



CISCO

COMMUNICATOR

A Newsletter for Chicagoland Construction Labor & Management Professionals

Plumbers Local 130 Opens New Chicago Training Center

With hundreds of labor leaders, elected officials and even more proud members of Plumbers Local 130 looking on, the union unveiled its new state of the art 50,000 square-foot Joint Apprenticeship Committee (JAC) Training Center on Tuesday, Sept. 12th.

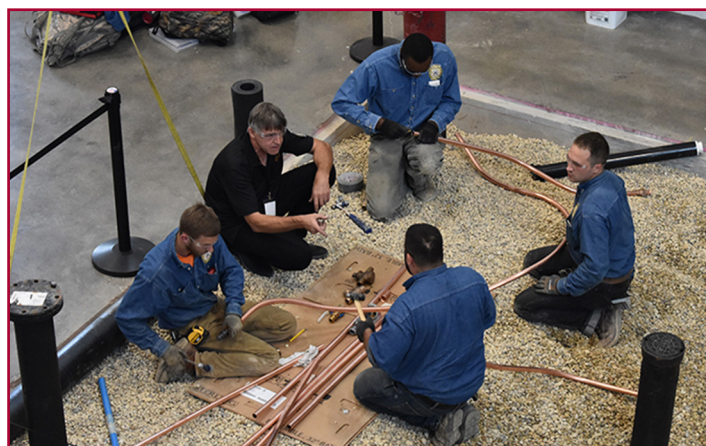


Led by Plumbers Local 130 Business Manager Jim Coyne (third from right), dignitaries and special guests cut the ribbon to officially open the new JAC Training Center in the West Loop area of Chicago.

During the ceremony, Business Manager Jim Coyne, who is also the JAC Chairman, presided over the introduction of eight different speakers as each took turns praising the union for establishing “a new standard of excellence in the construction industry.”

“Through the corridors of the new facility,” Coyne began, “I see hope and a bright future for all of the new apprentices that enter through these doors. Local 130 will be forever changed.”

Coyne mentioned many of the three-story building’s features: 1) Rainwater harvesting, which takes rainwater off the roof, stores it in both a 10,000 gallon underground tank and a 3,500 above ground tank and puts it back into the plumbing system to flush urinals; 2) Grey water harvesting used for the irrigation system of the trees and plants in the new



Grand opening guests were able to watch plumbing apprentices undergoing live training exercises on the first floor during tours of the facility.

plaza; 3) Six different wet-labs that feature 94 faucets, residential and commercial plumbing fixtures and a water heater lab; 4) A green roof and 5) Solar panels to create hot water for the entire building.

Construction Safety Council Adds New Chicago Training Location

The CSC announced early this month that it was adding a new location in downtown Chicago - Northern Illinois University, 105 West Madison St.

The additional location is due to “our remarkable growth in the Chicagoland area,” said President Bob Lahey, “and we are meeting the demand for safety.”

To celebrate its expansion, CSC is offering free registration for OSHA #7510 - Introduction to OSHA for Small Businesses.

CSC also has several upcoming courses on its schedule such as: *Fall Hazard Awareness*, *Occupational Safety and Health Standards*, and *Managing Excavation Hazards*. For more information, call the CSC at 800/552-7744.

From *the* Desk of the Executive Director



I recently attended the National Alliance for Fair Contracting (NAFC) conference in Nashville.

The NAFC conference is attended by several hundred participants from across the nation, including representatives from labor organizations, contractors, fair contracting organizations as well as researchers, academics, attorneys and officials from federal, state and local governments.

Of particular interest to me was a presentation by Dr. Peter Phillips from the University of Utah on the construction industry's success/lack of success regarding its ability to carry the message.

"Right-to-Work-For-Less" legislation, attacks on Prevailing Wage, or the false accusations that unions do not consist of a diverse workforce are three areas where we must continue to educate the public on the truth.

Regarding "Right-to-Work-For-Less" legislation, in states where these laws have passed, middle class and working families have been decimated. Studies show that due to loss of income in these states, workers are less likely to get married and purchase a home, and a majority are forced to leave their community and state in order to survive.

Conversely, studies found a union workforce to be 31% more productive than a non-union workforce, and union labor productivity reduces project costs. In states where right-to-work-for-less laws have passed, wages are lower, there are more job fatalities due to less training, and projects often have to be re-done or fixed which increases taxpayer liability.

Attacks on prevailing wage laws are often the next step taken by states that have enacted right-to-work-for-less laws. In Indiana, where an anti-prevailing wage law was passed in 2015, the Republican Assistant Majority Leader in Indiana Ed Soliday revealed that ***"We got rid of prevailing wage and it hasn't saved us a penny."***

Soliday went on to add that "the exaggeration in those hearings that we were going to save 22%, well, total labor costs right now in road construction is about 22%, and I haven't noticed anyone who's going to work for free. They claim there's some magic state out there that's going to send all these workers into work for \$10 an hour, and it's just not going to happen."

Finally, union programs, in general, have enrolled almost three times as many minorities and four times as many women as non-union apprenticeship programs.

This message is clear and evident in this publication. A new apprenticeship training center is highlighted. The story of a new series of workshops designed to inform women about opportunities for careers in non-traditional roles is on page 4.

In addition, CISCO's outreach in making minority communities aware of apprenticeship opportunities has been an ongoing theme for years including programs involving the CHA, CPS and faith-based organizations.

Our message is consistent and real. The union construction industry is and continues to be the most highly-skilled, diverse, safe and innovative of any workforce in the country. Our message is also one of hope - to increase union jobs, which will help to bolster the shrinking Middle Class and create a generational change for all working families.

Dan Allen
Executive Director

CISCO Announces Scholarship Program Launch

CISCO is now accepting applications for its 2018 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 23, 2018** 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



As you are receiving this newsletter, the Chicago Women in Trades will have just held another hugely successful conference, with another record-breaking attendance. As the first woman to hold the position of CISCO Board president, it makes me proud to see more and more women working in the construction industry, not only in the building trades, but also employed by contractors or even owning their own construction-related businesses.

The first step in this process, however, is becoming aware, as a woman, that there are opportunities available in this industry - long considered a non-traditional female role. CISCO has maintained its leadership role in making women, especially younger women, aware of those opportunities.

In fact, in today's newsletter (see page 4) CISCO just took part in an event that was held at the College of DuPage and co-sponsored by WorkNet DuPage - DuPage County's Workforce Development Division. The event, which was titled "Breaking Boundaries: Career Exploration Series for Women," featured four female panelists who are in the midst of successful careers in either the construction industry or manufacturing. Two of the panelists have more than 50 years of combined experience in the union construction industry. CISCO also informs younger women and students when Education-to-Careers Director Johnetta Ryan provides presentations on the apprenticeship program at high schools, attends career fairs at colleges, and coordinates hands-on expos for many other community organizations.

Several studies indicate how much of a wage gap exists between men and women with comparable positions in other industries, and that gap widens even more when you add women of other ethnicities. It is refreshing to know that in the union construction industry, that gap does not exist. If a woman can do the job, she gets paid the same as her male counterparts. Putting this in perspective, I am proud to be part of an industry that puts an equal value on the same work performed by both men and women.

Sincerely,

Loretta Molter
CISCO Board President


Applications Being Accepted for Projects of the Year

CISCO has begun to accept applications for the 2017 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, CISCO 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. Friday, December 1, 2017. Winning projects will be recognized



 **Last year's winner in the New Construction Chicago or Suburbs (below \$20 million) category: Chicago Public Library - Chinatown Branch on Wentworth Ave.**

at CISCO's Annual Meeting, which will be held on Friday, February 9, 2018. For more information, contact Gary Karafiat at (630) 472-9411 or gary@cisco.org.

CISCO Helps To “Break Boundaries” With Initial Workshop For Women

The first event in the **Breaking Boundaries: Career Exploration Series for Women** drew 80 attendees at the College of DuPage in Glen Ellyn. Sponsored by WorkNet DuPage, CISCO’s Executive Director Dan Allen served as the moderator of a four-person panel of women, all of whom have successful careers in industries such as construction or manufacturing.

The audience, primarily women, heard each panelist talk about the challenges and opportunities that are available to women who are interested in non-traditional female roles in the workplace.

that provides complex machinery parts, and 4) **Misty Osterberg**, a Quality Control Coordinator for William Charles Construction, a leader in heavy civil, road and rail construction.

After the panel discussion concluded, the workshop participants met with table presenters and then took tours of the college’s Manufacturing, Auto and Welding Labs.



Event newsmakers - Clockwise from top left:
Carpenters Kina McAfee; Johnetta Ryan, CISCO ETC Director; SMART Local 265’s Louise Medina and Matt Gugala; and IBEW 701’s Hank Zurawski and Terry Jarman.



The four panelists (above photo) were (from left): 1) **Nicole Everett**, the only female labor foreman in Chicago for M.A. Mortenson Company; 2) **Kina McAfee**, Asst. Apprenticeship Coordinator for the Chicago Regional Council of Carpenters; 3) **Aneesa Muthana**, the President and co-owner of Pioneer Service Inc. - a CNC Swiss shop

CISCO Golf Outing Generates \$3,000 For Charity

It was another “Chamber of Commerce” postcard day for CISCO’s 2017 Golf Outing as 140 golfers enjoyed a perfect late-summer day. Lunch was highlighted by the traditional raffle of prizes and the beneficiary of the golfers’ generosity, in the amount of \$3,000, was Gateway to Learning - a Chicago-based special education and training center that provides services for individuals with intellectual disabilities, in order for them to reach their full potential.

The success of the donation amount was made possible, in part, from the “Beat The Pro” hole, sponsored by Cherry Creek Mortgage Company with special thanks to Jody and Jay Anderson.

Many thanks to all of our sponsors, participants and organizations. 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 10, 2018 at Bloomingdale Golf Club. To view more photos go to: www.cisco.org/photo-gallery/.



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 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
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 Underground Contractors Association

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 Association of Glazing Contractors
 Boilermakers Local 1
 Bricklayers & Allied Craftworkers District Council Local 1
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 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 Laborers' 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
 International Assoc. of Machinists and Aerospace Workers Local 126
 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
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Northeastern Illinois Sheet Metal Contractors Association
 Northern Illinois Painting & Drywall Institute
 Operating Engineers Local 150
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 Plumbing Council Midwest
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 Residential Construction Employers Council
 Roofers Waterproofers & Allied Craftworkers Local 11
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 Veritas Steel
 Wells Fargo/Home Mortgage

Community Partners

Boy Scouts of America
 Christmas Without Cancer

Exploring Real World Career Experiences
 Gateway to Learning

St. Paul Community Development Ministries, Inc.

NEWS BRIEFS/UPDATES

ASA Chicago Turns 50!

ASA Chicago will be hosting a 50 Year celebration on Thursday, Nov. 16, 2017 at Belvedere Banquets in Elk Grove Village • 5:30 - 9:30 pm.

Everyone is invited! Fifty years in the construction industry deserves a huge celebration and reunion of past and present members.

To register for this Over-The-Top fun night, go to asachicago.org, or email: Marissa@asachicago.org, or call Marissa at 847/827-8336.

RCEC Marks 50 Years

Congratulations to the Residential Construction Employers Council on celebrating its 50th anniversary on Thursday, October 19th.

CISCO is proud to have RCEC as one of our industry partners and long-time Member Organizations!



Johnetta Ryan,
Director
Education-to-Careers

EDUCATION 70 CAREERS

National Apprenticeship Week: November 13-17

National Apprenticeship Week means many things, but mostly it is about the men and women who are pursuing a career into the most highly skilled union workforce in the country, and also it is about the men and women who do the training.

We are blessed here in northeastern Illinois to have the most dedicated and committed training instructors, coordinators and directors within the apprenticeship programs that are offered by the 25 different building trades.

I would personally like to thank all of these dedicated people for always being there when I need them, and for what they mean to the union construction industry! We all have ONE GOAL - to spread the word on how to get students and adults into their apprenticeship programs.

OPEN HOUSE EVENTS

CISCO has learned of two Apprenticeship Programs that are planning Open House events for November 15th and November 16th.

The Chicago Regional Council of Carpenters will host an Open House both Wednesday, November 15 and Thursday, November 16 at 1256 Estes Avenue in Elk Grove Village. Tours start at 5:30 p.m., followed by a main presentation from 6:30 – 7:30 p.m. To register, visit www.carpentersunion.org.

The other Open House is being hosted by SMART Local 265 Sheet Metal Workers on Wednesday, November 15. Local 265's event begins at 7:00 a.m. through 7:30 p.m. at 205 Alexandra Way, Carol Stream, IL 60188. For more information, call 630/668.0110 or email: training@smw265.org.

Apprenticeship Programs Offer Students Career Opportunities

CISCO's Education-to-Careers (ETC) Program was established to make parents, teachers and counselors aware of the advantages of an apprenticeship in the union construction building trades. The ETC program offers many outreach services to get that message across. Here is a list of what ETC can do:

- Provides information to students and teachers about the union construction industry.
- Gives presentations on the 25 different union construction apprenticeship programs including names, locations, requirements, qualifications, etc.
- Attends college/career fairs.
- Recruits speakers from the union trades to come to your school and attend college/career fairs.
- Coordinates field trip tours to the different union apprenticeship schools.
- Publishes a "Build Your Future With a Career in Construction" Guide.

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-

- Provides minutes from the Apprenticeship Information Meeting - held five times a year.
 - Hosts a web-site (www.cisco.org) with all the information on each apprenticeship program.
- To set up any of the above services, contact Johnetta Ryan, Director of Education-to-Careers by email: johnetta@cisco.org, or phone: 630/472-9411.

Two Supreme Court Cases That May Have Major Impact On Unions



Two cases the U.S. Supreme Court will decide - one current and the other in the near future - could have a significant impact on the union construction industry.

1) *Janus v. AFSCME* - This is the “right-to-work” case which originated in Illinois that some refer to as the “right-to-freeload”. The court could decide to overturn a 40-year-

old Supreme Court ruling that allows public sector unions to collect fees from non-members to cover the costs of negotiating contracts for all employees.

Union leaders say that collecting what they call “fair-share fees” ensures that workers can push for higher wages and better job conditions. The other side of this debate believes that collecting these fees is a violation of their First Amendment right to decide for themselves what organizations they support.

If the Supreme Court rules against the collection of these “fair-share fees,” this would have a devastating long-term effect on all unions - both public unions in the short-term, and private unions such as construction unions in the long-term.

The loss of these fees would eventually cripple construction unions’ ability to provide the top-notch training in world-class facilities, as well as collective bargaining and other services.

The Illinois Economic Policy Institute and the University of Illinois found that the introduction of “right-to-freeload” laws in Indiana, Michigan and Wisconsin have lowered wages by 2.6 percent and the unionization rate by 2.1 percent.

2) *Whitford v. Gill* - This is the Wisconsin gerrymandering case that may decide whether the district remapping done in 2010 by the majority party (GOP) in that state, was unfair and unconstitutional.

Supporters of the unfairness principle believe that the results of the 2012 elections in Wisconsin bear out that fact by using basic probability and math to prove their point. In a state where the Republicans garnered only 48.9 % of the statewide vote, the GOP candidates won 60 of the 99 state seats, a result that statistically could only happen 1 in 60,000 times.

If the court rules against Wisconsin’s partisan map drawing, the long-term impact on future elections across the country would level the playing field and perhaps keep states from passing right-to-work (for less) laws that are damaging to working families and the union construction industry.

“Must Attend” Prevailing Wage Seminar Set For October 25th

Several organizations, led by the Illinois Prevailing Wage Council, are group-sponsoring a prevailing wage seminar on Wednesday, October 25, from 8:00 a.m. - 2:00 p.m. at the Double Tree Downers Grove, 2111 Butterfield Road in Downers Grove, IL 60515.

This is considered a “must attend” event for contractors, attorneys and employees of public bodies to learn about the Prevailing Wage Act, how to ensure compliance with the Act, and the changing landscape of prevailing wage coverage.

Sponsoring organizations include: the Indiana, Illinois, Iowa Foundation for Fair Contracting (III-FFC), the Construction Industry Service Corporation (CISCO), Mid-American Regional Bargaining

Association (MARBA), the Underground Contractor’s Association (UCA), the National Alliance for Fair Contracting (NAFC), the Chicago & Cook County Building Trades Council, the Northwestern Illinois Building Trades Unions, the Chicago Regional Council of Carpenters (CRCC) and the Finishing Contractors of Chicago (FCAC).

Registration begins at 8:00 a.m.; Seminar runs from 9:00 a.m. until 12:30 p.m. Lunch will be served from 12:30 - 1:00 p.m., followed by a final presentation with Q&A session.

To reserve your seat, please contact Laura Byrne at lbyrne@iiffc.org. The III-FFC is an approved Illinois MCLE provider, and this program entitles attorneys to earn 4 General MCLE credits.

**Illinois
Prevailing Wage Act**





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October 2017

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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: (630)472-9411, Fax: (630)472-9413,
or e-mail gary@cisco.org

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Education-to-Careers Director: Johnetta Ryan
Director of Communications & Public Affairs: Gary Karafiat
Office Manager: Julia Mulvey

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Survey

1) What, if any, information or sections would you like to see included in future newsletters?

2) What, if any, sections do you think should be removed from the newsletter?

3) What, if any, programs would you like to see CISCO offer to its members in the future?

We value your input! Respond by:

E-mail: gary@cisco.org

Fax: (630) 472-9413

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