

Minutes  
CISCO Board of Directors Meeting  
Friday, December 13, 2013  
Maggiano's Oak Brook, Illinois  
Start time 7:30 AM

In Attendance: Attorney Terry Mc Gann, John Boske, Dave Henderson, Chuck LoVerde, Frank Furco, Joe Pastorino, John Cronin, Dan Divane, Loretta Molter, Joe Benson, Dennis Fleming, Tom Mc Tavish, Gary Menzel, Dan Allen, Mark Maher, Maurice King, Leon LaJeunesse, James McGlynn, S.J. Peters.


1. The Minutes from the Friday, September 13, 2013 Board of Directors meetings were read. A motion was made, seconded and approved to accept the minutes.
2. A motion was made, seconded, and approved to accept the Financial Report presented by Treasurer Frank Furco.
3. Talks continue with Fox Valley AGC to fill RCEC vacant board position.
4. A motion was made, seconded, and approved to appoint Maurice King to the CISCO board.
5. A motion was made, seconded, and approved to name Joe Benson Vice President to fill the vacancy of Michael Wiedmaier.
6. President Dave Henderson was pleased to announce that a recent effort to update and clearly define all CISCO employment policies is complete. All members and the director were given copies of the new CISCO Employment Policies. Dave introduced Attorney Terry McGann who explained in detail the new CISCO policies as they relate to among other things, salary, bonuses, healthcare insurance, holidays, vacations, personal/sick days, retirement, mileage and expense reimbursement, non-discrimination, and non-harassment policies.
7. In regards to the Non-Discrimination and Non-Harassment Policy a formal process and procedure will be established immediately. The policy will instruct any CISCO employee who feels he or she has been harassed or discriminated to report the incident immediately to the Executive Director. In the event that person is not available the employee shall contact any member of the Board of Directors. CISCO will take all action necessary to investigate and expeditiously address all related complaints of discrimination and harassment. Terry McGann conducted training of all board members in attendance as to their responsibilities under the new policy and how to respond to a comment/complaint from a CISCO employee. In addition, all current and future CISCO employees will be apprised and trained as to the requirements and protections of the CISCO Non-Discrimination and Non-Harassment Policies. A motion was made, seconded, and approved to adopt the new CISCO Employment Policies.
8. To insure that all of the previous CISCO employment policies are comprehensively transitioned into the newly adopted CISCO Employment Policies, President Henderson, officers, and the Director Allen will meet to insure this goal is achieved.
9. Members read a letter addressed to Former Director Brining, from Attorney Greg Meeder (on behalf of the CBC) requesting CISCO cease with the "Pride and Construction" Awards. Discussions followed, and members agreed that a letter from Attorney Terry McGann in response is appropriate. Also, a meeting between the officers of CISCO and the CBC is tentatively scheduled for the week of January 6<sup>th</sup> - 10<sup>th</sup>. Results of the meeting will be promptly reported.

10. Members selected recipients for the 2014 - CISCO Pride in Construction Awards. Applications from 20 union construction projects in 6 categories were judged. The winners are as follows:  
  
New Construction Chicago – (above \$20m) – Sarah E. Goode STEM Academy  
New Construction Suburbs – (above \$20m) – Elgin Community College Health & Sciences  
New Construction Chicago or Suburbs – (below \$20m) - Hyatt Place Hotel/ Hyde Park  
Infrastructure, Road, Bridge – O’Hare International Airport/Runway 10C/28C  
Rehabilitation – Chicago or Suburbs - Chicago Bears Halas Hall Addition  
Residential – Chicago or Suburbs – 500 N. Lake Shore Drive Apartment Tower  
Educator of the Year – Glen Krause Counselor at Evergreen Park High School  
Public Body of the Year – Village of Bensenville President – Frank Soto  
Labor Conciliator of the Year – Wes James
11. Members discussed potential speakers for the Annual Luncheon. First choice is Steven Beitler, CEO of Chicago Infrastructure Trust; Second Choice is Rich Miller of Capitol Fax.
12. The Press release and applications are out for CISCO Annual Scholarship Program. Applications are due by February 21, 2014. Promotional efforts are underway.
13. Legislative Committee: The minutes of the Legislative committee were reviewed. Members discussed an initiative to earmark City of Chicago CPS TIF funds to educational initiatives. This would negatively impact CPS school and infrastructure construction projects. A motion was made, seconded, and approved directing CISCO to write a letter to the Mayor, and City Council members opposing this measure.
14. CISCO Workshops for IDOT are planned for the spring. The numerous Argonne Workshops have dwindled in attendance, consequently new workshop ideas and outreach programs are being researched, and all ideas are welcome.
15. Proposed 2014 CISCO Board of Directors meeting dates:  
Legislative meeting tentatively scheduled for January 27<sup>th</sup>.  
CISCO Annual Meeting Friday, January 31, 2014. Keynote Speaker – Robert Bruno  
Friday, March 21, 2014 (Audit review & approval of scholarships)  
Friday, April 25, 2014 Annual Luncheon  
Friday, June 13, 2014  
Monday, September 8, 2014 Annual Golf Outing  
Friday, September 12, 2014  
Friday, December 12, 2014
16. A motion was made and approved to give \$2,000 bonuses to Johnetta, Julia, Gary, and Dan.
17. The Activities report was discussed briefly, a detailed copy is attached.
18. A motion to adjourn the meeting was made, seconded, and approved.

The meeting was adjourned at 10:30 AM

A true copy,

Attest:

  
Daniel Divane - Secretary