



CISCO

Construction Industry Service Corporation



25th Anniversary
1988-2013



2013 Annual Report

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About The Cover

In 2013, CISCO celebrated 25 years of service to the union construction industry. In doing so, we recognize all of the individuals and organizations that have been with us and supported us every step of the way. Without these committed relationships, CISCO would not be where it is today - getting stronger with each passing year.

CISCO's Mission Statement

CISCO's primary mission is to strengthen the unionized construction market in the greater Chicago area.

In support of this mission, CISCO performs three major roles. CISCO acts as:

- 1 - A forum to facilitate dialogue between contractors and building trades union leaders concerning mutual problems and concerns.
- 2 - A clearinghouse for information on the local construction industry.
- 3 - A promotional group to encourage union construction with the user community and the general public.

As a joint labor management organization, CISCO focuses on cooperative efforts to reduce problems and conflicts while enhancing the competitiveness of union construction. Through its activities, CISCO builds trust between the parties and fosters the joint commitment of local contractors and union labor to high quality, on - time, within budget delivery on all projects.



David Henderson
Board President

As my time as President of the CISCO Board of Directors has come to a close, I would like to thank everyone for the opportunity to serve our industry. I am proud of the work that this association has accomplished, not only last year, but during its 25-year history. 2013 saw significant change as we successfully transitioned to new leadership, welcoming a new Executive Director and several new members to our Board.

Embracing change has not only been the hallmark of CISCO, but of our entire industry. The past five years have been as challenging as any in recent memory, and yet CISCO and its members and supporters have stuck together with a resiliency that is part of our industry's core values.

Celebrating 25 years, a significant milestone for our labor-management organization, which builds trust and fosters the joint commitment of local contractors and union labor; gave me the chance to reflect on how fortunate Chicagoland is to have such a dynamic union market share that is still the best in the nation.

The future of CISCO looks very encouraging; it is stronger, more involved and more relevant than ever before. I would like to thank our members and supporters for their continued support and involvement. As we all know, our people and partners are our greatest asset and everyone involved at CISCO strives to be the best asset possible for the union construction industry.



Dan Allen
Executive Director

In my first few months at CISCO, I have been asked many times about who we are and what we accomplish. Simply stated, CISCO is the collective expertise, training, and collaboration of thousands of union contractors and skilled tradesmen and women working to strengthen unionized market share. We are advocates for fair contracting, prevailing wage, and responsible bidder provisions which level the playing field. In a fair environment the union construction industry's skill, training and on time/on budget performance and commitment is second to none.

As a former Chicago code enforcement official, I was privileged to see firsthand, the quality work of professional contractors, and the skilled union craftsmen and women. Their collaborative efforts improved infrastructure, and built state of the art hospitals, schools, libraries, police and fire stations, residential towers that literally transformed skylines. The CISCO Pride in Construction Awards, showcased today, clearly illustrates the success of our industry.

I would like to thank our members and supporters, Board of Directors, and staff for all their hard work and dedication to our mutual goals. With your continued support we hope to remain the largest labor-management association in the country with an unmatched union market share. Maintaining productive partnerships will continue to boost economic development and job creation within the construction industry.

2013 Board of Directors



David Henderson
J.J. Henderson & Sons
President



Mark Maher
Chi. Reg. Cncl. Carpenters
Vice-President



Dan Divane
Divane Bros. Electric
Secretary



Frank Furco
IBEW #701
Treasurer



Joseph Benson
Central Blacktop
IRTBA



John Boske
Sheet Metal
Workers #265



Steven Cisco
IUOE #150



John Cronin
Trinity Roofing
Chi. Roofing Cncl.



Dennis Fleming
Sprinkler Fitters
#281 U.A.



Leon LaJeunesse
Custom Contracting
(BA)



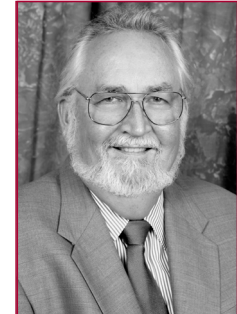
Maurice King
IBEW #134



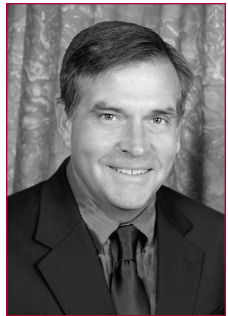
Frank Lollino
Holiday Const.
Co. UCA



Charles LoVerde
Laborers' Dist.
Council - Chicago



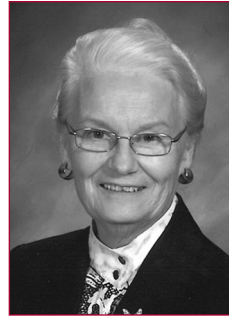
James McGlynn
McWilliams Elect.
NECA-NEIL



Tom McTavish
IBEW #117



Gary Menzel
Roofers #11



Loretta Molter
Molter Corporation
MCA



Joseph Pastorino
Chicago Regional
Council Carpenters



S.J. Peters
PAMCANI

Penny-Per-Hour Contributors

Builders' Association
Cement Masons # 502
Chicago Regional Council of Carpenters
Chicago Outerbelt Contractors Association
Chicagoland Roofing Council
Concrete Contractors Assoc. of Greater Chicago
Construction & General Laborers' District Council
of Chicago & Vicinity
Illinois Road & Transportation Builders Association

Lake County Contractors Association
LMCC (IBEW # 117, # 150, # 461, & NECA-NEIL)
LMCC of Chicago (IBEW 134 and ECA)
NECA-IBEW # 701 LMCC
Operating Engineers # 150
Professional Flooring Installers Association
Teamsters Joint Council No. 25
Underground Contractors Association

Member Organizations

Architectural & Ornamental
Ironworkers # 63
Associated Steel Erectors
Association of Glazing Contractors
Boilermakers # 1
Bricklayers & Allied Craftsman
District Council
Builders' Association
Cement Masons # 502
Cement Masons # 803
Ceramic Tile and Terrazzo # 67
Chicago Reg. Council of Carpenters
Chicago Outerbelt Contractors
Association
Chicago Painting & Decorating
Contractors Industry Advancement &
Promotional Fund
Chicagoland Roofing Council
Chicagoland Sheet Metal Contractors
Association
Concrete Contractors Association
of Greater Chicago
Construction & General Laborer's
Dist. Council of Chicago & Vicinity
Electrical Contractors Association of
City of Chicago, Inc.

Electrical Workers # 117, # 134,
150, # 461, & # 701
Finishing Contractors Association
of Chicago
Glaziers Union # 27
Illinois Regional Insulation
Contractors Association
Illinois Road & Transportation
Builders Association
Ironworkers # 1
Insulators # 17
Lake County Contractors Association
LMCC (IBEW # 117, # 150, # 461, &
NECA-NEIL)
LMCC of Chicago (IBEW 134 and
ECA)
NECA-IBEW # 701 LMCC
Machinery, Movers & Riggers # 136
Mason Contractors Association
of Greater Chicago
Mechanical Contractors Association
National Electrical Contractors
Association Northeastern Illinois
Chapter
National Fire Sprinkler Association
Northern Illinois Chapter

Northeastern Illinois Sheet Metal
Contractors Association
Northern Illinois Painting &
Drywall Institute
OP & CMIA # 11
Operating Engineers #150
Painters District Council # 30
Plasterers # 5
Plumbing Contractors Association of
Chicago & Cook County
Plumbing & Mechanical Contractors
Authority of Northern Illinois
Professional Flooring Installers
Association
Residential Construction
Employers Council
Roofers Waterproofers & Allied
Craftworkers # 11
Sheet Metal Workers # 73
Sheet Metal Workers # 265
SMACNA Chicago
SMACNA/SMART #265
Sprinkler Fitters # 281
Teamsters Joint Council No. 25
Underground Contractors Association

Associate Members

AFL-CIO Building Investment Trust
Amalgamated Bank of Chicago
ASB Capital Management
Benefits Management Group
Blue Cross Blue Shield of Illinois
Brandywine Global Investment Mgmt.
Chicago & Cook County Building
& Construction Trades Council
Chicagoland Construction
Safety Council
CIGNA HealthCare
Clark Hill PLC
Construction Employers' Association
Culloton Strategies, LLC
Delta Dental
DuPage County Building &
Construction Trades Council
Fox Valley Building Trades Council
Fox Valley Construction Industry
Advancement Program

Humana Health Care Plans
Hunt Insurance Group
Illinois American Water
Illinois Pipe Trades Council
I.M.P.A.C.T.
Labor Management Cooperation
Committee of Chicago
Labor Management Cooperative
Committee of Northeast Illinois
Lake County Building &
Construction Trades Council
M & I Trust Services
Martin Salvino State Farm Agency
Megent, Inc.
Middle States Electrical Contractors
Association
Midland States Bank
Midwest Medix Surgery Center
Missouri Valley Partners

Multi-Employer Property Trust
NECA-IBEW 701 LMCC
PDM Bridge LLC
Principal Financial Group
Prospect Mortgage/Union Benefits
Putnam Investments
Russell Investments
Sav-RX Pharmacy Benefit Mgmt.
ScreenSafe
Secure Services, Corp.
Segall Bryant & Hamill Investment
Counsel
Ullico, Inc.
UMB Asset Management
Union Plus Mortgage
Wells Fargo/Home Mortgage
Willis of Illinois, Inc.

2013 News & Notes



coordinated the event that was attended by 200 students. The students got a chance to learn about several different building trades as they received first-hand experience swinging a hammer, using a jackhammer, handling brick and mortar, understanding electrical current, and much more.

Some of the significant meetings and events in January and February included the Apprentice Information Committee, Coalition of Black Trade Union, Cook County Boot Camp, Chicago Public Schools, and the Illinois State Apprentice Committee.

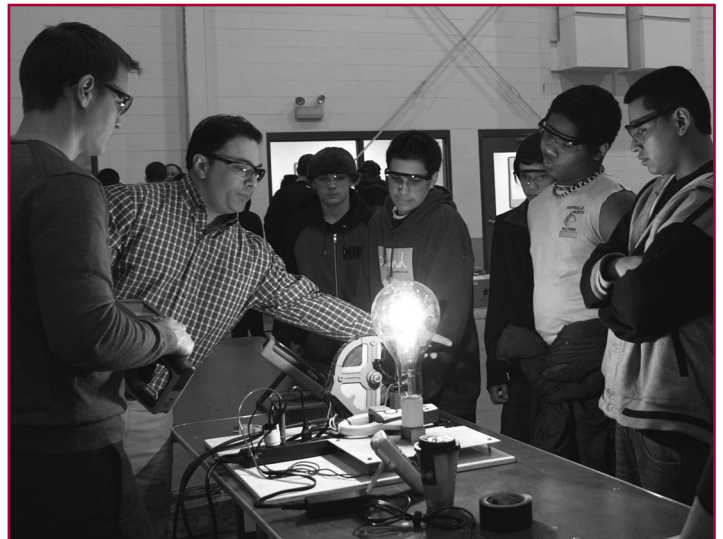
January

Kristi Lafleur, Executive Director of the Illinois Tollway, delivered the keynote address and provided a valuable update on the tollway's upcoming projects that are funded through the \$12 billion, 15-year capital plan called "Move Illinois: The Illinois Tollway Driving the Future."

Following Lafleur's remarks, the 2011 Pride in Construction Awards were presented including Educator of the Year Janice Stoettner, Executive Director, Career Development Center; Labor Conciliator of the Year John Tribble, Conciliation/Mediation Division Manager, Illinois Department of Labor; and the Chicago Department of Aviation as Public Body of the Year, which was accepted by Commission Rosemarie Andolino. Approximately 180 members and guests attended the event.

February

CISCO teamed up with the Chicagoland Laborer's Training and Apprenticeship Center and the College of DuPage for its 10th annual DuPage County Hands-On Expo in Carol Stream. Education-to-Careers Director Johnetta Ryan



March

On March 26, some of the members of CISCO's Legislative Committee and its Board of Directors met with Sen. Dick Durbin (D-IL), US Congresswoman Tammy Duckworth (D-IL 8th) and State Senator Tom Cullerton (D-23rd) to discuss legislative initiatives on both the state and national level. Senator Durbin, at the time, was involved in a bi-partisan task force regarding immigration reform, but talked about many labor concerns, transportation issues and other projects.

April

CISCO celebrated its 25th anniversary of service to the union construction industry during its Annual Luncheon on April 19. Keynote Speaker Mark “Rusty” Sherwood provided a promising economic forecast for the near future of construction in northeastern Illinois.



April’s luncheon offered a wide array of thoughts and perspective from past accomplishments to future plans to continue CISCO’s mission. But most importantly the message was one of thanks to CISCO’s current and past supporters, board members and the many building trades and contractor members who have played significant roles throughout CISCO’s 25-year journey.

CISCO also announced its annual scholarship winners during the luncheon. Caitlin McCully was awarded the John E. Kenny, Jr. Founder’s Scholarship, and the Joseph Sullivan Memorial Scholarships was presented to Benjamin McManamon. Winners of CISCO’s new category for students attending a community college went to Amanda Roszkowiak and Kevin McIntyre. A two-year Continuing Education Scholarship was awarded to Ryan Treacy, who is currently attending the University of Illinois-Chicago.

May

Western access to O’Hare International Airport became reality when the Illinois General Assembly gave the green light to the region’s newest highway officially providing the Illinois Tollway the authority needed to begin. The resolution, which passed both Chambers, initiated the construction of the new tollway on the western edge of O’Hare Airport.

CISCO and its Legislative Committee had been big supporters of this project for many years. Three years ago, Governor Quinn announced at a press conference that the \$3.4 billion project could create 21,000 short-term jobs and 60,000 long-term jobs, based on economic development in the form of industry, hotels and retail that would sprout up along the western half of the airport.

June

CISCO offered two workshops in June. The first workshop involved a partnership with the Illinois Tollway to provide contractors and building trades organizations the chance to learn more about the job bidding opportunities that were part of the Tollway’s \$12 billion, 15-year capital plan.



The second workshop focused on the Prevailing Wage and Misclassification Acts, the Freedom of Information Act, and the value of Responsible Bidder Ordinances.

(continued on page 8)

2013 News & Notes

July

In another display of teamwork and partnerships, Johnetta Ryan was the Keynote Speaker at the Illinois Tollway's Construction Careers Expo. Ryan focused on the skills needed to consider a career in various union trades. In addition there were networking opportunities with union representatives, training providers and community groups. The event was hosted at the Aurora campus of Waubonsee Community College.



August

In August, CISCO successfully transitioned to new leadership as Executive Director Dan Allen took over at the helm. Allen came to CISCO from the City of Chicago, where he had served as Chief Electrical Inspector for the past 10 years of a 30-year career with the City. The Board of Directors appointed Allen to succeed John Brining, who had announced his retirement in April.

In addition to his work in Chicago, Allen has been a member of IBEW Local 134 since 1982, and is also affiliated with the Electrical Contractors Association.

September

Last year's annual golf outing at Bloomingdale Golf Club had special significance as we welcomed our new Executive Director Dan Allen to the team. We had another record number of sponsors, and we sold out the course. The sunny, warm day was enjoyed by all.

In addition, the spirit of giving was evident from the start and participants helped raise more funds for the Chicago Food Depository and the Northern Illinois Food Banks. The success of the event, of course, was made possible by the generous support of our loyal members and partners. Our sincere thanks once again to all of you who continue to support CISCO and our efforts.



October

The groundbreaking of the Elgin O'Hare Western Access Project (I-390) was a significant and symbolic event for the union construction industry. The 5-year, \$3.4 billion project will bring much needed road construction jobs to the area and spur significant vertical construction along the western corridor.

The construction of the new tollway on the western edge of O'Hare Airport, connects I-90 in the north to I-294 in the south. This project will

also connect the Elgin-O'Hare expressway to O'Hare Airport by widening Thorndale Avenue and turning it into a tollway.



More than 100 dignitaries and elected officials attended the October 29 press conference as Gov. Pat Quinn; Tollway Executive Director Kristi Lafleur and Illinois Transportation Secretary Ann Schneider took turns announcing the plans. Many representatives of organized labor were also in attendance such as John Boske, President, DuPage County Building Trades; Tom Villanova, President, Chicago and Cook County Building Trades; and Operating Engineers Local 150 President Jim Sweeney.

November

The Education-to-Careers Program was asked to assist in implementing two new initiatives specifically designed to help train a diverse, highly skilled union workforce to meet the demand of public infrastructure and tollway projects.

The first initiative is the Chicago Urban League Transportation Construction Apprenticeship Readiness Training (TCART). Secondly, CISCO has been appointed to the Advisory Board for the Highway Construction Careers Training Program. This initiative is also funded by IDOT, and begins on February 18, 2014. For more information about both of these efforts, please turn to page 10 of this report.

December

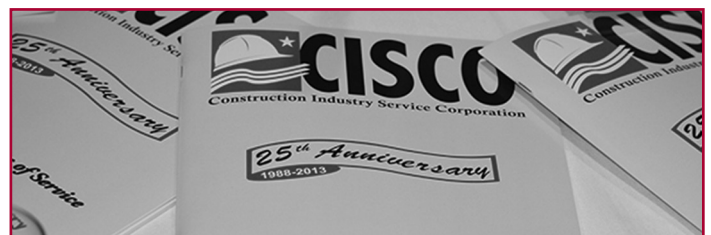
The CISCO staff attended a workshop hosted by the Residential Construction Employers Council aimed at raising awareness of two new recently passed Illinois laws regarding Concealed Carry and Medical Marijuana and their implications on labor and the workplace.

Many new employee relations issues will impact both building trades workers and contractors and more education on the topics is sure to follow as these laws take effect.

CISCO's Board of Directors chose the top construction projects of 2013 during their December 13 board meeting. Entering its 8th year, the Pride in Construction Award Program recognizes the top quality union construction projects in various categories and also honors the efforts of an area educator, Illinois public body and labor conciliator. To find out who was selected as this year's winners, please turn to pages 12-13 of this report.

The CISCO Board experienced changes of its own as **Dan Divane** was appointed Interim Secretary, and **S.J. Peters**, Executive Director of the Plumbing Council and PAMCANI was named an interim board member.

Also added to the board were **Charles LoVerde III** of the Laborers' District Council of Chicago & Vicinity, **Gary Menzel** from Roofers Local 11, **John Cronin** who is affiliated with the Chicago Roofing Council, and **Maurice King**, Vice President of IBEW Local #134.



Education-to-Careers



Johnetta Ryan
*Education-to-Careers
Director*

Traditionally, CISCO's Education-to-Careers Director Johnetta Ryan focuses on presenting to students at schools and other organizations to promote careers in the union construction industry (see page 11). CISCO also partners with building trades, employer groups, and educators to coordinate multiple, yearly Hands-on-Construction fairs where students and teachers learn about trades from the tradespeople themselves and have a chance to use tools and find out what they can expect from a career in union construction.

In 2013, the Education-to-Careers Program added a new strategy that is aimed at training individuals for where the jobs are needed most. The recent funding for much needed public infrastructure and tollway projects has spurred a demand for skilled union workers. CISCO has been asked to assist in the implementation of two new and exciting initiatives specifically designed to help in training a diverse, highly skilled union workforce to meet this challenge.



The first initiative is the Chicago Urban League Transportation Construction Apprenticeship Readiness Training (TCART). This program is a collaborative effort among Chicago-area community based organizations and the Apprenticeship Skill and Improvement Program of Local 150, and the Chicagoland Laborers' District Council Apprenticeship Fund. The goal is to insure increased participation of minority groups, disadvantaged persons, and females in all phases of the highway construction industry. The other community

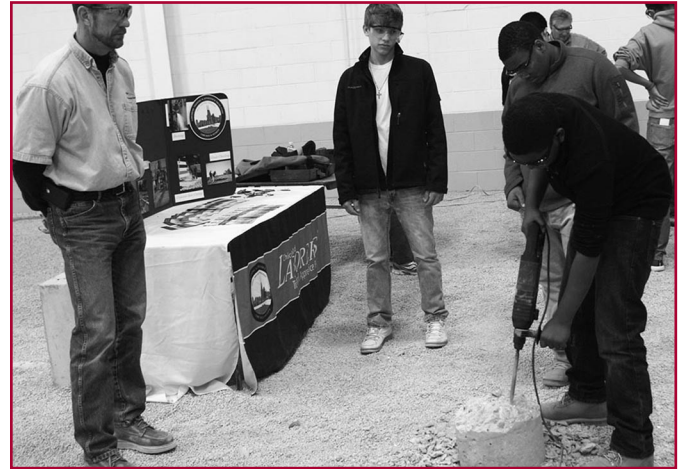
partners are the Austin Peoples Action Center, Black Chamber of Commerce of Lake County, and United Services of Chicago, and they will provide the candidates. The program is funded by the Illinois Department of Transportation (IDOT).

Secondly, CISCO has been appointed to the Advisory Board for the Highway Construction Careers Training Program. This initiative is also funded by IDOT, and begins on February 18, 2014. This is a pre-apprenticeship training program for the union construction trades, whereas the training and education provided will greatly contribute to the program's success. As the program progresses, CISCO will be providing the Careers in Construction program for this entire group. Cooperation and commitment by all the parties involved in these programs is to be commended, as CISCO strives to improve our greatest asset - a proud, diverse, and highly skilled union workforce that is second to none.

CISCO established the Education-to-Careers program in 1998 with the primary mission of promoting careers in the union construction apprentice programs through a variety of initiatives. Ryan delivers a comprehensive speaking and multimedia presentation that outlines the basics of the programs and spells out the requirements to enter each trade. CISCO also publishes "Build Your Future," a guide to apprenticeships in our six-county service area.

Schools Visited

Addison Trail High School
Amundsen High School
Argo High School
Chicago Virtual Charter High School
Curie High School
Dawson Technical
District 218
District 228
Dixon Elementary School
DuBois Middle School
Dunbar High School
Dyett High School
Epic Academy
Evergreen Park High School
Grayslake Central High School
Grayslake North High School
Illinois Masonic Hospital Children's Program
Jefferson High School
Kelly High School
Kennedy King College
Kerr Middle School
Leyden High School
Libertyville High School
Maine East High School
Maine South High School
Manley High School
Morton Freshman Center
Morton High School
Nathan Hale Middle School
Niles North High School
Oak Forest High School
Oak Lawn High School
Oswego High School
Peace Rapid Response
Plano High School
Prairie Ridge High School
Rickover Naval Academy High School
Ridgewood High School
Second Chance Rapid Response
Simeon High School
Solorio Academy High School
South Suburban College
Thornton Fractional North High School
Thornton Fractional South High School
York High School



Hands-On-Construction Expos Held

Chicago Public Schools
DuPage County

Organizations Visited

Apprenticeship Information Committee
Center for Employment Training
Chicago Public Schools
City of Bensenville
Coalition of Black Trade Union
College of DuPage Diversity Program
Construction Challenge
Cook County Sheriff's Boot Camp
Englewood Chamber of Commerce
Illinois Department of Employment Security
Illinois Department of Transportation
Illinois State Apprenticeship Committee
Illinois State Counselor Association
Illinois Tollway
Light House Church
Morraine Valley College Veterans Wellness Program
New Bethel New Life Church
Project Pride
Southwest Conference of Mayors
TCART Program

Meetings Attended

Apprenticeship Information Committee
Coalition of Black Trade Unions
Illinois State Apprentice Conference Committee
Italian American Labor Council
South Suburban College Highway Construction Program

2013 Pride in Construction Awards

CISCO's unique Pride in Construction Awards highlights the positive industry impacts and accomplishments of individuals, a public body and construction projects. Entering its 8th year, the program in 2013 added two new categories: 1) Infrastructure – Chicago or Suburbs, which highlighted road, bridge, excavation or utility projects, and 2) New Construction – Chicago or Suburbs below \$20 million in total budget. Winners were selected by the Board of Directors in December, 2013.

INDIVIDUAL AWARDS

- Educator of the Year - Glenn Krause of Evergreen Park High School.
- Labor Conciliator of the Year - Wesley James, Illinois Department of Labor.
- Public Body of the Year - Village of Bensenville/Mayor Frank Soto accepting.

CONSTRUCTION AWARDS

Seven projects were chosen by CISCO's Board of Directors as outstanding in separate categories:

- 1) New Construction/Chicago (above \$20 m) – Sarah E. Goode STEM Academy;
- 2) New Construction/Suburbs (above \$20 m) – Elgin Community College – Health & Life Sciences Bldg;
- 3) Rehabilitation – Chicago Bears Halas Hall Additions;
- 4) Residential Construction – 500 Lake Shore Drive Tower;
- 5) Infrastructure – O'Hare Airport's Runway 10C-28C;
- 6) New Construction Chicago or Suburbs (below \$20 m) – Hyatt Hotel – Hyde Park; and
- 7) Special Mention – Walgreens Net Zero Energy Store.



← Sarah E. Goode STEM Academy

51 S. Homan Ave., Chicago

Owner: Chicago Public Building Commission

General Contractor: F.H. Paschen, S.N. Nielsen

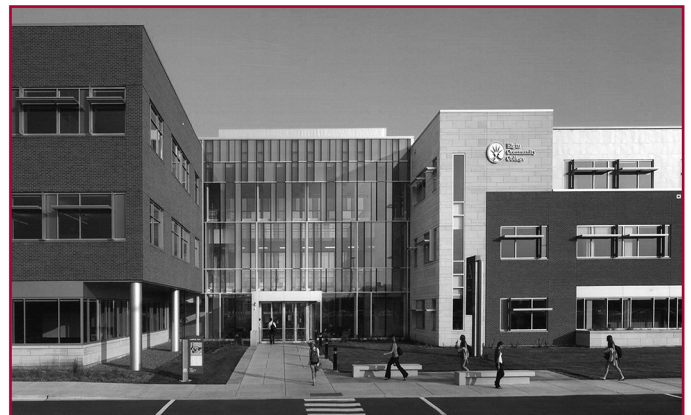
Elgin Community College - →

Health & Life Science Building

1900 Spartan Drive, Elgin

Owner: Elgin Community College

General Contractor: Lamp, Inc.



2013 Pride In Construction Awards



← **Chicago Bears Halas Hall Additions**
1920 Football Drive, Lake Forest
Owner: Chicago Bears Football Club
General Contractor: Mortenson Construction

500 Lake Shore Drive Tower →
500 Lake Shore Drive, Chicago
Owner: Related BIT Lakeshore Owner, LLC
General Contractor: Lend Lease Construction



← **O'Hare International Airport
Runway 10C-28C**
O'Hare Airport, Chicago
Owner: Chicago Dept. of Aviation
General Contractor: Walsh TJ Lanbrecht
Terrel Materials

Hyatt Place Hotel - Hyde Park →
5225 S. Harper Ave., Chicago
Owner: Smart Hotels Olympia/Chicago, LLC
General Contractor: Wm. A. Randolph, Inc.



← **Walgreens Net Zero Energy Store**
635 Chicago Ave., Evanston
Owner: Walgreens Company
General Contractor: Osman Construction Corporation

Legislative Committee

You will see by the initiatives listed below that CISCO's Legislative Committee was busy keeping representatives of labor and management involved in the process, and aware of current and pending legislation affecting the union construction industry.

During the year, the following bills were signed into law that had a profound impact on the union construction industry:



HB2869 (Capital Bill Funding) – Will provide the last bond authorization needed to finish the Capital Bill's remaining projects and provide the grants to clear the FY13 school list. (Public Act 98-0094)

SB2266 (Natural Gas Consumer Safety and Reliability Act) – Allows for gas utilities to make necessary upgrades. Job creation and injection of billions of dollars into Illinois economy is important to union trades and contractors. (PA 98-0057)

HB1379 (Illinois Water Systems Viability Act) – Provides needed alternatives to communities that desperately need to upgrade their water and/or wastewater systems. An estimated 28,500 jobs to be supported and \$190 billion in current private capital available for infrastructure improvements as a result of this bill. (PA 98-0213)

HB922 (Amends Prevailing Wage Act) – Requires that contractors keep hard copy of electronic versions of certified payroll records for 5 years. (PA 98-0328)

HB923 – Requires contractors for which construction services are performed by an individual, sole proprietor, or partnership to report to the Department of Labor all payments made to those entities if the recipient of the payments is not classified as an employee. (PA98-0105)

HB2649 (Employee Classification Amendment) – Lowers the civil penalties for violating the Act from \$1,500 to \$1,000 per violation in the first audit, and from \$2,500 to \$2,000 per violation in subsequent audits. Passed the Senate. (PA 98-0106)

HB3223 – Amends the Prevailing Wage Act to improve compliant investigation and enforcement. Expedites the payment of back wages to workers who are underpaid by contractors. Requires contractors to file the hourly overtime wage rate and the annualized hourly benefit rates; the name and address of the fringe benefit funds; and the fringe benefit fund sponsor and administrator. (PA 98-0482)

HB2615 (Fracking) – Regulates the "fracking" industry. An amendment requires energy companies to hire a state-licensed water well driller and gives drillers a break on extraction taxes if at least half of their employees are from Illinois. (PA 98-0022)

CISCO's Legislative Committee was formed from the Fair Contracting Committee in 2005. CISCO's primary role in the Legislative Committee is to facilitate the meetings and encourage open discussion on all issues brought to the table. CISCO does not take an official stance until it reaches a consensus agreement among its Board of Directors.

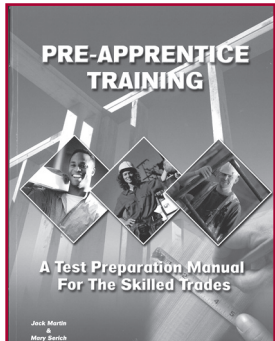
Legislation Discussed in 2013:

- Fracking
- Prevailing Wage Act
- Gaming Expansion Bill
- Capital Bill Funding
- Employee Classification Amendment
 - Responsible Bidder Ordinance
- Illinois Water Systems Viability Act
- Natural Gas Consumer Reliability Act

CISCO Materials

“Build Your Future with a Career in Construction: A Guide to Apprenticeship Programs in Northeastern Illinois”

This comprehensive handbook details the apprenticeship programs in the counties of Cook, Kane, Kendall, DuPage, Lake, and McHenry.



Pre-Apprentice Basic Skills Training Manual

This manual helps to prepare individuals for apprenticeship testing and is available at a cost of \$30. A supplemental math manual is also available at a cost of \$10.

CISCO Communicator & E-News Briefs

CISCO produces two member publications. The *Communicator* is our quarterly newsletter and *News Briefs* is our monthly e-newsletter. Both contain news about CISCO’s activities and information about the union construction industry.



www.cisco.org

Visit CISCO on the web for updated information on CISCO’s activities, events, and products. Visit us and LIKE us on Facebook, too! www.facebook.com



Built Right™

In 2003, CISCO created a marketing campaign called Built Right to counter the misinformation being disseminated about union construction workers and contractors, and it continues to be an effective tool.

The Built Right campaign showcases the advantages of choosing union contractors over non-union. Benefits such as comprehensive federally-regulated apprenticeship programs, continuing education offerings, and state-of-the-art safety programs add up to a skilled workforce that can’t be matched in the non-union industry.

The campaign is geared toward space planners. Research has shown that these professions would receive the most benefit through labor brings to the table.



architects, engineers, developers, and shown that these professions would increased awareness of what union

Built Right is presented to construction users through a variety of outlets. Advertisements, editorials, and promotional appearances at trade shows and conferences are utilized to spread the message about the superior quality and value of union construction. Consistent with CISCO’s mission to act as a clearinghouse of information, Built Right encourages its audiences to use CISCO as a resource for contractor references, prevailing wage information, wage and benefit rates, and workforce development initiatives.

When something is built union, it’s Built Right. Through this campaign, CISCO intends to show the end user that when it comes to getting a job done right the first time, union construction is the obvious and best choice.



2000 Spring Road, Suite 110

Oak Brook, Illinois 60523

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your smartphone reader
for instant access to the
CISCO web site to obtain
additional information
about CISCO programs
and events.*

