

Chairman Brat, Ranking Member Evans and members of the U.S. House Small Business Committee Subcommittee on Economic Growth, Tax, and Capital Access, thank you for allowing me to be with you today to discuss the positive impacts that this Cpi tgu'cpf "cf o kwtvpa" policies have had on my small business, and businesses of all kinds. My name is Larry Lopez, and I am the president

industry. And while an improved economy is good, it also tends to tighten the workforce. While it has been challenging recently to find qualified labor to hire and provide to clients, Green JobWorks is being proactive and setting ourselves apart as an industry leader by developing a process to attract workers in a competitive market. This process and the success of our business in large part attributable to the impact of policies such as *H.R. 1, the Tax Cuts and Jobs Act*.

The Impact of Economic Growth

At Green JobWorks, and in the construction industry across the United States, confidence is high. In fact, according to the Construction Confidence Index (CCI), more than three in four construction firms expect that sales will continue to rise over the next six months, three in five expect higher profit margins, and more than seven in 10 expect to bolster staffing levels. All three key components measured by the CCI signal an ongoing expansion in construction activity.¹ This increased confidence has allowed Green JobWorks to not only reinvest in our business, but to implement new benefits for our employees. These investments would have not been possible without the Tax Cuts and Jobs Act, which has provided positive momentum for our business and the industry as a whole.

We have implemented annual raises, which are not typical for a staffing company. Currently, employees making less than \$15.00 an hour, they are eligible for a raise to \$15.00 an hour after 60 days of good performance. Recently, we have shortened this period to 30 days. Green JobWorks promotes from within, also not typical of a staffing company, and hires crew leaders from our existing staff. All 18 of our crew leaders have been promoted from the employee ranks. We have been able to implement more advanced technology, like iPads to better communicate

alongside the improved economy. In June 2018, we opened a Washington D.C. office to expand on increased opportunities in the region. We were able to budget for the opening of this office because of the added revenue and savings we received through the Tax Cuts and Jobs Act.

With an increased number of construction projects, my demolition and final cleaning divisions are winning more work. Traditionally accounting for only 10 to 20 percent of our business, these divisions have increasingly become a larger percentage of our revenue. As a result, I was able to promote an in-house worker to manage all aspects of the final cleaning division who will further expand the division.

I would like to announce that we will be hiring a full time on-site trainer to develop new hires with limited skills or experience. Employers who hire our workers want them to be fully trained and ready to work, so we are excited to create a new position to develop the skills of our workforce through on-the-job training. This development will allow our business to take the training burden off our clients while creating more opportunities for our employees.

Despite recent economic gains, finding workers and addressing the skills gap remain very serious problems for Green JobWorks and the construction industry as a whole. ABC members invest \$1.1 billion on workforce development to educate more than 475,000 industry employees annually, and ABC chapters have set up more than 800 apprenticeship, craft and safety programs across the United States. Yet more than 80 percent of ABC members report they have trouble finding skilled labor, which impacts construction firms of all sizes.

One of the best things Congress can do to help shrink the skills gap is to empower organizations to recruit and develop a workforce with the education that is necessary to fill the jobs that are currently vacant. Technical and soft skills are key to filling the construction jobs that are currently vacant. To keep the economic momentum moving, Congress and the administration should continue to pass and sign into law legislation like *H.R.2353, the Strengthening Career and Technical Education for the 21st Century Act*, and encourage all forms of workforce development, including Department of Labor-registered and industry-recognized education programs.

to instituting policies that allow small businesses to flourish in America and spotlighted the important contributions they make to the American economy. The contributions that this Congress and the administration have made since that event one year ago on tax reform and regulatory relief has unlocked the potential of my small businesses to spur growth and create opportunities for my employees.

Regulatory Relief

Vj ku'Eqpi tguu'cpf "cf o kputcvkpa'cations to roll back regulations like the Joint Employer rule provides certainty for small businesses like Green JobWorks, while clarifying protections for our workers and making a positive difference in the construction industry. Many members of this subcommittee supported *H.R. 3441, the Save Local Business Act*, which passed the House last fall. The bill would have reversed the P cvkpcn'Ncdqt 'Tgrv'kpu'Dqctf au'P NTD+ Browning-Ferris Industries decision that greatly expanded joint employer liability under the National Labor Relations Act during the Obama administration. Earlier this month, the NLRB issued a proposed rule that established an updated standard for determining joint-employer status under the National Labor Relations Act. Under the new proposed rule, ðan employer may be found to be a joint-go r mq {gt "qh'cpqj gt "go r mq {gt au'go r mq { ggu'qpn{ 'kh'k'r quuguugu'cpf "gz gtekugu" substantial, direct and immediate control over the essential terms and conditions of employment and has done so in a manner that is not limited and routine.³ ABC and Green Jobworks are supportive of this proposed rule.

For the construction industry and Green JobWorks, harmful regulations can result in fewer construction projects and can hinder businessugu'cdkklv{ "vq'j kg"cpf "gzc pf . Green JobWorks is proud to be a growing small business that has built on the opportunity in front of us and reinvested in our business and community.

Chairman Brat, Ranking Member Evans and members of the Subcommittee: thank {qw'qpeg'ci clp'hqt 'lpxkklpi "o g'vq'r ctvkr cvl q'ð q # tf "vq" answering any of your questions about how my small business has benefited from the economic growth in my community to become more successful in a competitive market.

³ <https://www.federalregister.gov/documents/2018/09/14/2018-19930/the-standard-for-determining-joint-employer-status>