



CISCO

Construction Industry Service Corporation



2015 Annual Report

Contents

3	Introductory Letters
4	Board of Directors
5	Member List
6	Events
7	Outreach
8	Partnerships
9	Industry News
10	Education-to-Careers
12	Pride in Construction Awards
14	Legislative Committee
15	CISCO Materials/Built Right™

About The Cover

Every picture tells a story and the collage of cover photos represent the chapters of CISCO's 2015 narrative. The chapters contain passages about coalition building, collaborative training, career opportunities, skilled and diverse workforce, legislative initiatives, job creation, economic development, cutting-edge technology, community outreach, and investing in education. It's a story we are proud to tell, and we share our success with you.

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 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.

CISCO Staff

Executive Director

Dan Allen

Education-to-Careers Director

Johnetta Ryan

Office Manager

Julia Mulvey

Public Relations Director

Gary Karafiat



Mark Maher
Board President

As my time as President of the CISCO Board comes to a close, I find myself extremely proud of the work that this association has accomplished in 2015, and it has been an honor serving in this capacity.

From a fiscal standpoint, there is no doubt that the construction industry is in a much better place than it was even a short two years ago. From a political standpoint, we are probably in the midst of the most uncertain time period in decades.

Even with this uncertainty, CISCO has shown its resilience, and continues to build coalitions, create and strengthen partnerships, promote careers in the union construction apprentice programs, and work tirelessly through our Legislative Committee to be the watchdog on legislation that would have an impact on our industry.

What makes me excited about the future of the union construction industry: 1) We remain the most skilled, most productive and safest workforce in the world, and 2) Our system of training new building trades professionals is the envy of many. We need to continue to spread that message, and I know that through CISCO, we will.

CISCO will continue to be a labor-management organization that promotes union construction, builds trust and fosters the joint commitment of local contractors and union labor.

Finally, I would like to thank our members and supporters for their continued participation with CISCO. You are our lifeblood; and your commitment to the construction industry, and what we stand for, is much appreciated.



Dan Allen
Executive Director

Words and Pictures. That's what this Annual Report consists of - and yet it's much more than that. The pictures you see illustrate quality construction, cutting-edge technology, and world-class training facilities. The words you read such as resilience, commitment and coalition put forth a strong message of an industry that adapts to change, bonds together through adversity and is driven by the pride of constructing the best commercial and residential buildings in which people live and businesses thrive.

Studies state that a well-educated workforce is the key to business prosperity. Our union apprenticeship programs should be marveled for their value - the 2nd largest, privately-funded educational system in the country. These programs are jointly funded by both contractors and building trades employees (\$1.2 billion nationally and \$73 million in Cook County), and not one dollar comes from the taxpayer.

And, the union construction contractors and union workforce in northeastern Illinois should also be praised for an ongoing agenda that continues to invest in training its workers to maximize efficiencies, safety and quality as seen throughout this Report.

CISCO looks to build on its partnerships and continues to develop innovative ways to boost economic development and job creation within the union construction industry.

In the big picture, this would not be possible without you - our loyal members and supporters. I thank you for your involvement in CISCO.

2014 Board of Directors



Mark Maher
Chi. Reg. Cncl. Carpenters
President



Joseph Benson
Central Blacktop, IRTBA
Vice-President



Loretta Molter
Molter Corporation, MCA
Secretary



Frank Furco
IBEW #701
Treasurer



Steven Cisco
IUOE #150



John Cronin
Trinity Roofing
Chi. Roofing



Tom Doherty, Sr.
Doherty Constr.
Fox Valley AGC



Dennis Fleming
Sprinkler Fitters
#281 U.A.



David Henderson
J.J. Henderson &
Son, Inc. - LCCA



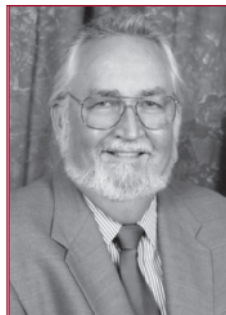
Maurice King
IBEW #134



Frank Lollino
Holiday Constr.
UCA



Charles LoVerde
Laborers' Dist.
Council - Chicago



James McGlynn
McWilliams Elect.
NECA-NEIL



Dan McLaughlin
Builders Assoc.



Tom McTavish
NEIL LMCC



Gary Menzel
Roofers #11



Gary Misicka
Lyons Elect. Co.
ECA



Joesph Pastorino
Chicago Regional
Council Carpenters



S.J. Peters
PCA Midwest/
Plumbing Cncl.



Charles Ruegge
SMART #265

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 Local 63
Associated Steel Erectors
Association of Glazing Contractors
Boilermakers Local 1
Bricklayers & Allied Craftsmen
District Council
Builders' Association
Cement Masons Local 502
Cement Masons Local 502-B
Chicago Reg. Council of Carpenters
Chicago 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 Local 117, 134,
150, 461, & 701

Finishing Contractors Association
of Chicago
Glaziers Union Local 27
Heat & Frost Insulators Local 17
Illinois Regional Insulation
Contractors Association
Illinois Road & Transportation
Builders Association
Ironworkers Local 1
Lake County Contractors Association
LMCC (IBEW Local 117, 150, 461
& NECA-NEIL)
LMCC of Chicago (IBEW 134 &
ECA)
Machinery, Movers & Riggers
Local 136
Mason Contractors Association
of Greater Chicago
Mechanical Contractors Association
National Electrical Contractors Assoc
Northeastern IL Chapter

National Fire Sprinkler Association
Northern Illinois Chapter
Northeastern Illinois Sheet Metal
Contractors Association
Northern Illinois Painting & Drywall
Institute
Operating Engineers Local 150
Painters District Council Local 30
PCA Midwest
Plumbing Council Midwest
PowerForward DuPage
Residential Construction
Employers Council
Roofers Waterproofers & Allied
Craftworkers Local 11
Sheet Metal Workers Local 73
Sheet Metal Workers Local 265
SMACNA Chicago
SMACNA/SMART #265
Sprinkler Fitters Local 281
Teamsters Joint Council No. 25
Underground Contractors Association

Associate Members

AFL-CIO Building Investment Trust
Aldridge Electric
Alvarez and Associates
Amalgamated Bank of Chicago
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
Culloton Strategies, LLC
Delta Dental
DuPage County Building &
Construction Trades Council
ELFCO

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.
IUEC Local 2
Labor Management Cooperation
Committee of Chicago
Labor Management Cooperative
Committee of Northeastern Illinois
Lake County Building &
Construction Trades Council
Martin Salvino State Farm Agency
Megent Financial

Middle States Electrical Contractors
Association
Midland States Bank
Missouri Valley Partners
Multi-Employer Property Trust
PowerForward DuPage
Principal Financial Group
Prospect Mortgage/Union Benefits
Rooney Consulting
Sav-RX Pharmacy Benefit Mgmt.
ScreenSafe
UIG Union Insurance Group
Ullico, Inc.
UMB Asset Management
Union Plus Mortgage
Veritas Steel
Wells Fargo/Home Mortgage

Community Partners

Boy Scouts of America
Christmas Without Cancer

Exploring Real World Career
Experiences

St. Paul Community Development
Ministries, Inc.

2015 CISCO Events

In recent years, CISCO traditionally hosts three major events - Annual Meeting, Annual Luncheon and Golf Outing. During the Annual Meeting, CISCO presents its Pride in Construction Awards and during the Annual Luncheon, scholarship awards are presented to deserving students.



February's Annual Meeting: (From left) Matthew Hunt of the Hunt Insurance Group delivers keynote on "Cyber Liability". Educator of the Year Cal Ramirez from Manley High School poses with his family. Dan Allen, CISCO Executive Director chats with some of the hundreds of guests who attended the event.



May's Annual Luncheon: More than 300 guests filled Maggiano's in Schaumburg as Keynote Speaker Michael Frerichs, (center of left photo) State of Illinois Treasurer, spoke on the importance of Prevailing Wage, Project Labor Agreements and higher education. The latter was appropriate as CISCO recognized its annual scholarship winners to high school seniors planning to pursue their college/career dreams.



September's Golf Outing: A sold-out course on a gorgeous day was the backdrop for another successful outing as members and supporters enjoyed golf, networking and a tasty barbecue lunch. Plenty of fun prizes were raffled, and due to the generous donations of the golfers, CISCO was able to raise and donate \$1,400 to Christmas Without Cancer, a charity based at Christ Hospital in Oak Lawn. (See photo at the right.) Christmas Without Cancer is now a Community Partner of CISCO.



CISCO teamed with several organizations and associations to assist in hosting seminars or workshops that served to educate public body personnel, elected officials, union contractors and building trades members on the importance of Prevailing Wage laws, and the potential state-wide damage that so-called “Right-To-Work” laws would create, if enacted.



Prevailing Wage and Right-To-Work Seminar: Another springtime workshop that was held to provide facts about the effects of eliminating prevailing wage laws and enacting “right-to-work” zones in Illinois was hosted by the Finishing Contractors of Illinois. More than 150 attendees consisting of contractors, building trades employees and public body staff members heard from a five-member panel.



Lake County Seminar: Another workshop held in May to dispel some of the myths surrounding “right-to-work” laws passed in other states was held in Lake County and was attended by municipal leaders, labor and industry executives, and construction contractors. The principle speaker at this event was Professor Robert Bruno from the University of Illinois, who provided historical perspective as to how right-to-work began.



CISCO participated in other outreach events such as The Underground Contractors Showcase (left), the ASA’s Construction Expo & Safety Conference (center), and a PCA Midwest/Plumbing Council Midwest (formerly PAMCANI) membership meeting in Oak Brook (right) where Dan Allen and Tom Villanova teamed up to speak about project labor agreements, code compliance and apprenticeship outreach.

2015 Partnerships

Building relationships, creating coalitions and generating partnerships have been a successful approach that CISCO has employed throughout many areas. The most prevalent of these areas has been in the Education-to-Careers Program as maintaining a robust union construction labor force is crucial.



In February, CISCO conducted a Hands-On Expo (two left photos) in DuPage County, and again in March, coordinated a Hands-On Expo with Chicago Public Schools (two right photos) with several trades such as the Laborers, Bricklayers, Carpenters, Pipefitters, and Roofers & Waterproofers to demonstrate basic techniques to the students.



With 21 trades represented and nearly 300 young adults in attendance, the August Construction Expo at St. Paul Community Development Ministries was the largest Hands-On Career Fair on record. The event helped showcase the available opportunities for minorities in Chicago and the surrounding area. The event was a united effort of labor, union contractors, faith and community organizations coming together.



In another example of collaboration, CISCO worked with the Illinois Legislative Black Caucus, Chicago & Cook County Building Trades, the City Colleges of Chicago and the Illinois AFL-CIO on an Informational Fair called "Pathway to Apprenticeship" held at Dawson Technical Institute in July.

Many events occurred last year that provided a snapshot into the challenges confronting the union construction industry. Members joined together in order to explain the economic value of a highly trained, skilled workforce. Successes were also celebrated as job creation and economic growth were the results of elected officials, community leaders and organized labor working collaboratively.



Elected officials and labor leaders cut the ribbon on the Renewable Energy Field at the IBEW training facility in Alsip (left). DuPage County and Tollway Board members announced the opening of the I-390 ramp (center), part of the Western Access highway project. Labor's voice was heard loud and clear as WCPT-820AM radio hosted a live broadcast on current issues in Illinois politics (right).



A press conference was held in Lombard to discuss the impacts of the state's budget impasse (left). DuPage County Building Trades members showed support for the middle class and working families as the Governor was speaking in Oak Brook (center). CISCO Executive Dan Allen speaks during Naperville's attempt to pass a resolution in favor of the Governor's so-called "Turnaround Agenda" (right). CISCO, building trades members and contractors voiced their concerns at many municipal and county hearings with great success.



The Plumbing Council and Boy Scouts of America hold a January event that ushers in a rekindled partnership between the scouts and the skilled labor community (left). St. Paul Church Executive Director Elder Kevin Ford addresses the community during a Hands-On Fair (center). CBS TV's Jim Williams interviews CISCO Board member Maurice King about apprenticeship opportunities (right).

Education-to-Careers



Johnetta Ryan
*Education-to-Careers
Director*

As many regions throughout the country report of critical shortages of skilled labor within the construction industry, CISCO likes to boast - “Not in our backyard!” This is exactly why CISCO’s Education-to-Careers Program was established - to inform highly motivated young men and women on career opportunities in the construction industry.

To demonstrate that point, CISCO and the Chicago Public Schools (CPS) announced in 2015 an expansion of a long-term partnership whereby CISCO works with CPS to help students, teachers and counselors become more aware of the value of a career in the union construction industry building trades. CISCO got right to work and focused on two events (Sept. 28 and Oct. 1) with CPS Middle School and High School Counselor Days.

CISCO’s Education-to-Careers Director Johnetta Ryan works with 24 trades

across six northeastern Illinois counties. She not only helps young adults, but also those who have already been in the working world to see the benefits of joining an apprenticeship program. In order to promote the apprenticeship programs, she visits high schools, middle schools, vocational colleges, community groups, career fairs, veterans groups and even prisons.



2015 Initiatives

Here are some of the many year’s highlights that occurred in CISCO’s Education-to-Careers Program:

- The July 20 Information Fair called “Pathway to Apprenticeship” held at Dawson Technical Institute, showed how partnerships are having a positive impact on local communities. CISCO teamed with the Illinois Legislative Black Caucus, the Chicago & Cook County Building and Construction Trades, City Colleges of Chicago and the Illinois AFL-CIO to provide participants the necessary information to prepare and apply to earn a union construction apprenticeship. The Fair was attended by about 80 people who had an opportunity to speak to representatives of 17 different trades.



- Second Annual Hands-On Expo with the Chicago Teachers Union, CPS and St. Paul Church - With 21 trades represented and nearly 300 young adults in attendance, the August 5th Construction Expo at St. Paul Community Development Ministries (SPCDM) was the largest Hands-On Career Fair on record.
- CISCO attended the November 14 Illinois State Counselors Association to provide counselors with the value of what a union apprenticeship program provides in the way of a lifetime career opportunity.
- Boy Scouts of America/Explorers - CISCO continued its second year of rekindling a partnership between the scouts and the skilled labor community. The development of a

Construction Trade Union Exploring Program will provide positive and real-world career experiences and leadership development opportunities for young adults in their chosen field of interest.

Schools Visited

Academy for Learning
ACE Tech High School
Argo High School
Aurora High School
Batavia High School
Bloom High School
Bloom Trail High School
Brother Rice High School
Carver High School
Crystal Lake High School
Dawson Tech Community College
Delta/Summit High School
Dist. 218
Dunbar High School
East Aurora High School
Eisenhower High School
Elk Grove High School
Evanston High School
Evergreen Park High School
Fenton High School
Gage Park High School
Glenbard South High School
Glenbard West High School
Hancock High School
Hillcrest High School
Hinsdale Central High School
Hinsdale South High School
Julian High School
Leyden High School
Little Village High School
Maine East High School
Morton Freshman Center High School
Niles Central High School
Oak Forest High School
Oak Lawn High School
PACE High School
Pathway to Learning School
Peace School
Plamondon JR. High School
Prairie State College
Rich Central High School
Rich South High School
Ridgewood High School
Robeson High School
Sandburg High School
Sandwich High School
Sawyer Middle School
Sheppard High School
South Suburban College
Tinley Park High School
Wabonsee Valley Community College
Washington High School
Waubonsie Valley High School
Wheaton Warrenville South High School
Zion High School



Organizations Visited

Alignment Collaborative for Education
Apprenticeship Information Committee
Black Contractors Association
Black History Month Gala St. Paul Church of God in Christ
Boy Scouts of America
Builders Association
Chicago Public Schools
Coalition for United Community Action
Highway Construction Careers Training Program
Holsten Group
Illinois Department of Employment Security
Illinois Hispanic Chamber of Commerce
Illinois Masonic Children's Home
Illinois State Apprenticeship Committee
Illinois Tollway
Interfaith Equal Employment Initiative
Lake County Contractors
Metropolitan Correctional Center
Prologue Youth Build Program
TCART Program
Underground Contractors Association

Meetings Attended

2nd Annual Construction Expo
Apprenticeship Information Committee
Black Caucus Career Fair
Black Contractors
Boy Scouts of America
Breslin Seminar
Highway Construction Careers Training Program
Illinois State Apprenticeship Committee
Interfaith Equal Employment
LCET Safety Awards
Senator Van Pelt Career Fair

Hands-On-Construction Expos Held

Chicago Public Schools
Chicago Teachers Union/Boy Scouts/CISCO/St. Paul Church
DuPage County
Moraine Valley Career Center

2015 Pride in Construction Awards

CISCO's unique Pride in Construction Awards highlight the positive industry impacts and accomplishments of individuals, a public body and construction projects. Now in its 10th year, construction awards were presented in six different categories, while the Board of Directors used its discretion to choose a Special Mention winner due its technological uniqueness. Here are the winners - chosen on December 11, 2015.

INDIVIDUAL AWARDS

- Educator of the Year - Robert Bruno, Professor, University of Illinois.
- Labor Advocate of the Year - Jorge Ramirez, President, Chicago Federation of Labor.
- Public Body of the Year - Metropolitan Water Reclamation District of Greater Chicago, accepting - Mariyana Spyropoulos, President.

CONSTRUCTION AWARDS

- 1) New Construction/Chicago (above \$20 m) – Madison Racine Apartments;
- 2) New Construction/Suburbs (above \$20 m) – Cancer Treatment Centers of America at Midwestern Regional Medical Center - Patient Tower, Zion;
- 3) New Construction Chicago or Suburbs (below \$20 m) – Maggie Daley Park, Chicago;
- 4) Infrastructure – Wet Weather Treatment Facility & Reservoir, Lemont;
- 5) Rehabilitation – Bensenville Police & Emergency Management Headquarters;
- 6) Residential Construction – AMLI Lofts, Chicago; and
- 7) Special Mention – Renewable Energy Training Field, Alsip.



Madison Racine Apartments
1164 W. Madison Street, Chicago
Owner: 1200 Madison Racine LLC
Submitted By: Power Construction



Cancer Treatment Centers of America at Midwestern Regional Medical Center - Patient Tower
2520 Elisha Avenue, Zion
Owner: Cancer Treatment Centers of America
Submitted By: Riley Construction



Maggie Daley Park
331 E. Monroe Street, Chicago
Owner: Chicago Park District
Submitted By: Aldridge Electric



2015 Pride In Construction Awards



Wet Weather Treatment Facility & Reservoir
13 Stephen Street, Lemont
Owner: MWRD of Greater Chicago
Submitted By: Joseph J. Henderson & Son, Inc.



Bensenville Police & Emergency Management HQ
345 E. Green Street, Bensenville
Owner: Village of Bensenville
Submitted By: Village of Bensenville



AMLI Lofts
850 N. Clark & 111 W. Polk, Chicago
Owner: AMLI Residential Properties
Submitted By: Walsh Construction Company



Renewable Energy Training Field
6201 W. 115th Street, Alsip
Owner: Electrical Joint Apprenticeship & Training Trust
Submitted By: Electrical Joint Apprenticeship & Training Trust



Legislative Committee

CISCO's Legislative Committee had a very interesting year keeping tabs on the budget impasse, and bills deemed significant to the union construction industry. Without a doubt, the most divisive aspect of the new Governor's first year in office has been his insistence on the legislature accepting his so-called "Turnaround Agenda" in exchange for adopting a budget.



During the Governor's first six months in office, many units of government (municipalities, counties, etc.) were adding a resolution to their agenda that would, in effect, renounce collective bargaining rights, end prevailing wage, change worker's compensation laws and bring about "right-to-work" zones for Illinois cities and counties. The move backfired as it re-energized the unions across the state and brought hundreds of working men and women, teachers and construction workers to each of these meetings to explain why this would be detrimental to the state's economy.

In June, units of local government began to stop considering the resolution. When the dust settled, only 61 units of local government of the state's 6,963 such units had discussed the topic. Although 29 had passed the resolution, those that approved it represented only 7% of the state's population or slightly more than 900,000 residents. **The other 32 units of government either rejected the idea or passed a pro-working families resolution to counter the Governor's plan. Those who disagreed with Gov. Rauner represented 49% of the state's residents - more than 6.3 million people.** Independent analysts who are tracking the resolution's lack of success say that the attack on organized labor and more broadly, the middle class, is not resonating among residents and many elected officials, who don't see the state's economic woes as the fault of organized labor and the union construction contractors and workers.

In other news, the Legislative Committee, in conjunction with the CISCO Board of Directors sent letters endorsing both the Route 53 Expansion Project through Lake County, and the O'Hare Modernization Program (OMP). Recent polls show that 75% of residents approve the Route 53 project as they believe the plan will alleviate traffic congestion in the area. The project will also create thousands of construction jobs and add billions of dollars to the regional economy. The completion phase of the OMP calls for an additional runway and western access terminals. The OMP is projected to create up to 195,000 new jobs and add an additional \$18 billion in annual economic activity to the region.

Other legislative issues were discussed (see box) in 2015 that will have an impact on the union construction industry.

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

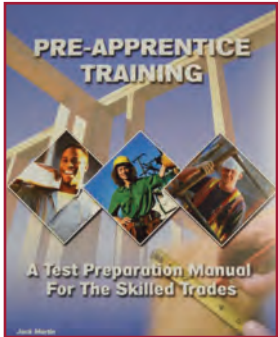
Legislation Discussed in 2015:

- Capital Bill Funding
- Capital Development Board Procurement
 - Employee Classification Amendment
 - Mechanics Lien Act
 - Prevailing Wage Act
 - Public Construction Bond Act
 - Responsible Bidder Ordinance
 - Workers Comp Amendment

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™

CISCO’s signature marketing campaign, called Built Right, 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 received 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.



CISCO

Construction Industry Service Corporation



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