



A MESSAGE FROM THE PRESIDENT



2020 was a trying year for all of us in one way or another. It was a year of sorrow and hardship for many. We have all learned to “pivot” (the new buzzword for 2020) and realigned our homes, personal life, and workplaces. For many of us, this “new normal” is still evolving and that is certainly true of our industry. For some, work is sparse and for others there are not enough hours in the day. I look forward to our discussions of how your work is changing and what measures you have put in place that we can all learn from.

It is an honor to serve as the 2021 President of SubAla. I have been a member of the association for over 22 years and throughout the years, I have remained actively involved. Contractors have the ability to accomplish great things with the support of SubAla. Even though events have been temporarily postponed, make sure to take advantage of other benefits the association offers: the General Counsel can review business contracts, human resources can advise you on a problematic employee, or take time to update your employee safety manual with the electronic safety library. I encourage members of SubAla to be actively involved and experience the benefits the association provides.

I look forward to meeting each of you and your families at our convention in July. On a personal note, I was born and raised in Birmingham, attended Woodlawn High School and received my collegiate degree from the University of Montevallo. After college I returned to Birmingham and worked in the family business, WB Baker and Sons Dairy, until we sold it to Barber’s Dairy in 1996. In 1998, I purchased Hinkle Roofing and I have remained the primary owner since then. I have never looked back on my decision to enter into the roofing business and be a part of this industry.

I am enthusiastic about the future of the construction industry and the future of SubAla. I look forward to working with each of you in a brighter 2021.

Bob Baker

President, 2021

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SAVE THE DATE



Subcontractors Association of Alabama & WorkersFirst CompFund

Annual Convention JULY 15-18, 2021

Held at the Sandestin Golf & Beach Resort in Destin, Florida



REGARDING SUBALA'S FUTURE EVENTS

We are eager to see you all again soon! Currently, we are impatiently waiting for Kay Ivey to lift event restrictions to give you the best networking opportunities.

We are still aiming to have our **GC Expo** this year, but it may have to wait until fall depending on Governor Ivey's Stay at Home Order.

We have scheduled our **Annual Convention** down in Destin, Florida for July 15th-18th. Make sure to mark your calendars!

We will continue to keep you updated on future events when we have more information.

You can also check our website **subala.org** periodically for all association updates.

MEMBER SPOTLIGHT

Does your business have a recent accomplishment, a new sector, or another reason to be spotlighted?

We want to share that with our members!

If you are interested in seeing your company featured here please contact Jennifer Davis at Jennifer@SubAla.org.

EXCELLENCE IN WORKPLACE SAFETY AWARD RECIPIENTS



SAFETY ZONE



WorkersFirst CompFund would like to acknowledge the members that excelled in worker safety during 2020. To qualify and receive our annual Excellence in Workplace Safety Awards, an organization must pass a rigorous review process. The review process includes multiple safety-related metrics that, in total, cover more than 8 years of safety performance. The standards are set high and many members continue to strive to meet those standards. SubAla & WorkersFirst CompFund would like to recognize and congratulate the following recipients of the 2020 Excellence in Workplace Safety Award:

A & B Electric Company (Mobile)	Golson Construction Company, Inc. (Prattville)
A & L Metals, Inc. (Pinson)	H & H Heating & Cooling (Athens)
Acker Electric Company, Inc. (Anniston)	Harrell's Refrigeration Service, Inc. (Selma)
Acme Roofing & Sheet Metal Company, Inc. (Dothan)	Heacock Metal & Machine Co., Inc. (Sylacauga)
Acton Flooring, Inc. (Birmingham)	Hooper & Chandler Steel Erectors, Inc. (Hueytown)
Advance Machinery, Inc. (Pelham)	Imms Industrial Coatings, Inc. (Alabaster)
Air Movement, Inc. (Theodore)	InTec Industries, Inc. (Birmingham)
Alatec Heating & Cooling, LLC (Fultondale)	Interstate Sheet Metal Co., Inc. (Anniston)
Allen Caton Acoustical, LLC (Montgomery)	Jesse Stutts, Inc. (Huntsville)
Amerson Roofing, Inc. (Atmore)	Johnstone Supply-Dothan (Dothan)
B & B Scaffolding, LLC (Hillsboro)	LaBit Heating & A/C Service, LLC (Mobile)
B & W Electric Company, Inc. (Troy)	Leak Solutions (Birmingham)
Bayside Rubber & Products, Inc. (Mobile)	Magic City Roofing, Inc. (Birmingham)
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Big Creek, Inc. (Slocomb)	MGL, Inc. (Cullman)
Brown Roofing Company, Inc. (Anniston)	Mills Fence, LLC (Atmore)
Burgess & Berry Insulation Company, Inc. (Hillsboro)	NeedCo, Inc. (Bessemer)
Bynum Heating Cooling & Appliance Repair, Inc. (Geneva)	NelBran Glass, LLC (Birmingham)
Call Chad, LLC (Cropwell)	Paradiso Painting Company, Inc. (Birmingham)
Cannon Custom Woodwork, Inc. (Trussville)	Pearce Trawick Services, Division of Trawick Contractors, Inc. (Birmingham)
Canoe Creek Construction (Springville)	Pell City Heating & Cooling, Inc. (Pell City)
CB Roofing, LLC (Chelsea)	Perfect Service Heating & Air, Inc. (Irondale)
Champion Steel Builders (Alexandria)	Performance Refrigeration, Inc. (Holly Pond)
CJF Construction, Inc. (Florence)	Phillips Slipform, Inc. (Sumiton)
Clarke-Air, Inc. (Grove Hill)	Pressnell Roofing & Sheet Metal, LLC (Athens)
Classic Flooring, Inc. (Birmingham)	Pro Construction, LLC (Chelsea)
Climate Service, Inc. (Montgomery)	R. B. Atkins & Associates, Inc. (Bessemer)
Conrad Watson Air Conditioning, Inc. (Monroeville)	Redmon Drywall, Inc. (Dothan)
Construction Specialty Associates, Inc. (Eva)	Roofers Mart Southeast, Inc. (Birmingham)
Cooper Wilkins Welding & Machine Co., Inc. (Mobile)	S-Dap, Inc. (Scottsboro)
Cornelius Welding & Maintenance Inc. (Oneonta)	Service Tech, Inc. (Birmingham)
Crimson Insulation Co., Inc. (Duncanville)	Smith Roofing, LLC (Pinson)
Dallas Air Conditioning and Heating, Inc. (Selma)	Smith Service Corp (Decatur)
Delta Flooring, Inc. (Bay Minette)	Southeastern Refrigeration, Inc. (Birmingham)
Discovery Resources, Inc. (Decatur)	Stegall Mechanical, LLC (Birmingham)
Dobson Sheet Metal & Roofing & Specialties, Inc. (Mobile)	Stinnett Group, LLC (Enterprise)
Donald Carter Heating & Cooling, LLC (Athens)	Teague Construction Systems, Inc. (Mobile)
Dorroh Heating & Air Conditioning, Inc. (Hueytown)	Thomas Sheet Metal Company, Inc. (Birmingham)
Environmental Comfort Systems, Inc. (Decatur)	Tim Allen Paints, Inc. (Birmingham)
ESMAC, Inc. (Enterprise)	Treeco, Inc. (Tallassee)
Extreme Heating & Air, LLC (Highland Home)	Tri State Roofing & Remodeling Company, Inc. (Dothan)
Flanagan Contracting, LLC (Birmingham)	Valley Distributors, Inc. (Pelham)
Fletcher Supply Company, Inc. (Tuscaloosa)	Walley Electric Company, Inc. (Saraland)
Freeman Sheet Metal, Inc. (Tuscaloosa)	West Alabama Mechanical, Inc. (Moundville)
Global Fire Sprinklers, LLC (Florence)	



BUILDING UP WOMEN IN CONSTRUCTION

Anna Mischke - Content Marketing Specialist for PeopleReady



Out of over 10 million construction workers in the United States, less than one million are female – meaning that on the average jobsite, there is approximately 1 woman to every 10 men.

However, with a much-needed push for diversity and inclusion across all industries, construction hopes it will see more benefits of women stepping into the trade. A recent study by McKinsey shows that companies ranking in the top quartile of executive-board diversity were 35 percent more likely to outperform other companies. Women are making a slow and steady rise in the labor aspect of construction, but see great success as they step into a variety of management roles.

Construction currently has one of the highest job placement rates and starting salaries, making it an ideal career choice for women interested in a job path with upward mobility, job security, and strong financial incentive. Not all women who end up in construction started there, either. Get a Grip Inc. founder, Sharon Dillard, segued into kitchen and bathroom resurfacing after a career in fashion using the same skills that served her in previous roles. Ciara Seger, Project Superintendent for a leading contract and construction company and features in Forbes and Procore, says “There has never been a better time to be a woman

in construction.” Plentiful jobs? Well-paying positions? Numerous opportunities for advancement and growth? We’re in agreement.

So what does today’s landscape look like for women in construction?

- Women account for 9% of construction workers... but are 46% of the U.S. workforce.
- Women are expected to make up 25% of the construction industry by 2020.
- Who are they?
- 45% Sales & Office
- 31% Management
- 21% Construction & Maintenance
- 1.5% Service Occupations
- 1.4% Transportation
- 44% of top 100 contracting companies have women in executive roles (only 3 of these CEOs are women).
- 13% of construction firms are women-owned.

*This article was provided by PeopleReady.
PeopleReady is a leader in industrial staffing.
For more information visit www.peopleready.com*

PAC 2021 CONTRIBUTIONS

SubAla would like to thank all our PAC contributors listed below for their generous support which allows us to have a legislative voice in Montgomery. The association's legislative efforts and involvement in the political process would not be possible without these contributions.



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We want to hear from you! Contact David Campbell to discuss our current legislative efforts or possible concerns you may have: (205) 981-0086 or dcampbell@subala.org