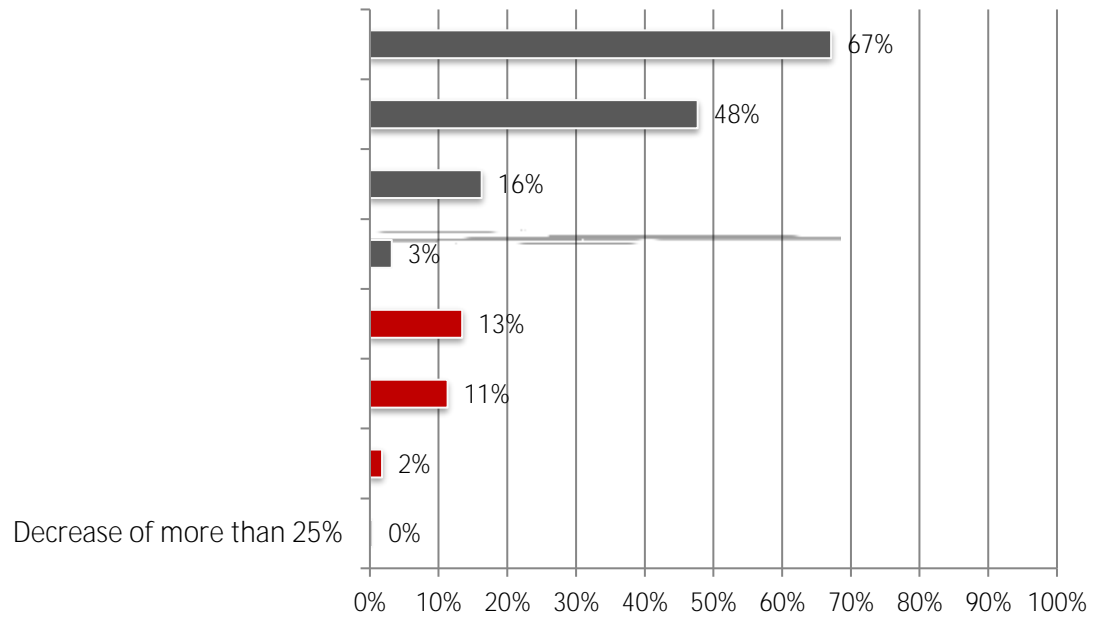


2025 Construction Outlook
Union Survey Results

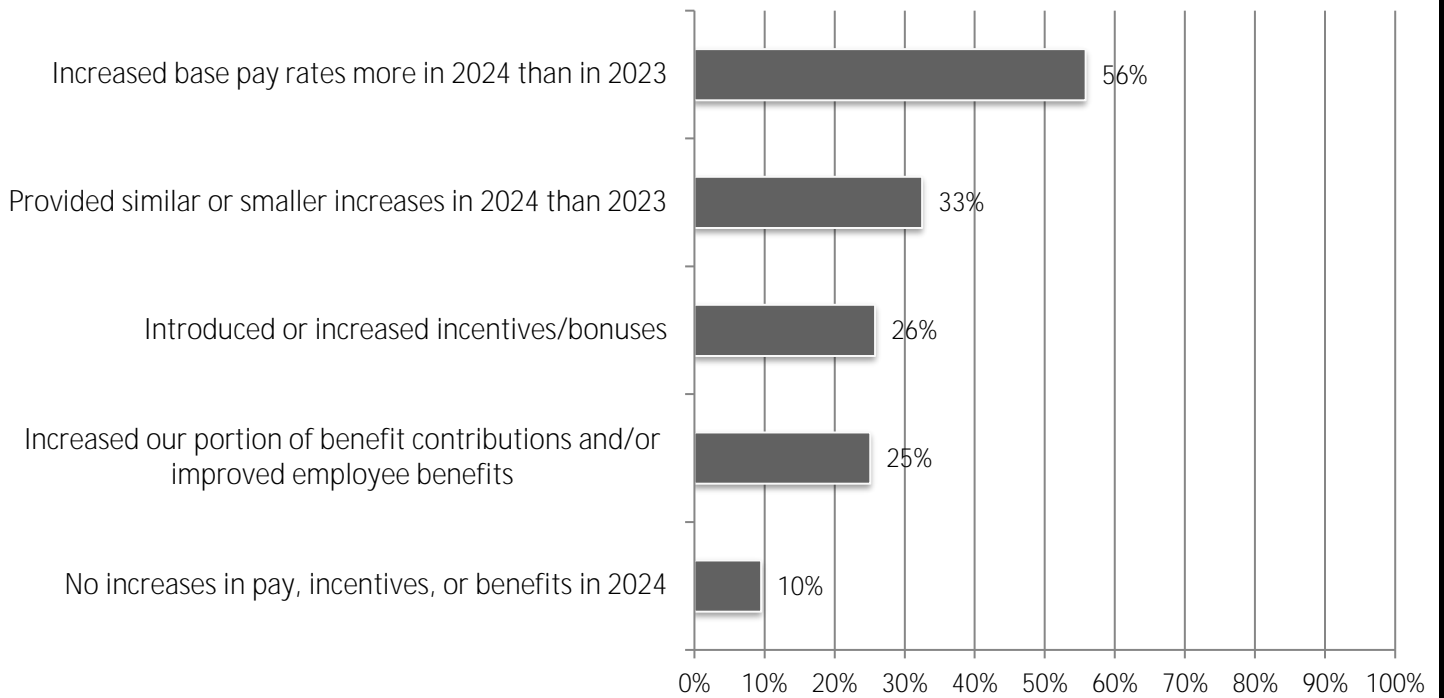
2. What percentage change do you expect in your headcount in 2025? Responses: 283



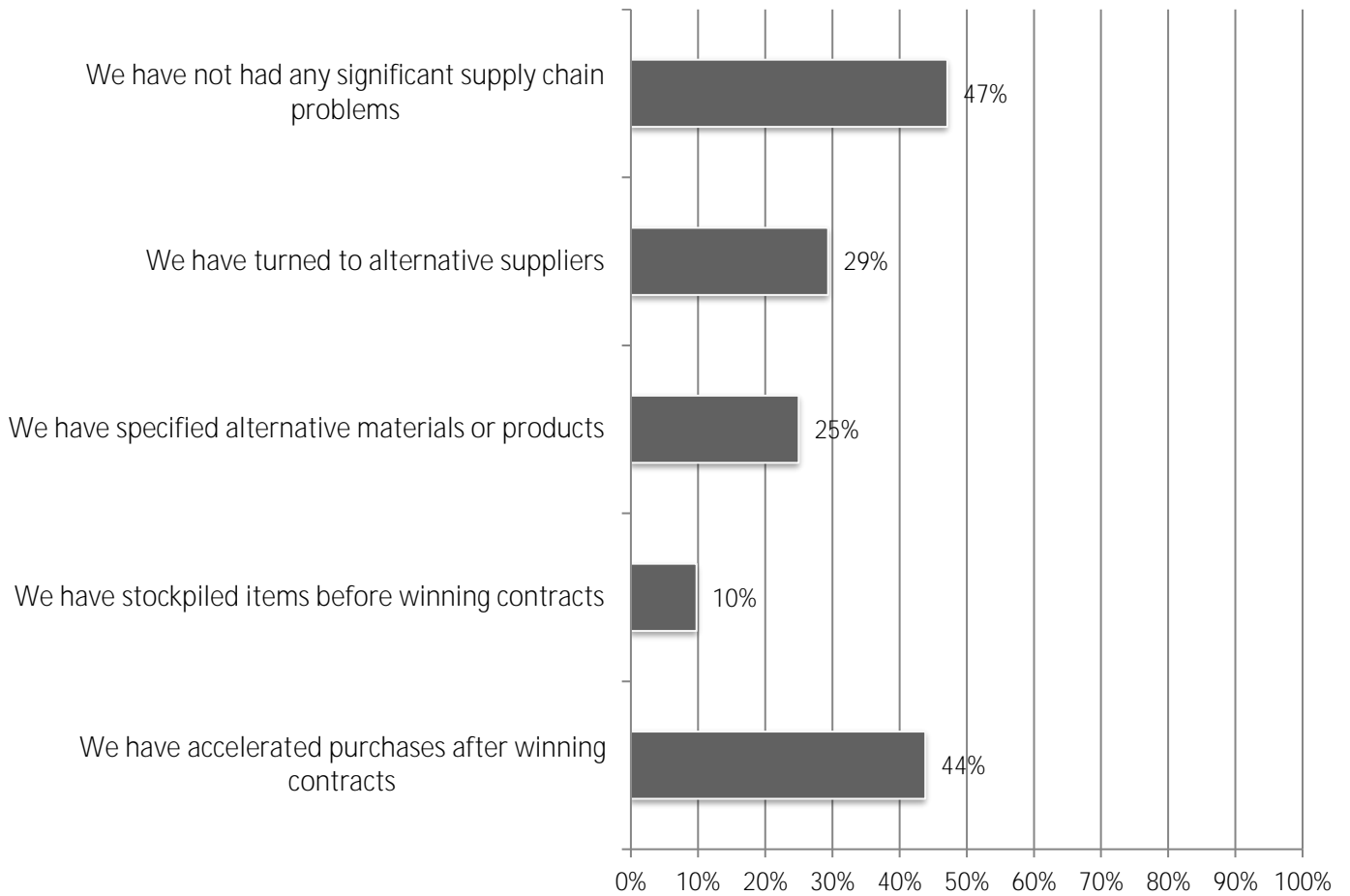
3. Describe your difficulty in filling open positions: Responses: 282

4. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months? Responses: 283

5. What changes did your firm make in pay or benefits in 2024? (mark all that apply) Responses: 283



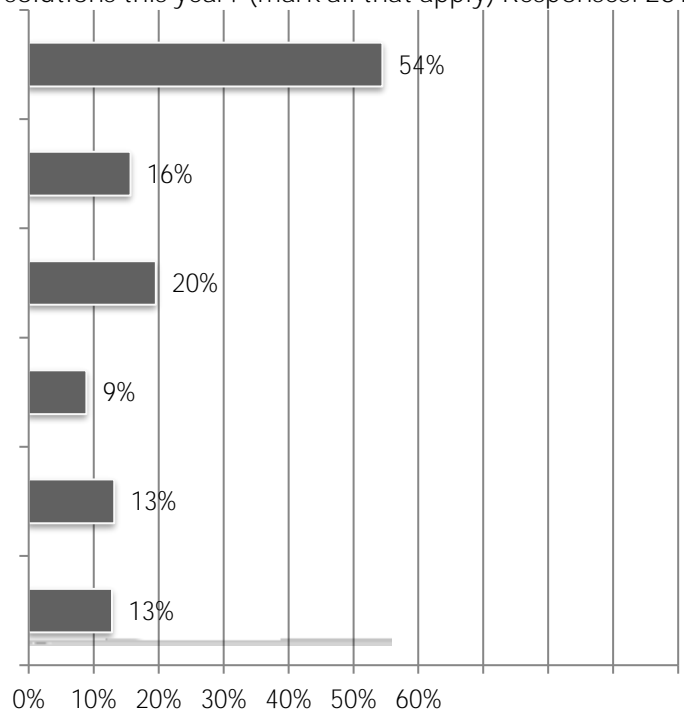
6. How has your firm responded to supply-chain issues in 2024, if any? (mark all that apply) Responses: 276



7. What difference, if any, has the Infrastructure Investment and Jobs Act (also known as the Bipartisan Infrastructure Law), made to your business? Responses:

11. What challenges, if any, do you see regarding the safety and health of your firm's workers? (mark all that apply) Responses: 263

13. Are you planning to change any of your software solutions this year? (mark all that apply) Responses: 281



14. What are your biggest IT challenges (mark all that apply)? Responses: 280

15. How does your company plan to use mobile software technology? (mark all that apply) Responses: 274

