

MEASURE

your performance on key components.

STRENGTHEN

and expand best practices.

BUILD

your safety culture.



2024 STEP

FREQUENTLY ASKED QUESTIONS



Proud Sponsor of the ABC National
Safety Excellence Award



FREQUENTLY ASKED QUESTIONS ABOUT THE STEP SAFETY MANAGEMENT SYSTEM

1. Who should complete the STEP submission?

STEP is a world-class safety system and safety benchmarking and improvement tool. ABC encourages each participant to engage as many employees as possible in the process. Where possible, consider using a safety committee or a randomly selected and diverse sample of employees. For each of the Key Components of a world-class safety management system, groups can either work on reaching a consensus or results can be averaged. More participants in the evaluation process will result in a truer assessment of your safety program and a more comprehensive look at areas for improvement.

2. What are the levels of STEP achievement?

There are six levels of STEP achievement: Participant, Bronze, Silver, Gold, Platinum and Diamond. Companies that achieve a STEP level but prefer their status remain unpublished may opt-out of public recognition and/or promotion by their chapter(s).

3. When is the STEP submission due?

STEP submissions are accepted until December 15. However, in order to ensure receipt of your STEP certificate and achievement recognition at your chapter's safety awards ceremony, submissions should be submitted online or returned to your local ABC chapter office by the chapter's STEP deadline. Check with your local chapter to see when your deadline is.

4. Is there a fee to participate in STEP?

There are no submission fees for STEP involvement at the Participant, Bronze, Silver, Gold, Platinum, or Diamond recognition levels if you submit online at abc.org/stepapp.

5. Is the information submitted in the STEP process confidential?

Yes. The information contained in each STEP submission is viewed only by ABC staff and is kept strictly confidential. ABC does not disclose any company-specific STEP information. ABC accumulates aggregate data through the program to determine collective safety trends and this information becomes part of ABC's annual STEP data analysis, which serves as a member benchmarking tool.

6. Does ABC National keep a copy of my submission?

ABC National retains copies of all paper STEP submissions for a period of five years and then destroys them. Information from all online submissions is stored in ABC National's database in perpetuity.

7. Does STEP participation tie into other ABC recognition programs?

Yes, ABC has two recognition programs that tie into STEP participation:

National Safety Excellence Award (NSEA) – Companies applying for the 2024 National Safety Excellence Award must have participated in STEP at the Gold, Platinum or Diamond level in 2024.

Accredited Quality Contractor (AQC) – Companies seeking AQC status must have participated in STEP at the Gold, Platinum or Diamond level during the previous or current year.

Excellence in Construction Awards (EIC) – Neither AQC status nor STEP Gold, Platinum or Diamond recognition are required for submitting an entry in ABC's national EIC awards program. However, EIC applicants do earn an additional two points in the judging process for participating in STEP at any level, as well as an additional two points for attaining AQC status.

8. Who do I contact if I have questions?

Contact your local ABC chapter first. If the chapter is unable to provide the specific information you need, or if you are referred to the ABC National office, contact:

Aaron Braun

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440 First St., N.W., Suite 200
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2024 QUALIFICATION CRITERIA FOR STEP LEVELS

Participant Level

- a) Recognizes those who participate in STEP, but do not achieve the minimum Key Components self-assessment score¹ required for Bronze-level recognition.
- b) Companies with ten or more employees must submit their 2023 OSHA Form 300A (“Summary of Work-Related Injuries and Illnesses”) for data verification purposes.⁵
- c) Must have signed the Drug- and Alcohol- Free Workplace Pledge at drugfreeconstruction.org and have in place a documented substance abuse program that includes a drug/alcohol screening process.

Bronze Level

- a) Minimum Bronze level Key Components self-assessment score¹ required.
- b) Companies with ten or more employees must submit their 2023 OSHA Form 300A (“Summary of Work-Related Injuries and Illnesses”) for data verification purposes.⁵
- c) Must have signed the Drug- and Alcohol- Free Workplace Pledge at drugfreeconstruction.org and have in place a documented substance abuse program that includes a drug/alcohol screening process.

Silver Level

- a) Minimum Silver level Key Components self-assessment score¹ required.
- b) Companies with ten or more employees must submit their 2023 OSHA Form 300A (“Summary of Work-Related Injuries and Illnesses”) for data verification purposes.⁵
- c) Must have signed the Drug- and Alcohol- Free Workplace Pledge at drugfreeconstruction.org and have in place a documented substance abuse program that includes a drug/alcohol screening process.
- d) Incidence rate no greater than 50 percent above the national BLS average for the company’s NAICS⁴ code for the two most recently published years of BLS data. (For companies with fewer than 100 employees, a three-year average may be used. For companies with fewer than 50 employees, a 5-year average may be used).⁵

Gold Level

STEP Gold is open to ABC members who meet ALL of the following qualifications:

- a) Minimum Gold level Key Components self-assessment¹ required.
- b) Incidence rate² equal to or below the national BLS³ average for the company’s NAICS⁴ code for the two most recently published years of BLS data. (For companies with fewer than 100 employees, a three-year average may be used. For companies with fewer than 50 employees, a five-year average may be used).
- c) Companies with ten or more employees must submit their 2023 OSHA Form 300A (“Summary of Work-Related Injuries and Illnesses”) for data verification purposes.⁵
- d) Must have signed the Drug- and Alcohol- Free Workplace Pledge at drugfreeconstruction.org and have in place a documented substance abuse program that includes a drug/alcohol screening process.

Platinum Level

STEP Platinum is open to ABC members who meet ALL of the following qualifications:

- a) Minimum Platinum level Key Components self-assessment¹ required.
- b) Incidence rate² at least 25 percent below the national BLS³ average for the company’s NAICS⁴ code in the current submission year.⁵
- c) No fatalities or in-patient hospitalizations (except for observation and diagnostic testing) within the current submission year. Also, no fatality or catastrophic incident within the previous three consecutive years, which resulted in an OSHA citation.
- d) No serious, repeat or willful OSHA citations (federal or state) within the current submission year or the previous three consecutive years.
- e) Companies with ten or more employees must submit their 2023 OSHA Form 300A (“Summary of Work-Related Injuries and Illnesses”) for data verification purposes.⁵
- f) Must have signed the Drug- and Alcohol- Free Workplace Pledge at drugfreeconstruction.org and have in place a documented substance abuse program that includes a drug/alcohol screening process.

All STEP Platinum recipients are eligible to enter ABC's National Safety Excellence Awards (NSEA) competition and the Construction Users Roundtable's Construction Industry Safety Excellence (CURT/CISE) award competition.

Diamond Level

Candidates must meet ALL of the Platinum qualifications, as well as the following:

- a) Incidence rate² at least 50 percent below the national BLS³ average for company's NAICS⁴ code in the current submission year and each of the past two consecutive years.⁵
- b) Submit OSHA Form 300A ("Summary of Work-Related Injuries and Illnesses") for years 2019, 2020, 2021, 2022 and 2023 for data verification purposes.⁵

All STEP Diamond recipients are eligible to enter ABC's National Safety Excellence Awards (NSEA) competition and the Construction Users Roundtable's Construction Industry Safety Excellence (CURT/CISE) award competition.

Appeals of STEP Level

In certain instances, a company may feel that the STEP qualification criteria cannot be reasonably met and unfairly prohibit their company from being recognized at the appropriate STEP level. A company may appeal their STEP level to the ABC National Safety & Health Committee, who will review the submission and supporting materials to make a determination for or against the appeal.

Please note that ONLY the following criteria may be the cause of an appeal at this time:

- Total Recordable Incidence Rate (TRIR)

PROVISIONAL STEP LEVEL

The company contact on file, along with all affiliated ABC chapters, will be notified instantly of their provisional STEP level upon submitting all required information. This is a provisional notification; final notification will occur once the STEP submission data has been reviewed and confirmed by ABC National.

1 **Key Components Self-Assessment Score** — ABC does not publish minimum qualification scores for the Key Components.

2 **Incidence Rate** — Represents the number of OSHA recordable injuries/illnesses per 100 employees a company experiences in a given calendar year. It is calculated with the following formula:

$$\text{Incidence Rate} = N \times 200,000 / \text{Total hours worked by all employees in calendar year}$$

"N" represents the total number of OSHA recordable incidents for calendar year (Lines G + H + I + J on OSHA Form 300A)

The U.S. Bureau of Labor Statistics (BLS) has created an online Incidence Rate Calculator that may be accessed at

<https://data.bls.gov/iirc/>.

3 **BLS** — For purposes of this submission process, see Bureau of Labor Statistics averages in the supporting document titled "NAICS Codes and TRIR Thresholds." This resource is available for download on the landing page of the STEP submission portal at <https://step.abc.org/>.

4 **NAICS** — North American Industry Classification System. If you are unsure in which NAICS code your company should be classified, reference www.census.gov/naics/ for code definitions. NAICS code classification should represent the majority of the company's primary work. A sampling of construction NAICS codes and corresponding national BLS incident rates is listed in the "NAICS CODES and TRIR Thresholds" document referenced above.

5 Note that, for companies with less than 100 employees who are submitting based on their three-year incidence rate average, you must submit your 2021, 2022 and 2023 OSHA Form 300A. For companies with less than 50 employees who are submitting based on their five-year incidence rate average, you must submit your 2019, 2020, 2021, 2022 and 2023 OSHA Form 300A.