

CISCO

CONSTRUCTION NEWS BRIEFS

Construction Industry Service Corporation - www.cisco.org - 630.472.9411 - Dan Allen, Executive Director

CISCO BOARD ANNOUNCES SELECTIONS FOR TOP 2019 PROJECTS

CISCO's Board of Directors recently determined which construction projects were winners in six different categories, which included a 7th (Special Mention) award this year. Among a total of 24 entries, the top choices were:



New Construction - Chicago (+ \$20 m): McDonald's Global Headquarters; Submitted by James McHugh Construction. *(Photo above)*



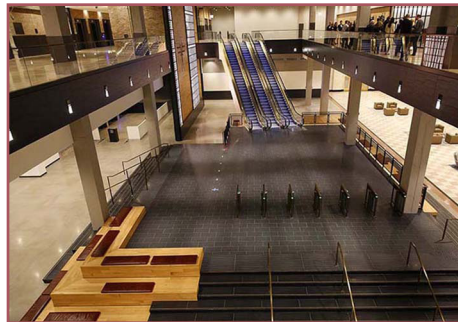
New Construction - Suburbs (+ \$20 m): Wheeling Town Center; Submitted by William A. Randolph. *(Photo above)*



New Construction - City/Suburbs (Under \$20 m): Aurora Fire Station #7; Submitted by R.C. Wegman *(Photo above)*



Infrastructure: 41st Street Pedestrian Bridge over Lake Shore Drive; Submitted by F.H. Paschen *(Photo above)*



Rehabilitation: Old Chicago Post Office - Interior Lobby; Submitted by Bear Construction *(Photo above)*



Special Mention: Old Chicago Post Office - Exterior; Submitted by Masonry Advisory Council *(Photos above)*



Residential: One Bennett Park; Submitted by Related Midwest *(Photo above)*

REGISTER TODAY FOR CISCO'S ANNUAL MEETING - FEB. 7, 2020

These projects will be recognized at CISCO's Annual Meeting on Friday, February 7, 2020.

Registration and Breakfast begin at 8:00 a.m. with the formal program starting at 9:00 a.m. at Maggiano's Little Italy, 1901 Woodfield Road in Schaumburg. In addition to the Project of the Year Awards, certain individuals will be honored as part of CISCO's Pride in Construction Awards as Educator of the Year, Public Body of the Year and Labor Advocate of the Year will be recognized. You won't want to miss this event! To register, contact Julia Mulvey at (630) 472-9411 or email – julia@cisco.org.

HAPPY HOLIDAYS



CISCO wishes all a very Merry Christmas and a happy, healthy New Year!

More news and photos on the back page.

CISCO ON THE MOVE

CISCO SCHOLARSHIP PROGRAM: DEADLINE TO APPLY - FEB. 21, 2020

CISCO is accepting applications for its 2020 Scholarship Program. CISCO offers (3), four-year scholarships to high school seniors; (2), two-year awards for seniors planning on attending a community college; and (2), two-year continuing education awards to union members or contractor employees.



The application forms can be downloaded from CISCO's website (www.cisco.org). All applications and accompanying documents must be postmarked by February 21, 2020. For more information, contact CISCO at 630.472.9411.

CRCA TRADE SHOW & SEMINARS - JANUARY 15-17, 2020

The Chicago Roofing Contractors Association will host 10 seminars over three days on January 15 - 17 at Drury Lane in Oak Brook Terrace.



Seminar topics include: Building Envelope Panel, Steep Slope Safety, Crisis Management,

the Real Cost of Safety, Workforce Recruitment, Retention & Development, Recreational Cannabis and the Workforce, and Technical Issues.

You won't want to miss the new and improved show floor and meet with over 130 manufacturer and suppliers displaying, demonstrating and promoting the newest products and technology in the roofing and waterproofing industry.

Also be sure to register for Wednesday's Seminars & Cocktail Party along with Thursday's Breakfast as space is filling up fast.

To register, visit the website at cra.org or call at (708) 449-3340.

LEGISLATIVE UPDATE

The Cannabis Regulation and Tax Act (CRTA) will go into effect on January 1, 2020 making Illinois the 11th state to legalize adult recreational cannabis use.

The CRTA instantly caused concern and confusion in the business community regarding employers' rights and liabilities relative to drug testing, including those employer's signatory to collective bargaining agreements.



However, on November 14, 2019, the Illinois legislature passed an amendment (trailer bill) to the CRTA that clarified many outstanding questions, including employment-based questions. The trailer bill was signed into law on December 4, 2019 by Governor Pritzker.

Here are some takeaways from the newly signed trailer bill:

Employers cannot refuse to hire a candidate or discharge an employee based solely on the fact that an individual is a recreational marijuana user or because an individual possesses a medical marijuana card.

Employers can maintain, reasonable and non-discriminatory workplace drug policies whereby they can:

- Prohibit employees from possessing, distributing and/or using cannabis at work (including in parking areas and company-controlled vehicles) or being under the influence of cannabis while performing job duties or while on call.

- Take actions, including discipline or termination, based on a good faith belief that an employee used, distributed and/or possessed cannabis in the employer's workplace or while performing the employee's job duties or while on call in violation of the employer's workplace drug policies.

- Subject an employee or applicant to reasonable drug and alcohol testing, reasonable and nondiscriminatory random drug testing, and discipline, termination of employment, or withdrawal of a job offer due to a failure of a drug test.

- Take actions, including discipline or termination of employment, based on the employer's good faith belief that an employee was impaired as a result of the use of cannabis, or under the influence of cannabis, while at the employer's workplace or while performing the employee's job duties or while on call in violation of the employer's workplace drug policy.

If an employee or candidate informs an employer that he/she possesses a medical marijuana card, the employer should engage in the interactive accommodation process.

Editor's Note: The above language is courtesy of MARBA's December 10th memo. Specific questions regarding compliance with the CRTA and any other laws amended by the CRTA should be addressed with your legal counsel.

