

CISCO

COMMUNICATOR

A Newsletter for Chicagoland Construction Labor & Management Professionals

Reserve Today: CISCO Annual Luncheon - Friday, April 29, 2022

CISCO's Annual Luncheon is approaching fast and is scheduled for Friday, April 29th at Noon at Maggiano's Little Italy in Schaumburg.



The event will feature Keynote Speaker Javier Ramirez, (photo at left) Deputy Director of Field Operation for the Federal Mediation & Conciliation Service (FMCS), as well as the recognition ceremony of CISCO's 2022

Scholarship Award winners.

About The Speaker

Javier Ramirez began his FMCS career as a Commissioner in 2005. Currently, Javier is a member of the U.S. Senior Executive Staff serving as the FMCS Deputy Director of Field Operations, responsible for leading all U.S. Federal Mediators. President Biden nominated Mr. Ramirez to be the 20th Director of FMCS in June 2021.

Javier mediated disputes in all sectors of the economy (except air and rail) in professions such as the performing arts, public safety, education,

hospitality, healthcare, manufacturing, and packing houses, to name just a few. Javier facilitated and/or mediated multi-party disputes in manufacturing, construction, and education. He was on the facilitation team for several regulatory negotiations, including the Department of Energy (DOE) negotiations that resulted in the largest energy-saving rule in DOE history.

Javier also trained and successfully facilitated parties in various collaborative bargaining models. Prior to FMCS, Javier spent over 14 years in labor relations.

Event Registration

Tickets for the event are \$75 per person or \$700 per table of 10 guests. Registration at the event begins at 11:00 a.m. and the program begins at noon. There will be a catered lunch with open bar and free parking.

Organizations may sponsor this event at \$250.

This includes multiple event mentions during the program and in printed form.

To register and for more details, contact CISCO's Office Manager Julia Mulvey at (630) 472-9411 or via email - julia@cisco.org

Annual Meeting Announces New CISCO Board Officers



During the opening remarks of CISCO's Annual Meeting, outgoing Board president Dave Henderson recognized the 2022 Board of Directors. Henderson, who was completing his third, two-year stint as President over 25 years as a CISCO Board Member announced

the new officers:

President John Daniel, (pictured above) President/Business Manager for SMART Local 265; **Vice President Melanie Izral**, Ray Edwards Contractors,

Inc. and affiliated with the Underground Contractors Association, **Treasurer Frank Furco**, Business Manager/Financial Secretary of IBEW Local 701, and **Secretary S.J. Peters**, Executive Director of PCA of Greater Chicago.

After the motion was made and seconded, the officers and other 16 board members were installed.

"I want to personally thank our board members. They represent either a union contractor, or a union building trade. They volunteer their time and expertise to advance an industry they love, and their efforts pay huge dividends," Dan Allen said.

From *the* Desk of the Executive Director



During our Annual Meeting last month, our Keynote Speaker, Attorney General Kwame Raoul and award winners DuPage County Chairman Dan Cronin and Comptroller Susana Mendoza spoke about voter protection, taxpayer protection and workers protection, respectively.

It was appropriate in a number of ways, and I want to specifically focus on workers protection as it pertains to the pending Worker's Rights Amendment, which will be on the ballot as a Constitutional Amendment in November.

The Amendment reads in part "Employees shall have the fundamental right to organize and to bargain collectively through representatives of their own choosing for the purpose of negotiating wages, hours and working conditions, and to protect their economic welfare and safety at work."

Opposing groups are trying to muddy the facts with tawdry political bombast claiming that there are "connected" fingerprints on this legislation. In reality, the fingerprints on this amendment are those of the hard-working men and women who built this country and kept essential services in place for the past two years during a global pandemic, which tragically took thousands of their lives.

These essential workers – nurses, grocery store cashiers and stockers, bus drivers, firefighters, policemen and women, garbage collectors, truck drivers and more

– should have access to stable, family-sustaining jobs, as well as safe and secure workplaces. This Amendment will ensure that these workers will no longer have to fear for their livelihood with every election cycle.

As in the Wizard of Oz, the people behind the curtain are the multi-billion-dollar corporate donors. These corporations are pulling the levers that will impact working families' wages, benefits and time off, reduce safety regulations at worksites, and eliminate funding for training and workers' education.

The Workers' Rights Amendment is common sense. Countless studies have shown that workers living in free-bargaining states enjoy higher wages, better health care benefits, much safer work places and far fewer on-the-job deaths than their counterparts in right-to-work (for less) states.

Get ready for unhinged rhetoric to distract from the main focus of protecting the needs of Illinois workers. Remember the right-wing that opposes this amendment will tell you that the January 6th insurrection was "legitimate political discourse".

There is no hidden agenda in the Workers' Right Amendment. The playing field will be leveled for contractors who play by the rules and invest in worker safety. The Amendment is simply Illinois' way of protecting the working men and women in this state, and help them to come home safe to their loved ones at the end of the day.

Dan Allen
Executive Director

CISCO Golf Outing - SAVE THE DATE - September 12, 2022

Start planning your four-somes now for the annual shot-gun style outing and barbecue lunch, Monday, Sept. 12, 2022 at Bloomingdale Golf Club.

Register early; maximum of 140 golfers and luncheon guests.

- Registration and FREE practice range begins at 7 am
- Golf begins at 8 am
- Cocktails and lunch start around 1:30 pm

There are also many ways to sponsor the outing. Hole, Beverage Cart, Halfway House and Lunch sponsorships are available, as well as registration table and

prize donations.

Sponsorship costs are the same as last year:

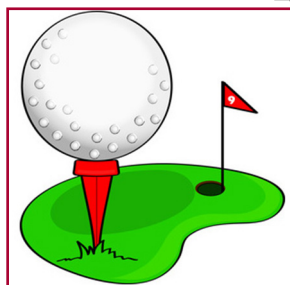
Hole - \$200 Beverage Cart - \$300

Halfway House - \$300 Lunch - \$500

Golf/Lunch only costs - same as 2019:

\$125 per golfer; \$475 per foursome (includes lunch) - \$40 LUNCH ONLY

Go to www.cisco.org to download the registration/sponsorship form –and return it to us, or call 630-472-9411. Reserve your two-somes or four-somes soon as golfer maximum will be strictly enforced.



Presidential Perspective



The partnership between Labor and Management continues to be a key element of success in the unionized construction industry. It is true that with any relationship, the partners do not always see eye to eye. It has been my experience as a Labor leader, working with our Management partners, that these nuances are based on perspective and goals of each of our organizations.

Organizations like CISCO, a labor-management institution, as well as Labor and Management affiliations most of us have in our individual crafts; creates an industry-focused conversation that makes both of us stronger. Discussions about technology impacts and trends, recruiting and retaining of a talented workforce representative of all the communities we serve, are important aspects for the continuing growth of our industry.

In addition, legislative actions that protect the area standards of our communities, as well as the health and safety standards protecting both the workforce and the citizens who enter buildings we erect, and drive on the roads and bridges we build and maintain; are critical components of a successful union labor-management model.

The more we understand each of our roles in this partnership, the smarter our decisions are going forward. Recently, the Sheet Metal Workers of SMART Local 265 (Labor) invited SMACNA Greater Chicago (Management) to participate in a program called "Apprentice for a Day". The employer sponsored representatives from SMACNA arrived at the training center in Carol Stream IL first thing in the morning. They were given an overview of what to expect, split into small groups and given their schedule for the day.

Each group moved through the day like an apprentice would. They spent an hour in each classroom or shop setting where they fabricated a sheet metal fitting in the shop, worked on an Autodesk REVIT project in the computer lab, performed some basic problem-solving exercises in the Commercial HVAC service lab and the Test Adjust and Balancing Lab, as well as an intro to Building Automation. SMACNA Greater Chicago's engagement in this and many other activities we do together helps align our perspectives, leverage each of our strengths and continues to enhance our industry.

The world we live in has many challenges and the complexity of construction projects continue to rise as we lean into Green Construction, technology enhancements that improve safety and efficiency, and the need to attract a talented workforce for labor and management in a diverse and inclusive way. Labor and Management, working together, in the way that CISCO does, will meet and exceed the demands of the construction industry.

Sincerely,

John Daniel
CISCO Board President

Scholarship Award Recipients For 2022 Chosen



The winners of CISCO's 2022 Scholarship Program will be formally recognized and honored during CISCO's Annual Luncheon, which is scheduled for Friday, April 29th.

Eligible students were the sons and daughters of either building trade union members or union contractor employees. A total of six were chosen:

Four-year scholarship winners:

1) **Sophia Alvarez** – York High School in Elmhurst;
Parent - Laborers' Local 582

2) **Julia Chom** – Hoffman Estates High School;

Parent - IBEW Local 134

3) **Katelyn McCann** – Wilmington High School; Parent - IBEW Local 134

Two-year scholarship winners:

4) **Sophie Brown** – Lisle High School; Parent - UBC Carpenters Local 1889

5) **Leonardo Barrientos** – Lane Tech High School;
Parent - Bricklayers Local 21

Continuing Education scholarship:

6) **Michael Chiaramonte** – Elmhurst University;
Affiliation - McWilliams Electric Company, Inc.

Congratulations to this year's winners!

A Glance Back at Successful Annual Meeting



What could be better than hearing remarks from Illinois Attorney General Kwame Raoul, State Comptroller Susana Mendoza, DuPage County Chairman Dan Cronin and two teachers from Stagg High School, who have successfully launched a construction program for students who are interested in careers in the construction industry!

That's exactly what happened as 300 guests attended CISCO's Annual Meeting at Maggiano's in Schaumburg. And for good measure, six construction projects and their teams were recognized as Projects of the Year as part of CISCO's Annual Pride in Construction Awards.



 *Guests network as the room fills.*


construction industry in Illinois.

SPEAKERS' REMARKS

Keynote Speaker, Attorney General Kwame Raoul and award winners DuPage County Chairman Dan Cronin and Comptroller Susana Mendoza spoke about voter protection, taxpayer protection and workers protection, respectively.

CISCO also presented two teachers from Stagg High School - John Daniels and Eric Malone - with the Educator of the Year Award for starting a construction program for students interested in the industry.



 *John Daniels (right) and Eric Malone accept their awards.*

In accepting their award as Co-Educators of the Year, John Daniels and Eric Malone thanked the Carpenters Union, specifically Vince Sticca and Kina McAfee for their support. They also called out Laborers' Apprenticeship Director John Retondo.



 *Kane County team accepts its award.*

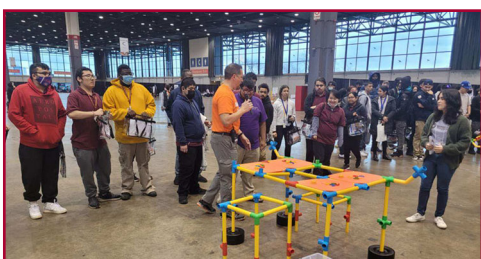
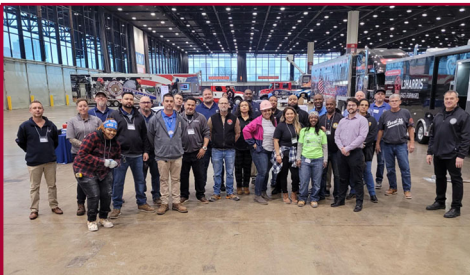
Daniels said the program started at Stagg High School two years, and in that short amount of time, five other high schools in the South Suburbs

will be running the program next year.

"The pendulum is swinging back with schools offering more career vocation and trades-related classes," Daniels said. "This is all about the students; about preparing them for the future in areas that doesn't involve college prep coursework."

CISCO thanks all event attendees and sponsors!

More Photos From the McCormick Place Career Fair



2022 CISCO Board of Directors

Executive Board

President

John Daniel,
SMART Local 265

Vice President

Melanie Izral, *Underground
Contractors Association*

Treasurer

Frank Furco, *IBEW 701*

Secretary

S.J. Peters,
PCA of Greater Chicago

Tom Collins, *Sprinkler Fitters Local 281, U.A.*
Tom Cuculich, *Chicagoland AGC*
Tom Doherty, Sr., *Chicagoland AGC*
Dave Henderson, *Great Lakes Constr. Assoc.*
Maurice King, *IBEW 134*
Michael Kresge, *I.U.O.E. Local 150*
Frank A. Lizzadro, *Meade Electric*
Chuck LoVerde III, *Chicago Laborers' District Council*
James McGlynn, *NECA-NEIL*
Gary Menzel, *Roofers & Waterproofers Local 11*
Gary Misicka, *Electrical Contractors Association*
Kevin O'Gorman, *Chicago Reg. Council of Carpenters*
George Patterson, *Chicagoland Roofing Council*
Joel Pyle II, *Northeastern Illinois LMCC*
Dwayne Stewart, *BAC ADC Local 1*
Vince Sticca, *Chicago Reg. Council of Carpenters*

Penny-Per-Hour Contributors

Bricklayers & Allied Craftworkers
District Council Local 1
Cement Masons Local 502
Chicago Regional Council of Carpenters
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 Assoc. of Greater
Chicago
NECA-IBEW 701 LMCC
Operating Engineers Local 150
Professional Flooring Installers Assoc.
Teamsters Joint Council No. 25
Underground Contractors Association

Member Organizations

Architectural & Ornamental Iron-
workers Local 63
Associated Steel Erectors
Association of Glazing Contractors-
Boilermakers Local 1
Bricklayers & Allied Craftsmen
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 Laborers'
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
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
Association Northeastern Illinois
Chapter
Northeastern Illinois Sheet Metal
Contractors Association
Northern Illinois Painting &
Drywall Institute
Operating Engineers Local 150
Painters District Council Local 30
PCA of Greater Chicago
PowerForward DuPage
Residential Construction
Employers Council
Roofers Waterproofers & Allied
Craftworkers 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

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.
IUOC 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.

Associate Members

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

Middle Class Renewal

Hosted by IL ALF-CIO President
Tim Drea and CFL President
Bob Reiter, the Project
for Middle Class Renewal
Fundraiser will be held on
Wednesday, April 20th at 180
N. Stetson Ave., Suite 1529 in
Chicago from 5:00 - 7:00 pm.
Special Guest Speaker will be
Asst. Majority Leader Marcus
C. Evans, Jr.

66th Annual CCA Smoker

The Concrete Contractors
Association of Greater Chicago
will be hosting its Annual
Smoker on Thursday, May 12
at a new location! It will be
held at Belvidere Banquets
in Elk Grove Village (Devon &
Rohlwing Road).

Yes, of course, the event will
still feature great corned beef
by Harrington, and the usual
Dean Martin Roast-like humor
from Executive Director Bob
Morreale. For more info, call
630-990-4222.



Jamillah Muhammad,
Director
Education-to-Careers

EDUCATION 7C CAREERS

CISCO/CPS Skilled Trades Career Fair Draws Over 3,000 Students

Another CISCO partnering effort - this time with Chicago Public Schools and the Chicago Cook Workforce Partnership - attracted more than 3,000 students to McCormick Place for a three day (March 22-24) Career Fair that featured 12 different building trades and dozens of contractors, pre-apprentice programs and other organizations.

Open to CPS students only, the goal of the Career Fair was to expose and connect students at risk of becoming disconnected from work and school after graduation, with the necessary information and tools to explore a career in the skilled trades.



"This event provided students with knowledge relating to the many different career paths

within the union construction industry," said Dan Allen, CISCO Executive Director (above photo). "The skilled trades allow you to 'earn while you learn,' graduate nearly debt-free, receive excellent benefits, and secure a path to the middle class."

The opening day featured speakers Mayor Lori Lightfoot, CPS CEO Pedro Martinez and Quintin Scott, a CPS student now interning with Pipefitters # 597.



Mayor Lightfoot (center) listens to Dan Penski, Jr., Painters DC #14.

"Everywhere you look, you can see how the skilled trades and union labor has influenced and built our strong city," said Mayor Lightfoot. "Skilled trades and their unions are vital to keeping our communities running," she added.

CPS currently offers 12 Career and Technical

CISCO Communicator

Education (CTE) construction trades programs across the city, and students showcased their work at the Skilled Trades Career Fair.



A CPS student tries to lay brick during a hands-on demonstration.

"The fair was a great opportunity for our students to learn how to apply core educational skills to a skilled trade," said Chicago Public

Schools CEO Pedro Martinez.

Chicago Builds (another program that CISCO was involved in helping get off the ground) is a unique 2-year, off-campus program offering CPS juniors and seniors an



IBEW Local 134's Maurice King tests students' manual dexterity.

opportunity to receive technical training in electricity and other skilled trades fields.

Quintin Scott, a current CPS student and



The Laborers' booth was busy.

participant in the Chicago Builds Program said. "I'm so grateful to be able to be where I am today.

"Not many high school students get opportunities like

this so I want to take advantage of it. I strongly believe that the Skilled Trades Career Fair can be life-changing for students."

For more CPS event photos, go to page 4.

Legislative Update - Spring Session Recap



The Illinois General Assembly has set a projected deadline of April 8th to wrap up its Spring Session of legislative action.

CISCO has been monitoring activity and here are three items of note:

1) A tax-reduction

proposal is being negotiated that will be in the area between \$1 billion - \$1.8 billion. Legislators on both sides of the aisle claim providing tax relief during this time of economic uncertainty is a top priority. Several tax-reduction options are on the table and the construction industry is continuing to monitor the plan to protect our interests.

2) **HB 5412** - This legislation amends the Wage Payment & Collection Act and seeks to hold general contractors and subcontractors liable for wage

claims at any tier on a private construction project.

Recent adoption of Amendment 3 which states:

"Primary contractors who are parties to a collective bargaining agreement on the project where the work is being performed shall be exempt."

This broadened exemption will benefit more union contractors and add a layer of protection to signatories of collective bargaining agreements.

3) **SB 178** - This bill amends the Public Construction Bond Act and would reduce retainage on **public** construction projects. In response to discussion with stakeholders, plans are to amend SB 178 to provide for a 5% cap on retainage.

As contractors know, the combination of financing a surety bond and the inability to receive retainage payments in a timely manner for work completed, negatively impacts cash flow. A 5% retainage cap will ease contractors' cash flow burdens. This bill is likely to be moved to the Fall Veto Session.

Communications Director Readies For Retirement



It has been my distinct pleasure to have worked for CISCO for the past 13 years having written, designed and distributed the *Communicator* and a host of other materials.

The people that I have met - contractors, building tradesmen and women, labor leaders, elected officials and event speakers - have given me a deep respect for the folks in the construction industry that plan and erect the buildings that people in our communities live, play and work in.

This is no small task, and safety standards and codes that must be adhered to - enacted by legislators and negotiated by both labor and management - is a testament to the model that CISCO promotes.

I have spent exactly 40 years in communications/public relations that included 10 years in healthcare and 10 years as the Communications Director and spokesperson for the City of Naperville.

Writing speeches for Mayors, Councilmen, hospital Presidents, Executive Directors, and creating PowerPoint presentations became a way of life.

In my job, I met and spoke with people on every level of an organization in order to bring my readers the news. I considered that the ultimate reward as I thought I had the best job any workplace could offer - learning something new from a doctor, technician, nurse, utility director, engineer, architect, tradesman, ... even a lawyer. The list is endless.

And if that wasn't fun enough, I got to meet U.S. Senators, Governors, Magic Johnson, Mike Singletary, Dan Hampton, Steve McMichael, Doug Buffone, Denis Savard, Eddie Olczyk ... oh and did I mention Magic?

There have been many people along the way who I have leaned on for their expertise, and I will be eternally grateful for their help, patience and the many lively conversations we have shared.

But most of all I wish to thank my CISCO comrades who made it all possible, as well as the Board members who were instrumental in my time here.

With my last day scheduled for June 3rd, my retirement will consist of traveling and spending much needed time with my wife Sue, my family, my two children Amanda and Kevin, and my grandson Ronin, and of course, my putting and chipping! FORE!



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April/May 2022

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the CISCO website
to obtain additional
information about
CISCO programs and
events.*

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

Executive Director: Dan Allen
Education-to-Careers Director: Jamillah Muhammad
Director of Communications & Public Affairs: Gary Karafiat
Office Manager: Julia Mulvey

CISCO is a registered Illinois Servicemark for the Construction Industry Service Corporation.

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

**Mail: 999 McClintock Dr., Suite 100,
Burr Ridge, IL, 60527**