

Fall/Winter 2021

The Monitor

RAISING THE BAR BY MONITORING THE CONSTRUCTION INDUSTRY

Illinois Passes Clean Energy Bill with Strongest Labor Standards in U.S.

The new bill sets a national precedent for labor standards on clean energy bills.

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Marc Poulos
EXECUTIVE DIRECTOR

FROM THE EXECUTIVE DIRECTOR: FEDERAL INFRASTRUCTURE PASSES

The long awaited \$1.2 trillion Federal Bipartisan Infrastructure Deal finally passed the House in the final hours of November 5th. In August, the Senate approved the Infrastructure Investment and Jobs Act. The Federal government has tried and failed for years to pass a major infrastructure bill to upgrade critical transportation

and utility infrastructure across the nation. The passage of this bipartisan deal marks the largest Federal infrastructure investment since the construction of the interstate highway system in the 1950s.

The nation's infrastructure has been underfunded for far too long, with the American Society of Civil Engineers (ASCE) giving U.S. infrastructure a "C-" grade in 2021. About 20 percent of the nation's highways and major roads and about 45,000 bridges are in poor condition.

Well-maintained roads, bridges, paths, transit systems, airports, and ports are important for businesses to thrive as goods and services are more easily accessible to all. The modernization of these systems – along with the nation's energy grid, high-speed internet capabilities, drinking water infrastructure, and affordable housing stock – are essential to building a high quality of life for current and future generations of Americans.

The Infrastructure Investment and Jobs Act provides significant investments in passenger and freight rail, roads, bridges, ports, airports, and public transit. Approximately \$550 billion in new money will be directed to transportation projects, the utility grid, and broadband. About \$65 billion

will go towards broadband expansion, which is a priority for many lawmakers after the coronavirus pandemic highlighted inequities in internet access for households and students across the country. In addition, the package includes \$110 billion for roads, bridges, and other major projects, along with \$66 billion for passenger and freight rail and \$39 billion for public transit. All of these investments will ensure safe travel, as well as the efficient transport of goods and produce across the country.

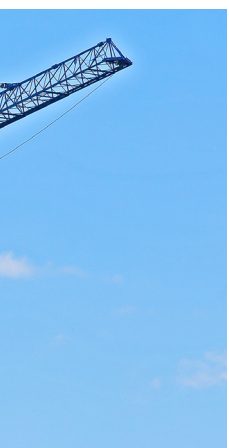
We're going to put hardworking Americans on the job to bring our infrastructure up to speed – good union jobs at prevailing wages. Jobs you can raise a family on and, as my dad would say, can have a little "breathing room."

– President Joe Biden on the Infrastructure Investment and Jobs Act

In addition to the critical financial investment in infrastructure, the bipartisan legislation also creates good-paying, union jobs in the construction industry. These jobs are expected to pay prevailing wages, including through project labor agreements with a free and fair choice to join a union and bargain collectively, and have strong labor standards that will help drive a strong and just economic recovery. Ultimately, the bill creates jobs that will provide a pathway to the middle class for millions of American working families.

We at the Indiana, Illinois, Iowa Foundation for Fair Contracting (III FFC) have been calling for a national infrastructure bill over the last decade. Infrastructure investment is important for American businesses, workers, and the economy. We thank our elected officials for putting a down payment on world-class infrastructure that is safer, more reliable, and will grow the economy. We look forward to the years ahead of rebuilding our nation's vital infrastructure.

"Roads, transit, internet: What's in the infrastructure bill." ABC News. Accessed November 8, 2021. <https://abcnews.go.com/Business/wireStory/roads-transit-internet-infrastructure-bill-81010169>





ILLINOIS PASSES HISTORIC CLEAN ENERGY BILL WITH BEST LABOR STANDARDS IN COUNTRY

The Illinois General Assembly passed landmark clean energy legislation in September. The Climate and Equitable Jobs Act (SB 2408) is a historic law that puts labor standards at the forefront of clean energy investment. The bi-partisan legislation overwhelmingly passed by a vote of 83-33 in the Illinois House of Representatives and 37-17 in the Illinois Senate. Governor J.B. Pritzker signed the bill into law on September 15, 2021.



While the main goal of the bill is to put Illinois on the path to 100 percent renewable energy by 2050, the law will create tens of thousands of good, union-paying jobs for Illinois workers. Previous clean energy bills in Illinois have left out the labor community, and as a result, the state has seen many out-of-state contractors and workers building renewable energy projects in recent years. Labor did not want to be left out of the state's energy transition this time, so it organized a coalition of unions and organizations under Climate Jobs Illinois. Because of Labor's input, The Climate and Equitable Jobs Act sets a national precedent for labor standards on clean energy bills.



What's in the bill and how does it help union contractors?

First, the bill expands prevailing wages on all non-residential wind and solar developments and electric vehicle charging stations. Most of the clean energy sector lacked strong labor protections for contractors and workers. The inclusion of prevailing wages will ensure workers are paid middle-class wages and contractors are provided skilled labor.

Second, the bill includes project labor agreements (PLAs) on

all utility-scale wind and solar developments. This helps local workers and contractors get the jobs instead of out-of-state workers and contractors because there are certain pre-hire agreements contractors must abide by, like apprenticeship ratios and targeted hire goals.

Third, the bill creates a Clean Jobs Workforce Hubs Program in 13 communities across the state to build a pipeline for young workers into clean energy jobs. Having a workforce hub of skilled workers is especially useful for contractors. This program will make it easier for contractors to find workers willing and able to build clean energy projects.

Fourth, it establishes a Displaced Energy Workers Bill of Rights to provide 2 years of advance notice of a power plant closure and state support for energy sector workers. This means that if good, union-paying jobs are displaced at traditional power plants, these workers will have financial help and resources for new work opportunities.

And lastly, the bill will safeguard thousands of union workers at the state's three nuclear plants that currently generate the bulk of Illinois' zero-emissions energy. This will ensure the support and creation of good-paying jobs now and in the future.

The Climate and Equitable Jobs Act makes Illinois the first state in the Midwest to commit to net-zero carbon emissions. The bill also sets a national precedent for labor standards on clean energy bills. Due to this, we expect more and more local contractors will have the opportunity to bid and win clean energy projects.

ILLINOIS' PREVAILING WAGE ACT UPDATE

This year has been an eventful one and this is no less the truth when it comes to prevailing wage. The Illinois Supreme Court decided *Valerio v. Moore Landscaping, LLC* on May 20, 2021 (2021 IL 126139). The case has implications for public bodies throughout Illinois that public officials and those performing prevailing wage work should be aware of.

Valerio involved a group of landscape laborers working on a project with the Chicago Park District. The workers filed suit against their employer, Moore Landscaping, LLC, for unpaid wages, punitive damages, costs, and attorney fees on the project. The action was brought pursuant to Section 11 of the Illinois Prevailing Wage Act (IPWA) that provides covered workers a private right of action for backpay, penalties, statutory punitive damages, costs, and attorney fees against a contractor when paid less than the prevailing wage and benefit rates established by the Illinois Department of Labor (IDOL), or alternatively a public body, for covered public works. 820 ILCS 130/11.

The Court found that the contract language did not trigger a private right of action under Section 11 against the employer because the contract between the contractor and public body did not clearly stipulate that payment pursuant to the IPWA applied. The contract stated: "Contractor shall pay all persons employed by [c]ontractor, or its subcontractors, prevailing wages where applicable." The Court deemed this language, specifically "where applicable," insufficient to put the contractor on notice that prevailing wage rates applied to the laborers for work performed on the project as interpreted

by the Court to trigger a private right of action under Section 11. Stated differently, Section 11 presumes that the public body gave proper notice of the duty to pay prevailing wage rates to the contractor, resulting in more severe penalties if the contractor fails to comply.

Valerio makes clear that the Chicago Park District failed to comply with Section 4 of the IPWA, requiring it to include a stipulation that not less than the prevailing rate of wages must be

paid to all laborers, workers, and mechanics performing work under the contract. 820 ILCS 130/4. The Court explained that where prevailing wages are not properly paid, Section 4 requires an IDOL determination as to whether the public body provided proper notice to the contractor, and if not, order the public body to pay interest, penalties, or fines that would have been owed by the contractor if proper notice were provided. However, a contractor is nonetheless liable for unpaid wages to a worker even in the case of improper notice by the public body.

The essential takeaway from this decision for workers and their representatives is that workers should file a prevailing wage complaint with IDOL, rather than filing a private right of action, if there is a question of whether a public body gave proper notice of the prevailing wage rate to a contractor.

It is important to note, as does the Court, that IDOL maintains a Prevailing Wage Frequently Asked Questions (FAQ) page that is very useful for any public body, contractor, or worker performing public works projects. There are FAQs that are applicable to specific audiences, one of which is for public bodies. The first question under this FAQ section contains a "sample language" link for proper written notifications, including on the advertisement for bids and contract language.

In order to properly comply with the IPWA, the III FFC strongly encourages public bodies to review these FAQs as well as use the sample language provided by the IDOL. In addition, the III FFC recommends all workers, contractors, and those interested in the IPWA to review FAQs provided by IDOL.



Kara Principe
COUNSEL



1. "Prevailing Wage Public Body FAQ." Illinois Department of Labor. 2021. Accessed October 26, 2021. <https://www2.illinois.gov/idol/FAQs/Pages/public-body-faq.aspx>.

2. "Public Body Sample Language." Illinois Department of Labor. 2021. Accessed October 26, 2021. <https://www2.illinois.gov/idol/Laws-Rules/CONMED/Pages/publicbody.aspx>.



Milestone Contractors on a project in Northwestern Indiana.

MILESTONE CONTRACTORS CONTINUES TO GROW THROUGHOUT INDIANA

If you are an elected official, employed by a public body, or work in the construction industry in Indiana, you probably have heard of and are familiar with Milestone Contractors. Milestone Contractors is a fully integrated highway, heavy construction, asphalt paving, concrete paving, and site-development general contractor providing construction services primarily in Indiana.

Milestone Contractors is part of The Heritage Group's family of companies, which started in 1930 with a man, a truck, and a dream. Today, The Heritage Group is a fourth-generation, family-owned business managing a diverse portfolio of operating companies in heavy construction and materials, environmental services, and specialty chemicals.

As part of The Heritage Group's family of businesses, Milestone Contractors enjoys a reputation they've built around their ability to deliver quality construction on complex projects, on time and on budget. This reputation also helps to explain why the Indiana Department of Transportation (INDOT), a public body with high bid criteria standards, selects Milestone Contractors. "We enjoy working with INDOT, who is our #1 customer," said Mark Andrews, Milestone Contractors' Executive Vice President for the company's North Region.

Statewide, the company is continuing to grow a stronger business by transitioning companies under their umbrella or through acquisitions across Indiana. In just the past few years, the company has proudly joined forces with Walsh & Kelly Inc., Yates Construction, and the JCI Bridge Group Inc. Most recently, the company has finalized an agreement to purchase Primco Inc., located in Fort Wayne. "This is a perfect acquisition and another great addition to the Milestone Family as we continue to grow the Milestone brand in Indiana," said Andrews.

Milestone Contractors is known as a company who strives to maintain a great work environment for their employees and has a proven track record of supporting various community events, such as Habitat for Humanity and local food drives. The company offers wide-ranging career opportunities from construction management and supervision, accounting, human resources, to craft workers. The craft workers at Milestone Contractors are skilled workers, signatory with various labor unions, and educated at a U.S. Department of Labor approved apprenticeship program.

The III FFC congratulates Milestone Contractors on their success, and we wish them the best as they continue to expand in the Indiana market. We thank them for providing their skilled workforce with safe working conditions, lasting employment, and for providing their clients with professional services and exceptional craftsmanship.



Myron Sutton
REGIONAL MANAGER

DRONES IN THE CONSTRUCTION INDUSTRY

Technological advancements have improved many different industries throughout the years. This is no different in Construction Monitoring. Organizations need to be able to incorporate new technologies into their everyday operations, and successful organizations usually are the best at adapting to new innovations. Just before the COVID-19 pandemic, the Indiana, Illinois, Iowa Foundation for Fair Contracting (III FFC) added another added another skill in jobsite monitoring by training Construction Analysts how to operate an unmanned aerial vehicle, also commonly known as a drone.

Since the creation of the program, the III FFC staff has worked to create a thorough and informative training program for using drones on public construction sites. Each of our teams from Illinois, Indiana, and Iowa sent two field staff to the initial five-day drone training to ensure we would have a drone pilot and visual observer working together on future projects. Each Construction Analyst passed the Federal Aviation Administration (FAA) 14 CFR part 107 test and received their drone license – which needs to be renewed every two years – and are official members of the III FFC drone team.

III FFC's drone program includes continuing education for pilots, monitoring compliance of all FAA rules and regulations, and ensuring all licenses are up to date. Pilots meet once a quarter to practice flying drones and to review the large amounts of material they need to be aware of for FAA testing purposes.

When a drone flight is deemed potentially necessary, an III FFC Construction Analyst reaches out to a pilot on the drone team to initiate the investigation project. The drone pilot then researches the area to confirm there is public access to the project in question, checks the airspace of the area of flight to make sure that all FAA rules and regulations are being followed, and will likely make an in-person visit



III FFC Construction Analyst Thomas Haley practicing his pilot skills

to the site in question just to be able to get a sense of the area. Once all the benchmarks are met, the pilot meets with a visual observer who will assist the pilot in the drone mission. Once the air investigation has taken place, the pilot will update all notes and media into Salesforce – a software program the III FFC uses to monitor public construction projects.

This year, the drone program has been used on seven projects in III FFC's three-state jurisdiction, flying missions on three of them. The program was instrumental in investigating an irresponsible landscaping contractor in Chicago Heights, allowing the III FFC to observe work occurring in an area that would have been inaccessible from the ground. The footage and photos taken in observance of this contractor lead to the filing of a charge with the Illinois Department of Labor.

We look forward to continuing to utilize the drone program at future construction projects to continue our mission of promoting and encouraging fair contracting.



MILE LONG BRIDGE PROJECT

If you are from the region and watch the morning news, you've heard about Tri-State traffic. Most mornings, the traffic reporter warns: "the bottle neck on the Mile Long Bridge will add 20-30 minutes to your commute, so plan ahead."

From Indiana to Wisconsin, the Tri-State Tollway is the backbone of the Illinois Tollway system.

The 22-mile stretch from Bridgeview to Rosemont is the Central Tri-State Tollway (CTST) (I-294), which is the heart of the Illinois Tollway. More than 220,000 commercial freight carriers and passenger vehicles drive this portion of the Tri-State daily – the heaviest volume of traffic on Illinois' toll roads. It's estimated that drivers spend \$330 million a year in time and fuel because of the congestion and delays on the CTST. The road simply has not had the capacity to handle the volume of traffic and it is not prepared for future population growth demands. The frequent patchwork over the years has only added to the bottlenecks and is no longer cost effective to keep up with the aging pavement, bridges, and ramps.

This stretch of corridor plays such a vital role in movement of products throughout our region's transportation network. It connects to Chicago's two international airports, three railroad intermodal facilities, and five other interstate highways. This roadway is driven by hundreds of thousands of workers, businesses, and residents and must ensure safe and reliable access to jobs, schools, hospitals, and many basic needs.

The Illinois Tollway's *Move Illinois: The Illinois Tollway Driving the Future* is a 15-year, \$14 billion capital program that was established as a regional solution. It is needed to better serve the region's economy by providing congestion relief, reducing pollution, allowing for safer, more reliable, and efficient travel and to create jobs.

The process of funding the plan included outreach

efforts to the outlying communities, working with multiple agencies and municipalities. Representatives from the III FFC and the Illinois Economic Policy Institute (ILEPI) attended meetings and spoke publicly in favor of the plan to improve quality of life and economic competitiveness by investing in a more reliable transportation system.

Included in the Master Plan and one of the first major construction segments for the CTST is the Mile Long Bridge Project. Nearly 150,000 vehicles travel on this small stretch of the corridor every day, which was built in 1958. The bridge carries travelers over three water resources, two railroads, and serves as a main line to UPS and BNSF distribution centers. The project includes construction of two side by side bridge structures, northbound and southbound, which will add capacity from four lanes to five lanes in both directions. The shoulders are being built as flex lanes for safety vehicles.

F.H. Paschen, S.N. Nielsen & Assoc., LLC began Phase I with the construction of the new northbound bridge just next to the existing bridge in the summer of 2019. Traffic was shifted onto the new structure by November 2020. This milestone marked the halfway point of this monumental project. By hiring skilled local workers, they were able to get it done on time and within budget. F.H. Paschen well exceeded the DBE (Disadvantaged Business Enterprise) requirements with 45 percent of the hours reported as minority and female workers, and nearly 8 percent of the total work was performed by apprentices as on-the-job training.

Walsh Construction Company, LLC began Phase II of the project in the winter of 2020 and is on track to complete on time, as well. Phase II consists of removing the old northbound bridge and constructing the new southbound bridge. As of November 2021, they have completed over half of the project with nearly 120,000 work hours reported. Walsh has exceeded the advertised requirement of 20 percent DBE goal by more than double, employing minority and female workers and over 4,200 hours have been performed by apprentices so far.

We applaud the Illinois Tollway for "Driving the Future" with this critical piece of infrastructure. We look forward to enjoying the drive on this stretch of road knowing these bridges were built to last for generations by some of the most skilled and hard-working, middle-class people.



Jodi Frailey
REGIONAL MANAGER



Construction of Mile Long Bridge





IOWA'S FEDERAL-AID SWAP PROGRAMS FAIL TO SAVE STATE MONEY

In 2019, the III FFC spearheaded a campaign against the Iowa Department of Transportation's (DOT) Federal-Aid Swap Program in eastern Iowa. In partnership with our friends in labor and business, we argued that the Iowa DOT's swap programs would result in lower wages for local construction workers, an increased use in foreign-made materials, and fewer contracts won by local businesses or businesses owned by women, people of color, and veterans. Now, two years later, local policymakers in the Quad Cities area can rest assured they made the right choice by opting out thanks to a recently published report on swap programs from the Midwest Economic Policy Institute (MEPI).

In analyzing more than 1,200 state highway projects between 2016 and 2020, MEPI found that the Federal-Aid Swap Program not only failed to save Iowa any money, but it also decreased the share of highway projects covered by local market-based prevailing wage standards by 10 percent and reduced those covered by Disadvantaged Business Enterprise (DBE) goals by 4 percent. This translated to a multimillion-dollar wage cut for Iowa's blue-collar construction workforce and a pay cut of at least 5 percent for workers on "swapped" projects.

Additionally, the research showed that Iowa's Federal-Aid Swap Program boosted the market share of out-of-state firms on Iowa's highway construction projects by more than \$13 million, even as "swapped" projects failed to deliver any cost savings for taxpayers. In 2019, MEPI published a memo warning the Metropolitan Planning Organization (MPO) of Johnson County and the Bi-State Regional Commission that

continued participation in the swap program would result in \$2.7 million worth of upcoming public construction projects going to out-of-town contractors, shrinking local economic activity in Scott County, Iowa by \$3.5 million. Warnings that swap programs would result in less work for Iowa companies and workers has been supported in the research. Again, local policymakers in the Quad Cities can rest assured that their decision to opt-out was the right choice.

The III FFC was proud to be a vocal proponent of opting out of Federal-Aid Swap Programs in Iowa. We continue to communicate with neighboring Metropolitan Planning Organizations in hopes that others will join the Quad Cities and Johnson County in abandoning this failed public policy. By supporting smart, data-proven policies like prevailing wages for publicly funded construction projects, we can create a level playing field in the industry, keeping things fair for contractors and workers.

Iowa's Federal-Aid Swap Program boosted the market of out-of-state firms on Iowan highway construction projects by more than \$13 million, even as "swapped" projects failed to deliver any cost savings for taxpayers.



Dylan Parker
CONSTRUCTION ANALYST

Q & A

with BELLE DOETSCH

President of Doetsch Contractors, Inc.



Left to right: Chuck Romano, Belle Doetsch, Brandon Christenson

CONTRACTOR SPOTLIGHT

For this Monitor's Contractor Spotlight, we will be featuring a question-and-answer session with Isabelle 'Belle' Doetsch, President of Doetsch Contractors, Inc., an excavating contractor based out of Zion in Lake County, Illinois.

Q. Belle, tell us a little about your company's history. How long has Doetsch Contractors, Inc. been around, and how did you originally get involved in the family business?

A: The Doetsch family has a longer than 100-year history in excavating in Chicagoland, with the original family business, Doetsch Bros Co. (DBC), having been started by my great-grandfather in 1912. I spent my summers home from college working in the office or in the crush yard and my brother (and business partner), Robert, worked there from the age of 18 as an operator. Unfortunately, with the recession came the closing of DBC in 2008.

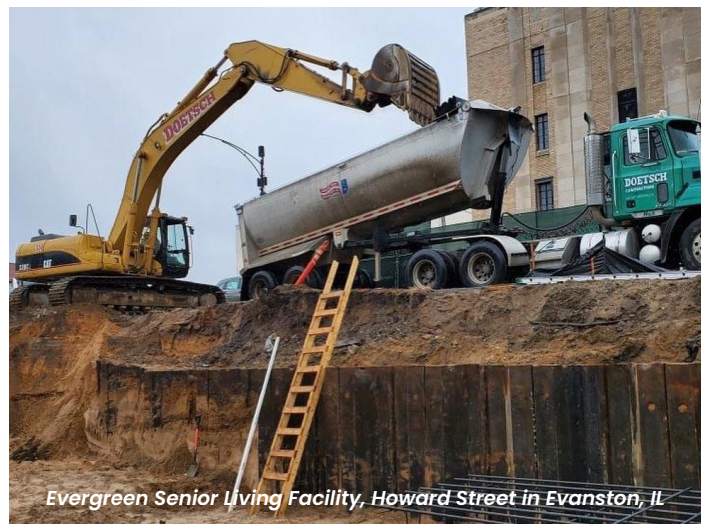
Doetsch Contractors, Inc. was formed in December of 2012 with our first season in operation in 2013. We started with one semi dump truck and grew to completing high-profile projects. I am proud to continue our family's tradition of excavating in Chicagoland as a family-owned – and now woman-owned – business. We are blessed to have a family name that is still recognized in the industry for quality and

fairness, and we are grateful to have that to build on. We often work with people that know our father or grandfather and some people have even known us since we were little kids!

Q: As a WBE (woman owned business enterprise)/DBE (disadvantaged business enterprise)/WOSB (woman owned small business) certified business, can you walk us through these processes, and how they have benefitted Doetsch Contractors?

A: Attaining certification was an incredibly difficult process. The general benchmark for qualification requires a company to be 51% or more owned by a woman (or minority) who can provide evidence of ownership and control. It is not enough for a woman to be a majority shareholder in a company. She must be able to demonstrate that she controls the company, from day-to-day decisions, such as personnel and equipment scheduling, to larger decisions, like equipment purchase and contract execution, to long-term goals and overall direction of the company. The process of applying for certification is generally the same for each agency, including providing years of financial records along with other records related to the company's viability and legitimacy. After the paperwork is reviewed, an onsite interview is conducted by the certifying agency. My Illinois Department of Transportation (IDOT) site interview was three hours long! Questions were asked related to the company and my role within the company, but also specific questions related to IDOT spec for the scope that I was requesting certification in. From start to finish, the process takes approximately 9 months.

Becoming certified as a woman-owned business has been hugely beneficial to Doetsch, opening doors to opportunities that a new, small, female-owned firm may not experience otherwise. Doetsch holds certifications for multiple governing bodies and agencies. Because of this, we can provide valuable participation on any project in the Chicago area.



Evergreen Senior Living Facility, Howard Street in Evanston, IL



Doetsch Contractors, Inc.'s shop in Zion, IL. From left to right: Dottie the dog, Belle Doetsch, Robert Doetsch, Will Chaney

Brandon Christenson at The Benchmark Project, 246 Green Bay Road in Highwood, IL



Doetsch
CONTRACTORS
INCORPORATED

Q: Can you provide some examples of projects Doetsch has recently worked on, or is currently working on? Also, what would you consider your specialization, what sets you apart from other excavating contractors?

A: Doetsch Contractors, Inc. works as a prime contractor or a subcontractor on public and private work providing site and structural demolition and site and structural excavation. We are currently the prime contractor to the City of Zion on a total building demolition project with site restoration and the excavator on the Grand Garden at The Morton Arboretum. We are working on two projects for The College of Lake County, the interior excavation for the conversion of an old Lowe's to be the new Advanced Technology Center and the ground up construction of the Student Services and Adult Education Center.

Doetsch specializes in what we call the 'funky' stuff – any of the intricate and more involved projects with special limitations or requests, for example the interior excavation at the Lion House at Lincoln Park Zoo or the Shoreline Stabilization at Northwestern University. We offer our clients white glove service for the most particular owners.

Q: Now that your family's new company has been in operation for almost 10 years, how have things changed since 2012?

A: At the time of our formation, I was a stay-at-home mom with two little kids and Robert had two small soon-to-be stepchildren. The country was coming out of the recession and everything we thought we knew had changed. We wanted to start our own thing since we literally had nothing left to lose! During our first season in 2013, Doetsch got in the game with an '89 Superliner and a cat skid steer. Robert was our only field employee and I worked from home. We performed small projects, like excavating for an electrician and site prep for trailer pads and put our truck for hire when we didn't have our own work to complete. By 2015, we had 4 trucks and two more pieces of equipment, and I was getting a divorce. Suddenly, I was juggling being a full-time single mom and a small business owner and the pressure was on to succeed! We grew our fleet, our resume, and our staff

with a focus on exceeding expectations with any opportunity awarded. I was often assumed to be the office girl or Robert's wife and I relished being able to dash those stereotypes!

In 2016 we hired our youngest brother, Will, as our estimator. In 2017, we were awarded our first 'high profile' project, the new Visitors Center at Lincoln Park Zoo for Bulley & Andrews. It was around this time that we decided to focus almost exclusively on growing our presence in excavating and to decrease our efforts in trucking. This proved to be a worthwhile endeavor as we were working on projects at Northwestern University for Walsh Construction in 2018 and again in 2020, and we were back at Lincoln Park Zoo to work on the Lion House for Pepper Construction. Now we run multiple crews on jobs from South Chicago to our backyard in Zion. Integrity is key at Doetsch, and we aim to do our best to keep our clients happy and their projects on track. Our word is our bond.

Q: What do you expect/hope to see happen with Doetsch in the next few years?

A: Well, hopefully to still be in business! Ha! We don't take for granted what we have accomplished so far, and we still work hard to land each job and perform to the standards our family established generations before us. We are still in the growth phase of our business and hope to expand into larger projects related to transportation and infrastructure. We are actively searching for another estimator/project manager to join our team and are considering either moving to a larger space closer to Chicago or expanding our current shop to accommodate more equipment and employees. I've been exploring expanding our certifications into neighboring states – specifically Wisconsin (it's only 5 minutes north of our shop) and Indiana.

I still get excited each day! Because we are still growing, often something about a project is a first for us – either our largest contract, a new client, a new sector, or new equipment needs. I love building bridges throughout our industry and am hoping to continue to create connections that allow me to spend more time promoting the opportunities offered in our industry. The possibilities are endless, the sky is the limit!

PUBLIC BODIES SPOTLIGHT

City of Hammond, Indiana

CITY PASSES RESPONSIBLE BIDDER ORDINANCE

In September, the City of Hammond passed a Responsible Bidder Ordinance (RBO) with a 9-0 vote by the City Councilmembers and signed by Mayor Thomas M. McDermott, Jr. The purpose of an RBO is to help ensure the city hire only responsible contractors who will provide the highest quality of work efficiently, safely, on time, and on budget. RBOs establish clear, objective criteria that contractors must meet in order to be eligible to bid on public works projects and ensures that public bodies hire contractors with a well-trained and safe workforce. This is done in part by language that sets criteria requiring proof of participation in United States Department of Labor (USDOL) approved apprenticeship programs. Thus, an RBO assures that only qualified contractors, subcontractors, and workers are used throughout the entire construction process.

Before the vote, Mayor McDermott addressed the Hammond City Council Members to speak in support of the proposed ordinance. "I believe the 'Responsible Bidding Practices and Submission Requirements Ordinance' will ensure the City of Hammond will receive the best quality of work and efficient use of taxpayer dollars while maintaining ethical business practices on City projects. Additionally, the City of Hammond maintains a list of licensed and bonded contractors in our inspections department to assist in choosing a qualified contractor for their needs."

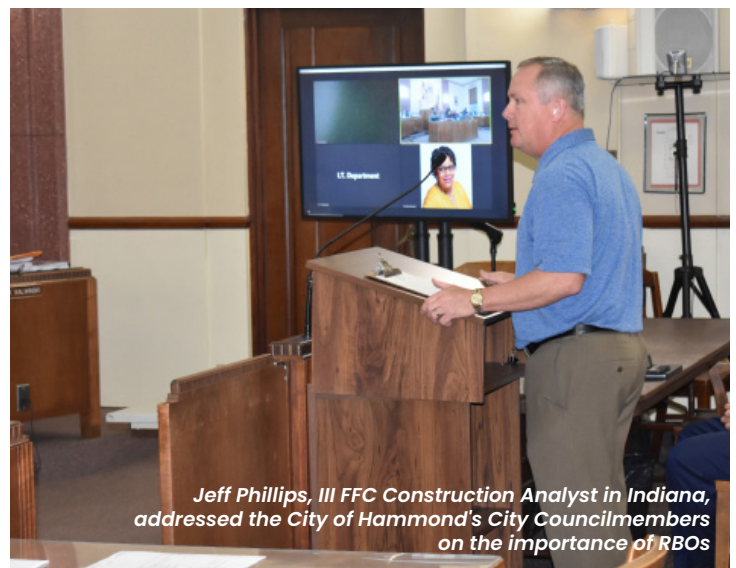
Representatives from the labor industry also spoke in support of the RBO. III FFC Construction Analyst Jeff Phillips, who

works throughout Lake County, spoke on the importance of the RBO's apprenticeship requirements. "The RBO will help ensure responsible, local contractors and workers work on public construction projects," said Jeff.

Today, there are 17 RBOs that have been passed in Lake County. The City of Hammond's RBO makes a grand total of 45 RBOs passed throughout the Indiana jurisdiction of the III FFC. The III FFC would like to thank the City of Hammond for their good stewardship on passing an RBO. We encourage other public bodies across northwestern Indiana to consider passing a local RBO, as public bodies, taxpayers, and skilled craftspeople all benefit from such ordinances.

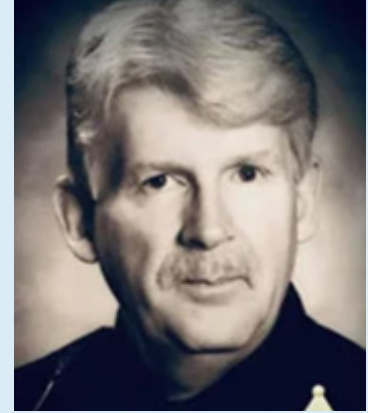
"[The RBO] pays dividends in the construction industry, both in short and long term, by ensuring continued qualified craftsmanship and by providing young people in our communities an opportunity for a lifelong career."

- Hammond's Mayor Thomas M. McDermott, Jr.



Jeff Phillips, III FFC Construction Analyst in Indiana, addressed the City of Hammond's City Councilmembers on the importance of RBOs

IN MEMORIAM



Garland "Butch" Rose

April 8, 1949 – September 20, 2021

It is with great sadness that we report the passing of Garland "Butch" Rose on September 20, 2021, at his home surrounded by his loving family.

Butch joined the Indiana, Illinois, Iowa Foundation for Fair Contracting (III FFC) as a Construction Analyst in 2008. During his tenure, Butch monitored Elkart, Fulton, Kosciusko, LaGrange, Marshall, Noble, and St. Joseph counties in Indiana. He was promoted to Senior Construction Analyst in 2018.

Butch enjoyed his work as a Senior Construction Analyst because of the on-site investigation of violations as they occur. He once said that he enjoyed monitoring projects because of the similar nature between checking for violations of laws and regulations on construction sites and his experience as a detective in the police force. Butch was known for being the organization's "OSHA expert," always having an organized binder full of complaints and violations. He regularly got involved in public hearings, bid lettings, bid protests, and the passing of Responsible Bidder Ordinances.

Prior to joining the III FFC Team, Butch served as a police officer in Indiana for over 30 years. As an officer, he spent twenty-nine years with the Portage Police Department and two years with Burns Harbor and Chesterton Police Departments. While working at the Portage Police Department, Butch spent ten years as a Patrol Officer and four years as a Patrol Sergeant. In addition, Butch spent four years in as Patrol Commander Captain and thirteen years working investigators as a Detective Sergeant. He graduated from the Indiana Law Enforcement Academy in 1979 and completed additional training as a homicide investigator.

Outside of work, Butch enjoyed playing golf, hunting, and spending time with his family. He is survived by his loving wife of 21 years, Sharon, his two sons, Troy and Steven, daughter, Cara, and numerous grandchildren.

He will be missed dearly by all of us at the III FFC. Our thoughts are with his family during this difficult time.

JOINT LABOR-MANAGEMENT APPRENTICESHIP PROGRAMS RIVAL COLLEGE IN IOWA

Joint labor-management apprenticeship programs in Iowa's construction industry are delivering outcomes that rival colleges in the state, according to a September 2021 study by the Midwest Economic Policy Institute (MEPI). Joint construction programs cooperatively administered by trade unions and their signatory contractors also perform significantly better on key metrics than the state's nonunion programs. The study analyzed and compared apprentices enrolled between 2010 and 2017 to compare diversity, training hours, completion rates, and hourly earnings.

Young Iowa residents are increasingly turning to registered apprenticeship programs as an alternative to college. Registered apprenticeships are training programs in which participants get the opportunity to "earn while they learn," with tuition costs covered by employers and labor-management organizations, who gain access to a pool of skilled, safe workers. Between 2011 and 2019, the total number of active apprentices in Iowa grew by 65 percent, according to the U.S. Department of Labor Employment and Training Administration. Meanwhile, over the same timeframe, enrollment at Iowa's community colleges has declined every year, according to the Iowa Department of Education.

Apprentices who complete joint apprenticeship programs earn wages that rival college.



Only the joint labor-management apprenticeship programs are on par with college degrees, however. The study finds that 55 percent of Iowa's construction apprentices are enrolled in joint (union) programs. These programs are far more diverse than nonunion programs, enrolling 70 percent of all women, 68 percent of all Black and African American apprentices, and 61 percent of all military veterans in Iowa. Joint construction programs also require 30 percent more hours of classroom and on-the-job training than the minimum requirements to earn a bachelor's degree from the University of Iowa. They also have a 60 percent completion rate, which is on par with Iowa's universities and community colleges but 28 percent higher than the completion rate at nonunion construction programs in the state.

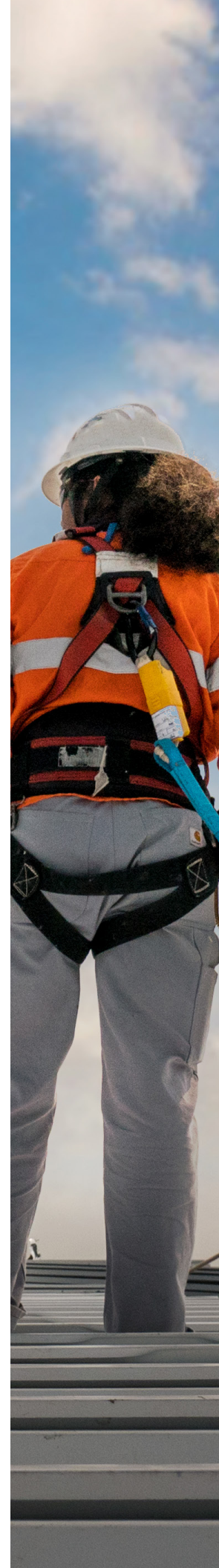
The study also finds that joint labor-management apprenticeship programs bolster Iowa's middle class. Workers who complete these programs earn wages that rival—or even exceed—associate degrees. These are good jobs with family-supporting incomes that come without the average \$30,800 in student loan debt. Upon completion, union apprentices also earn about \$10 per hour more than their nonunion counterparts.

Registered apprenticeships in the unionized building trades should be encouraged as a viable alternative to college in Iowa. The study concludes that elected officials could strengthen Iowa's system of registered apprenticeship by expanding apprenticeship readiness programs in high schools and community colleges, linking apprenticeship training with clean energy infrastructure investments, and enacting a state prevailing wage law. With many contractors reporting a shortage of skilled workers, bolstering these programs would offer workers additional pathways into middle-class trades that are in high demand.

"Apprenticeship Training in Iowa: Enrollment, Completion Rates, and Earnings of Registered." Midwest Economic Policy Institute, September 2021. Accessed October 26, 2021. <https://midwestepi.files.wordpress.com/2021/05/mepi-apprenticeship-training-iowa-final.p>

"Registered Apprenticeship Data & Statistics." U.S. Department of Labor, 2019. Accessed November 5, 2021. <https://www.dol.gov/agencies/eta/apprenticeship/about/statistics/2019>

"Wage Regulation and Training: The Impact of State Prevailing Wage Laws on Apprenticeship." Chihan Bilginsoy, 2003. Accessed November 5, 2021. https://ideas.repec.org/p/uta/papers/2003_08.html





SCHOLARSHIPS NOW AVAILABLE TO IUOE, LOCAL 150 DEPENDENTS

Scholarship applications are now open for International Union of Operating Engineers (IUOE) Local 150 members' children and/or dependents!

Each year, the IUOE Local 150 Scholarship Fund, Inc. awards 28 scholarships to a Local 150 members child and/or dependent who is either a high school senior, a current college student, or interested in a career in the trades. Scholarship amounts range from \$2,570 per year for two-year community colleges, \$3,300 per year for four-year colleges or universities, and \$5,500 per year for two-year mechanic tech colleges. Over \$200,000 in scholarships have been awarded since the start of the scholarship fund in 2013.

Applications, qualifications, and more information about the scholarship fund are available at www.foodbank150.org. All applications must be submitted by February 15, 2022.

Visit www.foodbank150.org to learn more about the scholarships available and to apply.

Are you interested in contributing to the scholarship fund? You can also donate to the IUOE Local 150 Scholarship Fund, Inc. at www.foodbank150.org.

The Indiana, Illinois, Iowa Foundation for Fair Contracting (III FFC) has assisted in administering the Scholarship Fund since its inception.



Each year, the IUOE Local 150 District 2's Classic Car & Bike Run raises thousands of dollars for the Scholarship Fund.

The Monitor

RAISING THE BAR BY MONITORING
THE CONSTRUCTION INDUSTRY



It's really quite simple. Successful projects happen when Labor and Management share the same priorities. And when the highest priority is having a team of safe, well-trained workers on the jobsite, those projects are completed on time and on budget.

We're the Indiana, Illinois, Iowa Foundation for Fair Contracting (IIFFC).

We were established to increase market share for responsible contractors, work opportunities for skilled craftsmen and craftswomen, and value for taxpayers by executing a comprehensive program of procurement oversight, jobsite monitoring, market analysis, and public policy education.



**Indiana, Illinois, Iowa Foundation
for Fair Contracting**

6170 Joliet Road, Suite 200
Countryside, IL 60525
815.254.3332

www.iiffc.org

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