



Illinois Chapter

MERIT UPDATE

JUNE 2, 2010

DOL ISSUES REQUIREMENTS TO INFORM EMPLOYEES ABOUT RIGHT TO UNIONIZE

THE DEPARTMENT OF LABOR (DOL) OFFICE OF LABOR-MANAGEMENT STANDARDS (OLMS) MAY 20 PUBLISHED A FINAL RULE DETAILING THE WAY FEDERAL CONTRACTORS AND SUBCONTRACTORS MUST DISPLAY A NOTICE INFORMING EMPLOYEES OF THEIR RIGHTS TO JOIN OR NOT JOIN A UNION.

THE FINAL RULE IMPLEMENTS EXECUTIVE ORDER 13496 AND DESCRIBES THE SIZE, CONTENT AND LOCATION REQUIREMENTS FOR POSTING THE NOTICE. THE RULE APPLIES TO ALL FEDERAL CONTRACTORS PERFORMING WORK ON CONTRACTS WORTH MORE THAN \$100,000 AND ALL FEDERAL SUBCONTRACTORS AT ANY TIER PERFORMING WORK WORTH MORE THAN \$10,000, EVEN IF THE PRIME CONTRACTOR ON THE PROJECT IS EXEMPT FROM THE REQUIREMENT.

"IMPORTANTLY, THE LABOR DEPARTMENT'S FINAL RULE CLARIFIES THAT THE NEW NOTICE PROVISION WILL NOT BE USED A 'BACKDOOR' ENFORCEMENT MECHANISM FOR THE SUBSTANTIVE PROVISIONS OF THE NATIONAL LABOR RELATIONS ACT," SAID MAURICE BASKIN OF VENABLE LLP, ABC'S GENERAL COUNSEL. "THE DEPARTMENT MAKES CLEAR THAT ANY COMPLAINTS ARISING OUT OF UNION ACTIVITY WILL BE REFERRED FOR HANDLING TO THE NATIONAL LABOR RELATIONS BOARD, AS HAS ALWAYS BEEN THE CASE."

ACCORDING TO THE FINAL RULE, THE NOTICE MUST BE POSTED PHYSICALLY IN A PROMINENT LOCATION WHERE EMPLOYEES CAN EASILY SEE IT AND ALSO MUST BE POSTED ELECTRONICALLY IF THE EMPLOYER USUALLY POSTS NOTICES ONLINE. THE NOTICE CAN BE PRINTED FROM THE DOL WEBSITE AND EMPLOYERS THAT POST THE NOTICE ELECTRONICALLY MUST LINK BACK TO THE DOL WEBSITE USING THE SENTENCE: IMPORTANT NOTICE ABOUT EMPLOYEE RIGHTS TO ORGANIZE AND BARGAIN COLLECTIVELY WITH THEIR EMPLOYEES.

E.O. 13496 REVOKED A PREVIOUS EXECUTIVE ORDER BY PRESIDENT BUSH, COMMONLY CALLED THE BECK ORDER, THAT REQUIRED CONTRACTORS TO INFORMS EMPLOYEES OF THEIR RIGHTS IN REFUSING TO PAY UNION DUES EARMARKED FOR NON-COLLECTIVE BARGAINING ACTIVITIES, INCLUDING POLITICS AND LOBBYING. IN RESPONSE TO COMMENTS FILED BY ABC, OLMS REVISED EXAMPLES OF EMPLOYER MISCONDUCT IN THE NEW NOTICE TO REFLECT UNLAWFUL UNION ACTIVITY AS WELL AS MISCONDUCT BY EMPLOYERS OF NONUNION COMPANIES.

Source: ABC NEWSLINE

ABC - ILLINOIS GRADUATION

PLEASE JOIN US THURSDAY JUNE 10TH AT 6:00 PM IN HONORING OUR 2010 GRADUATES. THE EVENT WILL BE HELD AT BELVEDERE BANQUEST, 1170 W DEVON, ELK GROVE VILLAGE. DINNER WILL BEGIN AT 7:00 P.M. AND THE CEREMONY WILL TAKE PLACE AT 8:00 P.M. OUR GUEST SPEAKER FOR THE EVENING WILL BE GASTON SANCHEZ. GASTON IS THE OWNER/PRESIDENT OF 360 CONSTRUCTION. HE IS A 2008 GRADUATE OF OUR APPRENTICE SCHOOL AND ALSO AN ABCIL INSTRUCTOR. THE COST IS \$30.00 PER PERSON (GRADUATES ARE FREE). IF YOU WOULD LIKE TO ATTEND, PLEASE CONTACT CHANDRA AT (847) 709-2960 OR EMAIL HER AT CHANDRA@ABCIL.ORG.

DOWNSTATE LEAD CERTIFICATION CLASS

ABCIL HAS SET UP A LEAD CERTIFICATION CLASS IN SPRINGFIELD, IL. THIS CLASS IS GOING TO BE HELD ON JUNE 14TH AT 4211 WESTGATE DRIVE IN SPRINGFIELD, IL. BREAKFAST AND LUNCH WILL BE PROVIDED. THE COST IS \$240 PER PERSON. SPACE IS LIMITED TO 20, SO DON'T DELAY YOUR REGISTRATION. FOR QUESTIONS, OR TO REGISTER, PLEASE CONTACT KARI AT (217) 523-4692 OR EMAIL HER AT KARI@ABCIL.ORG.

Inside this Issue: Page

DOL ISSUES REQUIREMENTS TO INFORM EMPLOYEES ABOUT RIGHT TO UNIONIZE	1
ABC - ILLINOIS GRAUDATION	1
DOWNSTATE LEAD CERTIFICATION CLASS	1
ABCIL DINNER CRUISE	2
EDUCATION COMMITTEE MEETING	2
ABC LEGISLATIVE CONFERENCE	2
CANDOS HEALTH CARE SEMINAR	2
EVENTS	3

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

ABCIL DINNER CRUISE

GRAB YOUR SPOUSE OR SIGNIFICANT OTHER AND COME SET SAIL WITH US ON THE BEAUTIFUL MYSTIC BLUE SHIP ON THURSDAY, JULY 22, 2010.

BOARD TIME IS SET FOR 6:00 P.M. AND WE WILL LEAVE THE DOCKS BY 6:30. THE SHIP SHOULD BE DOCKING AROUND 8:30.

THE COST IS \$75/PERSON WHICH INCLUDES: THE CRUISE, BUFFET DINNER, OPEN BAR, INTERACTIVE DJ, AND A SPECTACULAR OUTSIDE DECK SPACE.

CONTACT LISA AT 847-709-2960 WITH QUESTIONS. KEEP WATCHING THE MERIT UPDATE FOR MORE INFORMATION REGARDING THIS EXCITING EVENT!



**FOR A 10%
DISCOUNT ON
YOUR WORKER'S
COMP INSURANCE**

**CALL AL CANDOS
@ (708) 361-2700
TODAY!**



EDUCATION COMMITTEE MEETING

THE NEXT EDUCATION COMMITTEE MEETING WILL BE HELD ON JUNE 17TH AT 10:30 A.M. IN THE ELK GROVE OFFICE. PLEASE CONTACT CHANDRA AT 847-709-2960 FOR MORE INFORMATION.

ABC LEGISLATIVE CONFERENCE

CONNECT WITH HUNDREDS OF YOUR CONSTRUCTION COLLEAGUES TO GET THE LATEST UPDATES ON CRITICAL ISSUES AFFECTING CONTRACTORS. LEARN ABOUT THE MOST RECENT LEGISLATIVE DEVELOPMENTS AND HOW THEY WILL IMPACT YOUR BUSINESS AND YOUR BOTTOM LINE, INCLUDING HEALTH CARE, UNION ONLY PLAs, JOB CREATION AND THE CULTURE OF UNION FAVORITISM.

LEG CON WILL BE HELD ON JUNE 15TH - JUNE 17TH. THE NATIONAL BOARD MEETING WILL BE ON JUNE 15TH, WITH MEETINGS TO BEGIN ON THE 16TH ON CAPITOL HILL. ABCIL HOPES YOU WILL CONSIDER PARTICIPATING IN THIS IMPORTANT CONFERENCE. WE ARE HARD AT WORK SETTING UP MEETINGS WITH THE ILLINOIS DELEGATES IN BOTH THE SENATE AND THE HOUSE OF REPRESENTATIVES FOR JUNE 16TH. WE WILL ONLY HAVE ONE DAY TO MEET WITH LEGISLATORS, SO PLEASE LET KARI KNOW AS SOON AS POSSIBLE IF YOU ARE ABLE TO ATTEND, WE WOULD LIKE TO MAKE SURE YOUR REPRESENTATIVE IS INCLUDED ON THE SCHEDULED MEETINGS.

FOR MORE INFORMATION, PLEASE VISIT:
WWW.ABC.ORG/HOT_LINKS/MEETINGS_AND_EVENTS/LEGISLATIVE_CONFERENCE.ASPX

HOW TO CONTROL PREMIUM COSTS IN THE ERA OF HEALTH CARE REFORM

- ◆ HOW WILL HEALTH CARE REFORM AFFECT MY BUSINESS?
- ◆ WILL CONGRESS' ACTION FURTHER INCREASE MY COSTS?
- ◆ WHAT CAN I DO TO CONTROL MY COSTS TODAY AND IN THE FUTURE?
- ◆ AM I ELIGIBLE FOR THE NEW SMALL EMPLOYER CREDITS UP TO 35%?

GET THE ANSWERS TO THESE QUESTIONS AND MORE AT OUR HEALTH CARE SEMINAR AT MARIAH'S RESTAURANT, 3317 ROBBINS ROAD. SPRINGFIELD, IL ON JUNE 25TH. THE MEETING WILL BEGIN AT 8:00 A.M. AND SHOULD BE DONE AROUND 10:00 A.M. THE COST IS \$15.00 PER PERSON PLEASE CONTACT KARI AT 217-523-4692 OR EMAIL HER AT KARI@ABCIL.ORG FOR MORE DETAILS.

DON'T MISS THESE EVENTS!

PAGE 3

JUNE 10TH

ABCIL GRADUATION - BELVEDERE BANQUETS, ELK GROVE VILLAGE
FOR DETAILS PLEASE CONTACT CHANDRA AT 847-709-2960

JUNE 14TH

DOWNSTATE LEAD CERTIFICATION CLASS - SPRINGFIELD, IL
FOR DETAILS PLEASE CONTACT KARI AT 217-523-4692

JUNE 15TH - 17TH

LEGISLATIVE CONFERENCE - HYATT REGENCY WASHINGTON ON CAPITOL HILL, WASHINGTON DC
FOR DETAILS ON THIS CONFERENCE PLEASE CONTACT KARI AT 217-523-4692

JUNE 15TH

NATIONAL BOARD MEETING - HYATT REGENCY WASHINGTON ON CAPITOL HILL, WASHINGTON DC
FOR DETAILS ON THIS MEETING PLEASE CONTACT KARI AT 217-523-4692

JUNE 17TH

EDUCATION COMMITTEE MEETING - ELK GROVE OFFICE
FOR DETAILS PLEASE CONTACT CHANDRA AT 847-709-2960

JUNE 25TH

CANDOS HEALTH CARE SEMINAR - SPRINGFIELD, IL
FOR DETAILS PLEASE CONTACT KARI AT 217-523-4692

JULY 22ND

ABCIL DINNER CRUISE - MYSTIC BLUE CRUISES, NAVY PIER, CHICAGO IL
FOR DETAILS ON THIS CRUISE PLEASE CONTACT LISA AT 847-709-2960

AUGUST 18-20TH

CHAPTER PRESIDENTS MANAGEMENT CONFERENCE - NEWPORT BEACH, CA
FOR DETAILS ON THIS CONFERENCE PLEASE CONTACT KARI AT 217-523-4692

SEPTEMBER 16TH

ABCIL GOLF OUTING - EDGEWOOD GOLF CLUB, AUBURN, IL
FOR DETAILS ON PLEASE CONTACT KARI AT 217-523-4692

NOVEMBER 9-11TH

INSTITUTE FOR PROFESSIONAL LEADERSHIP AND DEVELOPMENT - RANCHO MIRAGE, CA
FOR DETAILS ON THIS CONFERENCE PLEASE CONTACT KARI AT 217-523-4692

NOVEMBER 9TH

NATIONAL BOARD MEETING - RANCHO MIRAGE, CA
FOR DETAILS ON THIS MEETING PLEASE CONTACT KARI AT 217-523-4692