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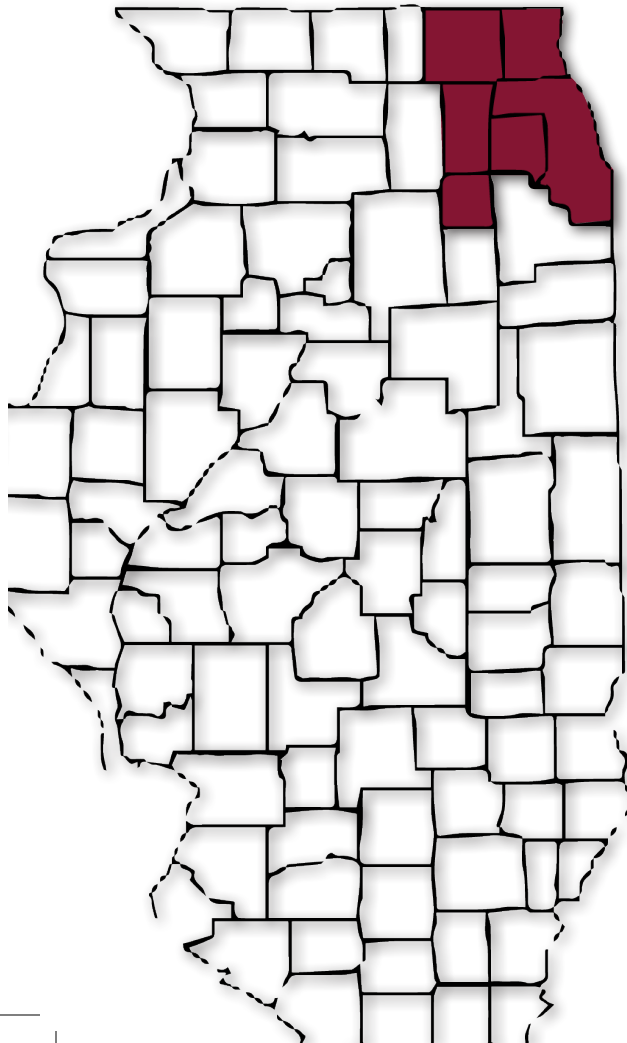


Construction Industry Service Corporation
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INTRODUCTION



CISCO is a not-for-profit, labor-management organization serving union building trades and union contractors. We currently represent more than 140,000 union construction workers and 8,000 union contractors in **Cook, DuPage, Kane, Kendall, Lake and McHenry Counties.**

In a nutshell, CISCO's primary mission is to strengthen the union construction market by promoting our contractors and highly skilled workforce to the end user. CISCO focuses on building the trust and commitment of local contractors and union labor to ensure high quality, on-time, within budget, drug-free and safe delivery on all projects.

CISCO's main initiatives are:

- 1) **Education-to-Careers** – Developed to provide interested individuals and educators with information on union apprenticeship programs and careers in the building trades.
- 2) **Legislative Committee** – Comprised of representatives from member organizations to monitor and discuss legislation relevant to the union construction industry.
- 3) **Fair Contracting Outreach** – Partner with state agencies and other organizations to provide information via workshops and seminars on often-changing state and federal prevailing wage laws.

A photograph of two men in a construction or industrial setting. The man on the left is older, with grey hair and a mustache, wearing a brown hard hat with several stickers including 'DO THE BETTER' and 'Union Construction', safety glasses, and a grey jacket with a 'Mid-America Regional Bargaining Association' patch. The man on the right is younger, wearing a white hard hat with a logo, safety glasses, and a grey jacket. They are both looking intently at a computer monitor which is partially visible on the right side of the frame. The background shows industrial equipment and a blue structure.

HISTORY

CISCO was established April 18, 1988. One could say that CISCO was born from the fabric of both national and regional collaboration. The Mid-America Regional Bargaining Association (MARBA), which serves associations representing union contractors by negotiating and administering collective bargaining agreements, recognized the need to create an organization to promote/advocate on behalf of the union construction industry. CISCO's creation was made possible by a grant from the Federal Mediation & Conciliation Service (FMCS), whose mission is to preserve and promote labor-management peace and cooperation.

CISCO MEMBERS & PARTNERS



**Building
Trades'
Organizations**

CISCO's members and partners are a diverse group of companies that primarily encompass building trades' organizations and contractors associations. Other members include employer associations, financial institutions, healthcare providers, equipment/materials suppliers, insurance companies and consulting firms. CISCO's community partners are comprised of non-profit organizations that are faith-based, involve special education training, or involve charitable activities.

**Joint
Apprenticeship
Training
Committees**

**Contractors
Associations**

**Faith-Based
Organizations**

**Non-profit
Organizations**

**Consulting
Firms**



**Financial
Institutions**

**Insurance
Companies**

**Employer
Associations**

**Healthcare
Providers**

**Equipment/
Materials
Suppliers**





EDUCATION & TRAINING



Many labor leaders often ask their counterparts in the metropolitan Chicago area and northeastern Illinois how they keep the pro-union labor movement so strong.

The most common answer is through education and training.

While most areas of the nation are experiencing critical labor shortages, “not in our backyard” is the phrase most often heard in CISCO’s 6-county backyard.

For most of its 30-year history, one of CISCO’s main objectives has been to promote the use of union construction contractors and skilled union building trades workers to the end user. Going hand-in-hand with that mission is to continue to restock the trades as men and women retire.

CISCO's Education-to-Training Program continues to work on making students and young adults aware of careers in the construction industry through myriad of efforts.



CISCO works with the skilled trades by promoting career opportunities within the trades' world-class apprenticeship training centers. The methods of outreach and the variety of groups are numerous. CISCO and representatives of the trades – apprenticeship coordinators, instructors and in some cases apprentices – bring a unified message to:

- Community colleges, high schools, middle schools
- Community groups
- Veterans organizations
- Women's groups
- Faith-based organizations
- Boy scouts/explorers
- Non-violent offenders
- School counselors



In the past five years, efforts to ensure diversity within recruiting efforts have been stepped up 10-fold as various programs have been developed with several organizations. Examples include:



ACADEMY

CAREER & TECHNICAL
EDUCATION



CHICAGO BUILDS

A trade program at Dunbar, Simeon and Prosser High Schools designed to bring back the trade school model to public schools.



ACCESS UNITED

In partnership with CISCO, the Chicago Federation of Labor (CFL), and the Chicago & Cook County Building Trades Council, this agency was created, in conjunction with United Way, to connect job-seekers in underserved communities with a roadmap to union apprenticeships.



CHICAGO WOMEN IN TRADES

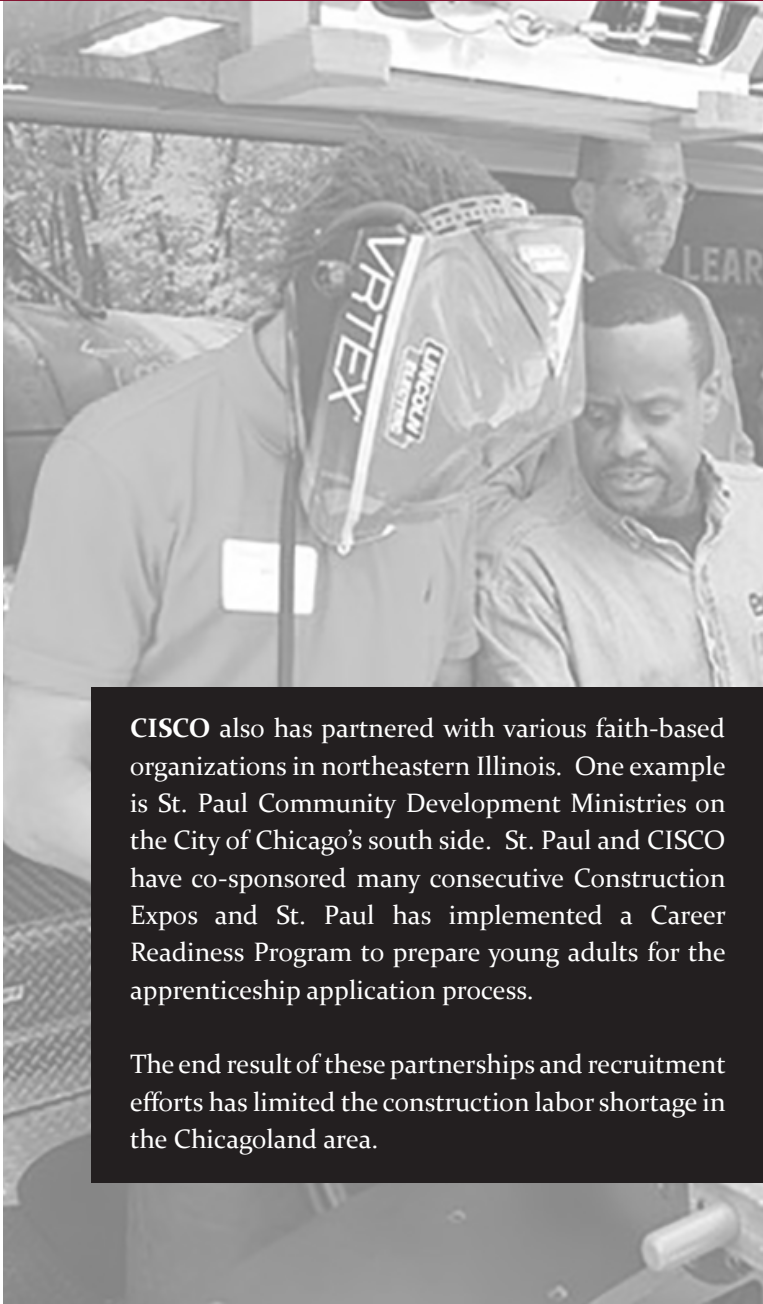
CISCO has expanded its activity with CWIT as more women join the trades and begin to consider more non-traditional careers opportunities.



BOY SCOUTS EXPLORER PARTNERSHIP

IBEW 134, Plumbers Local 130, Pipefitters Local 597 and other contractors/sub-contractors have all begun programs that help improve life skills, public speaking, team leadership and problem solving that can lead to a career in the trades.

RECRUITING PARTNERSHIPS



CISCO also has partnered with various faith-based organizations in northeastern Illinois. One example is St. Paul Community Development Ministries on the City of Chicago's south side. St. Paul and CISCO have co-sponsored many consecutive Construction Expos and St. Paul has implemented a Career Readiness Program to prepare young adults for the apprenticeship application process.

The end result of these partnerships and recruitment efforts has limited the construction labor shortage in the Chicagoland area.





LEGISLATIVE COMMITTEE

Formed from its Fair Contracting Committee in 2005, CISCO's Legislative Committee is comprised of nearly 50 members who meet throughout the year as necessary. The primary role of the committee is to monitor bills in Springfield and to facilitate and encourage open discussion. CISCO does not take an official stance until it reaches a consensus among committee members and achieves Board approval. Its members and their affiliated lobbyists will testify in support or opposition of any number of bills annually.

Over the years, the committee has monitored, and in some cases, achieved legislative successes in many different construction-related areas that include:

Capital Construction

Prevailing Wage

Responsible Bidder

Workers Compensation

Prompt Payment, Liens and Construction Bonds

Employee Misclassification

Lockbox Constitutional Amendment

Western Access to O'Hare

Rejection of Right-to-Work (For Less) Zones

ORGANIZATIONAL OUTREACH

Additional benefits that members realize are a result of CISCO's involvement in outreach initiatives and multi-leveled partnerships. CISCO works with other organizations to offer seminars and workshops on topics such as:



At the foundation of these workshops is the need to educate our members, municipalities, business owners, architects, engineers, property managers and builders about using union construction contractors and union building trades' employees on the projects. These topics also speak to the need for a level playing field, and to ensure that the high quality projects are built right the first time, safely, on-time and within budget.



RECOGNITION PROGRAMS

Fitting in seamlessly with CISCO's mission of strengthening the union construction industry is its Pride in Construction Awards, which encompasses the following awards:

- 1) Project of the Year; 2) Educator of the Year; 3) Labor Advocate of the Year; and
- 4) Public Body of the Year.



SCHOLARSHIP PROGRAM

Adding to CISCO's commitment to education, we have helped our members and their families pursue their dreams of a college education. In 1995, we started by awarding two scholarships to children of CISCO members. Those scholarships were named after one of our founding fathers – John E. Kenny Jr. of Kenny Construction and in memory of former Board Member Joe Sullivan of the Roofers Union.

Recent expansion of the program enables CISCO to provide three scholarships to high school seniors attending a four-year university; two scholarships for seniors attending a community college; and two continuing education scholarships for adult students who are union members or contractor employees.



1)

PROJECT OF THE YEAR

Owners, general contractors, architects and engineers can submit one or more of their top projects in six different categories. More and more, the evidence of contractors choosing the best skilled workforce in the country manifests itself as innovatively designed, top quality construction projects within CISCO's six-county area are submitted for this award.

EDUCATOR OF THE YEAR

Many of the past winners of this award are local teachers, educators, instructors or vocational coordinators, who exemplify CISCO's goal of raising awareness to their students and/or counselors of construction career options and the building trades' apprenticeship programs. These persons have worked with CISCO during career fairs, hands-on expos, counselor outreach and other activities.

2)



3)

LABOR ADVOCATE OF THE YEAR

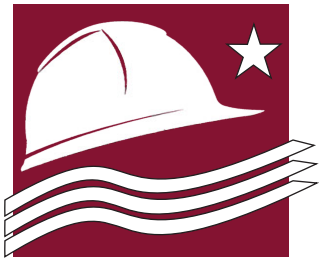
This award has evolved from identifying members of the Illinois Department of Labor's Mediation and Conciliation staff to recognizing men and women who have dedicated much of their life to sustaining and safeguarding the principles and values of the labor movement — mainly, to protect working families by ensuring that policies such as prevailing wage, collective bargaining and equality of opportunity exist throughout the workplace.

PUBLIC BODY OF THE YEAR

Criteria surrounding this award involves selecting a municipality or governing body that incorporates the taxpayer value of using a skilled union workforce and union contractors in the construction of public buildings, housing, educational facilities and infrastructure in order to improve the quality of life of its citizenry.

4)





BUILT UNION BUILT RIGHT

CHOOSE UNION CONSTRUCTION



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. 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 demonstrates to the end user that when it comes to getting a job done right the first time, union construction is the obvious and best choice.

THE BENEFITS OF

The benefits of union construction are on display across the country on a daily basis, when you see a sturdy, well-designed and well-constructed building. From the outside, everything

looks top-notch, and what you don't see are the complex safety and efficiency systems that have been masterfully implemented. From critical fire protection mechanisms and electrical

wiring to energy-saving methods involving rainwater harvesting to green and solar roofing structures, the union construction workforce has been trained in world-class, USDOL-approved programs.



UNION CONSTRUCTION

In contrast, when projects are built non-union, problems develop down the road that impact the entire structure such as leaky roofs, non-code compliant wiring, faulty heating/

air conditioning, and more. Cutting corners on materials that weaken bridges and cause collapse and loss of life is a catastrophic example of what shoddy construction can mean to

the people who live and work in communities across the country.

**UNION
YES** 





The unionized labor movement was born here in Chicago, and its impact on the middle class, working families and the nation's cities and towns has been substantial. CISCO marches in unison with organized labor as the defender of the middle class. The labor movement stands up for all workers, the unionized and those we intend to unionize. It confronts injustices like wage theft before it even starts. It works to protect the common good and eliminate pay inequity. When you are in a union and do the work, it does not matter what your age, race, religion, gender, national origin, sexual orientation, or disability is. With a union contract, if you do the work, you get the rate.



RECENT MOVEMENTS

Across the country, there has been a dramatic assault on working people in the public and private sector, with government officials irresponsibly asserting their power to strip workers of their voice on the job.

CISCO has joined ranks with groups that have been formed to combat this assault such as Illinois Working Together, Building our Communities, Access United and others. The missions of these organizations are similar – to promote the importance of the middle class, and to enrich the lives of working families within their communities.

These groups staunchly believe that all workers deserve to be treated with dignity and respect, earn a respectable wage for their skills and work in a safe environment so they can return home to their families at the end of the day. In addition, these partnerships are developing barrier reduction methods with the goal of increasing access to high-wage union construction careers.

These are careers, not jobs. By creating and strengthening a diverse workforce, individual communities grow stronger as the pride that accompanies these careers has a rippling effect through neighborhoods and families.

GIVING BACK



Without a doubt, we live in challenging times. Economic inequity has never been so great in this country, poverty and hunger are at an all-time high, and wages are at an all-time low. Never have so few had so much, while so many have so little.

So in their own unique ways, union building trades and contractors have stepped up

to help those less fortunate and in need. Donations to veterans groups, food banks and charitable organizations such as Misericordia are commonplace.

Golf outings have been another source of generosity as nearly all of the events feature donations that go to a wide range of charities. One such outing, sponsored by the Operating

Engineers Local 150 raised \$500,000 for military families, while CISCO's annual golf outing has sent proceeds to local food banks and charities such as Christmas Without Cancer and Gateway to Learning.

The ultimate gift to those in need from our brothers and sisters in the union construction industry comes in the form of time and

talent. These men and women often volunteer to rehab, rebuild or fix homes and property that has fallen in disrepair.

Examples are numerous as many union build trades professionals volunteer for a program called Rebuilding Together – Metro Chicago, which occurs annually on National Rebuilding Day - the last Saturday in April. Teams of volunteers are mobilized to work in partnership with the community to repair the homes and improve the neighborhoods of local residents so that they may continue to live in warmth, safety and independence.


Our neighbors are the backbone of a community's strength, and when a neighbor is in trouble, help in the form of union construction is just around the corner. An iconic Chicago diner was victimized by burglars and repairs were estimated between \$10,000 and \$20,000. IBEW Local 134 sprang into action, called upon local contractors for a favor to make the repairs, and that historic south side restaurant was back in business in a matter of days. When the foreman was asked on local television why they helped, his answer was genuine – “We are neighbors, and we take care of each other.”





CISCO IS...





The values and mission of CISCO are as good as they sound – labor union leaders and executives from union contractors working together to enhance the competitiveness of union construction – building trust and serving as a forum to facilitate dialogue between contractors and building trades. CISCO works every day to foster the joint commitment to high quality, on-time and within budget delivery on all projects with stakeholders.

At the end of the day, the “CISCO acorn” was planted 30 years ago, and we continue to watch the oak tree spread its branches, getting stronger with each passing year. CISCO is a healthy, flourishing organization with the best yet to come.

CISCO ON THE MOVE

