

CISCO

COMMUNICATOR

A Newsletter for Chicagoland Construction Labor & Management Professionals

EJATT Unveils New Alsip Renewable Energy Field

What started as a vision of the future three years ago became reality with the completed construction of the IN-TECH Renewable Energy Training Field (RETF) at the IBEW-NECA Institute training facility in Alsip.



 **An aerial view of the Alsip facility showing the climbing tower, solar carport and rooftop solar panels.**

The RETF was built incorporating the potential for growth and the ability to meet new and emerging energy efficiency and renewable energy technologies such as energy/battery storage systems and small wind turbines.

Labor Shortage: “Not In Our Backyard”

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!”

To demonstrate that point, CISCO and the Chicago Public Schools (CPS) have expanded 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 will now serve as a liaison between the trade organizations and CPS to expand its program’s reach to all of the CPS schools.

(continued on page 6)

“It is unusual to have a site like this with hands-on training in a field setting,” said Jim McGlynn, Vice Chairman of the Apprenticeship Training Committee and CISCO Board member. “We are not aware of anything like this in the country. The RETF will have a significant impact on our industry for years to come, as it is also a teaching tool that local schools can visit to reinforce their curriculum.”

The RETF project was jointly funded by both the IBEW and NECA. Some of the project highlights include:

- 45 kw ground mounted photo voltaic (PV) system,
- 18 kw American made solar carport,
- 10 kw roof mounted PV,
- 5 kw wind turbine,
- 60-foot climbing tower, and
- Metal seam roof mounted PV system.

This new training facility will prepare electricians across the metropolitan area to meet the fast-growing demand for commercial, industrial, municipal and residential applications of solar and wind power.

CISCO Moves Offices to Burr Ridge

CISCO has just moved to a new location in Burr Ridge. Our new address is 999 McClintock Drive, Suite 100, Burr Ridge, IL 60527.

Our office phone number remains the same - (630) 472-9411 and staff emails remain the same. Come visit us if you are in the neighborhood, or visit us online at www.cisco.org.



From *the* Desk of the Executive Director



As 2015 comes to a close, I am in awe of the resiliency of the union construction industry. Six years ago the country faced a crippling recession, while the construction industry experienced a depression which was apparent by a skyline absent of tower cranes. There was no assistance to the construction industry, while billions of tax dollars were allocated to corporations, and the insurance and banking industries who had contributed to the financial crisis.

For labor and management **our** version of a “Turnaround Agenda” consists of proven American values - Don’t surrender, stick together, work harder, and invest in training and education. Our **“Move Forward Agenda”** continues to produce the best trained, safest and most efficient work force in the country. Proof that our **“Move Forward Agenda”** is working can be seen with every building and infrastructure project in our region. In fact, I recently checked with the City of Chicago and there are currently 15 tower cranes up with permits pending for an additional seven cranes.

Even more promising is that recently published reports in *Crain’s Chicago Business* mention several high-profile construction projects are underway, or have received planning department approval. Projects such as the DePaul University Arena, the Rush University Medical Center’s outpatient center, and the Wanda Vista Tower are on the horizon.

There are many more projects either completed or in the pipeline as well, and some even hit close to home as we highlighted the IBEW-NECA Renewable Energy

Training Field on the front page of this newsletter, and the Plumbers Local 130 have plans to break ground on a new training facility at 1400 West Washington in the Spring of 2016.

This demonstrates the value and commitment that our industry places on investing in education and training. As we have stated many times before, the union apprenticeship training programs are the 2nd largest, privately-funded educational system in the country - providing top taxpayer value without using any publicly funded monies.

And sharing this educational system with students looking for a career in the construction industry is what CISCO’s Education-to-Careers Program is all about. And nothing exemplifies our effort in this area more than our recent news of expanding our long-term partnership with the Chicago Public Schools - helping students, teachers and counselors become more aware of the value of a career in the union construction industry building trades.

Our **“Move Forward Agenda”** will make our state more attractive to both new business growth and retention of existing companies. Our agenda improves Illinois’ roads, utilities, and clean water supplies. Our agenda builds schools, hi-rises, and residential units. Our agenda creates good paying safe careers, values diversity, and helps train and employ our returning veterans. These are top priorities for today’s employers.

Labor and management will continue to support our **“Move Forward Agenda”** rather than one that turns its back on the working families of Illinois.

Dan Allen
Executive Director

Save The Date - CISCO Annual Meeting - January 29, 2016

CISCO’s Annual Meeting will be held on Friday, January 29, 2016

Registration & Breakfast - 8:00 a.m. • Program Begins at 9:00 a.m.

Maggiano’s Little Italy, 1901 Woodfield Road, Schaumburg, IL

Featured Presentation - 2015 Pride in Construction Awards

Projects of the Year • Educator of the Year

Labor Advocate of the Year • Public Body of the Year

To register, contact Julia Mulvey at (630) 472-9411 or via email - julia@cisco.org

Presidential *Perspective*



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 over the past two years. I have witnessed first-hand the importance of CISCO's mission: 1) Students attending Hands-On Expos in order to learn the basics of various trades; 2) The CISCO staff coordinating workshops and seminars to help educate our members and community leaders on a variety of industry-related topics; 3) High school seniors proudly accepting a scholarship that will help them pursue college careers; and 4) Legislative Committee members committed to promoting union construction by lobbying for passage of industry-friendly bills.

Building coalitions and creating partnerships has been a very successful approach for CISCO in recent years, and our efforts to promote careers in the union construction apprentice programs is still a major priority. I want to thank our members and supporters

for their continued participation with CISCO and for their commitment to the union construction industry.

It has been an honor serving as your President, and let me wish all of you and your families a safe a happy holiday season and a prosperous New Year.

Sincerely,

Mark Maher
CISCO Board President

Three New Members Added To CISCO Board Of Directors



With more than 25 years of experience in the electrical construction/design build industry, **Gary Misicka**, Vice President and General Manager of Lyons - Pinner Electric Companies of LaGrange is one of three new additions to the CISCO Board of Directors.

Misicka is a co-owner of Lyons-Pinner and joined the company in 1990, and is also a member of the Electrical Contractors Association. Lyons-Pinner has been in business for over 65 years and it performs commercial, industrial, infrastructure and design-build work for Illinois, Indiana and Wisconsin clients. Gary lives in Chicago, is married and has two children.



Charles Ruegge was named President/Business Manager for SMART (Sheet Metal) Local 265 in July, 2105. Prior to that he was Financial Secretary/Treasurer, Business Representative from 2008-15, Business Rep from 2003-08 and Organizer from 1999-2003.

He started in the industry as an apprentice in September 1972, and is a first generation sheet metal

worker. SMART 265 has been operating a Residential Rebate Program for several years, and the program has created 172,000 hours of work over the past six years, rebating more than \$4 million to homeowners. Chuck has been married for 41 years and has four children and four grandchildren.



Thomas J. Doherty began his career in the construction industry in the late 60's joining the Chicago District Council of Carpenters Union in 1971. His goal to have his own company evolved over the next two decades through several residential construction partnerships.

Tom and Julia, his wife of 35 years, founded Doherty Construction, Inc., a union commercial General Contractor, in 1992. As President of Doherty Construction, Inc., Tom continued to expand the company, creating a self perform division that does large scale carpentry and drywall projects for larger GC's in the Chicagoland area.

Tom and his wife reside in Bull Valley in the home that they both designed and built 21 years ago where they raised their four children.

CISCO Expands 2016 Scholarship Program – Deadline Feb. 19, 2016

CISCO’s long-standing Scholarship Program has begun to accept applications in three different categories. Recently, the CISCO Board added a third, 4-year scholarship for high school seniors who are planning on attending a 4-year university or college. The other two categories are for seniors who plan on attending a two-year community college, and for building trade or contractor employees who are returning to school for continuing education purposes.



CISCO now offers (3), four-year scholarships (\$2,000/year) to high school seniors; (2), two-year awards (\$1,000/year) for seniors planning to attend community college; and (2), two-year continuing education awards (\$1,000/year) to union members or contractor employees.

“Our Board members all agreed that education is the key to keeping our industry and others at the top, and for training the next generation of highly skilled workers,” said Executive Director Dan Allen. “There have been so many talented and deserving students of parents in our industry who apply year to year, and we felt adding another scholarship was the right step to increasing this program’s impact.”

For more information, call CISCO at 630-472-9411, or go to www.cisco.org/scholarships/ to download the application form of your choice.

Happy Holiday To All!

From the Board of Directors and the staff at CISCO, we wish all of our members and supporters and their families a blessed, safe and happy holiday season!

The CISCO staff:

- **Dan Allen** - Executive Director
- **Johnetta Ryan** - Education-to-Careers Director
- **Gary Karafiat** - Public Relations Director
- **Julia Mulvey** - Office Manager



Discussing Negative Impact of Repealing Prevailing Wage Act

Business, religious and community leaders joined elected officials recently to discuss the impact that Gov. Rauner’s so-called “turnaround agenda” would have on working families and businesses; and how the current budget impasse is affecting local communities.



CISCO Executive Director Dan Allen talks about the value of apprenticeship programs as retired business owner Ron Allen (left) listens.

The discussion was moderated by Bill Habel, Business Representative for IBEW Local 701. Panelists included CISCO Executive Director Dan Allen, State Representative Deb Conroy (D-46th Dist.), State Senator Tom Cullerton

(D-Villa Park), Nancy Chen, Former US Department of Labor Official, Ron Allen, Retired Business Owner, Dr. Lynn Pries, United Methodist Church and Atty. Dave Menchetti.

The entire panel agreed that the Turnaround Agenda was failing, and Dan Allen explained the impact of eliminating Prevailing Wage and collective bargaining rights. Repeal of the Act, according to independent research has shown it would cause harm to the economy, and to public safety due to the unskilled construction workers, who would be hired to build our schools and infrastructure.

Ron Allen said that the Governor’s plan enhances their bottom line by cutting the wages of the working families, while Nancy Chen, former Midwest Regional Director for the Department of Labor Women’s Bureau, characterized the Governor’s turnaround agenda as “anti-women, and anti-family”.

CISCO Golf Outing Generates \$1,400 For Charity

It seems only appropriate at this time of the year, when it is considered better to give than receive, that we acknowledge CISCO's donation to an organization that specifically targets families in need during the holidays. That organization - Christmas Without Cancer - was once again chosen by CISCO to be the beneficiary of the proceeds raised during the 2015 Golf Outing.

Christmas Without Cancer is an Oak Lawn-based organization that helps families when one or more members are stricken with cancer. The organization was started 11 years ago and "adopts" families each year to help ease the financial burden.

The \$1,400 amount was enhanced significantly after two lucky winners of the 50/50 raffle gave all or a portion of their winnings back to the charity. Those generous attendees were Karyn McCarthy, Executive Director of PowerForward DuPage and Gary Niederkorn, former Business Agent of IBEW Local 134 and former CISCO Board Member.

The Golf Outing was again another huge success. The course was sold out, and we enjoyed another tremendous group of sponsors that helped us put together a fun-filled day.

We owe the success of this event to all of our sponsors, participants and those organizations who donated their time, gifts and prizes. We are grateful to have you as a partner, and we appreciate your loyalty and commitment to the union construction industry.

Mark your calendars for next year's outing - Monday, September 12, 2016 at Bloomingdale Golf Club. As the snow begins to accumulate enjoy a look back at warmer times (see pictures below and on the reverse side of this insert).



Delivering a check for \$1,400 to Gerri Neylon, President & Founder of Christmas Without Cancer (holding check) are from left: CISCO Education-to-Careers Director Johnetta Ryan, PowerForward DuPage Executive Director Karyn McCarthy, and CISCO Executive Director Dan Allen.



UNION CONSTRUCTION

CISCO's 2015 Golf Outing - A Look Back



2015 CISCO Board of Directors

Executive Board

President

Mark Maher, *Chicago Regional Council of Carpenters*

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 Dan McLaughlin, *Builders Association*
 Tom McTavish, *Northeastern Illinois LMCC*
 Gary Misicka, *Lyons-Pinner Electric Co. (ECA)*
 Gary Menzel, *Roofers Local 11*
 Joseph Pastorino, *Chicago Reg. Council of Carpenters*
 S.J. Peters, *PAMCANI*
 Charles Ruegge, *Sheet Metal Workers Local 265*

Penny-Per-Hour Contributors

Builders' Association
 Cement Masons Local 502
 Chicago Regional Council of Carpenters
 Chicago Outerbelt Contractors Assoc.
 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 Local 150
 Professional Flooring Installers Assoc.
 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 District 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 Association
 Northeastern Illinois Chapter
 National Fire Sprinkler Association
 Northern Illinois Chapter
 Northeastern Illinois Sheet Metal Contractors Association

Northern Illinois Painting & Drywall Institute
 OP & CMIA Local 11
 Operating Engineers Local 150
 Painters District Council Local 30
 Plasterers Local 5
 Plumbing Contractors Association of Chicago & Cook County
 Plumbing & Mechanical Contractors Authority of Northern Illinois
 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
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 Amalgamated Bank of Chicago
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 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
 Willis of Illinois, Inc.

Community Partners

Boy Scouts of America
 Christmas Without Cancer
 Exploring Real World Career Experiences

St. Paul Community Development Ministries, Inc.

Brandywine Global Investment Mgmt.

33RD ANNUAL CRCA TRADE SHOW - JAN.21-22

The Chicago Roofing Contractors Association will host its 33rd Annual Trade & Seminars on Jan. 21st - 22nd at Drury Lane Conference Center in Oakbrook Terrace. The theme is "Roofing & Waterproofing - Get Your Facts Straight". The Thursday afternoon and Friday sessions are FREE. Register online today at www.CRCA.org

ASA CHICAGO CONSTRUCTION EXPO & SAFETY CONFERENCE TUESDAY, MARCH 8, 2016

In conjunction with the Construction Safety Council, ASA Chicago will hold its Annual Construction Expo from 9:00 a.m. - 4:00 p.m. on Tuesday, March 8 at Drury Lane Conference Center in Oakbrook Terrace, Illinois. You can be an Exhibitor/Sponsor or attend the event via General Admission. There is still time to register by visiting asachicago.org today.



Johnetta Ryan,
Director
Education-to-Careers

EDUCATION 70 CAREERS

Chicago Public Schools & CISCO Strengthen Partnership

(Continued from page 1)

“This is a landmark agreement between CISCO and the Chicago Public Schools,” said CISCO Executive Director Dan Allen. “It will enhance the awareness of apprenticeship programs within the trades, and open up the eyes of students, teachers and counselors to careers in the construction industry.”

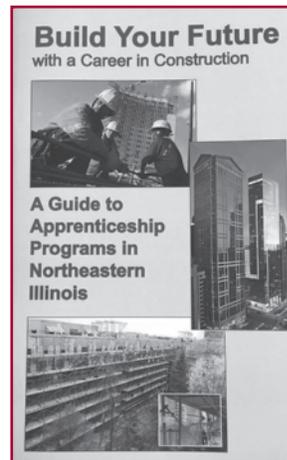


The expanded CISCO / CPS relationship now will involve informational meetings for counselors and teachers; informational sessions for CTE Construction and Architectural students; meetings at apprenticeship training facilities in Chicago on relevant industry topics and emerging technologies; and evaluation services to insure that curriculum aligns with apprenticeship requirements.

In addition, field trips to numerous training facilities; guest speakers who are experienced in the construction trades; internship and job-shadow opportunities; and plans to coordinate expanded “Hands-On” Fairs, and “Apprentice For The Day” occasions will take place allowing for students to even get a first-hand look at the permit and plan review process that the City of Chicago utilizes when examining detailed blueprints and engineering documents, as well as code compliance.

Both union contractors and labor understand that apprentices are the lifeblood of our industry. Labor and management invest in world-class training facilities, and it only makes sense that we open up these facilities and the apprenticeship coordinators to attract young men and women who will be the future of the union construction industry.

NEW APPRENTICESHIP GUIDE



CISCO recently updated its Apprenticeship Guide. The new 90-page booklet is a valuable source of information. The comprehensive handbook details the 24 different building trades and their respective apprenticeship programs providing requirements needed to apply, physical abilities, recommended coursework and the entry process. The key contact names and phone numbers are available for the six different counties within CISCO’s service area.

Anyone interested can access the Guide via CISCO’s website (www.cisco.org) by clicking on the Apprenticeship Guide link right on the Home Page.

NEW IN 2015 - EDUCATOR OF THE YEAR NOMINATION FORMS – DEADLINE IS JANUARY 8, 2016

CISCO will accept nominations for Educator of the Year from outside educators for the first time. CISCO’s award recognizes a teacher, counselor or educator who goes above and beyond the call of duty. This year, peers will do the nominations of an educator who works in CISCO’s six-county area: Cook, DuPage, Kane, Kendall, Lake and McHenry. The nomination form can be found on CISCO’s website - www.cisco.org.

The Educator of the Year Award is one of the individual recognition components of CISCO’s annual Pride in Construction Awards. The formal presentation will be held on January 29, 2016. For more information, contact **Johnetta Ryan** at **630-472-9411**.

Budget Impasse Continues As Both Sides Refuse To Budge



CISCO held its most recent Legislative Committee meeting on October 19, and the stark reality remains that Governor Rauner wants all of his so-called “turnaround agenda” accepted as part of any budget deal. And since nearly all of the items in his “pro-business” agenda are anti-union, the vast majority of the legislators in the

General Assembly will not consider it.

The governor cannot win this fight in the pro-union, Democratic stronghold of the Legislature. All he is doing in the meantime is making the unions even stronger as their members become more energized.

Workers Compensation - It appears that some positive movement was occurring in that the legislature was moving away from the “causation” component - where the onus would be put on the worker - toward a bill where a “cost transfer” would occur to an area such as short- or long-term disability.

HB 1285 - Prior to going to press, an agreement was negotiated between business and labor on changes to the Illinois unemployment insurance system. The bill was approved unanimously by the Senate and still needs approval from the House.

According to the bill, an individual would be **INELIGIBLE** for unemployment benefits upon separation from an employer if the employee:

- Damaged an employer’s property through gross negligent conduct;
- Consumed alcohol, illegal on non-prescribed drugs during work hours in violation of policy;
- Provided false information in an employment application;
- Endangered the safety of himself/herself or co-workers through gross negligent conduct;
- Knowingly and repeatedly violated reasonable written attendance policies;
- Refused to obey an employer’s reasonable and lawful instruction unless the refusal is due to

the lack of ability, skills or training; or if the instruction would result in an unsafe act; and

- Did not maintain required job-specific licenses, registration and certification required by law.

Endorsement Letters - The Legislative Committee, in conjunction with the CISCO Board 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.

Political pundits 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 unions.

National Budget Impacts OSHA Fines - The new bipartisan budget, passed by both the U.S. House and Senate and signed by President Obama on Nov. 2, contains provisions that will raise OSHA penalties for the first time in 25 years. The budget allows for an initial penalty “catch up adjustment,” which must be in place by August 1, 2016. The catch up adjustment is tied to the percentage difference between the October 2015 Consumer Price Index (CPI) and the October 1990 CPI.

Assuming an 80% catch up adjustment, starting in August 2016, new maximum penalties would be:

- Other than Serious violations: \$12,600,
- Serious violations: \$12,600,
- Willful violations: \$126,000,
- Repeat violations: \$126,000.

For more information, contact the Construction Safety Council at 800-552-7744.



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CISCO Communicator is published by the Construction Industry Service Corporation (CISCO). CISCO is a labor-management group bringing together unions of the building trades and construction contractor associations representing more than 140,000 construction workers and 8,000 contractors in the six county Chicago Metropolitan area.

CISCO MISSION STATEMENT

It is the primary mission of CISCO to strengthen the unionized construction market in the greater Chicago Metropolitan area. In support of this mission, CISCO will perform three major roles: 1) Serve as a forum to facilitate dialogue between contractors and building trades union leaders concerning mutual problems and concerns; 2) Serve as a clearinghouse for information on the local construction industry; 3) Serve as a promotional group to encourage union construction with the user community and the general public. As a joint labor-management organization, CISCO will focus on cooperative efforts to reduce problems and conflicts and enhance the competitiveness of union construction. Through its activities, CISCO will build trust between the parties and will foster the joint commitment of local contractors and union labor to high quality, on-time, within budget delivery on all projects.

Suggestions, story ideas, or comments should be directed to CISCO at: 999 McClintock Dr., Suite 100, Burr Ridge, IL 60527

Contact Us At: Toll-free 877-562-9411, (630)472-9411,
Fax: (630)472-9413, or e-mail gary@cisco.org

Executive Director: Dan Allen
Education-to-Careers Director: Johnetta Ryan
Managing Editor: Gary Karafiat
Office Manager: Julia Mulvey

CISCO is a registered Illinois Servicemark for the Construction Industry Service Corporation.

New Information

NAME: _____

ORGANIZATION: _____

ADDRESS: _____

CITY: _____ STATE: _____

ZIP CODE: _____

PHONE: _____ FAX: _____

EMAIL ADDRESS: _____

Would you like to receive any of the following items?

Just check the appropriate item and return this form!

"Build Your Future" Apprenticeship Program Guide

Pre-Apprentice "Basic Skills" Training Guide (\$30 per book)