

NEWS AND VIEWS

CHICAGOLAND CRANE ASSOCIATION

JANUARY 2016
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Happy New Year from the Chicagoland Crane Association! We hope that 2016 is a year of prosperity in the construction industry — particularly for CCA Members!

In 2014, CCA identified “Insurance Indemnification Requirements” as the issue that was most important to the largest number of Members. Throughout 2015, we continued to work on this important issue and will likely continue to do so in 2016. Importantly, CCA also continued our efforts to inform and educate our members. Throughout the year, we informed members of important changes to labor law, regulations and the permitting process in the City of Chicago. In October, CCA co-sponsored the well-attended seminar presented by Mark Breslin, “Finding, Developing and Retaining Young Talent”. Multiple associations and unions attended this great presentation and we are actively working to hold more joint events.

Most importantly, CCA helps maintain beneficial relationships with Operating Engineers Local #150. CCA collectively bargains with unions and stands up for members not only during negotiations, but also throughout the terms of the contracts.

During 2016, CCA has committed to increase the number of seminars that we host for our Members. If there are topics that are of specific interest to you, please contact the association so that we may consider it as a seminar topic.

At the December symposium of the Chicago Federal Reserve, the Chicago Fed announced that it expects the growth rate of real GDP to be 2.6% — an improvement from the projected 2.2% rate for 2015. Inflation is predicted to increase from an expected 0.4% in 2015 to 1.9% in 2016. Unemployment is expected to edge lower to 4.9% by December. Overall, 2016 is expected to be slightly better than 2015 — good news for all of us!

The Chicagoland Crane Association exists because of our fine Members. If you ever have any questions or suggestions, please contact our Executive Director, Jean Meyer, at 773-442-8146 or via email at office@chicagolandcraneassociation.org.

Best Regards,
Bill Tierney
CCA President

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CCA 2016 Board of Directors

At the 2015 ILOC Annual Meeting, new Officers and Directors were elected to the CCA Board. All terms expire on 12/31/16.

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| President | Bill Tierney (Imperial Crane Services, Inc.) |
| Secretary | Ed Gatwood (Gatwood Crane Service Inc.) |
| Treasurer | John Mooncotch, Jr. (Royal Crane Service, Inc.) |
| Director | Zach Prentiss (Atlas Crane Service, Inc.) |

Illinois Legislation Passes Aimed at Lowering the Cost of Unemployment Insurance

On 12/4/15, Governor Bruce Rauner signed legislation passed (somewhat surprisingly) by the Illinois House and Senate that marked a compromise between business groups and labor unions. The bill is aimed at lowering the cost of unemployment insurance. It tightens the definition of “misconduct” used to disqualify laid-off workers from receiving unemployment benefits. Under current law, misconduct must be shown to be “willful and deliberate”.

The new law denies benefits in additional cases, such as if someone provides false information on an employment application or damages an employer’s property through gross negligence. The measure also eliminates a “Social Security offset”, a reduction in unemployment benefits for people in Illinois who receive Social Security. After unanimous approval, most of the new law took effect in 2015.

Illinois Department of Employment Security Board of Review

The Chicago Tribune recently reported that the five-member review board that hears appeals of unemployment compensation rulings issues nothing but unanimous decisions because only one member, or a staff attorney, general reviews the evidence and the full board consequently stamps the decision. Critics claim that the full board never meets to hear cases and that each of the board members does not individually evaluate the evidence in each case. A spokeswoman for the Department of Employment Security maintains that given the volume of cases (more than 10,000 annually) and the fact that board members are part-time, one review by a board member is sufficient. The law does not specify a process for the board to follow. The Tribune called for a review of the process and a determination if the law intends it to be done this way.

Union to Sue over Lincolnshire’s Right-to-Work Ordinance

The AFL-CIO will go to court over Lincolnshire’s new ordinance that would bar private employers from requiring workers to join unions or pay dues, setting up a key challenge to Governor Bruce Rauner’s “turnaround” agenda. Supporters of right-to-work legislation argue that it would help promote job growth, while opponents say it would weaken unions and depress wages. Nearby states that have right-to-work laws include Indiana, Iowa, Michigan and Indiana.

Mark Breslin “Finding New Talent” Seminar

More than 200 people from multiple associations and unions attended a late October seminar presented by nationally-recognized speaker Mark Breslin. Mark specifically covered an issue that is important to all in the construction industry: *how to recruit, develop and retain Gen X & Gen Y employees.*

Mark noted that over 20,000 construction field workers will turn 65 between 2011 and 2030. This means that Gen X (born between 1965 and 1982) will be our leadership generation and Gen Y (born between 1982 and 2002) is our future workforce. Gen X members (the new leaders) want work-life balance, are very independent, are not loyal to employers, value ongoing learning and development, have strong technical skills, and are ruled not by the clock, but by accomplishment. Gen Y members (the future workforce) are very confident (overly?), are the most educated group, need constant feedback, value teamwork and collaboration, are demanding and not impressed with authority, and work does not define them.

Mark suggests that current leadership should develop a game plan that formalizes field leadership development, build a fast track for top apprentices and entry level personnel, develop mandatory supervisory training, and focus on recruiting older potential employees (i.e. from junior colleges). Mark also presented ideas for mentoring and knowledge transfer.

If you would like a copy of the PowerPoint presentation, please contact the CCA office and we will be happy to send it to you.

Are You the Problem?

A recent article in Contracting Business.com raised a key issue that addressed employee turnover. If your company has employee turnover, is this because of your managers or because of YOU? If you are constantly blaming other people for an ongoing problem, it might be time to sit down and do some tough self-reflection. Do you give your people the tools to succeed? Do you communicate issues to your staff in a manner that helps them understand problems and subsequently develop solutions? Oftentimes, the best solution is to talk with other CCA Members. Networking with other Members can lead to “best practices” where reviewing the problems and solutions of many companies leads to the best way to solve the problems.

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