

Central Illinois Builders Is ...

... A voluntary trade association founded in 1955 with the initial purpose and primary focus of representing construction management in labor relations and contract negotiations.

Central Illinois Builders is a local chapter of the Associated General Contractors of America (AGC). Established in 1918, AGC is a full service construction association with 95 chapters nationwide.

Chartered by AGC in 1956, Central Illinois Builders' jurisdiction is building construction in 46 counties of central Illinois. The policies and direction of Central Illinois Builders are determined by a twenty-one member Board of Directors. The Board is elected at the Annual Meeting of the Association. Central Illinois Builders has four active committees (Labor Policy being one such committee). Committee recommendations are acted upon by the Board and are the basis for much of the Association's policy and direction. Chapter staff administer the policy and direction as determined by the Board and its Executive Committee. Membership in CIB is available to any firm whose livelihood is wholly or in part derived from the construction industry. Three membership classifications (Regular, Specialty and Associate) are available. Please call the CIB Office for further details to join CIB.

Central Illinois Builders of AGC LABOR POLICY COMMITTEE

John Blythe (Jones-Blythe Construction, Springfield)
Michael Broeren (Broeren Russo Construction, Champaign)
Don Evans (Evans Construction, Springfield)
Wen Fritsch (HF Fritsch & Sons, Inc., Springfield)
Cody Gerdes (River City Construction Co., E. Peoria)
John Goetz (R.D. Lawrence Construction, Springfield)
Dan Hoselton (Henson Robinson Company, Springfield)
Mike Hynds (English Brothers Co., Champaign)
Mike Landgrebe (Landgrebe Interior Construction, Spfld.)
Doug McCoy (McCoy Construction, Pontiac)
Jim Meek (Felmley-Dickerson Company, Bloomington)
John Meek (Felmley-Dickerson Company, Bloomington)
Brian Neverman (Neverman Floor Artisans Inc., Champaign)
Gary Oehler (Associated Constructors Co., Bloomington)
Mike O'Shea (Harold O'Shea Builders, Springfield)
Hal Schinzler (Christy-Foltz, Decatur)
Mitch Schinzler (Christy-Foltz, Decatur)
Al Slagel (Vissering Construction Company, Streator)
Nick Walder (The Petry-Kuhne Company, Champaign)
Greg Webb (Associated Constructors, Bloomington)

CIB Staff

Roger Huebner, Executive Vice President

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**Why Assign Your
Company's Bargaining
Rights to Central Illinois
Builders of AGC?**

- **Bricklayers & Tilersetters**
- **Carpenters & Millwrights**
- **Ironworkers**
- **Laborers**
- **Operating Engineers**
- **Painters**
- **Plasterers & Cement Masons**
- **Roofers**

Local Labor Policies Have a Tremendous Effect on Your Company's Operation

As a union contractor, the relationship between your company and local unions is critical to your success. Central Illinois Builders' primary purpose when founded over 60 years ago was to organize local contractors into a single unified voice to more effectively negotiate with local unions. CIB has been successful in that endeavor. The CIB negotiated building construction agreement serves as the "local agreement" that you are asked to sign.

There is mutual benefit to the bargaining relationship between local trade associations and unions. For the unions, negotiating with CIB prevents them from having to deal with each company on an individual basis, which would be incredibly time consuming. Furthermore, it is beneficial to the construction companies to be unified with their peers. This mutually beneficial relationship ensures uniformity in working conditions and wages, which in turn ensures a competitive, level playing field for all firms.

How the Process Works

CIB assigns peer contractors to serve as bargaining representatives for each of the collective bargaining agreements that CIB negotiates. While the process of negotiating is never easy and seldom predictable, at some point, the two sides will reach a tentative agreement.

CIB staff summarizes the tentative agreement and sends those participating companies who assigned bargaining rights, a ballot asking for acceptance or rejection. Fifty-one percent of those companies for that particular trade must accept. If there is less than fifty-one percent voting for acceptance, CIB's committee will go back to the bargaining table and continue to meet with the union's until another tentative agreement is reached. Then that must be voted upon.

What is the Benefit To Your Company?

Labor law and issues can be complex matters. These issues can be a drain on your time, emotions, public perception and contractor relationships. Furthermore, labor disputes quickly become complex legal issues that threaten the vitality of your business. **By assigning your bargaining rights to CIB, you have the opportunity to more fully participate in the local labor relations process, as well as having access to the knowledge and experience of CIB's Labor Policy Committee and staff.**

How Do You Participate?

You DO NOT need to be a CIB member to participate in the process. (We do encourage your joining to help CIB.) First, contact the CIB Office by a simple phone call or email. CIB will request some basic information about your company via an Assignment of Bargaining Rights Form. This form will also list the various trade unions with whom CIB has a collec-

tive bargaining agreement. Second, CIB will send you the form and you should place your initials in the space provided next to those unions with whom you wish to be signatory. Please read these documents carefully and be certain that you understand how the process works. An Assignment of Bargaining Rights Form is a legally binding document with both unions and the association. Of course, you generally will have the option to terminate your bargaining rights assignment at some point in the future, but there are specific legal procedures as to how and when that can be accomplished. Once you have decided which unions that you wish to be signatory, return the form to the CIB Office.

Is There Any Cost To My Company?

There is no additional cost for assigning bargaining rights. The cost of negotiating and administering the local collective bargaining agreements is covered by the Industry Advancement Foundation. This is a contribution that is already included in the wage and benefit contributions that are negotiated in each agreement (approximately 17 cents or slightly more per hour). So why not have your opinions heard by the organization that helps set the terms and conditions that you work under every day? Make arrangements to be part of the group.