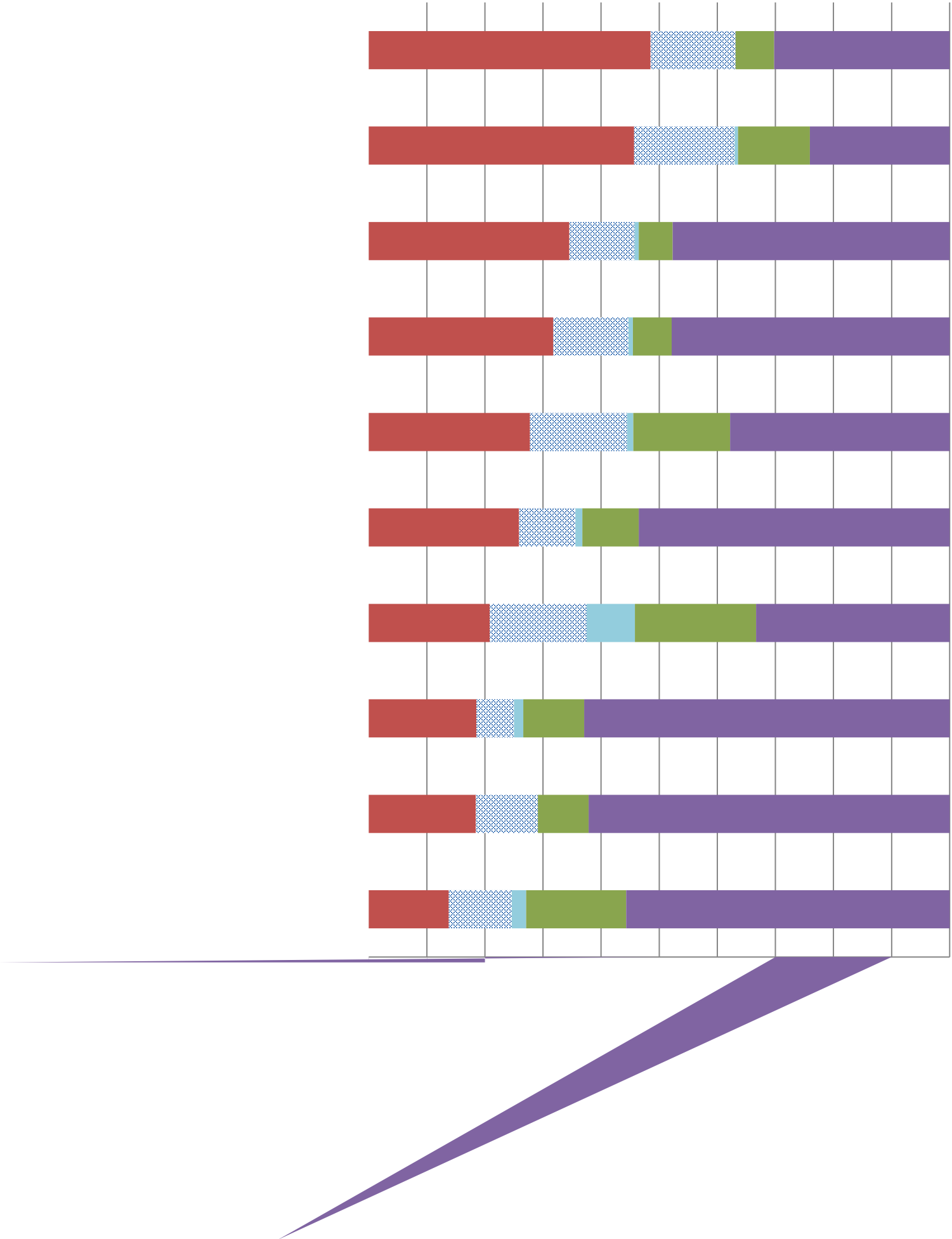
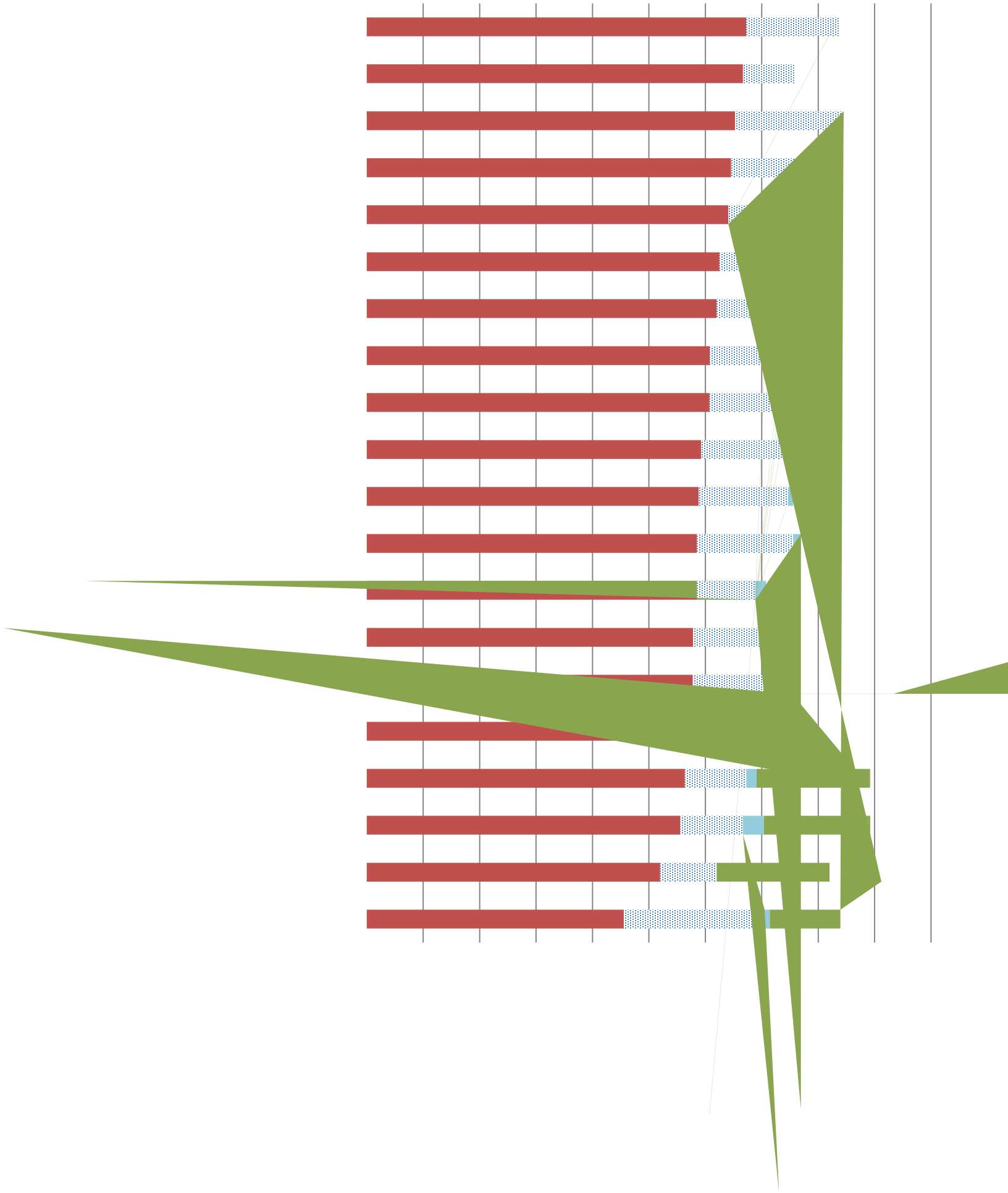
3. ² KI·ű KI·ă ōŜŜy˙è2dzNJ ŦΛNJY˙Qă ŜÈLJŜNJΛŜyŐŜ űKλă èŜI·NJ λy˙ŦΛffλyƎ űKŜ Ŧ2ff2ǿλyƎ űèLJŜă 2Ŧ ăI·fI·NJΛŜŘ positions?

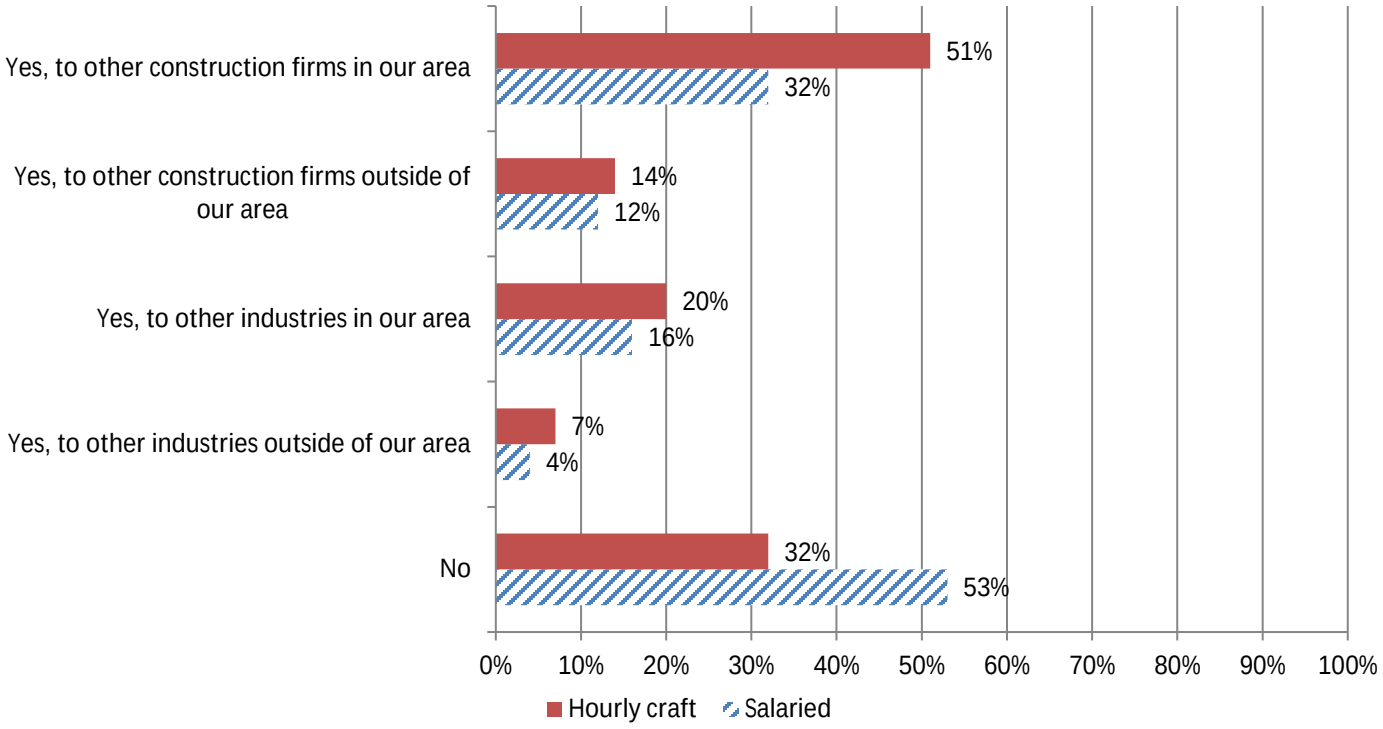


4. ² KI·ű KI·ă ōŜŜy˙è2dzNJ ŦΛNJY˙Qă ŜÈLJŜNJΛŜyŐŜ űKλă èŜI·NJ λy˙ŦΛffλyƎ űKŜ Ŧ2ff2ǿλyƎ űèLJŜă 2Ŧ K2dzNJtè ŐNJI·Ŧű LJ2ăλűλ2yãK

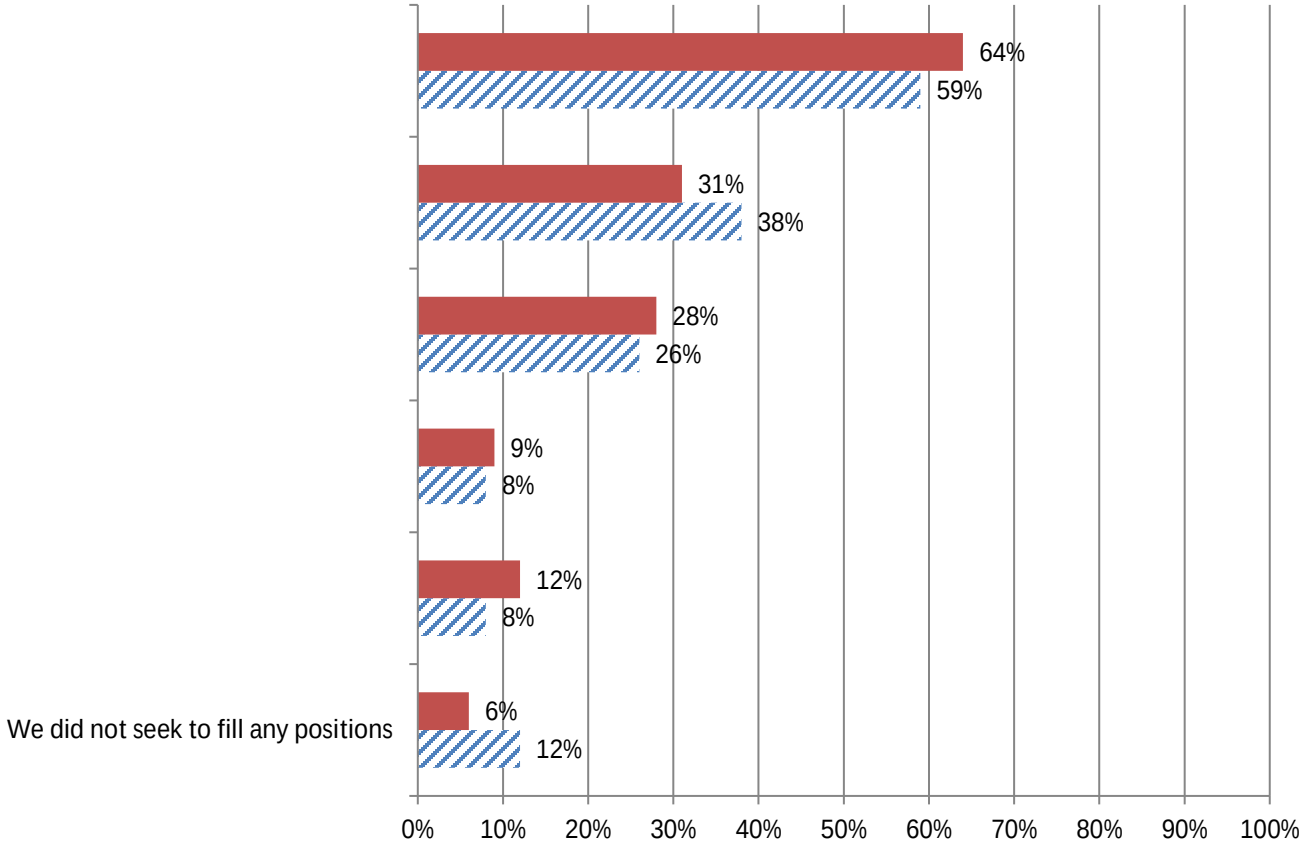


5. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months?

7. Is your firm losing hourly craft or salaried personnel to other employers? (Totals may add to more than 100%, as respondents could mark more than one answer.)



8. Has your firm increased pay and/or benefits for hourly craft or salaried personnel in the last year because of difficulty in filling positions? (Totals may add to more than 100%, as respondents could mark more than one answer.)



13. If your firm is experiencing staffing challenges, how would you describe the impact on your company's safety and health program or performance? (Totals may add to more than 100%, as respondents could mark more than one answer.)

14. Please indicate which of the following types of construction projects your firm performs: (Totals may add to more than 100%, as respondents could mark more than one answer.)

15. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?

16. How many total employees does your firm employ at all of its locations?

17.