



CISCO

Construction Industry Service Corporation

Scholarship Program

Project Labor Agreements

Annual Luncheon
III-FFC

\$3.5 Billion Solar Generation Plant

Mark Breslin: Perfect Storm & Alpha Dogs

Attorney General's Office

AFL-CIO

Illinois Supreme Court

\$400 Million Wrigley Field Renovation

Construction Challenge

Illinois Department of Labor

Responsible Bidder Ordinance

Legislative Committee

\$168 Million Construction Referendum

"Last Swing" Golf Outing

Economic Development

Governor Quinn

Contractors

\$31 Billion Capital Bill

Fair Contracting

Chicago Food Depository

Collectively Bargained Worker's Compensation "Pilot Program"

Centegra Health Systems

Choose DuPage

Northern Illinois Food Bank

Navistar

Freedom Plaza

Hands-On Expo

\$12 Billion Tollway Capital Plan

13,000 Construction-related Jobs

Argonne National Laboratory

Building Trades

Education to Careers

\$3.6 Billion Western Access to O'Hare

Worker's Compensation Bill

2011 Annual Report

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About The Cover

The basic building blocks of communication are words and pictures. In order to best depict the many dynamic achievements of 2011, we at CISCO, chose key words and pictures to illustrate the year's highlights on the front and back covers. These headlines and visuals, although significant, represent just part of the story. We hope you enjoy reading this Annual Report as its words and pictures help tell the entire story.

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. CISCO acts 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.



John Burns
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 2011, and over the past two years. In spite of the hardship that many in our industry are experiencing, and ominous economic forecasts; CISCO, its members, and its supporters continue to show the commitment and determination that has made being a part of the union construction industry so rewarding for me.

In the last two years, I have witnessed first-hand the importance of CISCO's mission and the value of its staff. I have seen hundreds of men and women attend workshops, conferences and other events to learn new methods to improve the way they deliver a quality product. I have also watched young high school students graciously accept scholarships with beaming smiles, thrilled that CISCO has helped them to attend college and pursue their dreams.

I have seen younger students who attend Hands-On Expos in order to learn the basics of swinging a hammer, handling a trowel or correctly bending a pipe, as they decide what career path they wish to enter. And, I have also learned how the many relationships that CISCO has developed over the years have resulted in the passage of legislation, or the approval of a major construction project or multi-year Capital Plan. This is what I will remember as I continue to support this organization – determination in the face of adversity.

It has been an honor serving as your President.



John Brining
Executive Director

This year's Annual Report depicts the year's achievements and activities in key words and photographs. As you will see and read, the accomplishments of 2011 were built around job creation and economic development.

Although the recovery was slower in 2011 than had been hoped for, and competition for projects remains aggressive, the landscape in 2012 appears brighter and strong signals of better days ahead are being received. Last year, CISCO used a collaborative approach to reach out to a variety of end users in order to support our primary mission of strengthening the unionized construction market in the Chicago area.

We worked with industrial companies, educational facilities, government bodies and on energy-related contracts to both add union construction jobs this year, or in the future. In addition, we continue to work with local governments on educating them on the benefits of responsible bidder ordinances, which in the end, helps to deliver quality construction products that are completed on-budget, on-time and built right the first time.

The key to our success is partnerships. We are blessed to have so many loyal members and supporters. As long as we remain strong in our commitment to the union construction industry, we will remain the safest, most skilled and productive workforce in the world.

2011 Board of Directors



John Burns
Laborers' DC-Chic. & Vic.
President



David Henderson
J.J. Henderson & Sons
Vice-President



Michael Wiedmaier
Hayes Industries
Secretary



John Zubricks
Sprinkler Fitters 281, U.A.
Treasurer



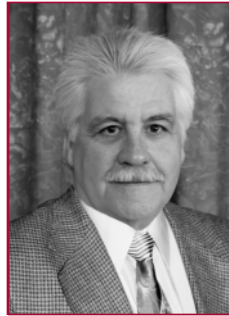
Joseph Benson
Central Blacktop
IRTBA



John Boske
Sheet Metal
Workers #265



Steven Cisco
IUOE #150



Jim Cronin, Jr.
Trinity Roofing
Chi. Roofing Cncl.



Dan Divane
Divane Bros. Elect.
ECA Chicago



Frank Furco
IBEW #701



Leon LaJeunesse
Custom Contracting
(BA)



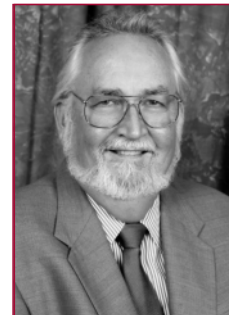
Frank Lollino
Holiday Const. Co.
UCA



Mark Maher
Chi. Reg. Council
of Carpenters



Rich Mathis
Roofers #11



James McGlynn
McWilliams Elect.
NECA-NEIL



Tom McTavish
IBEW #117



Gary Niederkorn
IBEW 134
LMCC Chicago



Joseph Pastorino
Chi. Reg. Council
of Carpenters



Richard Porter
G. Porter & Co.
MCAGC



Michael Prate
Prate Installations
RCEC

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 # 63
Associated Steel Erectors
Association of Glazing Contractors
Boilermakers # 1
Bricklayers & Allied Craftsman
District Council
Builders' Association
Cement Masons # 502
Cement Masons # 803
Ceramic Tile and Terrazzo # 67
Chicago Reg. Council of Carpenters
Chicago Outerbelt Contractors
Association
Chicago Painting & Decorating
Contractors Industry Advancement &
Promotional Fund
Chicagoland 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 # 117, # 134,
150, # 461, & # 701
Finishing Contractors Association
of Chicago
Glaziers Union # 27
Illinois Regional Insulation
Contractors Association
Illinois Road & Transportation
Builders Association
Ironworkers # 1
Insulators # 17
Lake County Contractors Association
LMCC (IBEW # 117, # 150, # 461, &
NECA-NEIL)
LMCC of Chicago (IBEW 134 and
ECA)
NECA-IBEW # 701 LMCC
Machinery, Movers & Riggers # 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 # 11
Operating Engineers #150
Painters District Council # 30
Plasterers # 5
Plumbers & Pipefitters # 501
Plumbing Contractors Association of
Chicago & Cook County
Plumbing & Mechanical Contractors
Authority of Northern Illinois
Professional Flooring Installers
Association
Residential Construction
Employers Council
Roofers Waterproofers & Allied
Craftworkers # 11
Sheet Metal Workers # 73
Sheet Metal Workers # 265
SMACNA Chicago
Sprinkler Fitters # 281
Teamsters Joint Council No. 25
Underground Contractors Association

Associate Members

Aflac
AFL-CIO Building Investment Trust
Amalgamated Bank of Chicago
ASB Capital Management
Benefits Management Group
Blue Cross Blue Shield of Illinois
Brandywine Global Investment Mgmt.
Central DuPage Hospital
Chicago & Cook County Building
& Construction Trades Council
Chicagoland Construction
Safety Council
CIGNA HealthCare
Consumer Health Services
Culloton Strategies, LLC
Delta Dental
DuPage County Building &
Construction Trades Council
Fifth Third Asset Management

First Midwest Bank
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.
Invesco
Kovitz Investment Group
Lake County Building &
Construction Trades Council
M & I Trust Services
Martin Salvino State Farm Agency
MB2 Advertising
Megent, Inc.
Middle States Electrical Contractors
Association
Midland States Bank

Midwest Medix Surgery Center
Missouri Valley Partners
Multi-Employer Property Trust
Navistar
Pre-Paid Legal Services, Inc.
Principal Financial Group
Putnam Investments
Russell Investments
Sav-RX Pharmacy Benefit Mgmt.
ScreenSafe
Secure Services, Corp.
Segall Bryant & Hamill Investment
Counsel
Ullico, Inc.
UMB Asset Management
Unimar Public Relations
Union Plus Mortgage

2011 News & Notes



January:

☪ Jim Underwood, now Executive Director of Construction of the Illinois Capital Development Board, delivered the keynote address at CISCO's Annual Meeting. CISCO presented its Project of the Year Construction Awards, and recognized Linda Hannah of New Skill Builders as Educator of the Year; Ron Ward of the Department of Labor as Labor Conciliator of the Year; and the City of Des Plaines as the Public Body of the Year - with Mayor Marty Moylan accepting on behalf of his city.

☪ An Appellate Court ruling against the \$31 million Capital Bill and its omnibus funding method put the state's capital improvement plan in jeopardy.

☪ CISCO and the Chicago Regional Council of Carpenters teamed up to host the Construction Challenge for students to acquire hands-on experience in the construction trades.

☪ CISCO, the Indiana, Illinois and Iowa Foundation for Fair Contracting (III-FFC), and the DuPage County Building Trades combined efforts to pitch a Responsible Bidder Ordinance to DuPage County and present to the Finance Committee.

February:

☪ The Illinois Supreme Court granted a stay of the Appellate Court's ruling regarding the constitutionality of the Capital Bill's funding streams, and eventually overturned the ruling in July.

☪ John Brining was invited to present at the annual Iron Workers Regional Conference - IMPACT - in Orlando, Florida.

☪ John Brining met with the Mayors of Yorkville and Oswego regarding a \$3.5 billion solar generation plant being proposed in Kendall County. The multi-year project would create thousands of construction jobs and other economic development related to the project. A coalition of the Fox Valley Building Trades, local Chambers of Commerce, and legislative and business leaders is recommended.

☪ Navistar announced that work on its Lisle campus is about to commence as General Contractor Duke Realty begins to let out contracts. John Brining is asked to serve as an ombudsman for the procurement process.



☪ Johnetta Ryan and Julia Mulvey hosted the Hands-On Expo for DuPage County as more than 300 students take part in the two-day event held at the Chicagoland Laborers' Training and Apprenticeship Center in Carol Stream. CISCO teamed with the College of DuPage's Office of High School Partnerships to offer 11 different trade stations.

March:

☪ The first meetings are held with upper management of Centegra Health Systems in Huntley regarding its plan to construct a \$233 million hospital that would generate 800 construction jobs and add another \$152 million in economic development to the McHenry County region. Centegra's CEO assures CISCO that the project would be constructed using union labor and under a project labor agreement.

☪ CISCO and the DuPage County Building Trades (DCBT) met with the College of DuPage President and facilities managers to present a model project labor agreement for consideration. Voters passed a \$168 million construction referendum for the college to renovate existing buildings and expand its Homeland Security Education Center. The critical support of the measure from CISCO, the Illinois AFL-CIO and DCBT made the difference.

April:

☪ CISCO's Annual Luncheon is highlighted by Keynote Speaker Michael T. Carrigan, President of the Illinois AFL-CIO. Carrigan began by saying "If



asked to create a board position for CISCO so that Labor had a place at the table of the economic development engine for DuPage County.

CISCO's track record was important to the decision as its support for the Navistar, COD and County Capital Construction projects, were crucial to Choose DuPage. Future projects such as Western Access to O'Hare and projects at Fermi and Argonne National Laboratories will keep Labor engaged where critical construction jobs are at stake.

☪ A Worker's Compensation Reform Bill was passed and signed into law. The most significant change to the Act is a new section which addresses a



you want to see a real professional labor-management group in action, you need to come and visit CISCO. They have set the bar extremely high." In addition, CISCO announced its annual scholarship winners to four high school students entering college. Each received \$2,000 per year, renewable for all four years.

☪ CISCO participated in its first March of Dimes, March for Babies fundraiser, as Team CISCO helped to raise \$2,180.

☪ Navistar selected Graycor Construction as the General Contractor for its Melrose Park facility upgrade. Navistar committed to using only union construction through workers of the Chicago & Cook County Building Trades.

May:

☪ President of Choose DuPage Greg Bedalov



collectively bargained worker's compensation "pilot program." Under the new law, the Director of Labor shall designate two labor organizations to participate in the pilot program, and work is underway to expand the number of local union participants.

(continued on page 8)

2011 News & Notes

June:

☪ CISCO welcomes four dynamic new companies as associate members: Culloton Strategies, LLC; Delta Dental of Illinois; Kovitz Investment Group and Navistar.



☪ CISCO began working with Unimar Public Relations on an update to its web site. The plan was 1) build a more modern look and feel, 2) improve interactive features, 3) create a new .NET platform for ease of web management, 4) add social media links, 5) develop e-mail marketing, and 6) add data tracking and analytics for an August launch.

July:

☪ John Brining attended a meeting with Governor Quinn regarding the \$3.6 billion Western Access to O'Hare Airport. The bypass will connect with I-90 to the north near Des Plaines and the Tri-State to the south in Franklin Park. The road will also link with the eastern segment of the Elgin-O'Hare, which terminates in Itasca now, and would be located along Thorndale Avenue.



State officials estimate the project could create as many as 21,000 short-term jobs and 60,000 long-term jobs, based on economic development in the form of industry, hotels and retail that would form along the western half of the airport.

August:

☪ Johnetta Ryan, Gary Karafiat and John Brining spoke in support of the Tollway's \$12 billion Capital Plan at Public Hearings in Chicago Ridge, Geneva, Wheaton, Schaumburg and Buffalo Grove. Later in the month, the Tollway Directors voted to approve the 15-year plan that will create more than 120,000 permanent jobs and add \$21 billion to the economy. For every \$1 billion of annual construction, more than 13,000 construction-related jobs will be created.



September:

☪ Leon LaJeunesse, founder and President of Lake Zurich-based Custom Contracting, Ltd., joined CISCO's Board of Directors. He began his career as a millwork apprentice and after years of increasingly responsible positions, founded Custom Contracting, Ltd., in 1987. He is the President and COO and manages all key personnel and core operations.

☪ CISCO worked with Argonne National Laboratory (ANL) and its procurement team to host an informational meeting for approximately 75 union contractors and members of building trades organizations regarding opportunities to bid and perform work at ANL. The workshop allowed the participants to ask many questions about the procurement process and ANL requirements.

☪ Labor and management came together for a double-header presentation led by Mark Breslin. Nearly 20 distinct organizations comprised of labor unions and signatory trade associations served as sponsors of this unique event. Planned by the staffs of CISCO, PAMCANI and FCAC (Finishing Contractors Association of Chicago), the net proceeds of \$5,000 are being donated to the Aurora Interfaith Food Pantry, Chicago Food Depository and the Northern Illinois Food Bank. The two sessions - "The Perfect Storm" and "Alpha Dogs" - were well received. The Perfect Storm was aimed primarily at union leaders and business owners in the construction trades, while Alpha Dogs focused on management, mentoring and motivation - ingredients needed to form competent and visionary leaders.



October:

☪ CISCO held workshops for the Lake County, McHenry County, DuPage County and Fox Valley Building Trades to discuss changes to the Prevailing Wage and Freedom of Information Acts, as well as to layout the benefits of Responsible Bidder Ordinances. The seminars were well attended and CISCO will continue to provide these important educational opportunities. (See page 13.)

November:

☪ Gary Karafiat and John Brining spoke in support of the \$60 million Freedom Plaza (Embassy Suites & Alzheimer's Care facility) project in Naperville. The first-class hospitality facility would provide a \$154 million economic impact for the region. In Naperville, the project would mean 1000 jobs and nearly \$1 million in tax revenue.

December:

☪ CISCO continues to work with the Chicago Cubs and the Chicago & Cook County Building Trades on a \$400 million Wrigley Field renovation plan. Ricketts had asked CISCO, labor leaders and neighborhood groups for their support.

☪ CISCO joined forces with the Chicago Public Schools to offer a Hands-On Expo for 240 students as 12 different trades were on hand at the Regional Council of Carpenter's Training Center. This was CISCO's 10th year of sponsoring this two-day event.



☪ This year's "Last Swing" Golf Outing at Bloomingdale Golf Club had special significance as CISCO put the word out that the proceeds of the 2011 event were going to help fellow union families who are need in of assistance. The Chicago Food Depository and the Northern Illinois Food bank were designated to receive the funds that remained after financial obligations were met. And boy, did CISCO members and supporters step up! Nearly \$3,000 will be split evenly to the two charities as golfers and sponsors contributed in near-record numbers. The course was sold out, and the weather was again perfect for a third consecutive year. In addition, the luncheon was highlighted by some lucky raffle prize winners.

Education-to-Careers



Johnetta Ryan
*Education-to-Careers
Director*

CISCO established the Education-to-Careers program in 1998 with the primary mission of promoting careers in the union construction apprentice programs through a variety of initiatives.

Johnetta Ryan, the program's Director, delivers a comprehensive speaking and multimedia presentation that outlines the basics of the programs and spells out the requirements to enter each trade. Ryan gives this presentation at schools, community groups, faith-based organizations, and many others. Ryan also participates in career fairs at area high schools and community colleges. A list of the groups she visited in 2011 can be found on the opposite page. CISCO also publishes "Build Your Future," a guide to apprenticeships in our six-county service area.

Students have historically been a challenging segment of the population to draw toward the union building trades. In addition to the informational program that Ryan presents, CISCO also partners with building trades, employer groups, and educators to coordinate multiple yearly Hands-on-Construction fairs where students and teachers learn about trades from the tradespeople themselves and have a chance to use tools and find out what they can expect from a career in union construction.

Students have historically been a challenging segment of the population



In 2011, CISCO started a new initiative aimed at visiting more junior high school age students. This idea was a logical change for CISCO to undertake, because today's students need to be exposed to the idea of a career in the trades at an earlier age. The hope is that when junior high school age students begin graduating from high school in 5 to 6 years, apprenticeship programs will be accepting applications near the same volume

that they were prior to the downturn in the economy. A more practical reason for the strategy is that it allows junior high students to learn which classes they need to take in high school in order to be prepared for a career in the trades. In addition, the program lets the students know at an earlier age that there are options available to them in areas other than college.



The first phase of this new initiative involved mailing letters to every junior high school counselor within the City of Chicago Public School System. Future efforts will involve contacting schools within the suburban counties of CISCO's service area.

Schools Visited

Addison Trail High School
Alderman Lona Lane Career Fair
ALOP DuPage Alternative School
Bremen High School
Carl Sandburg High School
Chicago Vocational High School
College of DuPage
Corliss High School
Country Club Hills High School
CSI Now
Curie High School
Dawson Technical
DuBois Elementary School
DuPage Technical Center
East Leyden High School
Eisenhower High School
Elk Grove Village High School
Evergreen Park High School
Harper High School
Hillcrest High School
Illinois Institute of Technology
Jefferson Alternative High School
Jobs For Youth
Kelly High School
LADSE Career Night
Mac Arthur Middle School
Manley High School
Mannheim Middle School
Morton Freshman Center
Niles Alternative High School
Oak Lawn High School
Peace & Education 2nd Chance High School
Peace & Education High School
Plano High School
Pope Elementary School
Prospect High School
Prosser High School
Richards High School
Ridgewood High School
Sawyer Middle School
Shepard High School

Schools Visited

Simeon High School
South Suburban College
Tinley Park High School
Williams Prep Elementary School

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Hands-On-Construction Expos Held

Chicago Public Schools
DuPage County

.....

Organizations Visited

Apprenticeship Information Committee
Chicago Public Schools
Cook County Sheriff's Boot Camp
DuPage Department of Probation
Evanston Youth Job Center
Federal Prison
Illinois Department of Employment Security
Illinois Department of Transportation
Lake County Youth Build
New Skill Builders
Project Pride

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Meetings Attended

Chicago Community Action Board Meeting
DuPage Regional Office of Education
Illinois ETC
Illinois State Apprentice Conference Committee
Illinois State Toll Highway Authority Public Hearing
Italian American Labor Council

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Legislative Committee

CISCO's Legislative Committee spun off from the Fair Contracting Committee in 2005 as a means to keep representatives of labor and management involved in the legislative process and aware of current and pending legislation affecting the union construction industry.

Legislative tug and pull in Springfield concerning the budget, the uncertainty of the Capital Bill, worker's compensation reform, and the continued debate over gaming expansion were the top stories of 2011. In the end, both sides of the aisle came to a budget agreement thus avoiding the cancellation of many roadway construction projects. In another close call, the \$31 billion Capital Bill, signed in 2009, was nearly derailed by a lawsuit contending that the Bill had violated the "single-subject" rule. But, in July, the Illinois Supreme Court overturned an appellate court decision, and ruled that the bill was constitutionally sound. Both the budget and the Capital Bill have major implications on construction work and jobs, and the results were favorable to our industry.



A Worker's Compensation Reform Bill was passed and signed into law. The most significant change to the Act is a new section which addresses a collective bargaining "pilot program" that applies to businesses involved in construction. Under the new law, the Director of Labor shall designate two labor organizations to participate in the pilot program, and work is underway to expand the number of local union participants.



Gaming Expansion is still a hot topic as Governor Quinn's objection to including slot machines at Illinois racetracks has the bill in limbo. At least \$500 million of construction work covered under project labor agreements to build these new facilities at racetracks is in jeopardy.

Many other legislative issues were discussed (see box) throughout the year that will have an impact on the union construction industry.

CISCO's primary role in the Legislative Committee is to facilitate the meetings and encourage open discussion on all issues brought to the table. As an organization, CISCO does not take an official stance until it reaches a consensus agreement among its Board of Directors.

Legislation Discussed in 2011:

- Capital Spending Bill
- Workers' Compensation Reform
- Gaming Expansion Bill
- Mechanics Lien Act
- Public Utilities Act
- Clean Construction Demolition Debris
 - Project Labor Agreements
- Responsible Bidder - Procurement Code
 - Com Ed Power Grid Bill
 - Fisk & Crawford Power Plants

Fair Contracting Outreach

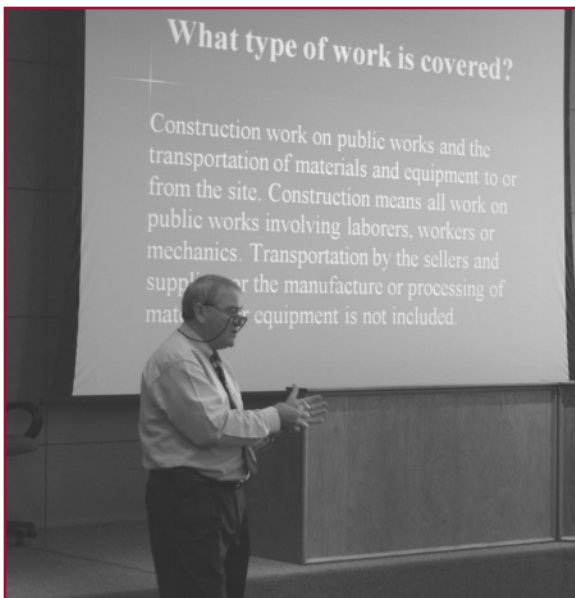
CISCO's involvement in Fair Contracting has evolved over the years, and for the past three years, CISCO's partnership with the Attorney General's Office, the Illinois Department of Labor and the Indiana, Illinois and Iowa Foundation for Fair Contracting has benefitted many of our members, contractors, building tradesmen and public body employees. CISCO held workshops in October for the Lake County, McHenry County, DuPage County and Fox Valley Building Trades to discuss changes to the Prevailing Wage and Freedom of Information Acts, as well as to layout the benefits of Responsible Bidder Ordinances. The seminars were well attended and CISCO will continue to provide these important educational opportunities.



With respect to Responsible Bidder Ordinances (RBO), CISCO continued to work to educate public bodies such as DuPage County, the City of Naperville, the City of Des Plaines and the DuPage County Forest Preserve District on the benefits of this ordinance. With cities such as Aurora, Bolingbrook, Elgin and Romeoville having recently passed an RBO, the success stories are piling up as more than 125 public bodies have adopted such an ordinance. At the time

of printing this publication, CISCO learned that the City of Des Plaines recently adopted a Responsible Bidder Ordinance. We are proud to have played a role in the decision and thank Mayor Marty Moylan for his support.

CISCO also worked with Argonne National Laboratory (ANL) and its procurement team to host an informational meeting for approximately 75 union contractors and members of building trades organizations regarding opportunities to bid and perform work at ANL. The workshop allowed the participants to ask many questions about the procurement process and ANL requirements.



CISCO remains actively involved in the Illinois Prevailing Wage Council as Executive Director John Brining serves as an officer on its Board of Directors. The Council is a voluntary member organization dedicated to preserving and strengthening the laws that protect men and women who work in the building and construction trades industry. CISCO continues to monitor Prevailing Wage law changes, and in 2011, Governor Quinn signed House Bill 3237 which changes the penalty for violating the Act to a Class A misdemeanor (carrying a maximum one year prison sentence), and requires the Department of Labor to debar (prohibit working with the State) violators for 4 years.

"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.

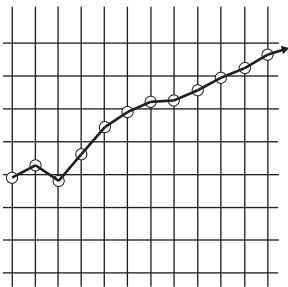


CISO Communicator

CISO's official member publication. This quarterly newsletter contains news about CISO's activities, political updates, and information about the union construction industry.

www.cisco.org

Visit CISO on the web for updated information on CISO's activities, events, and products.



Chicagoland Wage & Benefit Rate Guide

Updated as contracts change, this listing of all the wage and benefit information from all the trade unions in Northeastern Illinois can also be accessed on our web site at www.cisco.org.

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.

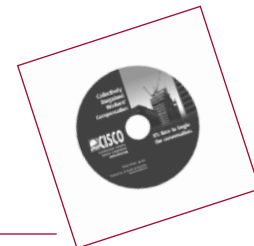


CISO Notepads, Bumper Stickers, and Pens

Help promote the union construction industry by using these products. Call for your free supply today!

Construction Video Library

CISO has construction-related videos and DVDs for students, counselors and industry professionals that provide information about career opportunities, legislative issues and more.



QR Code

CISO has adopted this marketing tool, as you can scan this code with your smartphone reader for instant access to the CISO web site.

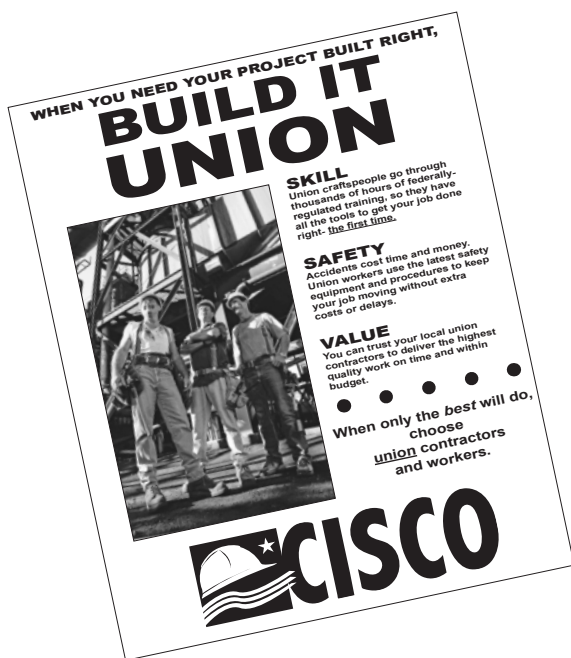
In 2003, CISCO created a marketing campaign called Built Right to counter the misinformation being disseminated about union construction workers and contractors, and it continues to be an effective tool.

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 architects, engineers, developers, and space planners. Research has shown that these professions would receive the most benefit through increased awareness of what union labor brings to the table.

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.



BUILT RIGHT



Scan this QR code with your smartphone reader for instant access to the CISO web site to obtain additional information about CISO programs and events.



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