

## Central Illinois Builders Is ...

*... A voluntary trade association dedicated to the purpose of improving the professional standards of the construction industry and the skill, integrity and responsibility of its member firms.*

Central Illinois Builders is a local chapter of the Associated General Contractors of America (AGC). Established in 1918, AGC is a full service construction association with 98 chapters nationwide.

Chartered by AGC in 1954, Central Illinois Builders' jurisdiction is building construction in 46 counties of central Illinois. The policies and direction of Central Illinois Builders are determined by a twenty-four member Board of Directors. The Board is elected at the Annual Meeting of the Association. Central Illinois Builders has ten active committees (Labor Policy being one such committee). Committee recommendations are acted upon by the Board and are the basis for much of the Association's policy and direction. Chapter staff administer the policy and direction as determined by the Board and its Executive Committee. Membership in CIB is available to any firm whose livelihood is wholly or in part derived from the construction industry. Three membership classifications (Regular, Specialty and Associate) are available. Please call Mike Hampson at the CIB Office for further details.

## Central Illinois Builders of AGC LABOR POLICY COMMITTEE

Hal Schinzler (Christy-Foltz, Decatur) 2006 President  
Mike Blimdauer, (BRH Builders, Springfield)  
John Blythe (Jones-Blythe Construction, Springfield)  
Don Evans (Evans Construction, Springfield)  
Wen Fritsch (HF Fritsch & Sons, Inc., Springfield)  
Jack Gilbert (G.A. Rich & Sons, Inc. Deer Creek)  
John Goetz (R.D. Lawrence Construction, Springfield)  
Dan Heselton (Henson Robinson, Springfield)  
Mike Hynds (English Brothers Co., Champaign)  
Mike Landgrebe (Landgrebe Interior Construction, Spfld)  
Jeff Long (River City Construction, East Peoria)  
John Meek (Felmley-Dickerson Company, Bloomington)  
Doug McCoy, (McCoy Construction, Pontiac)  
Greg Petry (The Petry-Kuhne Company, Champaign)  
Al Slagel (Vissering Construction Company, Streator)  
Pete Wintersteen (Peoria County Concrete, Peoria)

## CIB Staff

Dennis Larson, Executive Vice President  
Scott Larkin, Director of Labor Relations  
Mike Hampson, Director of Membership Services

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

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

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

As a union contractor, the relationship between local unions and your company is a critical element to your success. Central Illinois Builders' primary purpose when founded almost 50 years ago was to organize local contractors into one voice for purposes of negotiating with local unions. By all accounts, CIB has been successful in that mission. In most instances, the CIB negotiated building construction agreement serves as the "local agreement" that you are asked to sign. There is mutual benefit to the bargaining relationship between local trade associations and unions. For the unions, negotiating with a trade association prevents them from having to deal with each company on an individual basis, which would be incredibly time consuming. And for the association, it is beneficial to have as many companies representing the industry as possible "on the same page", so to speak. This ensures uniformity in working conditions and wages, which in turn ensures a competitive, level playing field for everyone.

### **How the Process Works**

CIB will assign contractors to serve on bargaining committees for each of the collective bargaining agreements for which CIB negotiates. While the process of negotiating a labor contract is never

easy and seldom predictable, at some point, the two sides will reach a tentative agreement. CIB staff will summarize the tentative agreement and send those participating companies a ballot asking for acceptance or rejection. Fifty-one percent of those companies who assigned bargaining rights for that particular trade must accept. If there is less than fifty-one percent voting for acceptance, CIB's committee will go back to the bargaining table and continue to meet with the union's until another tentative agreement is reached.

### **What is the Benefit To Your Company?**

Labor issues and the occasional disputes that go with them can be complex matters to deal with. There are several aspects to consider: your time, your emotional reactions, public relations and relations with other contractors, not to mention complex legal aspects that many labor relations situations present. By assigning your bargaining rights, you have the opportunity to more fully participate in the local labor relations process, as well as having access to the knowledge and experience of CIB's Labor Policy Committee and staff.

### **How Do You Participate?**

You DO NOT need to be (or become) a member to participate in the process. However, you will need to contact the CIB Office. A simple phone call is fine. After a brief discussion, CIB staff will provide you a copy of an Assignment of Bargaining Rights Form. This

form will request basic information about your company. This form will also list the various union organizations with whom CIB has a collective bargaining agreement. You should place your initials in the space provided next to those unions with whom you wish to be signatory. Please read these documents carefully and be certain that you understand how the process works. This document is legally binding with both unions and the association. Of course you generally will have the option to terminate your bargaining rights assignment at some point in the future, but there are specific procedures as to how and when that can be accomplished. Once you have decided which unions that you wish to be signatory to, return the form to the CIB Office. CIB will then forward this information to the specific unions that you have requested to be signatory with.

### **Is There Any Cost To My Company?**

There is no additional cost for assigning bargaining rights. The cost of negotiating and administering the local collective bargaining agreements is covered by the Industry Advancement Foundation. This is a contribution that is already included in the wage and benefit contributions that you have already been paying (currently 13 cents per hour). So why not have your opinions heard by the organization that helps set the terms and conditions that you work under every day? Make arrangements to be part of the group.