a construction career can offer while providing an industry certificate. Our priority this year will be to approach more districts,

encouraging them to adopt this program, as well as helping to strengthen current adopters.

Q: What are some more challenges?

Another concern involves rules and regulations that are developed and imposed by the state government without significant consideration for the people working in this industry. Many times, the rules established are extremely challenging for contractors, reducing competition, and limiting opportunities for certified businesses. They are also often run to the legislators for a vote of approval without being properly and thoroughly vetted, and with vague verbiage that leaves the practical application up to the interpretation of who knows who. I am not suggesting that this is the intent of our government, but it is the result of the government-imposed rule changes orchestrated without input from the people and firms that the rule changes directly affect, such as the AGC

and its members.

Why does this concern me the most? Because it has historically been the most difficult to influence and predict. In my estimation, of the four topics that I have listed — our building asset, workforce development, equal opportunity and involvement, and the new rules flowing out of the state Legislature — the flow of new rules and regulations has proven most difficult for the industry to be heard and to effect positive change.

Q: What keeps you up at night?

Frankly, I do not get stressed out about much. I welcome challenges and I hate losing! I never give up. If the challenge seems ominous I simply dig deeper, doing what it takes to steer towards a favorable outcome.

That said, the one thing that has bothered me the most, ever since I was a child, was people

See SLATTERY — page 5



Slattery



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Our construction attorneys represent general contractors, subcontractors, design professionals, and public and private owners and developers. From contract negotiations to claims litigation, our team has the experience, depth, and know-how to achieve our clients' goals.

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2023 construction outlook: high hopes for public funding

■ *But expect continued supply chain challenges and workforce shortages.*

By **STEPHEN E. SANDHERR**
AGC of America

Each year, AGC of America and Sage conduct a nationwide survey of the construction industry on their expectations for the coming year. And while contractors are less optimistic about many private-sector segments than they were a year ago, their expectations for the public sector market have remained relatively bullish. The bottom line is that contractors have high hopes for public funding in 2023 even as they expect to cope with continued supply chain challenges and workforce shortages.



Sandherr

The changing outlook reflects the fact that higher interest rates

and evolving work and shopping patterns are impacting office, retail, hospitality, and multifamily residential demand. The prospect of an economy that is slowing and perhaps heading into recession has dimmed the short-term outlook for warehouses, data centers, and manufacturing plants.

At the same time, many contractors hope to finally see the benefits of a flurry of new federal investments in infrastructure and construction. This includes funding from the Bipartisan Infrastructure Law, the CHIPS Act and the so-called Inflation Reduction Act. In addition, many state and local governments have boosted their construction budgets as they have benefited from a strong economy and a COVID-related influx of federal funds.

Even as market demand evolves, contractors will continue to be confronted by many of the challenges they faced in 2022. This includes the impacts of supply chain problems that have inflated the cost of many construction

materials and delayed deliveries of those products. Contractors also expect to continue to struggle to find enough workers to keep pace with demand in 2023.

An overwhelming 80% report they are having a hard time filling some or all salaried or hourly craft positions, compared to only 8% who say they are having no difficulty. In addition, the majority — 58% — of respondents says either hiring will continue to be hard or will become harder. Only 15% say it will become easier or remain easy to hire, while 27% expect no change.

Only 9% of firms report they have not had any significant supply chain problems in 2022. To cope with these problems, more than two-thirds of respondents have reacted by accelerating purchases after winning contracts. A majority turned to alternative suppliers. Almost half have specified alternative materials or products, while close to one-quarter have stockpiled items before winning contracts.

Most contractors have experienced project delays or cancellations. Only a third report no projects have been postponed or canceled. A substantial share of

respondents reports a project was postponed in 2022: 39% report a postponed project was rescheduled, while 36% had a project postponed or canceled last year that has not been rescheduled. Thirteen percent of firms have already experienced a canceled or postponed project that was scheduled to begin in the first half of 2023.

To counter the challenges contractors will face in 2023, federal officials need to deliver on the promise of these substantial new investments in infrastructure and construction. To do that, they will need to address much of the regulatory and permitting uncertainty that muted the hoped-for benefits of the Bipartisan Infrastructure law in 2022.

The administration must also address many of the labor and tax provisions that were included in the so-called Inflation Reduction Act. For example, the law offers significant tax breaks for many types of energy-efficient construction projects, but only if a percentage of the workforce per-

forming the work is involved in a registered apprenticeship program. The administration must make it easier for construction firms, community and technical colleges and other institutions to establish and be registered as apprenticeship programs.

And Congress should work with the administration to pass immigration reforms and boost investments in career and technical education programs. This will help encourage more people to pursue high-paying construction careers.

AGC of America is supporting the industry as it works to overcome the challenges it faces. This includes our ongoing targeted digital advertising campaign to help identify and recruit new workers into the industry. This campaign, which is called Construction is Essential, enables us to partner with our chapters across the country to help drive significant numbers of candidates to local construction workforce recruiting campaigns and direct them to training oppor-

tunities. Our Culture of Care program, which was first developed in the Seattle area by the AGC of Washington, is also helping firms better attract and retain talent, particularly diverse talent. Culture of Care is a comprehensive program designed to help firms create a more welcoming and inclusive work environment. To date, over 800 firms are participating in the program, and we continue to urge other members to sign up for the program by visiting BuildCulture.org.

And we will continue to be vigorous advocates for the industry in Washington, D.C., and with public officials across the country. The bottom line is we will do everything in our power to make sure that 2023 is a successful one for the industry, our members and the tens of thousands of men and women that they employ.

Stephen Sandherr is the chief executive officer of the Associated General Contractors of America.

Association showers members with awards at annual meeting

By **JOURNAL STAFF**

The AGC of Washington held its 2023 Annual Celebration and Meeting Friday at the Four Seasons Hotel Seattle. The event kicked off with a cocktail party and the installation of 2023 officers, board members, trustees and district representatives.

The association also recognized outstanding member firms and individuals at the event, including Contractor of the Year, Specialty Contractor of the Year, Associate of the Year, and 2022 Leader of the PAC.

The Leader of the PAC award went to Star Rentals. It was presented by AGC's Build PAC, which supports candidates who support the construction industry.

Here are the other winners:

CONTRACTOR OF THE YEAR

Curt Gimmestad

Gimmestad is the outgoing immediate past president of AGC of Washington and a vice president at Absher Construction. He was honored this year for his impressive commitment to the AGC of Washington. Due to COVID, Gimmestad served two consecutive terms as



Gimmestad

the president of AGC in 2020 and 2021. His leadership for the officers and board during the COVID challenges was filled with continual adaptation and Gimmestad was up for the challenge. He served in the AGC officer corps from 2018 to 2023. Gimmestad has been a go-to member for the AGC Government Affairs Committee for several years and has served as a representative on the Project Review Committee for the state Capital Projects Advisory Review Board, among many other AGC leadership accomplishments.

SPECIALTY CONTRACTOR OF THE YEAR

Todd Kunzman

Kunzman is the general manager at Andgar Corp. He is an active AGC member who continually makes himself, as well as members from his team, available to assist AGC of Washington and the industry. Kunzman is actively involved with AGC in both local and state government affairs, where he is advocating for the construction industry and always willing to participate and contribute to meetings with local elected officials and workgroups with AGC, as well as providing the AGC's Government Affairs team



Kunzman

with valuable perspectives on proposed legislation. Kunzman continually shows his and Andgar's commitment to developing their current and future workforce.

ASSOCIATE OF THE YEAR

Anthony Burnett

Burnett is president of MBD Staffing — a staffing, recruiting and managed resource company with an emphasis on diversity and inclusion. MBD's recruiters and staff are focused on the market demand to see more diversity in the workplace. Burnett has been the chair of the AGC Diversity and Inclusion Committee since 2018.



Burnett

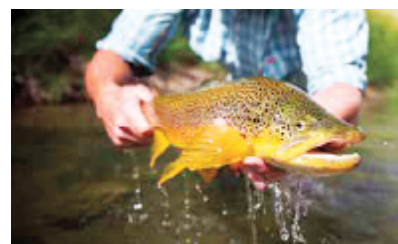
In this role, he has seen the number of certified firms at AGC grow by over 30%. On behalf of AGC, he is constantly looking for ways that AGC can help remove barriers to contracting for certified firms. Through outreach and communications, he spends many hours getting to the root issues of what certified firms need to thrive in the construction industry.

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Slattery

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that would pick on others simply because they are different. Perhaps this is because I was bullied as a child. As I developed through high school, and became more confident in myself, I stood up to bullies, particularly when they were picking on others that were smaller or different than themselves. Throughout my career those feelings have not changed, but the playfield is different. I find myself promoting the rights and opportunities for historically excluded individuals and firms, and feel a great deal of satisfaction when I can make a difference for someone.

Q: How did you get into construction?

In junior high, I rode to school with another student, who was the grandson of the founder of a large Seattle construction firm, and we became friends. It was through him that I initially became

aware of the construction industry. Later, in high school, I had an art class, but my art talent was so "spectacular" that the art teacher referred me to a drafting class, indicating that it was more my style. It was really the combination of these two that first made me aware of the construction industry as a possible career. That said, I initially was convinced that I wanted to be an architect.

It was then, that a friend of my father, and a graduate from the Building Construction program at the University of Washington, spoke to me about planned goals and accomplishments that I envisioned in my coming career. After I explained my thoughts he said, "You don't want to be an architect, you want to be a contractor." After he described what it was like to be a contractor, I knew that construction was the path for me, and I never looked backed.

I entered the Building Construction (now Construction Management) program at the UW, and immediately upon graduation I followed by earning a master of civil engineering degree from the University of Colorado. During the period that I was attending the University of Washington, I worked several construction-related jobs including home and small business remodeling, installing security alarms, and working as a carpenter on a SeaTac-area hotel.

On a side note, it was at the end of my third year in college that I married my high school sweetheart. She was my inspiration and support then and continues to be as we approach 43 years of marriage together.

Looking back, I am grateful that I had the childhood experiences and relationships that have driven me to this rewarding career. I think that is

one reason why I have been so interested in getting in front of students early and why I have been so excited about the AGC's Core Plus Construction program. Many students simply may not be aware of construction as a career option. Core Plus provides interaction between educators, construction professionals, students and their parents, allowing students to make more informed decisions that will shape their lives.

Q: What is something most people don't know about you?

I enjoy golfing and hunting, but having grown up on the beach in Fauntleroy, I am passionate about saltwater sport fishing. "Fish Camp" is almost legendary within our family, including our four grandboys who love getting out on the boat with their "Papa G."



There are career paths that you might not know about. Whether you're making a change or just starting out, you have more options than you think. Get started at [FindSomethingNew.org](https://www.findsomethingnew.org)

