



The Monitor

RAISING THE BAR BY MONITORING THE CONSTRUCTION INDUSTRY

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The Future of Transportation in Illinois

The 2018 gubernatorial election was one of the most important in Illinois history. After a contentious election, Governor-elect JB Pritzker defeated first-term Republican Governor Bruce Rauner with 55% of the vote.¹ Once Governor-elect Pritzker takes office as the 43rd governor of Illinois, the first order of business is taking control of the \$7.5 billion in unpaid government bills.²

Governor-elect Pritzker has announced his transition committees that will help get Illinois back on track. At the forefront of his initiatives is to strengthen our economy by investing in our roads and bridges. In December, Governor-elect Pritzker and Lieutenant Governor-elect Juliana Stratton announced the formation of the Restoring Illinois' Infrastructure Committee. The committee will consist of forty-six experts on infrastructure in Illinois that will help guide the Pritzker-Stratton administration on infrastructure policies. Among the members chosen to participate on this transition committee was Marc Poulos, III FFC's Executive Director.

One focus of the Pritzker-Stratton administration is to "prioritize a comprehensive 21st Century Capitol Bill to build the infrastructure we need to restore Illinois' place as an economic leader."³ Infrastructure and the economy work hand in hand. In order to keep up with the demand of our growing economy, Illinois needs to ensure our state's infrastructure systems are up to date. Congressman Cheri Bustos who is co-chairing the committee stated, "The Restoring Illinois' Infrastructure Committee will focus on the surface, rail, water, broadband and community infrastructure improvements that

The Pritzker-Stratton administration says it will prioritize a comprehensive 21st Century Capitol Bill to build the infrastructure we need to restore Illinois' place as an economic leader.

will benefit every corner of the State."⁴ This committee understands the critical role transportation plays in the prosperity of the State.

Other items on Governor-elect Pritzker's agenda is to capture road usage fees for hybrid-electric cars to ensure that all users pay their fair share. He stated, "It's only fair if you're on a road and traveling on that road that you should pay your fair share on the road like everybody else is paying."⁵ Illinois is one of thirty states that do not charge hybrid and electric car fees that users pay through the motor fuel taxes. With this fee, the State will have more funds to rebuild our infrastructure.

The future of Illinois' roads and bridges rests on our new administration taking the lead on infrastructure investments.

1. Riopell, Mike, Stacy St. Clair, and Jeff Coen. "Democrat J.B. Pritzker Topples First-term Republican Gov. Bruce Rauner in Illinois Governor Race." *Chicago Tribune*. November 07, 2018. Accessed December 18, 2018. <https://www.chicagotribune.com/news/politics/elections/ct-met-illinois-governors-race-bruce-rauner-jb-pritzker-20181106-story.html>.

2. *Ibid.*

3. "Gov.-Elect Pritzker, Lt. Gov.-Elect Stratton Announce Restoring Illinois' Infrastructure Committee." *JB Pritzker for Governor*. December 11, 2018. Accessed December 18, 2018. <https://www.jbpritzker.com/gov-elect-pritzker-lt-gov-elect-stratton-announce-restoring-illinois-infrastructure-committee/>.

4. *Ibid.*

5. *Herald & Review*. "Our View: Hybrid-electric Car Fee an Idea worth considering." *Herald-Review.com*. December 15, 2018. Accessed December 18, 2018. https://herald-review.com/opinion/editorial/our-view-hybrid-electric-car-fee-an-idea-worth-considering/article_d845a4d7-3b8d-5c4e-8206-f36e253d3d66.html.



LETTER
FROM THE
**Executive
Director**
Marc R. Poulos

The III FFC
looks forward
to 2019 as
it marks our
organization's
20th
anniversary
since its
inception in
1999.

III FFC Highlights of 2018

The Indiana, Illinois, Iowa Foundation for Fair Contracting (“III FFC”) is a labor-management organization dedicated to raising standards in the construction industry. Over the past year, the III FFC has grown as a fair contracting organization and we are excited to share updates.

Our Illinois team is led by Jodi Frailey, Assistant Director of Field Operations. To start off, our Illinois team hired four Construction Analysts. Shamus Quinn joined the III FFC as a Construction Analyst for Lake and McHenry County. Shamus is familiar with the construction industry as the son of an IUOE, Local 150 Operating Engineer. He also graduated from the University of Illinois School of Labor Relations with a master’s degree in Human Resources and Industrial Relations. Steff Perez also joined the III FFC as a Construction Analyst for Kane and DuPage County. Prior to working at the III FFC, Steff worked at various positions in local politics and led community outreach initiatives.

The III FFC also hired two new Construction Analysts for Cook County. Thomas Haley has dedicated most of his adult life advocating for workers. Prior to working at the III FFC, Thomas worked as an External Organizer at SEIU, Local 73. Gerardo Mendez joined the III FFC after working as a project accountant and teacher. In addition to all the new hires, our Illinois team was also hard at work on the Illinois Department of Labor’s (“IDOL”) annual prevailing wage survey. IDOL uses this information to update prevailing wage rates in all 102 counties of Illinois.

Our Indiana team is led by Myron Sutton, Assistant Director of Field Operations. The Indiana team welcomed Jeffrey Phillips as a Construction Analyst for Newton, Jasper, and Pulaski Counties. Prior to working at the III FFC, Jeffrey served 31 years with the Rensselaer Police Department and the last 18 years as the Chief of Police. Our Indiana team had a busy year implementing responsible bidder ordinances across the State. To date, Indiana has 43 responsible bidder ordinances and policies on the books.

III FFC’s Iowa and western Illinois jurisdiction is led by John Freitag, Assistant Director of Field

Operations. The Iowa team welcomed Andrew Waeyaert as a Construction Analyst for Illinois in the counties of Henry, Bureau, LaSalle, Putnam, and Livingston. Prior to working at the III FFC, Andrew worked for the Illinois Department of Transportation where he oversaw the implementation of OSHA regulations and other safety practices.

In 2018, the III FFC has made great strides to improve our field operations. Over the last year, the III FFC reformatted its data tracking system to provide a real time market share analysis of publicly funded projects throughout our three-state jurisdiction. The analysis is an in-depth report that tracks publicly funded heavy highway and building construction projects. In addition, the report also breaks down construction projects by cities, towns and state work, which allows the III FFC to have a comprehensive understanding of all projects throughout our jurisdiction.

The III FFC recently added another capability to advance its mission of advocacy by adding the ability to monitor projects with drones. In October, the III FFC sent seven field staff to a comprehensive drone training at Apprenticeship and Skill Improvement Program, Local 150. The course prepares participants to pass the FAA 107 drone test so that our field staff is certified to operate a drone. Having our staff drone certified will allow the III FFC to monitor projects from the air and give our organization a new perspective that we did not have before.

Overall, the III FFC had a productive and successful year. With the addition of our new staff members and trainings, the III FFC strives to be a leader in fair contracting. The III FFC looks forward to 2019 as it marks our organization’s 20th anniversary since its inception in 1999.



Stopping the Attack on the Prevailing Wage Act in Illinois

The Illinois Department of Labor (IDOL) did it again. Without notice or an explanation, IDOL’s Conciliation and Mediation Division changed the prevailing wage survey methodology in June 2018 and posted rates in August with thousands of inconsistencies. For example, many rates are missing a “foreman” rate, and others have a new rate for “other” benefits without a clear explanation of what those benefits are.

After the Department received many inquiries about the rates, IDOL posted an explanation of the new methodology on its website. Nevertheless, the posted rates created months of confusion and frustration for contractors, workers, and public bodies throughout the state.

Fortunately, Labor and Management are working together to resolve these issues. First, the discrepancies are being addressed and resolved on a case-by-case basis with IDOL’s Legal Division.

Second, the General Assembly recognized the unnecessary chaos the Conciliation and Mediation Division created as it mishandled the prevailing wage survey process throughout the Rauner administration and, in response, recently passed Senate Bill 203. When enacted, SB 203 will ensure that prevailing wage rates are based on collective bargaining agreements, where these agreements cover at least 30% of the workers in the locality where the work is being performed.

This is the second time in his four-year administration that Governor Rauner’s anti-worker policies have disrupted decades of well-established prevailing wage policy and practice. In 2016, the General Assembly passed an identical bill to address this problem, but it was vetoed by Governor Rauner. It’s expected that different administrations will implement

new policies or practices. The Rauner administration’s sudden and unexplained change, without notice to the interested parties, is simply an abuse of authority.

It is also important to recognize that past Republican administrations never attacked middle-class protections like the Prevailing Wage Act, as Governor Rauner did. That said, Illinois residents definitively

rejected the Governor’s agenda when they overwhelmingly voted for JB Pritzker in November 2018, electing an advocate for working families and a strong middle class.

SB 203 is expected to be signed by Governor Pritzker in early 2019. The new legislation will codify decades of prevailing wage policy in Illinois that promotes a high road economy, including a construction industry that emphasizes training, skilled workmanship, workplace safety, and good middle-class jobs.



Melissa Binetti
Counsel for the III FFC



Kara Principe
Counsel for the III FFC



Joseph Sweeney
Counsel for the III FFC



Marcella Kunstek
Construction Analyst

FOCUS ON Indiana



Porter County joined the growing number of communities adopting Responsible Bidder Ordinance policies.



Porter County a Community Committed to Quality

In January of 2017, Porter County Commissioners adopted a responsible bidder policy to ensure that \$30 million in capital projects and \$20 million in stormwater improvements would be awarded to a skilled workforce. The projects included: bridge repair, facility upgrades, and additions and improvements to the stormwater system in South Haven. Commissioner Good stated, “We are addressing the needs, not wants. When taxpayer dollars are being used, it should go to responsible bidders.”

Porter County embarked on many projects in 2017 and 2018. Some of the projects included the government complex awarded to Gariup Construction, the remodel of the Porter County expo center awarded to Pangere Corporation, and the renovation of the North Porter County complex awarded to Ziolkowski Construction.

All the projects mentioned have been awarded to local contractors, which means that local craftsmen and women will re-invest their earnings in the community when spending at local businesses and for local services.

Porter County is also making great strides

to renovate several bridges within the area. The County is also working on the South Haven storm water improvements project, awarded to Grimmer Construction, a company featured in our Contractor Spotlight on page 7.

Ground broke on the South Haven drainage project on November 1, 2018 and is being welcomed by residents who have had the same storm sewers in their subdivision for more than fifty years. A resident advised “he is tickled to death” about the upcoming improvements, after experiencing flooding and sink holes regularly as a result of storms.

This is an example of good government using tax dollars wisely. Not only did Porter County Commissioners Jeff Good, Jim Biggs, and Laura Blaney pass a responsible bidder ordinance to protect Porter County taxpayers’ dollars, they also hired local quality gold star contractors to perform the work, allowing the money to re-enter the community. Porter County residents are proud to see their tax dollars being protected and used wisely.



Photo from the groundbreaking ceremony of the South Haven drainage project.

CONTRACTOR SPOTLIGHT: Grimmer Construction

Established in 1983 and headquartered in Highland, Indiana, Grimmer Construction has been one of northwest Indiana's highest quality civil general contractors for the past 35 years. Founded by Greg G. Grimmer Sr., Chairman of the Corporation, the company is known for exceptional standards of quality, integrity, and is a construction firm standing with one of the highest reputations in the area. Greg's son Mark Grimmer, now President, continues his father's management philosophy and has grown the company into one of the largest site-work contractors in northwest Indiana.

Recognized as an industry leader, Grimmer Construction successfully works in all sectors, including: municipal, state, federal, commercial, residential, and industrial construction. A great part of that success is credited to the company's skilled workforce, safety record, and jobsite philosophy. "All construction projects have safety risks. Too often, when project schedules are tight, safety is compromised," stated Mark Grimmer. Safety takes precedence over more expedient unsafe operations and, along with a working Safety and Health Manual, Grimmer Construction provides safety education for its employees on a regular basis. As a company, Grimmer Construction employs some of the industry's best skilled workers and their staff is committed to keeping the client's needs a priority with a focus on working with community and industry leaders to complete projects on-time with maximum cost savings, and with the highest safety standards.

Grimmer Construction provides a full array of construction services from general contracting to specialty work. Employing up to as many as 60 people in peak seasons, they maintain a highly experienced workforce. In-house engineers work with clients and construction forces to expedite the project from project design to completion. Specialty work includes forming and pouring concrete structures from bridge abutments,



to underground structures and foundations. They are involved in levee and flood protection projects, and work with industrial facilities to help maintain plant infrastructure and utilities. In addition, Grimmer Construction is experienced in water main installation, storm and sanitary sewer projects ranging from small service connections to large diameter trunk lines, and gravity flow sewers and force mains. Employees are skilled at open cut installation, jack and bore, and direction drilling methods. Their earthwork specialties include: complete site preparation, clearing, demolition, stripping, erosion control, earthmoving, excavation, soil remediation, and final grading. Grimmer Construction also has experience in road construction services which includes complete street reconstruction such as electrical, asphalt paving, concrete curbs, sidewalks, and landscaping restoration.

Grimmer Construction proudly maintains a proven track record of successfully completed projects with many entities. They have been hired by numerous schools, cities, and towns, the Indiana Department of Transportation and the United States Army Corp of Engineers. Most recently, Grimmer Construction has been awarded work in the first phase of Porter County's old South Heaven storm water improvement project. This project is a \$3.6 million sewer project that is expected to start this winter or in the early spring and will entail the installation of new storm sewers and the relining of old lines in portions of the South Heaven community. Described as intense, the work on this project will involve new water mains in the front of houses and replacing lines currently running behind homes, while keeping sewer lines behind the homes in place while minimizing the disruption of street traffic – a job that certainly falls within their expertise.

Grimmer Construction continues its success as they maintain maximum industry standards, deliver quality projects for their clients, while ensuring that area workers are provided with a safe work environment and great job opportunities with benefits.





Brooke Thyne
Construction Analyst

FOCUS ON Iowa



The mission of a Construction Analyst is to expand the market share for responsible contractors.



III FFC Participates in Greater Burlington Leadership Program

The mission of a Construction Analyst is to expand market share for responsible contractors while working with public bodies and contractors before a project goes awry. One of the ways Construction Analysts accomplish their mission is to build relationships within the communities they serve.

One premier program in southeast Iowa is the Greater Burlington Leadership program. It comes out of the division of Greater Burlington Partnership of the Chamber of Commerce. Earlier this year, Construction Analyst Brooke Thyne had the honor of being accepted into the leadership program. The program is a professional development series designed for individuals who want to develop and strengthen their leadership skills within the community. The objective of the program is to give both experienced and developing professionals a broader view of civic leadership responsibilities and opportunities through direct contact with a wide spectrum of institutions and people who shape the community where we live and work.

Just as a leader can be described and defined in many ways, the class is made up of students from many different careers, businesses, and positions who come together over the course of the year. Each session consists of speakers, presentations, classroom activities, and tours centering around a main topic for each day. While there have only been three sessions thus far, the class has already covered a great deal. During the opening sessions, the class participated in Dale Carnegie training, a discussion with President of Greater Burlington Partnership Jason Hutcherson, class building activities, strengths-based leadership training, and a presentation

on CBIZ, as well as, the Art of Recognition.

The third session was centered around economic development and workforce. The day began with a tour of Silgan Containers followed by a discussion and tour of Flint Ridge Business Park and the next industrial site. Back in the classroom, the class had a discussion with Director of Economic Development for the Greater Burlington Partnership Jeremy Hess about the workforce and talent pipeline. The day continued with a presentation from Iowa Workforce Development, and a discussion with Jason Hutcherson on Economic Development in Greater Burlington.

Upcoming topics to be covered are education, healthcare, a class group project, government, Great River Region Days, public safety, and environment. The Education Day is slated to encourage understanding of challenges in the education field by open conversation with area educators. During the healthcare session, the class will learn about several issues such as aging generations and costs of healthcare that affect businesses. The government and Great River Region Days will give the students a chance to talk face to face with local and state government officials along with a tour of the capitol. On Public Safety Day, challenges in this area will be covered along with how law enforcement is dealing with them. The class will hear about what Greater Burlington can provide and the obstacles this region faces on Environment Day.

As one can see, the program has a lot to offer. Brooke is hoping to gain more knowledge about Burlington and the workings within while expanding her network. This opportunity will allow her to meet people while becoming a better leader and expand her ability to support, promote, and encourage fair contracting.



Hammond Schools Invest in Infrastructure

With public funding becoming increasingly difficult to obtain, it seems more important now than ever before to ensure that public bodies are getting the most for your money. This is especially true for our school districts that are experiencing reductions in state funding and must deal with state-mandated tax caps and various increases in expenses such as fuel, energy, and healthcare costs. Those dynamics are compounded by the fact that school districts must ask local taxpayers to pass public referendums before they can build new schools, make additions and renovations, or maintain certain spending levels. You can quickly see that those important tax dollars are limited and will only come from the support of an informed and supportive public. As such, those funds must be spent wisely. This is especially true for construction projects where there is no wiggle room for “going back to the well” for mishaps or cost overruns. When it comes to hiring construction services it is important that school districts are not only getting competitive bids, but also ensuring that they are hiring the most qualified and professional contractors. In short, they want to hire the very best.

A great example of a school system following through on such a mission from start to finish is the School City of Hammond, which is one of the largest school systems in northwest Indiana with over 13,000 students. In November of 2018, the School City put a \$110 million referendum on the ballot to address operational costs for the construction of a new high school and various renovations to other buildings. Had the referendum failed, high school students would be attending classes in an outdated 100-year-old high school no longer suitable to meet certain standards. The school system would have had to close schools, lay off staff, increase class sizes, and so on. School officials worked diligently to inform the public of their needs and the voters straightforwardly passed the referendum. This yes

vote was not only a public stamp of approval on the school city’s management, it was an investment in the children’s future. Voters were also investing back into the city itself as a successful vote negated any speculation that property values would be negatively impacted had the referendum failed. This allows Hammond, known as a progressive city that is constantly reinventing itself to be the very best it can be, to tout a major talking point of maintaining quality schools that compliment the city’s many growing amenities.

In short the RBP ensures that contractors will be deemed responsible based on objective criteria that provides a well-trained, safe, and substance free workforce.

Now that the School City has achieved the funding, how does it ensure that it will be recognizing responsible bidders for those important capital projects? The School City of Hammond adopted a resolution to establish responsible bidding practices (“RBP”) and submission requirements for submitting bids to perform construction work. Theophilus Boone, the Chief Financial Officer at the School City of Hammond said “Our new Responsible Bidder Resolution will help to safeguard the School District [by ensuring] taxpayer money [is spent] wisely by hiring only skilled and qualified

contractors who will get the job done on time and within budget.”

In short, the RBP ensures that contractors will be deemed responsible based on objective criteria that provides a well-trained, safe, and substance free workforce. The RBP helps the School City identify contractors who are up-to-date on basic compliance standards such as being registered with a United States Department of Labor approved apprenticeship program applicable to the work being performed, have proper business registration, a proven history of compliance with environmental, labor and safety laws, and proof of relevant insurance coverage, to name a few. These construction standards help to ensure the successful completion of construction projects and that taxpayers are getting a greater value by hiring contractors who will provide the highest quality work efficiently, safely, on time, and on budget.



Jodi Frailey
Assistant Director
Field Operations



Hilco Project Brings New Opportunities

FOCUS ON Illinois



The long-term benefits of the site clean-up will significantly improve the environment.

In 1925, the Crawford Power Generating Station began operations as one of the largest of five power stations serving the City of Chicago. The coal-fired plant, built on 70 acres in the Little Village Industrial Corridor, provided fossil fuel power to a large portion of the southwest side of the city. Midwest Generation, LLC (“MidwestGen”) purchased the plant in 1999. Nearly 1,000,000 homes were powered by this plant and another in their prime. MidwestGen’s Chicagoland facilities employed hundreds of local workers in high-paying union jobs. As time went on, it became difficult for the old facilities to meet federal air quality standards without costly updates.

In December of 2012, the Crawford Station closed. Hundreds of workers were laid off and forced to find work elsewhere. The site has remained dormant since.

On December 29, 2017, the old Crawford Power Station was purchased by Hilco Redevelopment Partners, the real estate development division of Hilco Global, with a vision to redevelop it, bringing jobs and economic development to the community. The project, rebranded as “Exchange 55,” includes plans for a 1,000,000 square foot, state-of-the-art warehouse distribution center, which is scheduled to be completed by early 2020.

In alignment with the Industrial Corridor Modernization Plan for Little Village, Hilco Redevelopment Partners has invested \$100 million to revitalize this property. It is an opportunity for the community of Little Village and its future generations to prosper in ways

that it hasn’t been able to in many years. They have pledged to redevelop the area responsibly and to keep the community involved and engaged. Hilco Redevelopment Partners has committed to use its best efforts to meet MBE, WBE, and local labor hiring goals. Hilco’s commitment to maintain a healthy working relationship with Chicago labor organizations gives them access to a pool of the most highly-trained, skilled, and productive construction workers in the Chicagoland area.

The long-term benefit of the site clean-up and remediation alone of this 70-acre plot of land in its current state is a significant improvement to the safety and the environment. The redevelopment plans include a pedestrian-friendly, multi-use path as well as modifications to the adjacent intersections including pedestrian countdown signals, additional continental style crosswalks, etc. The site has the ability to accommodate alternative modes of transportation, such as rail and barge.

The green initiatives that will be implemented with this project will create a one of a kind industrial development. Specifically, the project will comply with the Chicago Sustainability Policy Matrix and include bioswales, infrastructure for electric vehicles, interior and exterior LED lighting, a roof design that can accommodate 30% solar panel coverage, an extensive landscape plan including approximately 627 new trees, water efficient plumbing fixtures, etc. Also, the majority of the demolition materials will be recycled. Hilco Redevelopment Partners estimates approximately 360 construction jobs to complete the project and 178 permanent jobs post-construction. Hiring local workers for a project of



Continue reading article on page 11

III FFC Spotlight from 2004 issue!



Back in 2004, Octavio was featured in the Monitor on his success in receiving back wages.

When the III FFC was founded in 1999, the primary objective was to help workers recover unpaid wages owed to them. Back in 2004, Richard Stewart helped a worker named Octavio recover thousands of dollars in back wages when he was employed by a nonunion company in Rockford, Illinois. After this success, the III FFC featured Octavio in its Spring/Summer 2004 issue of the Monitor when the newsletter was a fairly new development. Since then, Octavio has received his commercial driver's license and is a member of Laborers' Local 32.

Over the years, Richard and Octavio have stayed in touch. Periodically, Richard had the opportunity to use Octavio as a Spanish translator to speak to individuals on jobsites within his jurisdiction and work to help other individuals in his situation. On October 23, 2018, Richard supported Octavio by attending his citizenship ceremony.

As an organization, the III FFC is proud to support individuals in the trades and ensure that all workers are paid prevailing wage.



Richard and Octavio at his citizenship ceremony in 2018.

Hilco Spotlight Continued

this magnitude will be a tremendous benefit to Little Village. Money spent on this development will be re-invested in the local economy. Communities thrive when middle-class income earners can spend their hard-earned money on local businesses and services, stimulating job creation across all sectors of the community and local economy.

The sheer scale of Exchange 55 required approval from the City of Chicago Plan Commission, Zoning Committee, and the City Council. In September of 2018, the III FFC, along with representatives from the Chicago Building Trades, HACIA, and many other local labor unions, spoke to the Committees and Council in favor of this project. Hilco Redevelopment Partners was granted the green light to proceed, and demolition and remediation have begun.

"The site is strategically located along I-55 adjacent to the four-way Pulaski Road Interchange and in close

proximity to a strong labor force, several intermodals, and a significant consumer base," said Jeremy Grey, Director of Development of Hilco Redevelopment Partners. "The building is being designed with flexibility to accommodate a wide range of tenants, including warehouse distribution, e-commerce, light manufacturing, fulfillment center, third party logistics, and rail served tenants."

We look forward to watching Hilco's vision come to fruition by the hands of hundreds of skilled women and men of the local trades, each of whom are dedicated to their craft. The success of Exchange 55 will be a big score for the City of Chicago, the Little Village Community, the Alderman of the 22nd Ward, Hilco Redevelopment Partners, and, of course, the working members of this community.

Jeffrey Phillips

After graduating from Rensselaer Central High School in May of 1980, Jeffrey Phillips enlisted in the United States Navy from June 1980 until June 1983. Upon graduating boot camp, Jeffrey became a Machinist Mate at the Great Lakes Naval Training Center in Pearl Harbor, Hawaii where he was stationed on three different ships. After serving in active duty, Jeffrey continued serving our country in the U.S. Naval Reserves from July 1983 until December 2005. During his tenure, Jeffrey attended four leadership courses through the U.S. Navy and was selected as Sailor of the Year in 1996 at the Gary Naval Reserve Center and again in 1999 at the South Bend Naval Reserve Center. In 2003, Jeffrey was promoted to Chief Petty Officer and retired as Chief Master-at Arms, Officer-in-Charge Naval Reserve Security Force Crane Naval Weapons Station.

Aside from his military background, Jeffrey was hired as a Police Dispatcher by the Rensselaer Police Department in May 1986. He was promoted and sworn-in as Police Officer in November 1987 for the City of Rensselaer, Indiana. As a Police Officer, Jeffrey worked as a training officer for the police department and firearms instructor. He was promoted to Sergeant in December 1994, in which his main responsibilities included supervising the patrol division and working as a training coordinator. Jeffrey continued to move up the ranks of the police department and was appointed Chief of Police for the City of Rensselaer in January 2000 by Mayor Arihood. As Police Chief, Jeffrey managed a budget of \$1.2 million dollars annually. He was also appointed by Mayor Wood as head of the Technical Review Committee for the city designing a new police station in 2016 and had its grand opening in 2018.

Jeffrey stayed as Police Chief from 2000 until retirement in December 2017. In his 18 years as Police Chief, he served on several boards. In addition to his many accomplishments in the military and police department, Jeffrey also served his community. Jeffrey has coached middle and high school football for Rensselaer Central since 1989. He has also served as the Director of Drug Free Jasper County, the President of the Local Fraternal Order of Police Lodge, Chairman of Jasper County Community Corrections, and sat on the board of the Jasper County Recovery House.

In 2015, Jeffrey's many accomplishments were recognized when he received the Elected Citizen of the Year award by the Rensselaer Chamber of Commerce. Most recently, Jeffrey serves as a Chairman of the Republican Party of Jasper County, Indiana. Jeffrey has three sons and currently lives in Rensselaer, Indiana with his wife of twenty-eight years. Jeffrey joined the III FFC in 2018



Jeffrey Phillips pictured in his United States Navy uniform as a guest speaker at the 2004 veterans celebration at the Jasper County Courthouse.

after serving 31 years with the Rensselaer Police Department. As a Construction Analyst in Indiana, Jeffrey's territory consists of the Counties of Newton, Jasper, and Pulaski. ■





III FFC Passes National Apprenticeship Week Proclamations

This past fall, the Indiana, Illinois, Iowa Foundation for Fair Contracting had the opportunity to work with public bodies in western Illinois and Iowa to promote National Apprenticeship Week. From November 12-18th, we worked with local government officials to pass National Apprenticeship Week Proclamations. Construction is one of the fastest-growing industries in the country and, as such the demand for skilled labor continues to be in high demand. By issuing a National Apprenticeship Proclamation, counties are recognizing the vital role apprenticeship programs play in ensuring the highest qualifications are met by the construction labor force. With the diligent efforts of our Construction Analysts, eight National Apprenticeship Week Proclamations were issued. The Proclamations were passed in Rock Island, Moline, East Moline, Silvis, Henry County Board, South Beloit, Loves Park, Rockton, and Machesney Park.

Looking back, registered apprenticeship programs have played a significant role in our nation's history for the past eighty years when Congress implemented the National Apprenticeship Act to ensure apprenticeship programs meet state and federal standards to be certified. Showcasing the great work of apprenticeships helps our organization to raise standards in the construction industry.

Much of our organization's work focuses on educating the public on the value of prevailing wage compliance and responsible bidder ordinances. We host prevailing wage seminars throughout our three-state jurisdiction on these subjects as well as help public bodies pass responsible bidder ordinances. One of the key selling points of a responsible bidder ordinance is the requirement for contractors to show participation in a United States Department of Labor approved

apprenticeship program. By having apprenticeships imputed into responsible bidder ordinances, public bodies implementing the ordinance can ensure quality construction thanks to a skilled workforce that went through an apprenticeship program.

We look forward to next year when we will work with public bodies to issue more National Apprenticeship Week Proclamations.



Construction Analyst, Doug House accepting Moline's National Apprenticeship Week Proclamation

III FFC Attends NAFC Conference



III FFC staff pictured at the NAFC Conference in San Diego, California where the group learned about the best practices for promoting fair contracting

Each year the Indiana, Illinois, Iowa Foundation for Fair Contracting (“III FFC”) looks forward to the National Alliance for Fair Contracting (“NAFC”) Conference. This year marked the NAFC Conference’s 10th Anniversary, held in San Diego, California. The III FFC uses the NAFC Conference as an opportunity to share best practices for promoting fair contracting. As an organization, the III FFC is deeply involved in the great work NAFC does in promoting fair contracting. III FFC Executive Director Marc Poulos sits on the NAFC Board of Directors and our staff has facilitated many trainings, discussions, and seminars in past conferences. We also use the NAFC Conference as an opportunity for our new Construction Analysts to learn about other practices fair contracting groups utilize in our industry and to meet many industry leaders in fair contracting.

This year, III FFC’s Communications Director Laura Byrne presented with media relations expert Todd Stenhouse from Stenhouse Strategies, on marketing and communications programs in fair contracting organizations. Laura’s presentation focused on the role of social media in fair contracting organizations and the tools the III FFC uses to promote its mission of increasing market share for responsible contractors, work opportunities for skilled craftsmen and craftswomen, and value for taxpayers. The III FFC is a unique organization with a staff that consists of legal and policy experts as well as a team of Construction Analysts who monitor local industry conditions and live in the communities they serve. Laura talked about

the importance of showcasing the great work our field staff does to promote prevailing wage compliance, responsible bidder ordinances, and important jobs within our jurisdiction.

III FFC’s social media messaging focuses on projects of interest within our three-state jurisdiction to demonstrate to the

The III FFC uses the NAFC Conference as a teaching tool for our new Construction Analysts to learn about other practices fair contracting groups utilize in our industry.

public the important role construction plays as one of the fastest growing industries in the United States as well as highlighting the value construction brings to the economy, local businesses, and taxpayers. Laura also talked about how the III FFC promotes its organization through outreach with educational seminars on prevailing wage, responsible bidder ordinances, and meeting with public bodies to promote these policies. Todd’s presentation focused on prevailing wage messaging and the great research that fair contracting organizations have at their disposal to show the value prevailing

wage and the hardships states face after repealing prevailing wage. One of the key takeaways from Todd’s presentation was that public bodies do not need to reinvent the wheel when it comes to prevailing wage messaging, the research is already available at the Illinois Economic Policy Institute (“ILEPI”) and other organizations such as Smart Cities Prevail.

The III FFC looks forward to this conference every year and we are excited to head to Boston, Massachusetts. To follow the III FFC’s updates in fair contracting, visit www.iiifcc.org or follow us on social media!

III FFC Construction Analysts Attend Drone Training

One of the main objectives of our field operations is jobsite monitoring. Through our monitoring capabilities, the III FFC compiles a comprehensive analysis of projects throughout our three-state jurisdiction. To increase our capabilities of utilizing the most effective techniques available in the field of labor-management, the III FFC sent seven Construction Analysts to Local 150's Apprenticeship and Skill Improvement Program ("ASIP") in Wilmington, Illinois to learn how to operate a drone.

Each of our teams from Illinois, Indiana, and Iowa sent two field staff to the training so that we would have a drone pilot and watchman working together on projects. Our Illinois team sent two of our recent hires, Steff Perez and Thomas Haley. The Indiana team sent Assistant Director, Myron Sutton and Construction Analyst, Jeffrey Phillips. Lastly, our Iowa and western Illinois team sent Construction Analysts, Dylan Parker and Andrew Waeyaert. Michael Lingl, one of III FFC's Assistant Directors focusing on special projects also joined the training so that he can assist Construction Analysts in the field as needed.

ASIP, Local 150 offers two drone courses-Drone Level I and II. The first course aims at teaching students the fundamentals of operating a drone and the rules and regulations that must

be followed when flying a drone. Throughout the intense five-day training, Construction Analysts met on site at seven in the morning to begin going over information needed to pass the Federal Aviation Administration 14 CFR part 107 test. The training consisted of reading aviation charts, learning to interpret weather maps as well as going over federal regulations drone operators must follow.

The III FFC's drone program increases our capabilities of utilizing the most effective techniques available in the field of labor-management.

While on site, Construction Analysts also got an opportunity for more hands-on learning and interactions with various models of drone aircraft as well as getting the opportunity to fly as a team. During this part of the course, one-person piloting and their partner operating the camera controls as a visual observer for the pilot. After the course, all III FFC Construction Analysts passed

the FAA 14 course to receive their drone license. This is a license that needs to be renewed every two years to continue to

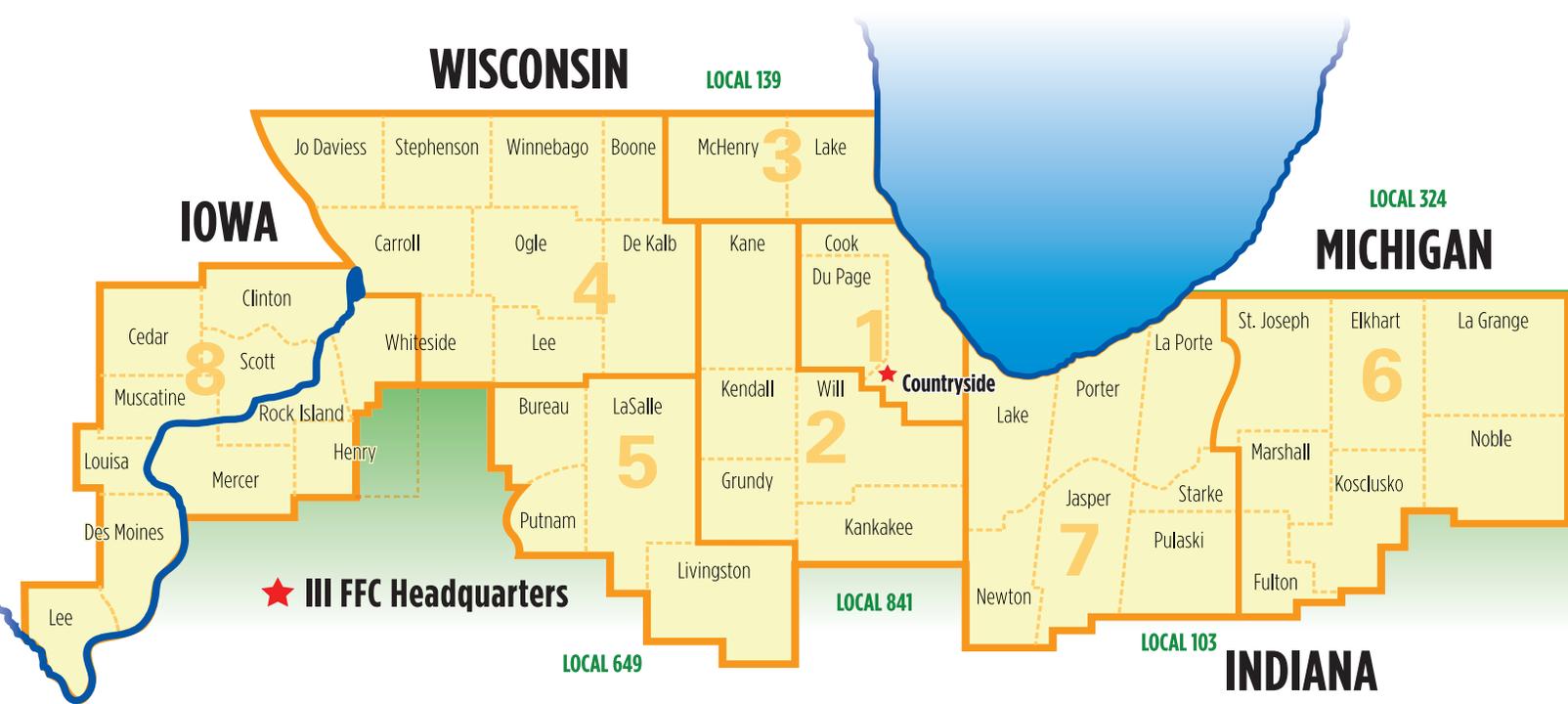
The incredible ASIP Local 150 training site provided the class with a covered an area that the team could utilize and train in to get real world training In the spring, the Construction Analysts who attended Drone Level I will go back for the second course to learn the art of flying drones in construction zones.



Assistant Director Jodi Frailey and Construction Analyst Marcella Kunstek delivered toys for the Town of Lowell.

III FFC Participates in Annual Toys for Tots Drive

In honor of the late Construction Analyst, Don Parker, the III FFC participated in the annual Toys for Tots drive. As a former marine, Don had a passion for the charity and encouraged our staff to participate in the drive. This year, Assistant Director, Jodi Frailey and Construction Analyst, Marcella Kunstek delivered the toys to the Town of Lowell, Indiana. This is a wonderful cause that the III FFC has made a tradition to honor the memory of Don Parker.



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.

We bring Labor and Management together to assist public bodies and contractors with OSHA, contract compliance and other contracting matters, while striving to secure work for responsible contractors.



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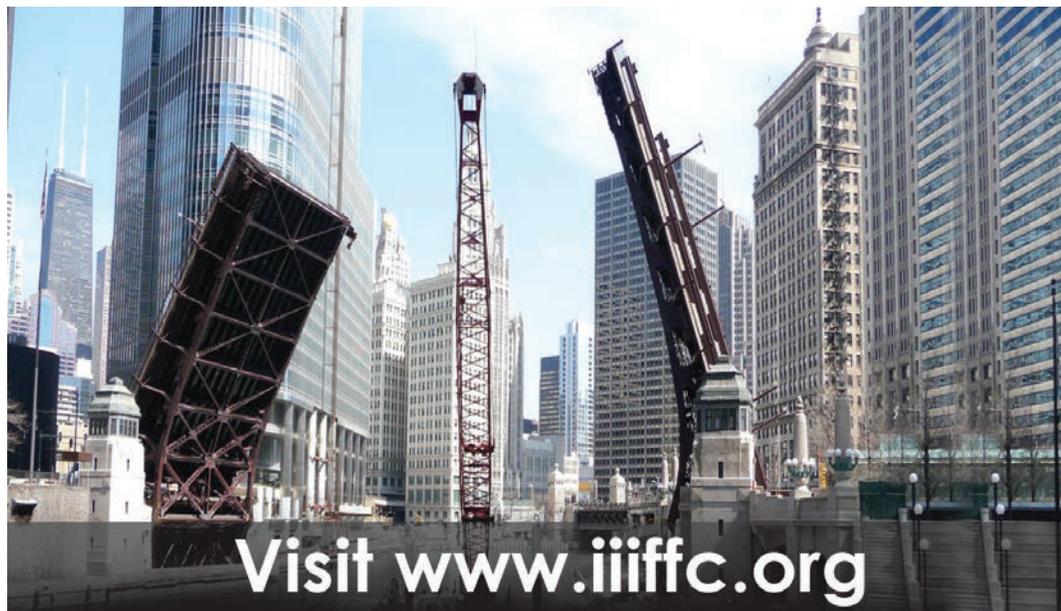
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