



CISCO COMMUNICATOR

A Newsletter for Chicagoland Construction Labor & Management Professionals

High School Administrators, Counselors Helping To Change Course

Bringing Back Trade School Model; Promoting Value of Careers In Union Construction

More than 75 high school counselors and instructors attended the October 5-6 ISACC Educator Days hosted by the Carpenters Apprenticeship & Training Center in Elk Grove, participating in CISCO's goal to promote careers in the union construction industry to the teachers and counselors, so they in turn, can inform the students they teach, to make them aware of the advantages of an apprenticeship.

"There are a myriad of opportunities in the trades and if our counselors, who serve as gatekeepers, know about this, can pass it on to the students they serve," said Marshall Ruetz, Chair, Career Technical Education Department for Waukegan High School.



Jim Franko, Career Counselor for Riverside-Brookfield High School, concurred. "There are more ways to make a living than college. These two days provided us with a better way to inform students of the practical steps involved, and the resources available, to enter into one of the many apprenticeship programs that exist in the trades."

The educators took part in a two-day, hands on expo, sponsored by CISCO, the Chicago Regional Council of Carpenters and ISACC.

"CHICAGO BUILDS" TRADE PROGRAM AT DUNBAR

CISCO, and some of the trades it represents, have worked with the Chicago Public Schools (CPS) to create a new initiative with the establishment of a comprehensive citywide construction trades program called **Chicago Builds** at the Dunbar High School campus. The move is designed to bring back the trade school model to public schools in preparing graduates for the workforce - with a professional skill.



Last Spring, Mayor Rahm Emanuel announced the creation of the new "construction trades campus" at Dunbar, serving as the program's hub.

That idea has come to fruition as the program kicked off at the start of the school year last month.

Chicago Builds, focuses on teaching students skills in: General Construction, Carpentry, Electricity, Welding and Heating/Cooling (HVAC). IBEW Local 134/LMCC and the Chicago Carpenters Union provide instructors to teach their respective curriculum.

Chicago Builds is a 2-year off-campus construction training program for 11th and 12th grade CPS students who are interested in pursuing a career in the union construction field.

The benefits of the program enable students to:

- 1) earn industry recognized certification;
- 2) take part in paid internships, job shadowing and visits to union training centers;
- 3) prepare for union entrance exams;
- 4) qualify for apprenticeships; and
- 5) earn high school credit that has real-world value.

From *the* Desk of the Executive Director



I am sure most everyone can recall the famous line from the movie Field of Dreams - "If you build it they will come." This slogan was true in the movie, and it is true today. If you build a modern transportation system then manufacturing, business, tourists, commerce, and most importantly, JOBS will come to Illinois. That is why the Safe

Roads Amendment is critical to our industry, and CISCO strongly urges everyone to vote YES (see page 7).

And positively nobody is better equipped to build bridges, roads, schools, skyscrapers, and infrastructure needed to expand our economy than the skilled union workers and qualified union contractors. The reason is simple - superior education and training. In fact, the joint apprenticeship programs comprise the second largest privately funded educational system in the country. That is how developers can be confident that however complex the project, "we can build it".

In order to "keep building", we must continue to recruit bright young energetic people into our apprenticeship programs. We are experiencing a renaissance of sorts as high school teachers and counselors are recognizing that our apprenticeship programs represent continuing education, and are pathways to many careers within our industries, as highlighted on the front page.

Furthermore, proof that the trades model is returning is a new initiative called **Chicago Builds** at Dunbar High School campus. If you haven't heard (see page 1), the idea is designed to bring back the trade

school model to public schools in preparing graduates for the workforce - with a professional skill.

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The value of education and apprenticeships is more evident in today's economy as well. As Author Jack Martin writes (see page 6), apprenticeships steer students to high-paying jobs and lower debt. While an apprentice starts earning a wage the first day on the job, the college student begins to encumber debt until they graduate and find a job. Not counting the debt, it will take the average college graduate 15 to 20 years to match the apprentices' accumulated earnings.

The bottom line is that CISCO's mission of promoting careers in the union construction industry by promoting awareness of the apprenticeship programs and their value, continues to move forward in a more multi-faceted approach than ever before.

The approach includes 1) Awareness - students, educators and career counselors being made aware of apprenticeship options; 2) Education systems - Chicago Public Schools have begun to address the lack of a trades school model and are "all in" on the idea; and 3) Value - the benefits of apprenticeships and a career in the trades are proven and real.

The message is invaluable, and if students and young people listen, they will come.

Dan Allen
Executive Director

CISCO Sets Scholarship Program Application Deadline

CISCO is now accepting applications for its 2017 Scholarship Program. CISCO offers three (3), four-year scholarships (\$2,000/year) to high school seniors; two (2), two-year awards (\$1,000/year) for seniors planning to attend community college; and two (2), two-year continuing education awards (\$1,000/year) to union members or contractor employees.



All applications and accompanying documents

MUST be postmarked by February 17, 2017 to be eligible for consideration. The scholarship recipients are selected on the basis of academic performance, faculty recommendation, extracurricular activities, employment experience, and a demonstrated interest in a productive career.

For more information, call CISCO at (630) 472-9411, or visit www.cisco.org and look for the scholarship article on our Home Page and click on any of the application links.

Presidential *Perspective*



Since I accepted the role of Board President for CISO, I am constantly reminded of the value that our labor-management organization offers both the building trades and contractors. As a contractor in the masonry business, I was particularly impressed by CISO's presentation at the National Labor-Management Conference that was held in Chicago in the latter part of the summer by the Federal Mediation & Conciliation Service.

The presentation, in essence, featured three main segments: 1) CISO's history and how it works with a multitude of organizations; 2) Its incredible effort to make students and other groups aware of apprenticeship programs and careers that are available in the union construction industry, and 3) The joint union labor-management competitive advantages.

I, of course, was drawn to this specific segment of the presentation because it focused on the "Contractor's Perspective." Peggy Hrindak, CEO/President of Phoenix Business Solutions - a certified and licensed WBE/DBE small electric and mechanical contractor - volunteered and mentioned several ways that the labor-management model provides tremendous value and advantages.

In her presentation, she stated that comprehensive US Department of Labor (USDOL) apprenticeship training enables her to rely on the most highly skilled individuals when it comes to workforce deployment. Utilization of cutting-edge technologies was also a key component as apprenticeship training covers many of the latest techniques such as Building Information Modeling and environmental practices such as Lean Construction.

She also mentioned the stringent certification process, continuous safety training, and the drug-free workforce as other plusses that add up when comparing a workforce that has been trained within USDOL standards versus workers who have not.

This skill and knowledge is what brings quality construction to the forefront. CISO's mission is to continually promote this competitive advantage to the end user. And this is another reason why the labor-management model that CISO employs - bringing union building trades and union construction contractor associations together - remains such an important endeavor as we move forward.

Sincerely,

Loretta Molter
CISO Board President


Applications Being Accepted for Projects of the Year

CISO has begun to accept applications for the 2016 Project of the Year Awards - as part of its annual Pride in Construction Program. In addition to choosing quality union-built construction projects in six different categories, CISO also recognizes an Educator of the Year, a Labor Advocate of the Year, and a Public Body of the Year.

As in the past, the submittal process is completely electronic, easy and convenient. There are 6 different project categories: 1) New Construction/Chicago - above \$20m; 2) New Construction/Suburbs - above \$20m; 3) New Construction/Chicago or Suburbs - below \$20m; 4) Infrastructure; 5) Rehabilitation/Chicago or Suburbs; and 6) Residential/Chicago or Suburbs.

The deadline for submittals is 5:00 p.m. Thursday, December 1, 2016. For more information, contact Gary Karafiat at (630) 472-9411 or gary@cisco.org.



 **Last year's winner in the New Construction Suburbs category: Cancer Treatment Centers of America's new Patient Tower in Zion, Illinois.**

CISCO Announces New Board Members

During its last Board of Directors meeting, CISCO announced the addition of two newly created board positions. The move brings the total number of board members to 22. As a labor-management organization, CISCO's board maintains an equal representation of building trades and contractors.



Jim Allen

Jim Allen, President of the Bricklayers & Allied Craftworkers District Council (BAC ADC 1) was chosen for the board to represent the building trades.

President Allen is a third generation bricklayer, who served his apprenticeship as both a bricklayer and a certified welder working in the residential and commercial markets in the Chicagoland area.

In 1993, Allen was appointed Business Agent for Local 21. He was elected Vice President of Local 21 in 1999, and became President of Local 21 and the District Council in 2004.

In January 2009, the International Union merged all the District Council Locals into an Administrative District Council (ADC) and appointed Allen as President of the ADC.

The other new board member, representing the contractors, is Frank A. Lizzadro, Vice President of the Utility & Pipeline Division at Meade, headquartered in McCook, Illinois.



Meade's wide ranging expertise is highly regarded in the areas of electric systems, natural gas and liquids pipelines and telecom design,

construction maintenance and rehabilitation. Meade utilizes highly skilled administrative and trades people with years of experience to build electric, natural gas and piping systems.

Meade was founded in 1908 and its longevity in the Chicago area and its commitment to quality are well know. Their expert personnel get continuous education to keep pace with technological innovations and fast-changing industry standards.

Adding Mr. Lizzadro and Meade to the CISCO Board complements the vast group of organizations within the industry that already exist on the Board.

Meade is also signatory to the Operating Engineers Local 150, IBEW electricians and the Laborers, as well as other trades.

Bricklayers Added As Penny-Per-Hour Contributor

The Bricklayers & Allied Craftworkers District Council (BAC ADC 1) has added its name to the select list of CISCO's Penny-Per-Hour contributors.

"This represents a level of support for CISCO that is very important to our success," said Executive Director Dan Allen. "All of our members and associate members are critical, because without their contributions, CISCO would not be able to continue its mission of promoting careers in the union construction industry, advocating for the use of union skilled workers and contractors to the end user, and monitoring bills in Springfield to ensure that the interests of the union construction industry are protected."

Since its founding in 1865, the International Union of Bricklayers & Allied Craftworkers has actively fought to improve its members' quality of life - on and off the job - through access to fair wages, good benefits, safe working conditions, and solidarity among members.



Today, the BAC ADC 1 represents the most highly skilled trowel trades craftworkers across the United States and Canada including bricklayers, stone and marble masons, cement masons, plasterers, tilers, terrazzo and mosaic workers, precast erectors, and pointers/cleaners/caulkers.

With over a century of protecting the rights of our workers, BAC is the oldest continuous union in North America.



Johnetta Ryan,
Director
Education-to-Careers

EDUCATION 70% CAREERS

Apprenticeships Steer Students To High-Paying Jobs, Lower Debt

By Jack Martin, author of "Pre-Apprentice Training - A Test Preparation Manual".

The definition of the Registered Apprenticeship Program is "a national training system that combines paid learning, on-the-job and related technical and theoretical instruction in a skilled occupation."

There are more than 1,000 apprenticeable trades. The major trades, for sake of brevity, may be divided into two groups - Construction and Manufacturing.

The core skills required of an apprentice include basic math, algebra, geometry, measurement (reading a scale), mechanical comprehension, spatial visualization, technical reading, and interpersonal relations. Not all trades require the same skills, but a common component of all trades is basic math and measurement.

The current shortage of skilled trades workers is affecting our nation's ability to compete and grow.

Most apprenticeships require an average of four years with 8,000 hours of on-the-job training supported by 500 to 700 hours of classroom learning. Most often, classes are provided for credit through a community college; however, many of the building trades run their own schools.

The current shortage of skilled trades workers is affecting our nation's ability to compete and grow. Too often, students are encouraged to attend college (70% of high school graduates plan to attend), leaving good high-paying jobs left unfilled. Sadly, only 34% of the students who go to college will complete a two- or four-year degree. Also, while an apprentice starts earning a wage the first day on the job, the college student begins to encumber debt until they graduate and find a job (see Table 1 at top of right column).

Years	Wages earned per year in college and 1st year on job	Wages earned per year in average union building trade apprenticeship, learning on the job
1	\$0.00	\$ 31,794
2	\$0.00	\$ 37,908
3	\$0.00	\$ 44,022
4	\$0.00	\$ 48,619
5	\$40,000	\$ 54,724
Total earnings over 5 years	\$ 40,000	\$ 217,067
Debt	\$ 80,000	-0-

Not counting the debt, it will take the average college graduate 15 to 20 years to match the apprentices' accumulated earnings.

Without CISCO's many outreach programs, most parents, teachers and counselors are often unaware of the advantages of an apprenticeship and are reluctant to encourage students to apply. Most apprenticeships only require a high school diploma or a GED to apply. Some require passing a drug test, and/or having a valid driver's license. Most require passing a battery of tests that measure the core skills mentioned before.

Career Technical Education (CTE) programs are best positioned to help meet the need for qualified apprentices. Schools can arrange for career development days and work-site visits by working with their State Office of Apprenticeship and local employment groups.

Apprentices help our country's need for skilled workers with a future limited only by their own initiative. Apprenticeships provide above-average pay and good job security. A survey conducted by the Association of General Contractors of America showed that 90% of the top officials that replied to the survey, including Presidents, VPs and owners, began their careers as apprentices.

Vote YES On The Safe Roads Amendment



With Election Day only a few weeks away (Tuesday, November 8, 2016), CISCO wanted to pass along some important information regarding the Safe Roads Amendment, which will appear at the top of every ballot throughout Illinois.

Whether you vote early or on Election Day, as an Illinois voter, you have a chance to protect transportation funding once and for all.

Over the last 10 years alone, \$6 billion has been swept from Illinois' Road Fund because of waste and mismanagement in Springfield. This Constitutional Amendment would require all transportation-related revenue to be dedicated solely to public highways, roads, streets, bridges, and mass transit.

There is no tax increase associated with this amendment. If the Amendment passes, motor fuel taxes and other fees, that you already pay, will be secure in a "lock box" that elected officials will not be able to use for other purposes.



SAFETY - JOBS

Half of Illinois' roads and 4,200 of our bridges are in poor condition. It's unsafe and puts Illinois drivers and passengers at risk for tragedies like the bridge collapses that occurred in Minnesota and Indiana.

Aging infrastructure isn't just unsafe. It also hurts our economy, makes it more difficult to keep and grow jobs, and is costing you money.

Raiding transportation funding has cost Illinois nearly 5,000 jobs over the last decade and has increased the average motorist's costs by \$441 every year due to congestion and extra vehicle repairs.

It's time to hold state government accountable and ensure money collected for transportation is actually spent ON TRANSPORTATION.

CISCO Golf Outing Generates \$1,400 For Charity

It was a perfectly spectacular day on all fronts for CISCO's Annual Golf Outing as the weather, food and fun were all a big hit as 152 golfers enjoyed a perfect day. Lunch was highlighted by the traditional raffle of prizes and the beneficiary of the golfers' generosity, in the amount of \$1,400, was CISCO's designated charity – Oak Lawn-based Christmas Without Cancer.

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 12 years ago and "adopts" families each year to help ease the financial burden.

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 11, 2017 at Bloomingdale Golf Club. To view more photos go to: cwww.cisco.org/photo-gallery/.





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www.cisco.org

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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,
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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 (\$33 per book)

___ Pre-Apprentice "Basic Skills" Supplement (\$23 per book)