



CISCO

Construction Industry Service Corporation



Strengthening Our Foundation...

2021 Annual Report

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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 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.

About The Cover

"Strengthening Our Foundation" is a phrase that CISCO has used numerous times during the organization's inception, and that slogan appears on many of the organization's early marketing campaigns, promotional giveaways, notepads and letterhead.

The phrase is, of course, a clever play on words for any construction-related organization. The foundation is the part of the building that sets the table for the rest of the structure. Without a strong foundation, the long-term survival of the building is in doubt.

Strengthening CISCO's Foundation was, by all accounts, the key to CISCO's long-term survival, and through its 34-year history, CISCO has created dynamic programs, fostered several strong relationships; and has kept itself relevant during recent ever-changing and challenging times. CISCO has had a profound impact on the union construction industry and will continue to help it adjust and adapt in the future.

CISCO Staff

Executive Director

Dan Allen

Director, Education-to-Careers

Jamillah Muhammad

Director, Communications & Public Affairs

Gary Karafiat

Office Manager

Julia Mulvey



David Henderson
Board President

As I conclude my third stint as Board President (over the past 25 years), I have to agree with the staff's use of the slogan "Strengthening Our Foundation" as the theme of the 2021 Annual Report for two specific reasons.

1) The passage of a national infrastructure plan and other initiatives will create jobs, not only in our industry, but across many other businesses as the country begins to bounce back and strengthen its foundation.

2) The "foundation" that CISCO is referring to are its efforts to attract and retain diverse teams of women and men into the union building trades. These efforts give union contractors, like myself, the ability to employ the highest skilled workforce in the country.

In turn, that enables union contractors to bid and build some of the finest projects on-time and on-budget, and in particular, built right the first time!

That is what labor-management looks like, and CISCO has been a key player by strengthening the foundation of not only its own organization, but also in helping sustain the strengths of the union construction industry.

Our industry's resiliency has been on display the last two years during this era of the pandemic, and I couldn't be prouder of our industry's response.

As I pass the baton to a new President, I want to thank my fellow board members and the staff at CISCO for everything they do. I especially want to thank our members and partners for their continued support, especially over the last year, as we strive to keep labor and management working in unison.



Dan Allen
Executive Director

The foundation. In our industry, the foundation represents the cornerstone, the core, the heart and the essence of a construction project.

The foundation that CISCO has strengthened over its 34-year history has enabled it to be flexible and pivot during challenging times.

During the early years of CISCO's existence, the organization was one of the first to embrace a drug-free workplace, and it advocated for state-of-the-art safety protocols and equipment.

In addition, it stood with training centers that went above and beyond in instructing the latest construction methods, applying hi-rise codes, and mission-critical fire protection and electrical components that made our communities safer.

Adapting to renewable energy sources of solar and wind, and the conservation of precious resources such as water and construction materials has kept our industry at the front of sustainability.

Finally, as some industries were forced to halt or curtail some of their basic services, the "essential" union contractors and union trades collaborated, forged ahead, adjusted to the pandemic, and continued to deliver a top-notch product in the form of infrastructure, schools, residences and buildings that made our communities stronger.

Finally, I never get tired of thanking our Board, the staff and the members of this great organization. It is because of all of these dedicated and talented people that CISCO continues to represent the joint commitment you can expect of union contractors and the skilled union workforce.

2021 Board of Directors



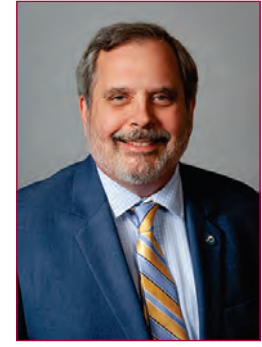
David Henderson
J.J. Henderson & Son - GLCA
President



Maurice King
IBEW #134
Vice-President



Frank Furco
IBEW #701
Treasurer



S.J. Peters
PCA of Greater Chicago
Secretary



Tom Collins
Sprinkler Fitters
#281



Tom Cuculich
Chicagoland AGC



John Daniel
SMART #265



Tom Doherty, Sr.
Doherty Constr.
Chicagoland AGC



Melanie Izral
Ray Edwards Con-
tractors, Inc. - UCA



Michael Kresge
IUOE #150



Frank A. Lizzadro
Meade



Charles LoVerde
Laborers' District
Council



James McGlynn
McWilliams Elect.
NECA-NEIL



Gary Menzel
Roofers & Water-
proofers #11



Gary Misicka
Lyons Elect. Co.
ECA



Kevin O'Gorman
Mid-America Carpen-
ters Regional Council



George Patterson
Bennett & Brosseau
(CRCA)



Joel Pyle II
NEIL LMCC



Dwayne Stewart
BAC ADC #1



Vince Sticca
Mid-America Carpenters
Regional Council

Penny-Per-Hour Contributors

Bricklayers & Allied Craftworkers District Council
Local 1
Cement Masons # 502
Chicagoland Associated General Contractors
Chicagoland Roofing Council
Concrete Contractors Assoc. of Greater Chicago
Construction & General Laborers' District Council
of Chicago & Vicinity
Great Lakes Construction Association
Illinois Road & Transportation Builders Association

LMCC (IBEW # 117, # 150, # 461, & NECA-NEIL)
LMCC of Chicago (IBEW 134 and ECA)
Mason Contractors Association of Greater Chicago
Mid-America Carpenters Regional Council
NECA-IBEW # 701 LMCC
Operating Engineers # 150
Professional Flooring Installers Association
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 Craftsman
District Council Local 1
Cement Masons Local 502
Cement Masons Local 502-B
Chicagoland AGC
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 Local 117, 134,
150, 461, & 701
Finishing Contractors Association
of Chicago

Finishing Contractors Association of
Illinois
Glaziers Union Local 27
Great Lakes Construction Assoc.
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
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

Mid-America Carpenters Regional
Council
National Electrical Contractors Assoc
Northeastern IL Chapter
Northeastern Illinois Sheet Metal
Contractors Association
Operating Engineers Local 150
Painters District Council Local 30
PCA of Greater Chicago
PowerForward DuPage
Residential Construction
Employers Council
Roofers & Waterproofers 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
Amalgamated Bank of Chicago
Blue Cross Blue Shield of Illinois
Chicago Area Painting & Decorating
JATC
Chicago & Cook County Building
& Construction Trades Council
Chicagoland Construction
Safety Council
Delta Dental
DuPage County Building &
Construction Trades Council
Education Design Development &
Research Corporation
Eye Boutique

Fox Valley Building Trades Council
Fox Valley Construction Industry
Advancement Program
Great Lakes Advisors
Hunt Insurance Group
IBEW Local 9
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
Megent Financial
Middle States Electrical Contractors
Association
Midland States Bank
Multi-Employer Property Trust
PowerForward DuPage
Sav-RX Pharmacy Benefit Mgmt.
ScreenSafe
Sterling Bay
UIG Union Insurance Group
Ullico, Inc.

Community Partners

Boy Scouts of America
Christmas Without Cancer

Exploring Real World Career
Experiences
Gateway to Learning

St. Paul Community Development
Ministries, Inc.

2021 CISCO Events

In many ways 2021 was eerily similar to 2020 with the pandemic events were mixed with the lows of temporary shutdowns and a return CISCO held its Annual Meeting and Annual Luncheon as a combined Mayor Lori Lightfoot was joined by special guest U.S. Senator Dick with partner Chicago Transit Authority coordinated four additional



Pipefitters Local 597 apprentices work at stations at the Mokena Training Center featured on “Construction Talks”.



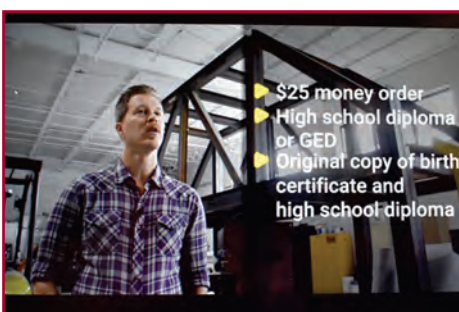
Operating Engineers 150 Apprenticeship Coordinator George Antos provides the details of its apprenticeship program.



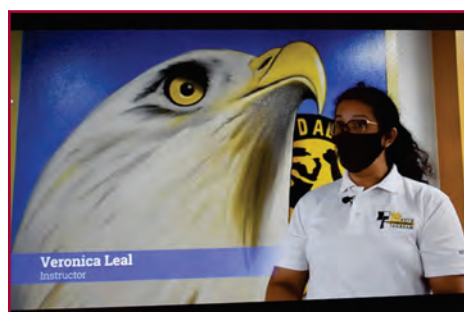
Apprentices train at the Operating Engineers Local 150 Training Center in Wilmington.



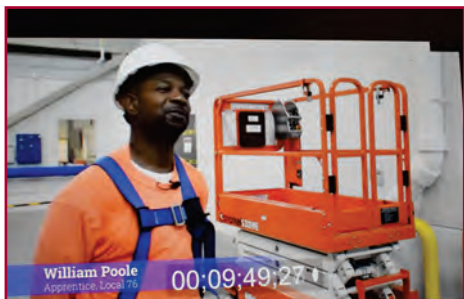
An apprentice works on a switchboard as part of his training for the Pipefitters Local 597.



Dan Penski Jr., Training Director for the Painters Dist. Council #14 explains application requirements.



Painters DC #14 Instructor Veronica Leal talks on camera for the “Construction Talks” series.



Laborers' apprentice William Poole talks about his experience learning the trade.



Laborers' Apprenticeship Director John Retondo talks about the skilled training apprentices receive.



Residents learn how to lay brick at a one-day Hands-On Expo held at Kennedy-King College in September.

causing a roller coaster impact on events as the highs of in-person to virtual meetings. During one of the more uplifting moments, event in mid-July that saw about 450 attendees as Keynote Speaker Durbin. In addition, our highly successful “Construction Talks” virtual tours of Apprenticeship Training Centers. See photos below.



From left: Dan Allen, Senator Dick Durbin, Mayor Lori Lightfoot and IBEW 134 Business Manager Don Finn.



Mayor Lightfoot delivers her keynote address at CISCO's hybrid Luncheon.



State Rep Marcus Evans brought his son to accept the Labor Advocate of the Year Award.



Board President Dave Henderson joins the University of Chicago team - winners of a Project of the Year category.



Chicago Bears Hall of Famer Mike Singletary draws a crowd for a photo.



U.S. Senator Dick Durbin speaks to the audience of 450 guests.



CISCO Board Member Chuck LoVerde poses with Mayor Lightfoot and Lori Healey.



Carpenters Pat Noonan is flanked by Gateway to Learning's Kathryn Lavin and Taylor Kelly-Whiting.



Scholarship winner Isabelle Schroedle receives her award at the Luncheon.

2021 Industry News

As has been the case, there has been no shortage of industry news. Act, to the Obama Presidential Center groundbreaking, it was a banner 100th anniversary, and the Operating Engineers Local 150 raised its Careers Director Johnetta Ryan retired leading to the announcement



Groundbreaking for the Obama Presidential Center occurred in the fall. Here, the former President and First Lady get help from Governor J.B. Pritzker and Chicago Mayor Lori Lightfoot to cap off the ceremony.



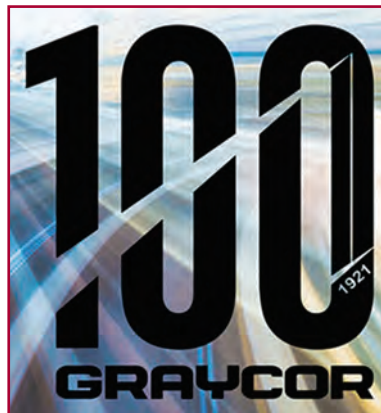
IBEW Local 701 opened the second of what is now seven Wellness Centers, exclusive to the members of IBEW Local 701, SMART Local 265, Plumbers Local 130, Iron Workers Local 63, Riggers Local 136, Cement Masons Local 502 and Electricians Local 176.



Passage of the \$1.2 trillion infrastructure bill by the U.S. Congress was one of the year's highlights as the bill funds building or rebuilding of roads, bridges, public transit, ports, freight rail, airports and broadband expansion.



The first community-owned grocery store - Prairie Food CO-op - is under construction in DuPage County (Lombard). The Laborers' Local 68 contributed a whopping \$125,000 investment bringing the total amount raised to nearly \$3 million of the \$4.4 million goal.



General Contractor Graycor celebrated 100 years of construction, maintenance and facilities services throughout U.S. and North America.



Late in 2021, Mount Prospect approved a plan to build three data centers on former United Airlines property. The project promises to bring many jobs, creating 1,000 construction jobs each year over the next six years and 450 full-time jobs for engineers, security and maintenance personnel.

From the long-awaited \$1.2 trillion Infrastructure Investment & Jobs year. Speaking of banners, General Contractor Graycor celebrated its 125-year flag. And let's not forget the big change at CISCO as 20-year of our new ETC Director Jamillah Muhammad. See photos below.



The O'Hare 21 Modernization Plan is a \$8.5 billion program critical to the long-term viability of the airport. CISCO is involved in helping to build a sustainable, diverse workforce pipeline for contracting opportunities and tens of thousands of jobs.



The Mid-America Carpenters Regional Council, as they are now called, became one of the largest regional labor unions in the country in which a restructuring arrangement added 20,000 members from the St. Louis-Kansas City jurisdiction.



Three new Board Members were added to CISCO's Board of Directors: From left: Dwayne Stewart, Business Representative with the Bricklayers Dist. Council 1; Mike Kresge, Recording Corresponding Secretary of Local 150; and Joel Pyle II, Business Manager/Financial Secretary of IBEW Local 461.



Developer Sterling Bay broke ground on a Life Sciences Center, a 320,000 sf building on the 55-acre Lincoln Yards mega-development. The building will be dedicated to Chicago's biotechnology needs.



The Operating Engineers Local 150 celebrated its 125th anniversary in December, 2021.



Artist's rendering of all three Wolf Point Towers when completed in 2023. In 2021, it was announced the final building (Wolf Point South) was halfway complete.

Education-to-Careers



Jamillah Muhammad
Education-to-Careers
Director

upcoming events and other Education-to-Careers news.

One of the biggest changes that happened during 2021 to the CISCO organization was the introduction of Jamillah Muhammad as the new Education-to-Careers Director, replacing Johnetta Ryan, who had retired after 20 years leading the program.

Jamillah, with big shoes to fill, stepped in without missing a beat and in November helped spur a new communication effort called “CISCO In The Loop” - a method to keep students informed of upcoming events.

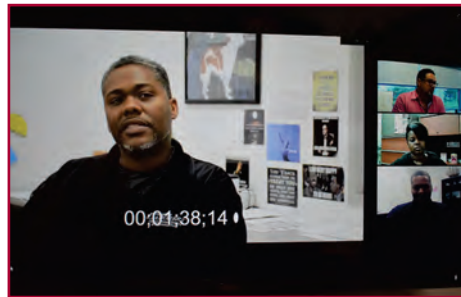
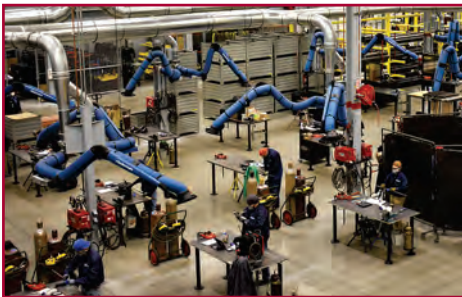
The new website platform is a way for the Education-to-Careers audiences to access information about upcoming resource fairs, apprenticeship opportunities and view virtual tours of several of the building trades’ apprenticeship programs and training centers. These videos highlight interviews with current apprentices, instructors and apprenticeship directors/coordinators.

In addition, a QR code (see at right) has been created that will link the user directly to the platform’s main website page that features a subscription sign-in option enabling interested students and young adults to receive email notices about



The successful series of webinars called “Construction Talks” continued in 2021 and highlighted the following building trades: 1) Pipefitters Local 597 in February; 2) Operating Engineers Local 150 in late April; 3) The Laborers’ District Council/LiUNA in late June; and 4) Painters District Council #14 in October.

Filming (courtesy of CISCO’s partner - the Chicago Transit Authority) included interviews with Apprenticeship Directors, coordinators and instructors as they “walked” viewers through their facilities. In some cases, the camera crew and host of the show were able to film interviews with apprentices who were in training sessions or classroom activities. (See photos below)



← “Construction Talks” highlights (clockwise from bottom left): Operating Engineers Local 150; Pipefitters Local 597; Laborers’ District Council/LiUNA; and Painters District Council 14.

7th Annual CISCO/St. Paul Expo: (at right) Bricklayer apprentices show a guest how to lay brick.



Schools Visited

Amundsen HS
Andrew HS
Argo HS
Bogan HS
Bolingbrook HS
Chicago Academy
East Aurora HS
East Leyden HS
George Washington HS
Lincoln Park HS
Maine West HS
Prairie Ridge HS
Ridgewood HS
Simeon HS
Solorio HS
South Suburban College
St. Rita HS
Taft HS
Thornton Fractional South HS
Uplift Community HS
West Leyden HS
Willowbrook HS

Meetings Attended

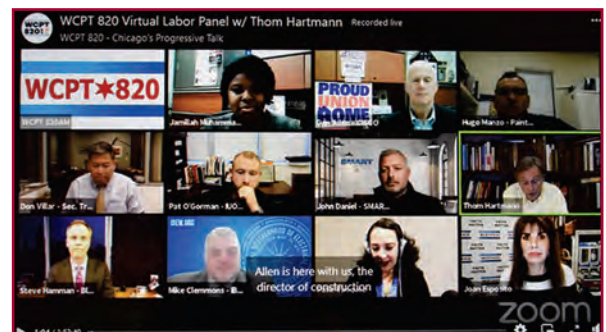
Apprenticeship Information Committee
Black Contractor Owners & Executives
Bridge to Pathways
Chicago Public Schools
Chicago Transit Authority
Chicago Women in Trades
Hire 360
Home Builders Institute
Illinois State Apprenticeship Conference
Moraine Area Career Systems
PCA of Greater Chicago
Polished Pebbles
Resilient - Project Upstart
Trinal C.R.E.A.T.E.
Walsh-Fluor Design/DBE & Workforce
Youth Conservation Corps



Students at the Fox Valley Building Trades Apprenticeship Expo stop at the IBEW Local 461 table for information about its program.

Resource Fairs/Career Expos

ACE Tech Resource Fair
Chicago Transit Authority - RPM Event
Chicago Women in Trades Hands On Trade Show
CICS Northtown Academy Career Fair
Congressman Brad Schneider/State Rep.
Daley AJC Career Fair
Rita Mayfield - Career Expo
Fox Valley Building Trades Apprenticeship Expo
Greater Walter's AME Zion Church Job Fair
Haugan Elementary Career Week
Illinois State Apprenticeship Conference Convention
Kennedy-King College Career Fair
Orland Township Secretary of State Job Fair
Rep. Lashawn Ford Career Fair
St. Paul Hands-On Expo
State Senator Curran Rep. Durkin Employment Fair
State Senators Hastings & Joyce Outreach
Tech Center of DuPage Career Day
WCPT-820 AM Labor Panel



CISCO Executive Director Dan Allen and ETC Director Jamillah Muhammad were part of the labor panel discussion on WCPT-820AM radio.

2021 Pride in Construction Awards

CISCO's unique Pride in Construction Awards highlight the positive industry impacts and accomplishments of individuals, a public body and construction projects. Completing its 16th year, construction awards were recognized in six different categories. Nominations for individual award consideration were gathered in November, finalists were chosen and winners notified soon thereafter. The 2021 winners are:

INDIVIDUAL AWARDS

- Educator of the Year - Mr. John Daniels/Mr. Eric Malone, Teachers, Stagg High School.
- Labor Advocate of the Year - Susana Mendoza, Illinois State Comptroller.
- Public Body of the Year - DuPage County.

CONSTRUCTION AWARDS

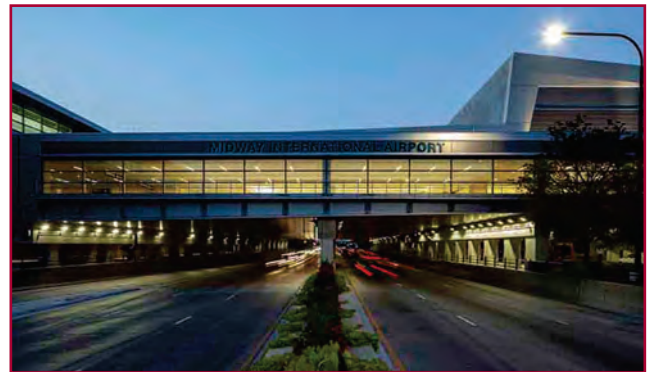
- 1) New Construction/Chicago (above \$20 m) – Midway Security Checkpoint Expansion - F.H. Paschen.
- 2) New Construction/Suburbs (above \$20 m) – The Forester Hotel, William A. Randolph.
- 3) New Construction Chicago or Suburbs (below \$20 m) – Kane County Multi-Use Facility, R.C. Wegman.
- 4) Infrastructure – I-294 Mile Long Bridge, F.H. Paschen.
- 5) Rehabilitation – Queen Bee School Dist. 16 Additions & Renovations, Riley Construction.
- 6) Residential Construction – The Westerly, James McHugh Construction.

Midway Security Checkpoint Expansion

5700 S. Cicero Avenue, Chicago

Owner: Chicago Department of Aviation

Submitted By: F.H. Paschen



The Forester Hotel

200 North Field Drive, Lake Forest

Owner: Janko Group, LLC

Submitted By: William A. Randolph



2021 Pride in Construction Awards



Kane County Multi-Use Facility

37W699 IL Rt. 38, St. Charles

Owner: Kane County

Submitted By: R.C Wegman Construction

I-294 Mile Long Bridge

7587 Santa Fe Drive, Hodgkins

Owner: Illinois State Toll Highway Authority

Submitted By: F.H. Paschen



Queen Bee School Dist. 16 Renovations

1500 Bloomingdale Road, Glendale Heights

Owner: Queen Bee School District 16

Submitted By: Riley Construction

The Westerly

740 N. Aberdeen, Chicago

Owner: Fifields Companies

Submitted By: James McHugh Construction



Legislative Committee

One of the most significant bills that was passed and signed into law on September 15, 2021 was Senate Bill 18 - the Energy Omnibus Bill.

In its final version, SB 18 included the following provisions and goals:

- Aims to put 1 million electric vehicles on Illinois roads over the next 9 years;
- Transition Illinois to a 100% clean energy sector by 2050;
- Shutter private, for-profit coal powered plants that generate more than 25 megawatts of electric generating units by 2030;
- Close municipally-owned coal-fired power plants and natural gas power plants by 2045;
- Includes \$694 million in taxpayer funds for Exelon to allow its carbon-free nuclear power plants in Byron, Dresden and Braidwood to remain open;
- \$280.5 million in grants for the Coal to Solar Energy Storage Initiative Fund;
- \$203 million in annual grants for various wind, solar, and clean jobs initiatives; and
- \$140 million for the Energy Transition Assistance Fund.

The legislation invests in jobs training programs while increasing the diversity of the renewable energy sector with new reporting requirements and enforcement of diversity hiring goals. The bill also provides millions in annual relief to low-income families, reduces fossil-fuel emissions and preserves Illinois' megawatt-hour capabilities while adding renewable generation.



Committee members discuss legislative priorities.

FEDERAL INFRASTRUCTURE PASSES

The long-awaited \$1.2 trillion Federal Bipartisan Infrastructure Deal was approved by the House on November 5, 2021. The passage of this deal marks the largest Federal infrastructure investment since the construction of the interstate highway system in the 1950's.

The bill provides significant investments in passenger and freight rails, roads, bridges, ports, airports and public transit. Approximately \$550 billion in new money will be directed to transportation projects, the utility grid and broadband. In addition, the package includes \$110 billion for roads, bridges and other major projects, along with \$66 billion for passenger and freight rail and \$39 billion for public transit.

"We're going to put hardworking Americans on the job to bring our infrastructure up to speed - good union jobs at prevailing wages." - President Joe Biden on the Infrastructure Investment & Jobs Act

WHAT'S COMING IN 2022

The Workers' Rights Amendment will be the top ballot initiative for the November 2022 election. This is Illinois' chance to protect workers' rights and ban Right-To-Work (For Less) schemes. From nurses to EMTs to grocery store employees, Illinois workers have been nothing short of heroic when we needed them the most. Watch as the campaign unfolds in the summer of 2022.

About CISCO's Legislative Committee...

The Committee was formed from the Fair Contracting Committee in 2005. CISCO's primary role in the Committee is to facilitate the meetings and encourage open discussion. CISCO does not take an official stance until it reaches a consensus agreement among its Board of Directors.

CISCO Materials

"Build Your Future with a Career in Construction" →

A new apprenticeship poster and companion flyer and handbook, detail the apprenticeship programs in the counties of Cook, Kane, Kendall, DuPage, Lake, and McHenry.



Pre-Apprentice Basic Skills Training Manual

This manual helps to prepare individuals for apprenticeship testing and is available at a cost of \$57. A supplemental math manual is also available at a cost of \$49.97.



CISCO Communication Materials →

CISCO produces two member publications. The *Communicator* is our quarterly newsletter and *News Briefs* is our bi-weekly e-newsletter. In addition, CISCO publishes an *Annual Report*, and a brochure called *CISCO IS* that details our history and yearly activities.



www.cisco.org

Visit CISCO on the web for updated information on CISCO's activities, events, and products. Visit us and LIKE us on Facebook - www.facebook.com - and follow us on Twitter - @CiscoBuildUnion.



Built Right™

CISCO's signature marketing campaign, called Built Right, continues to be an effective tool.

The Built Right campaign showcases the advantages of choosing union contractors over non-union. federally-regulated apprenticeship offerings, and state-of-the-art workforce that can't be matched in



showcases the advantages of choosing Benefits such as comprehensive programs, continuing education safety programs add up to a skilled 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.



Construction Industry Service Corporation



...For A Stronger Future

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