



Illinois Chapter

MERIT UPDATE

APRIL 6, 2009

STUDY EXPOSES CONCERNS ABOUT JOB TARGETING

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PICTURE THIS HAPPENING TO YOUR COMPANY: YOU SUBMITTED WHAT SHOULD HAVE BEEN THE LOWEST RESPONSIBLE BID ON A PROJECT, ONLY TO FIND OUT YOU WERE UNDERBID BY A COMPETITOR THAT SECRETLY RECEIVED A WAGE SUBSIDY FROM A THIRD PARTY. WHAT IS WRONG WITH THIS PICTURE? RECENT ACADEMIC RESEARCH POINTS TO THE CULPRIT.

A STUDY PUBLISHED BY GEORGE MASON UNIVERSITY'S JOHN M. OLIN INSTITUTE FOR EMPLOYMENT PRACTICE AND POLICY FOUND CONSTRUCTION INDUSTRY UNIONS HAVE SPENT MORE THAN \$1 BILLION SINCE 2000 TO ENGAGE IN CONTRACT BIDDING SCHEMES, ALSO KNOWN AS JOB TARGETING. USING JOB TARGETING, UNIONS COLLECT WORKER FEES TO PAY WAGE SUBSIDIES TO SELECTED CONTRACTORS. THE SUBSIDIES IN TURN GIVE THOSE CONTRACTORS AN UNFAIR BIDDING ADVANTAGE ON PROJECTS.

CONSTRUCTION UNIONS HAVE QUIETLY ENGAGED IN JOB TARGETING FOR MORE THAN TWO DECADES IN AN ATTEMPT TO RECOVER DRASTIC LOSSES IN INDUSTRY MARKET SHARE. ACCORDING TO THE STUDY, UNIONS IN NEARLY EVERY STATE ARE UNETHICALLY ATTEMPTING TO RECOVER MARKETS WHERE THEY HAVE BEEN PRICED OUT AS A RESULT OF COMPETITIVE BIDDING.

IN ADDITION TO UNCOVERING A STARTLING LEVEL OF JOB TARGETING PAYOUTS, THE OLIN STUDY DOCUMENTS A COMBINATION OF UNFAIR BIDDING PROCESSES, HIGHER CONSTRUCTION COSTS AND LOST TAX REVENUE. THE STUDY RAISES THREE MAJOR CONCERNS ABOUT THE GOVERNMENT'S POLICY OF CONTINUING TO ALLOW UNIONS TO ENGAGE IN THE PRACTICE.

JOB TARGETING CONTRIBUTES TO HIGHER COSTS

THE PRACTICE OF JOB TARGETING HAS INCREASED THE PREVAILING WAGE EMPLOYERS ARE REQUIRED TO PAY ON VIRTUALLY ALL PUBLICLY FUNDED CONSTRUCTION PROJECTS. THIS ENABLES UNIONS, AFTER THE FACT, TO CLAIM THEIR MEMBERS RECEIVED A WAGE RATE HIGHER THAN WHAT THE EMPLOYER ACTUALLY PAID, EXCLUDING THE UNION-PAID SUBSIDY. AS A RESULT, TAXPAYERS PAY INFLATED PRICES TO BUILD SCHOOLS, ROADS, LIBRARIES, FIRE AND POLICE STATIONS, SPORTS ARENAS, WATER TREATMENT PLANTS AND OTHER PUBLICLY FUNDED CONSTRUCTION PROJECTS.

TAXPAYERS COULD UNKNOWINGLY FUND THESE PROGRAMS

WORKERS' UNION DUES MAY BE LEGALLY DEDUCTED FROM THEIR FEDERAL, STATE AND LOCAL TAX RETURNS. IN CONTRAST, THE MONEY UNION MEMBERS CONTRIBUTE TO FUND JOB TARGETING PROGRAMS MAY NOT LEGALLY BE DEDUCTED ON THEIR TAX RETURNS, AS IT IS NOT CONSIDERED DUES.

THE OLIN STUDY REVIEWED THOUSANDS OF UNION FINANCIAL DISCLOSURE FORMS AND FOUND NEARLY ONE-THIRD OF CONSTRUCTION UNIONS ENGAGED IN JOB TARGETING "DISGUISE, HIDE, OR CREATIVELY MISCLASSIFY" THESE PAYMENTS—DESPITE EXPLICIT INSTRUCTION FROM THE U.S. DEPARTMENT OF LABOR TO DISCLOSE THESE EXPENDITURES.

THESE UNFAIR WAGE SUBSIDY PROGRAMS APPEAR TO BE ADVERSELY AFFECTING TAX REVENUES AT THE FEDERAL, STATE AND LOCAL LEVELS, ALTHOUGH THE EXACT AMOUNT HAS YET TO BE DETERMINED. THE STUDY FOUND THAT UNIONS SPENT MORE THAN \$1 BILLION FOR JOB TARGETING DURING THE PAST EIGHT YEARS, BUT NOTES THAT THE NUMBER IS A CONSERVATIVE ESTIMATE—MEANING THE TAX IMPLICATIONS COULD BE MORE SEVERE.

(CONTINUED ON PAGE 2)

ELK GROVE VILLAGE OFFICE
1541 ELMHURST RD,
ELK GROVE VILLAGE, IL
60007
847-709-2960
847-709-2970 FAX

SPRINGFIELD OFFICE
526 E. ALLEN
SPRINGFIELD, IL 62703
217-523-4692
217-523-4752 FAX

JOB TARGETING IS UNCOMPETITIVE AND UNFAIR, YET LEGAL

UNDER CURRENT FEDERAL AND STATE LAW, UNIONS ARE PERMITTED TO USE MONEY COLLECTED FROM MEMBERS TO ENGAGE IN JOB TARGETING. IT IS ALSO LAWFUL FOR A COMPANY TO ACCEPT JOB TARGETING PAYMENTS FROM A UNION. HOWEVER, IF ONE CONSTRUCTION COMPANY PROVIDES A WAGE SUBSIDY TO ANOTHER IN ORDER TO TAKE BUSINESS AWAY FROM A COMPETITOR, BOTH COMPANIES WOULD RISK BEING PROSECUTED FOR VIOLATING ANTITRUST LAWS. THERE IS LITTLE DIFFERENCE BETWEEN COLLUSION AND JOB TARGETING—BOTH PREVENT THE PROPER FUNCTION OF AN OPEN AND FREE MARKET, AND NEITHER SHOULD BE LEGAL. WHEN VIEWED AGAINST THE BACKDROP OF THE DEEPENING FINANCIAL CRISIS, UNDER-FUNDED PENSIONS AND THE BILLIONS OF TAXPAYER DOLLARS SLATED FOR PUBLIC INFRASTRUCTURE PROJECTS ACROSS THE COUNTRY, JOB TARGETING IS A TOP ISSUE FOR CONTRACTORS AIMING TO COMPETE FAIRLY IN AN OPEN MARKET. IF ALLOWED TO CONTINUE UNCHECKED, UNION OFFICERS ENGAGING IN THIS UNFAIR PRACTICE COULD ACHIEVE THEIR OBJECTIVE OF DRIVING HONEST CONTRACTORS OUT OF BUSINESS. ETHICAL, RESPONSIBLE CONSTRUCTION OWNERS MUST DENOUNCE JOB TARGETING AND URGE ELECTED OFFICIALS TO OUTLAW THE PRACTICE IMMEDIATELY.

SOURCE: CONSTRUCTION EXECUTIVE, APRIL 2009 EDITION: WASHINGTON UPDATE.

2009-2010 DIRECTORY

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GETTING ON AND OFF EQUIPMENT

GETTING ON AND OFF THE MACHINE IS THE No. 1 CAUSE OF INJURY TO EQUIPMENT OPERATORS, FORKLIFT DRIVERS AND TRUCK DRIVERS, ANY ONE OF WHOM WILL READILY SHARE THEIR "LEARNING EPISODE." IT HAPPENS A LOT.

FIRST, CHECK YOUR GLOVES AND BOOTS. CLEAN THE MUD OFF BEFORE CLIMBING, AND USE "HIGH GRIP" GLOVES FOR A SECURE HAND HOLD. NEXT, USE A THREE-POINT STANCE GOING AND COMING. USE LARGE SIZE HAND AND FOOT HOLDS. SECURELY ENGAGE THE ENTIRE HAND AND FOOT, AVOIDING A TOE-HOLD OR FINGER-HOLD GRIP. USE A STEP LADDER FOR ACCESS WHEN NO HAND OR FOOT HOLDS ARE PROVIDED. AVOID CARRYING OBJECTS WHILE CLIMBING. IF THE MACHINE NEEDS ADDITIONAL HAND HOLDS OR STEPS INSTALLED, DO IT. OPERATORS COME IN DIFFERENT SIZES. MAKE IT AS EASY AND SAFE AS POSSIBLE TO ASCEND/DESCEND. AVOID THE NEED TO STRETCH BY PUTTING THE GRAB RAILS WHERE THEY'RE EASY TO SECURELY REACH. WHEN EXITING THE MACHINE, CORRECT PRACTICE IS TO LOWER YOURSELF IN A CONTROLLED MANNER - NEVER JUMP!

SOURCE: FORCONSTRUCTIONPROS.COM

RENEWALS

WHY YOU SHOULD RENEW YOUR MEMBERSHIP:

- ⇒ ADVOCACY FOR OPEN COMPETITION AND FREE ENTERPRISE
- ⇒ STRENGTH IN NUMBERS AND EXPERTISE WHEN FIGHTING THE UNIONS
- ⇒ BUSINESS DEVELOPMENT AND NETWORKING OPPORTUNITIES
- ⇒ APPRENTICESHIP TRAINING AND EDUCATIONAL SEMINARS
- ⇒ LEGISLATIVE AND POLITICAL ACTIVISM
- ⇒ AFFINITY PROGRAMS THAT SAVE YOU MONEY

VISA, MASTER CARD, DISCOVER, AND AMERICAN EXPRESS ARE ACCEPTED. IN TODAY'S ECONOMY WE UNDERSTAND THAT SOME MEMBERS MAY BE HAVING FINANCIAL DIFFICULTIES.

WE CAN HELP!

CALL LISA AT THE ABCIL OFFICE TODAY TO WORK OUT A PAYMENT OPTION. CALL THE ABCIL OFFICE TODAY TO RENEW YOUR MEMBERSHIP! 847-709-2960

DON'T MISS THESE EVENTS!

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ABCIL'S ANNUAL GOLF OUTING



COST:

- ⇒ INDIVIDUAL GOLF & DINNER \$165
- ⇒ FOURSOME GOLF & DINNER \$600,
- ⇒ DINNER ONLY \$40

COST INCLUDES:

- ⇒ GREEN FEES
- ⇒ LUNCH
- ⇒ ALL BEVERAGES AND ITEMS FROM THE BEVERAGE CART/KEG HOLE
- ⇒ DINNER BUFFET
- ⇒ ONE HOUR OPEN BAR AT DINNER
- ⇒ DOOR PRIZES

AVAILABLE SPONSORSHIPS:

PRESENTING SPONSOR \$3,000

GOLF THEMED DINNER FAVOR SPONSOR: \$2,000

DINNER SPONSOR \$1,000

BEVERAGE CART SPONSOR: \$600 EACH (2 AVAILABLE)

DOOR PRIZE SPONSOR \$500 EACH (4 AVAILABLE)

HOLE SPONSOR \$ 250 (18 AVAILABLE)

KEG HOLE SPONSOR \$200

CONTEST HOLE SPONSOR \$100 PLUS GIFT FOR CONTEST WINNER

GOODIE BAG SPONSOR PRODUCT ONLY

FOR MORE INFORMATION OR TO REGISTER/SPONSOR PLEASE CONTACT LISA AT LISA@ABCIL.ORG

APRIL 7, 2009

EFFECTIVE PRESENTATION SKILLS

THERE ARE MANY CRITICAL CHALLENGES FACING THE BUSINESS PRESENTER TODAY. CALENDARS ARE FULL OF DEADLINES AND MEETINGS, AND MULTI-TASKING IS A COMMON PRACTICE. AS A RESULT, TODAY'S BUSINESS PRESENTER MUST KNOW HOW TO CREATE AND ARTICULATE A CLEAR AND CONCISE MESSAGE, RESPOND TO QUESTIONS IN AN EFFECTIVE AND LOGICAL MANNER, AND CREATE AND USE COMPELLING VISUAL AIDS. THIS INTERACTIVE, ENERGETIC WORKSHOP WILL PROVIDE THE BUSINESS PRESENTER WITH ALL OF THE NECESSARY SKILLS REQUIRED TO DELIVER A WINNING PRESENTATION. THE WORKSHOP WILL INTRODUCE AND REINFORCE THESE SKILLS BY HAVING THE PARTICIPANTS DELIVER THREE VIDEOTAPED PRESENTATIONS. FOR MORE INFORMATION PLEASE VISIT WWW.C-KG.COM OR CONTACT DEAN CARROLL AT DCARROLL@C-KG.COM

APRIL 15, 2009

ASSERTIVE SKILLS: COMMUNICATION WITH AUTHORITY AND IMPACT

THIS DYNAMIC, INTERACTIVE ONE DAY WORKSHOP WILL PROVIDE PROFESSIONALS AT ALL LEVELS WITH EASY-TO-IMPLEMENT TECHNIQUES TO INCREASE COMMUNICATION AND LISTENING SKILLS. PARTICIPANTS WILL LEARN TO COMMUNICATE POSITIVELY, RESPOND PRODUCTIVELY AND IMPROVE WORK RELATIONSHIPS. FOR MORE INFORMATION PLEASE VISIT WWW.C-KG.COM OR CONTACT DEAN CARROLL AT DCARROLL@C-KG.COM

APRIL 15-17, 2009

CONSTRUCTION EDUCATION CONFERENCE—FLAMINGO HOTEL, LAS VEGAS, NV

FOR MORE INFORMATION PLEASE VISIT WWW.ABC.ORG AND CHECK OUT THE CALENDAR OR EVENTS.

APRIL 16, 2009

THE BLUE BOOK GC SHOWCASE

THURSDAY, APRIL 16, 2009. 3:00-7:00PM AT VENUTI'S RISTORANTE & BANQUETS, ADDISON, IL. NO CHARGE TO EXHIBIT OR ATTEND! *FOR NEARLY 100 YEARS, THE BLUE BOOK HAS BEEN CONNECTING COMPANIES LIKE YOURS WITH THE SUBCONTRACTORS AND SUPPLIERS YOU NEED. THE BLUE BOOK GC SHOWCASE FOR AN OPPORTUNITY TO MEET AND PRE-QUALIFY COMPANIES IN PERSON – AND AT NO CHARGE!*

THE BLUE BOOK WILL PROMOTE THIS EXCLUSIVE NETWORKING EVENT TO EVERY SUBCONTRACTOR AND SUPPLIER WORKING IN THE LOCAL AREA. ALL GENERAL CONTRACTORS RECEIVE AN EXHIBIT SPACE AND TABLE FOR DISPLAY AND DISTRIBUTION OF COMPANY PREQUALIFICATION FORMS, PROJECT INFORMATION, BROCHURES, ETC.

THE BLUE BOOK GC SHOWCASE IS A GREAT WAY TO:

- ⇒ MEET SPECIALTY SUBCONTRACTORS AND SUPPLIERS OFFERING HARD-TO-FIND NICHE SERVICES.
- ⇒ EXPAND YOUR CIRCLE OF VENDORS AND INCREASE YOUR CHANCES OF GETTING THE MOST COMPETITIVE BIDS.
- ⇒ SHOWCASE YOUR COMPANY IN FRONT OF HUNDREDS OF VENDORS AND STAY ON TOP OF YOUR COMPETITION.

FOR MORE INFORMATION CONTACT TODD BROWN AT TBROWN@MAIL.THEBLUEBOOK.COM

APRIL 17, 2009

HOW TO CONDUCT TERMINATIONS LEGALLY, HUMANELY, AND STRATEGICALLY

THIS INTERACTIVE AND FAST-PACED ONE DAY WORKSHOP WILL PROVIDE YOU WITH PROVEN INSIGHTS AND TECHNIQUES TO MAXIMIZE YOUR ABILITY TO CONDUCT LEGAL, HUMAN, AND STRATEGIC TERMINATIONS. LED BY A FORMER HR EXECUTIVE, THIS WORKSHOP WILL UTILIZE FACILITATOR LED DISCUSSIONS, CASE STUDIES, CLASSROOM EXERCISES AND ROLE-PLAYING TO LEARN AND PRACTICE THE SKILLS NEEDED FOR SUCCESS. FOR MORE INFORMATION PLEASE VISIT WWW.C-KG.COM OR CONTACT DEAN CARROLL AT DCARROLL@C-KG.COM

APRIL 23, 2009

ABCIL AFTERHOURS

WHY DO SOME COMPANIES FAIL IN TOUGH ECONOMIC TIMES WHILE OTHER STRIVE? JOIN US AT 6:00 PM AT THE ABCIL OFFICE, 1541 ELMHURST RD. ELK GROVE VILLAGE, IL TO FIND OUT! COST IS \$25.00 PER PERSON WHICH INCLUDES A BUFFET DINNER WITH YOUR CHOICE OF BEER, WINE, SODA, OR WATER AND A PRESENTATION BY JOHN MAUTNER, COSI INSTITUTE. JOHN WILL SHOW MEMBERS HOW TO:

- ⇒ BRAINSTORM AND DISCOVER HUNDREDS OF THOUSANDS DOLLARS OF SALES AND PROFIT OPPORTUNITIES INSIDE THEIR COMPANIES
- ⇒ MAP OUT THE BUSINESS MODEL TO DRIVE UP EFFICIENCY AND PRODUCTIVITY
- ⇒ LAUNCH / IMPLEMENT SOLUTIONS FOR RAPID PROFITABILITY
- ⇒ LEARN TO INSTILL AND MANAGE THESE IMPROVEMENTS ON AN ONGOING BASIS

FOR MORE INFORMATION OF TO REGISTER PLEASE CONTACT LISA RAYMOND AT LISA@ABCIL.ORG

APRIL 24, 2009

TIME MANAGEMENT AND PERSONAL EFFECTIVENESS SKILLS

THIS FULL DAY WORKSHOP WILL IDENTIFY THE ESSENTIAL PERSONAL EFFECTIVENESS SKILLS NEEDED IN TODAY'S FAST PACED ENVIRONMENT, AND FOCUS ON APPLYING THESE KEY SKILLS UTILIZING THE PROCESS YOU CHOOSE (PAPER BASED, E-TOOLS, OR BOTH). FOR MORE INFORMATION PLEASE VISIT WWW.C-KG.COM OR CONTACT DEAN CARROLL AT DCARROLL@C-KG.COM

JULY 30, 2009

ABCIL ANNUAL CHICAGOLAND GOLF OUTING

THE EVENT WILL BE HELD AT PHEASANT RUN RESORT, 4051 EAST MAIN ST. SAINT. CHARLES, IL 60174.

REGISTRATION WILL BEGIN AT 11:45 AM, LUNCH WILL BE SERVED AT 12:00 PM, FOLLOWED BY A 1:00 PM SHOTGUN START. DINNER WILL BEGIN AT 6:00 PM.