



READY. SET. PULL.

The Young Executives of SITE (Y.E.S.) Clay Bird Shoot once again delivered a strong turnout and a clear purpose: supporting the development of future construction leaders.

Held at Black Hawk Valley Hunting Club in Old Monroe on October 2, 2025, the event brought together SITE contractors, associates, and partners for a day of connection, competition, and teamwork. The energy was high from start to finish.

The Y.E.S. program continues to grow as SITE invests in developing the next generation of professionals who will shape the future of the industry. Events like this one strengthen relationships, build confidence, and keep the industry connected beyond the job site.

SITE extends its appreciation to the many sponsors, volunteers, and shooters who made this event a success. Your involvement supports meaningful programs that help young professionals build leadership skills, expand their networks, and stay engaged in the construction community.

The Y.E.S. program, open to SITE members ages 21–40, focuses on leadership development, networking, and professional growth. The Clay Bird Shoot remains one of its signature events, combining fun with purpose and reflecting what SITE stands for. Check out some event pictures on page 8.

SITE IMPROVEMENT
ASSOCIATION
NEWSLETTER

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MEMBERSHIP UPDATE

As the year wraps up, SITE’s membership remains on an upward trend. The Board of Directors has reviewed a steady stream of new applications.

Membership now totals **280 companies**, including **157 Contractor members** and **123 Associate members**. This growth demonstrates the strength of our association and the value members find in being part of SITE.

The compiled results of the recent Membership Needs Assessment demonstrated an overall 95 percent satisfaction of the Association! We want to thank all those who participated in the assessment as those efforts determined the Board’s focus for 2026 during its Annual Fall Board Meeting in September.

Thank you for being a vital part of SITE’s progress and success.

**A strong membership means success for your Association.
Thank you for your continued support.**

WELCOME SITE’S NEWEST MEMBERS



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Charlie Kopp

IN MEMORY OF

Kenneth “Kenny” Mudd

Kenny Mudd, Ken Mudd Hauling Inc., has passed away. Ken served on SITE's board for 10 years. Our thoughts and prayers are with the Mudd family.



WE WANT TO CELEBRATE YOU

Celebrating a milestone anniversary? Win a construction industry award? We want to give you a round of applause. Share your good news with SITE and you might just appear in an upcoming issue of *The Scoop!*

Send your stories to leah@sitestl.org



EXECUTIVE DIRECTOR'S COLUMN

JEREMY BENNETT

Fall is here and, as usual, it seems to be flying by. The dry conditions throughout September and October, while making for dusty jobsites, have been beneficial for keeping contractors on schedule. We've seen a positive trend in work hours over the past few months, which are still down slightly across the basic trades compared to this time last year. There is no shortage of projects to bid on; the primary challenge remains the availability of a skilled and ready workforce.

This industry-wide challenge with the workforce is precisely where SITE provides immense value. I want to personally ask each of you to think about the contractors and colleagues you work with who aren't yet members. Please invite them to join. A growing membership not only strengthens our collective voice when advocating for important issues but also helps us build a larger, more skilled labor pool for the benefit of the entire industry. Let's work together to bring more great contractors into our association.

In late September, SITE's Board of Directors convened for its annual fall board meeting at the Lake of the Ozarks. The meeting was filled with productive discussions centered on our association's focus for the upcoming year and identifying key initiatives to support. The structure of the scholarship program was discussed and will have new guidelines for 2026. The Board also finalized the 2026 membership-level options and approved a slight increase in dues for the bronze and silver levels. On the legislative front, SITE will continue to champion utility-locating reform and advocate for private project prompt pay legislation at the state capitol. Cash flow remains a significant struggle for many of our members, and we are hearing more examples of contractors waiting over 100 days for payment, an

issue that seems to be growing each year.

We are also closely monitoring the recent notices on Disadvantaged Business Enterprise (DBE) goals on publicly/federally funded construction projects. This shift could impact several of our members and alter the bidding landscape. SITE is actively engaging with state and utility officials to better understand these notices so we can provide clarity and helpful resources for our members.

As we wind down 2025, I hope you will join us for a few great networking opportunities. We are jointly hosting our October 23 lunch general membership meeting with the American Public Works Association, SITE is hosting a DBE networking event on November 5, and our annual Holiday Happy Hour will be held on December 11.

Finally, I wish everyone a fun and safe Halloween. To all the deer and duck hunters out there, I hope you have a safe and fruitful hunting season.



"IF HE EVER LOOKS UP, WE'RE SCREWED."



LEGISLATIVE REPORT

BY KEVIN McMULLIN

SENATE TURMOIL AND PROMPT PAY MOMENTUM

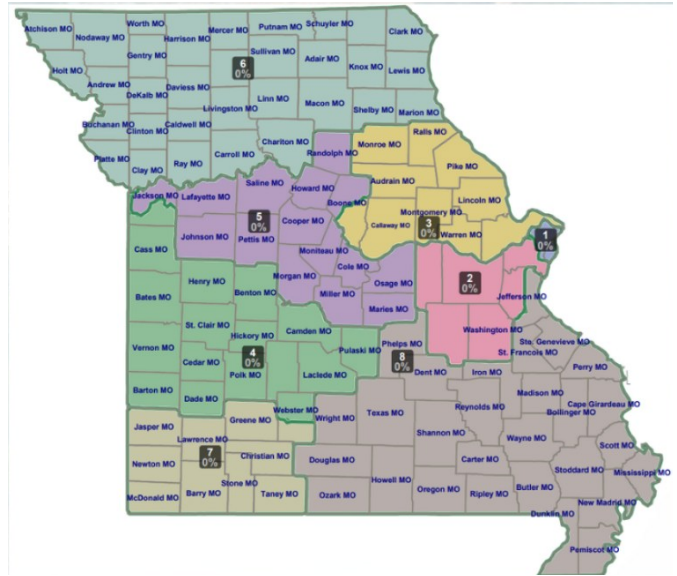
LEGISLATURE ERUPTS IN DEBATE OVER RULES, REFORM, AND REDISTRICTING

This year's Veto Session, held from September 10 through 12, was unlike any in recent memory. Instead of routine veto overrides and procedural business, the Capitol became a battleground over redistricting and initiative petition reform. The atmosphere was charged with tension as new rules were introduced without notice, rallies filled the Capitol steps, and protestors packed the halls and galleries of both chambers. The noise and energy inside the building reflected a deep sense of uncertainty and frustration among lawmakers and citizens alike, as if the entire session were a powder keg waiting to ignite.

The Senate, long known as Missouri's deliberative body, revealed visible cracks in its traditions. Leadership introduced 38 pages of rule changes without prior notice and, in a striking break from precedent, invoked the "previous question" motion three times in a single week to end debate. Historically used sparingly, the motion's repeated use marked a dramatic shift in how the chamber operates. Many Capitol observers warned that these changes could weaken the Senate's distinct culture of extended debate and transform it into a more majoritarian body similar to the House. Supporters argued that the move was necessary to overcome legislative gridlock, while critics cautioned that it could deepen divisions and reduce transparency in future debates.



LINES REDRAWN, VOICES DIVIDED: THE 7-1 REDISTRICTING FIGHT



Much of the week's conflict centered on two key measures: House Bill 1 and House Joint Resolution 3. House Bill 1, sponsored by Representative Dirk Deaton of Seneca, redrew Missouri's congressional map to create a seven-to-one Republican advantage by dividing Kansas City into three separate districts. The proposal passed the Senate 21 to 11 after a four-hour debate that ended abruptly when leadership again used the "previous question" motion. House Joint Resolution 3, carried by Representative Ed Lewis of Moberly, proposed extensive changes to Missouri's citizen-led initiative petition process. Labeled the "Protect Missouri Voters" amendment, it sought to ban foreign influence, penalize fraudulent signatures, require a public hearing period, and raise the approval threshold by mandating majority support in each congressional district. Despite fierce opposition from civic, education, and grassroots organizations who warned that the measure would weaken citizens' ability to directly shape public policy, the resolution passed both chambers and now moves to the Governor.

STRONG RESULTS, BIG GOALS: MODOT EYES THE FUTURE OF MISSOURI ROADS

While the legislative atmosphere was turbulent, Missouri's infrastructure conversation remained focused on results and the road ahead. MoDOT Director Ed Hassinger briefed the Joint Committee on Transportation Oversight, highlighting the department's strong record of performance. Over the past decade, MoDOT has completed more than 4,000 projects, with 93 percent finished on time and nearly 4 percent under budget. Hassinger cited the I-70 expansion through Blue Springs as a key milestone and a symbol of Missouri's ongoing modernization efforts. He also noted that lawmakers will need to approve a supplemental appropriation for fiscal year 2026 after leaving three months of operations unfunded, with more than 4.7 billion dollars in active contracts and another 2.7 billion still outstanding. Hassinger concluded by reminding legislators that the federal transit bill will expire next year, underscoring the need for sustained investment to maintain momentum in Missouri's infrastructure development.

PROMPT PAY PUSH GAINS GROUND IN JEFFERSON CITY

In the construction industry, momentum continues to build around Prompt Pay

Legislation, a long-standing priority for SITE and its members. The goal remains simple but vital: ensuring that subcontractors and suppliers—many of them family-owned businesses—receive fair and timely payment for completed work. Delayed payments disrupt cash flow, drive up costs, and create unnecessary hardship across the industry. Prompt pay reform seeks to correct this by setting reasonable payment timelines and prohibiting contract clauses that unfairly shift financial risk onto smaller



contractors.

In 2024, the legislation advanced further than ever before, gaining bipartisan attention and earning support from legislators who recognized how payment delays ripple through Missouri's economy. Although the bill did not cross the finish line amid the political turbulence surrounding Proposition A, awareness grew substantially. In 2025, SITE has renewed its effort with expanded outreach, contractor testimonials, and stronger coalition-building among trade groups, suppliers, and labor organizations across St. Louis and mid-Missouri. The campaign emphasizes examples from neighboring states like Illinois and Kansas, which have already implemented stronger prompt pay protections that keep local contractors competitive.

SITE PREPARES FOR 2026 SESSION WITH RENEWED FOCUS ON INDUSTRY VOICE

Looking ahead to the 2026 session, SITE plans to build upon this progress by advancing reforms that eliminate unfair contract clauses, establish clear payment timelines, and safeguard Missouri businesses from predatory out-of-state practices. These measures are not only about protecting the construction industry, but they also represent a broader commitment to fairness, accountability, and economic growth. SITE's continued leadership ensures that Missouri contractors will have the opportunity to operate in a marketplace that rewards performance and integrity rather than delay and imbalance.

As the political climate in Jefferson City continues to shift, SITE remains steadfast in its mission: to represent the construction industry's interests with strength, consistency, and professionalism. Prefiling for the 2026 session begins December 1, 2025, with the General Assembly convening on January 7, 2026. No matter how loud the noise at the Capitol becomes, SITE will make sure the voice of Missouri's contractors is heard clearly and persistently in every debate that shapes our state's future.

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BUILDING MOMENTUM: SITE REPRESENTS CONTRACTORS AT ADVANCE STL SUMMIT

SITE proudly maintained a strong presence at the 2025 Advance STL Summit, a high-profile regional business event hosted by the *St. Louis Business Journal* at the Saint Louis Zoo. The summit convened civic leaders, elected officials, and industry professionals to explore strategies for economic growth, workforce expansion, and the future of the St. Louis region.



Governor Mike Kehoe delivered remarks that set an optimistic tone for the day, complemented by engaging panel discussions on innovation, regional collaboration, and infrastructure investment. The energy in the room reflected a unified determination to strengthen Missouri's economy through practical and forward-looking partnerships.

SITE's participation ensured that the voice of contractors remained present in those discussions. Throughout the event, SITE representatives connected with business leaders, development officials, and policymakers to discuss shared priorities such as workforce readiness, transportation funding, and responsible regulation.

By remaining active in regional summits like Advance STL, SITE continues to position its members where key policy, planning, and funding decisions are made. These engagements help secure opportunities that directly impact Missouri's construction industry and its vital role in shaping the state's economic future.

The event reaffirmed an essential message: progress in Missouri depends on collaboration. SITE remains committed to being a steady, solutions-driven advocate for contractors in every conversation surrounding the state's infrastructure and business priorities.

SITE HIGHLIGHTS INDUSTRY LEADERSHIP AT ST. CHARLES LUNCH WITH LEADERS

SITE strengthened its regional engagement this September by participating in the St. Charles Regional Chamber's Lunch with Leaders, held on September 17, 2025, at the Field to Table Institute in O'Fallon. The gathering filled the room with business owners, civic leaders, and community partners for the chamber's announcement of its 2026 Legislative Agenda.

As a new member of the regional chamber, SITE was invited to speak during the luncheon, offering an introduction to the association and its ongoing legislative work representing contractors across the greater St. Louis region and Missouri's construction industry. SITE's remarks centered on the association's leadership in advancing fair business practices, promoting industry stability, and serving as a unified voice for contractors navigating workforce and infrastructure challenges statewide.

The event offered more than introductions; it provided a platform for SITE to demonstrate how its advocacy benefits both members and the broader business community through infrastructure investment, job creation, and economic growth. Conversations throughout the afternoon focused on shared goals for regional development, workforce readiness, and stronger collaboration between public and private sectors.

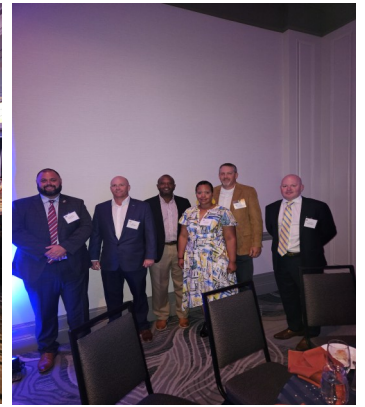
Unlike larger statewide events, Lunch with Leaders fostered meaningful one-on-one discussions, allowing SITE to connect directly with local officials, emerging leaders, and peer organizations in a constructive and community-oriented environment. These local relationships are critical to ensuring that the construction industry's voice remains central in shaping regional policy and development priorities.

Through continued engagement with the St. Charles Regional Chamber, SITE expands its reach, strengthens partnerships, and champions the priorities that drive Missouri's construction industry forward.



SITE BOARD MEMBERS JOIN ST. LOUIS MAYOR'S CELEBRATION OF BUSINESSES

SITE team and board members were among the attendees at the 2025 Mayor's Celebration of Businesses on October 3, held at the Marriott St. Louis Grand Hotel – Majestic Ballroom. Hosted by the St. Louis Development Corporation (SLDC), the annual event honors local businesses, developers, and community partners for their leadership in advancing economic vitality across the city of St. Louis.



This year's theme, "Rebuilding STL Together," took on powerful meaning in the wake of the devastating May 16 tornado that struck portions of the city. The luncheon opened with a networking reception, followed by an awards program led by Mayor Cara Spencer and SLDC Interim President and CEO Otis Williams. The ceremony celebrated innovation, resilience, and the collaborative spirit that defines St. Louis's ongoing recovery and redevelopment efforts.

SITE's participation underscored the association's continued commitment to strengthening both the economic and physical foundations of the region. SITE representatives met with civic leaders, business executives, and developers to discuss shared goals surrounding workforce development, infrastructure renewal, and long-term community investment.

The event also highlighted how Missouri's construction industry serves as a cornerstone of progress, restoring infrastructure, rebuilding neighborhoods, and supporting economic growth through skilled labor and responsible development. By maintaining a visible presence in high-level regional forums such as the Mayor's Celebration of Businesses, SITE ensures that the interests and perspectives of contractors remain central to the conversations shaping St. Louis's future.

CCDI GOLF TOURNAMENT

On October 7, SITE Improvement Association was proud to support the Construction Career Development Initiative (CCDI) 10th Anniversary Golf Tournament, celebrating a decade of impact in developing St. Louis' construction workforce.

Over the past 10 years, CCDI has awarded more than one million dollars in scholarships and helped over 200 individuals begin successful careers in the skilled trades. The milestone event brought together contractors, industry leaders, and community partners who share a commitment to growing and diversifying the next generation of builders.

More than just a golf tournament, the event marked a celebration of CCDI's mission and the lives it has changed through mentorship, education, and opportunity. SITE is proud to stand alongside CCDI in building pathways that strengthen our region's construction industry and create lasting career opportunities.



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Contegra Services, LLC	Jim Mundy	(618) 219-4895
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Hansen's Tree Service & Environmental Resources	Ken Byrne	(636) 379-1830
Hillsdale Demolition Contracting	Lakkia Davis-Hynes	(314) 899-0333
i3 Broadband	Mike Elam	(314) 440-1445
Ideal Landscape Group	Dave Buckel	(314) 892-9500
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Jath Construction Co., LLC	Trish Herron	(314) 322-7998
McConnell & Associates Corporation	Greg Lucas	(314) 962-1920
MW Drone Photography	Mark Wheeler	(314) 398-2569
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Pugsley Services	Claire Pugsley	(618) 372-4466
Reinhold Electric, Inc.	Jerry Reinhold	(314) 631-1158
Russ Erlinger Crane Service	Hunter Hillesheim	(618) 537-4408
Sultan General Construction Company	Raymond Straughter	(314) 571-8549
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Total Contractors Services	Lucy Schwetye	(314) 239-9331
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TSI Global Companies	Tim Agler	(314) 220-2768
Two Alpha Contracting, LLC	Rhiannon Parisi	(636) 384-1296
WMT Cleaning Services	Waiel Turner	(314) 986-6799
ZR Flowable Fill	Bill Revelle	(314) 574-3788



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A Johnson & Associates	Amber Johnson	(636) 448-3324	Luby Equipment Services	David Kedney	(636) 343-9970
Acuity Insurance	AJ Gajdosik	(636) 287-2068	Luby Shoring Services, LLC	John Powell	(636) 660-7467
Advanced Drainage Systems (ADS)	Brian Snelson	(618) 593-6135	Magruder Limestone Company, Inc.	Shelby Rowland	(636) 528-4180
ALJ Contracting and Abatement, LLC	Mike Duvall	(314) 619-0557	Marsh McLennan Agency - St. Louis	Mike Wiedemeier	(314) 594-2700
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Gateway Safety Consulting, LLC	Mr. Eric Caldwell	(636) 373-4696	Suppliers Chemical	Grace Williams	(855) 787-2436
Hartford Bond	Dave Shelton	(913) 693-2943	Sydenstricker Nobbe Partners	Brandan Kertz	(314) 805-9255
Hayden Machinery LLC	Jeremy Hancock	(314) 550-1400	Topcon Solutions Store	Ben Southards	(314) 416-4970
Heritage Petroleum, LLC	Tracy Schau	(314) 250-1434	Tulley Steel & Supplies	Charlie Kopp	(636) 978-0752
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ISCO Industries, Inc.	Craig Rahlfs	(314) 973-0992	United Rentals	Angie Wheeler	(314) 267-7621
John J. Guilfooy & Associates, LLC	John Guilfooy	(314) 781-1122	United Rentals -Trench Safety	Ron Voegtli	(314) 729-0003
K & K Supply Inc.	Joe Backer	(636) 349-1141	USI Insurance Services LLC	Clinton Happe	(314) 342-7158
K & P Precast, Inc.	Tammy Daugherty	(636) 978-3111	Vermeer Midwest, Inc.	Chad Van Soelen	(636) 532-2332
Key Equipment & Supply Co.	Katie Westfall	(800) 325-4323	Wallis Lubricants	Kati Douglas	(636) 271-0900
Kienstra Co.	Dan Bruns	(314) 994-1616	Warrenton Oil Company	David Baker	(636) 456-3346
Kirby-Smith Machinery, Inc.	Matt Nelson	(314) 729-0125	Western Ready-Mix, Inc.	Tom Auck	(636) 519-1522
Kohrs Truck & Auto Repair, Inc.	Harold Kohrs	(636) 240-7935	Wieser Concrete Products, Inc.	Drew Wieser	(618) 251-9210
Lizmark Branded Solutions	Liz Tillman	(314) 394-0901	Winter Brothers Material Company	Ryan Winter	(314) 843-1400

MAKE SITE WORK FOR YOU

Call on SITE members for the highest quality products and services

September/October



BUILD MY FUTURE

On October 1, SITE Improvement Association proudly participated in the AGC of Missouri's Build My Future event at St. Louis Community College –Florissant Valley. The event brought together hundreds of high school students eager to explore hands-on careers in construction.

SITE's booth was a big hit, featuring a remote-control excavator that gave students the chance to experience the precision and skill required to operate heavy equipment used on real job sites. The excitement was contagious as students competed, learned, and asked questions about what it takes to build Missouri's infrastructure.

Events like Build My Future play a vital role in connecting students with industry professionals and showcasing the many opportunities available in construction. SITE is proud to help inspire the next generation of builders who will continue shaping the region's future.



NEW NORMAL NETWORKING EVENT

SITE's New Normal Networking Event is back, and it continues to be one of the most anticipated gatherings of the year for the St. Louis construction industry. Last year's event brought together more than 150 professionals from across the region, and this year's turnout is expected to be even stronger.

This event offers the perfect setting for Business Enterprise Certified (BEC) firms — including Minority, Women, Disadvantaged, and Veteran businesses — to meet and build relationships with non-BEC firms. It is a true opportunity to connect across company size, certification type, and sector in an environment designed for genuine conversation and meaningful connection.

To make networking seamless, SITE Networking Ambassadors will be on hand to help guests connect with the right people in the room. Every participant will also receive a directory of attendees, so following up after the event is effortless. Business cards are welcome but not required.

The New Normal Networking Event is free to attend and includes complimentary drinks and appetizers. Whether you are a contractor, supplier, agency representative, or industry partner, this is the event to strengthen connections that move our industry forward.

**NEW
NORMAL
NETWORKING
EVENT**

**WED. NOVEMBER
5, 2025 4-6PM**

**SCHLAFLY TAP ROOM
2100 LOCUST ST.
ST. LOUIS, MO 63103**

FREE TO ATTEND

**DRINKS &
APPETIZERS
PROVIDED**

**REGISTRATION
REQUIRED**

**BECOME A
SPONSOR - \$300**

**FOR MORE INFO
VISIT WWW.SITESTL.ORG**

JOINT GENERAL MEMBERSHIP MEETING

Join both members of SITE Improvement Association and the St. Louis Branch of the American Public Works Association (APWA) for a joint lunch meeting on **Thursday, October 23, 2025**, at Orlando's-Dorsett. Nearly 150 members from both associations attended last year's joint lunch meeting! Attendees will hear an economic forecast from KC Mathews, Chief Market Strategist at Commerce Trust.

Has the economy landed? Are we experiencing a soft landing or is a hard landing (recession) on the horizon? Economic activity, inflation, interest rates, politics, tariffs, and equity valuations are up in the air. This presentation navigates the economic landings, reviewing current conditions and offering how different scenarios could develop.

Whether you're a business leader, investor, or simply interested in understanding the potential landings shaping our economic and financial environment, this presentation will enlighten and empower. Join us for an insightful presentation as we delve into the landings of economic opportunities ripe for exploration and growth.

Register at www.sitestl.org. Cost is \$25 per person to attend.

DEC 11 • 5-8PM • BOGEY HILLS COUNTRY CLUB

HOLIDAY HAPPY HOUR

SITE IMPROVEMENT ASSOCIATION

SAVE THE DATE

CONTRACTORS, ENGINEERS, & INDUSTRY PROFESSIONALS!

INVESTMENT IN INFRASTRUCTURE EXPO

THE 2025 EXPO FEATURED

-  **OVER \$2+ BILLION DOLLARS IN INFRASTRUCTURE PROJECTS**
-  **OVER 31 ORGANIZATIONS PRESENTED UPCOMING CAPITAL IMPROVEMENT PROJECTS**
-  **850+ CONSTRUCTION INDUSTRY PROFESSIONALS ATTENDED**

EXPLORE CAPITAL IMPROVEMENT PROJECTS, CONNECT WITH 850+ INDUSTRY PROFESSIONALS, AND STAY UP TO DATE WITH THE EXPO'S LATEST CONSTRUCTION TRENDS AND INNOVATIONS. DON'T MISS OUT!



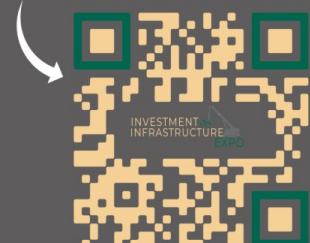
SERVING INDUSTRY THROUGH EXCELLENCE

WWW.SITESTL.ORG

TUESDAY
FEBRUARY 24, 2026
1:00 P.M. - 6:00 P.M.

St. Charles
Convention Center
1 Convention Center Blvd
St. Charles, MO 63303

LEARN MORE



Upcoming Safety Training Courses 2025-2026

DEC
02

QUALIFIED RIGGING & SIGNALING COURSE

7:00 AM - 11:00 AM
\$150 PER PERSON

DEC
09

FALL PROTECTION COURSE

7:00 AM - 11:00 AM
\$25 PER PERSON

JAN
22-23

OSHA 10 COURSE

7:00 AM - 3:00 PM
\$100 PER PERSON

FEB
05

EXCAVATION COMPETENT PERSON COURSE

7:00 AM - 11:00 AM
\$90 PER PERSON

FEB
09-12

OSHA 30 COURSE

7:00 AM - 3:00 PM
\$180 PER PERSON

FEB
19

FOCUS 4 CONSTRUCTION HAZARDS COURSE

7:00 AM - 11:00 AM
\$20 PER PERSON

SITE Training & Leadership Center

2051 Exchange Dr., St. Charles, MO 63303

All course descriptions
are available at

www.sitestl.org/events-training

PROFESSIONAL MEETING & TRAINING FACILITIES

The SITE Training & Leadership Center supports construction workforce development through safety training, leadership workshops, and professional education. The facility features three flexible, fully equipped meeting rooms with modern technology and virtual conferencing.



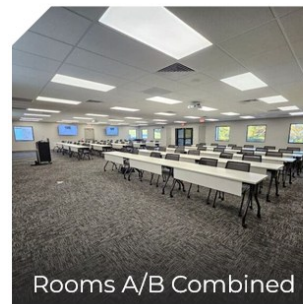
ROOM RENTAL TYPES

- **Room A/B** – Seats up to 75
 - **Room A** – Seats up to 45
 - **Room B** – Seats up to 30
 - **Conference Room** – Seats up to 20
- Numbers reflect Rooms A and B being set up in classroom style and Conference Room set up in a U shape.*

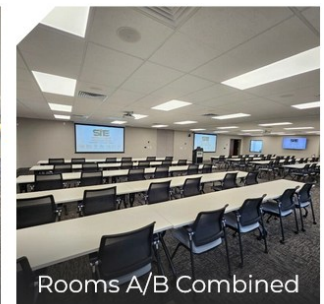
AMENITIES

- Fully stocked beverage fridge and coffee bar
- 3 flexible meeting spaces: in classroom, square, or U-shaped setups
- Virtual conferencing available

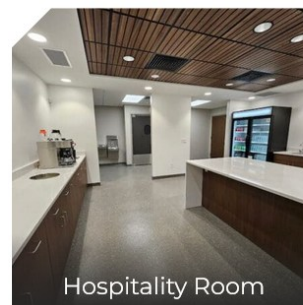
Visit www.sitestl.org/training-leadership-center/ to learn more and check availability.



Rooms A/B Combined



Rooms A/B Combined



Hospitality Room



Conference Room

LABOR RELATIONS

CONTRACTOR WAGE SURVEYS

SITE continues to urge contractors to submit their work hours to Missouri’s Department of Labor contractor wage survey site. Contractors continue to do a wonderful job submitting their labor hours year after year, and because of all your efforts, contract total package rates in the collective bargaining agreements are very close to the Missouri Prevailing Wage rates posted in the five surrounding counties. If contractors continue to submit hours consistently, the contract total package rate will continue to be competitive in the area. As a reminder, all hours for 2025 must be submitted by the end of January.

To help refresh contractors or maybe you have hired new payroll personnel, attached is a link for contractor wage survey “how-to” videos. These videos should help answer questions on what information needs to be reported for each trade.

<https://stlouisconstructioncooperative.org/saint-louis-construction-cooperative/prevailing-wage/>

Please do not procrastinate submitting your hours!

LOOKING AHEAD

The Cement Masons contract covering Residential, Commercial, Heavy/Highway expires April 1, 2026. Also, the Modular Block Wall Agreement with Laborers expires on May 1, 2026. The negotiating committees for each agreement will come together early in 2026 to start preparations for negotiations.

OPERATING ENGINEERS LOCAL 513 TRAINING SCHOOL OPEN HOUSE



On Saturday, September 27, the Local 513 Joint Apprenticeship Training School hosted an open house for the public to see what the school offers. A few thousand people got the opportunity to run excavators, hauling trucks, and cranes and check out a variety of equipment. Families and children of all ages loved the big equipment and enjoyed a beautiful afternoon of food, fun, and music.

LOCAL UNION MANHOURS REPORT

Manhours reported through September were down 3 percent compared to last year, primarily due to the slow, wet start through the spring. With the recent months of consistently dry weather, we are seeing labor hours trending upward, potentially beating 2024 numbers by year end. Below I included the current levels of employed workers within the St. Louis union trades. All trades are at full employment of their memberships. However, there are still apprentices who are looking for opportunities.

99% Operators	99% Plumbers & Pipefitters
99% Laborers	99% Electricians
99% Cement Masons	99% Sheet Metal Workers
99% Teamsters	99% Carpenters
99% Iron Workers	99% Sprinkler Fitters
99% Insulators	99% Painters
99% Brick Layers	95% Boiler Makers

FROM THE SAFETY SIDE

THE HARDEST JOB WE FACE: GRIEF, CPER-SEVERANCE, AND THE QUIET CRISIS IN CONSTRUCTION

“Suicide doesn’t end pain; it passes it on to those left behind.”

There are moments in every industry when the conversation shifts from numbers and production to people and pain. For construction, that moment comes when the hard reality of suicide touches a jobsite. The sound of machinery stops, the laughter at break time fades, and what remains is silence — a silence so heavy it lingers long after work resumes.

We do not often talk about what happens after. About how a single loss ripples through a crew, a company, and a community. About how someone who once stood beside us at a safety meeting or shared a morning coffee is gone, leaving behind a quiet emptiness that no schedule or task list can fill. That silence is not strength. It is grief with no place to go.

During Suicide Prevention and Mental Health Awareness Month, the SITE Improvement Association renewed its commitment to changing that silence. Throughout September, SITE worked to elevate awareness, connect resources, and encourage open conversations about mental health and suicide prevention across Missouri’s construction workforce. The goal was simple but profound, to make care and connection as much a part of safety culture as hard hats and harnesses.

THE WEIGHT OF SILENCE

In construction, the hardest moments often come after the loss of a coworker, friend, or family member who has died by suicide. The quiet that follows can feel endless. A single tragedy sends waves through an entire organization, touching everyone who knew the individual and altering the rhythm of daily work in ways that cannot be easily explained.

Research shows that every suicide directly impacts between five and 10 close individuals and may indirectly affect over 100 others. Those left behind often face a mix of grief, guilt, confusion, and depression. Many struggle in silence, believing they must be strong, even as they carry the weight of what happened.

On the jobsite, that pain is visible yet unspoken. Productivity returns, but something deeper does not. Leadership, supervisors, and peers often find themselves uncertain of what to say or how to help. The loss becomes something that everyone feels but no one addresses.

THE COURAGE TO BE HUMAN

For generations, construction has defined strength as

endurance — the ability to work through pain, to stay quiet, to push forward no matter the burden. But that version of strength has cost too much. True strength is found in connection, in listening, in caring enough to ask a hard question or admit when something feels wrong. Silence does not protect us. It isolates us.

SITE continues to encourage a redefinition of what it means to be strong. Support cannot end at the funeral. Peer-to-peer conversations, informal check-ins, and genuine concern for one another are essential to a healthy workforce. Vulnerability is being reframed as courage, the willingness to confront pain instead of concealing it.

LEADERSHIP THAT LISTENS

Throughout September, SITE partnered with LEAN STL to distribute educational toolkits, awareness materials, and peer engagement guides to member companies. These resources were designed to normalize mental health discussions and reinforce that caring for the mind is inseparable from caring for the body.

Several member firms also participated in Mental Health Check-In Days, where routine toolbox talks were replaced with brief conversations about wellbeing. Supervisors and foremen were encouraged to ask direct questions — simple acts of concern that reminded workers that they were seen and valued.

Earlier in the month, SITE hosted a seminar on the LEAN STL peer-to-peer support program, featuring Craig Watson of Coaching for Construction and a presentation on the Hard Hat Help app. The app offers a short series of questions to assess suicide risk and connects users with immediate professional support. These tools served as practical reminders that leadership and communication can save lives when silence cannot.

BEYOND THE JOBSITE

SITE’s work did not end with the close of the month. The Association is developing a Resilience Toolkit for Construction Teams, scheduled for release in early 2026. The toolkit will provide communication templates, training outlines, and resources to help companies build proactive, compassionate responses to mental health challenges before a crisis occurs.

True safety extends beyond the physical boundaries of a jobsite. It includes the unseen injuries that workers carry home and the quiet struggles that too often go unnoticed. SITE remains steadfast in its mission to ensure that every construction professional knows they are valued, supported, and never alone. We can rebuild bridges and highways, but our greatest work will always be rebuilding each other.

YOU ARE NOT ALONE

If you or someone you know is struggling, help is always available. The **988 Suicide and Crisis Lifeline** offers free, confidential support 24 hours a day, seven days a week. Call or text **988**, or visit 988lifeline.org.

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2025 PLANNED EVENTS

Tue., Oct. 21

DOT COMPLIANCE SEMINAR
SITE Training & Leadership Center

Thu., Oct. 23

JOINT SITE/APWA GENERAL MEMBERSHIP MEETING
Orlando's

Wed., Nov. 5

M/WBE AND NON-M/WBE MEET & GREET
Schlafly Tap Room

Wed., Nov. 12

Y.E.S. LEADERSHIP DEVELOPMENT DAY
SITE Training & Leadership Center

Thu., Dec. 11

HOLIDAY HAPPY HOUR
Bogey Hills Country Club

Tue., Feb. 24

INVESTMENT IN INFRASTRUCTURE EXPO
St. Charles Convention Center

Visit sitestl.org for future event updates or to register for upcoming events.