



THE

JULY - AUGUST 2012

DROPCLOTH

COVERS EVERYTHING!



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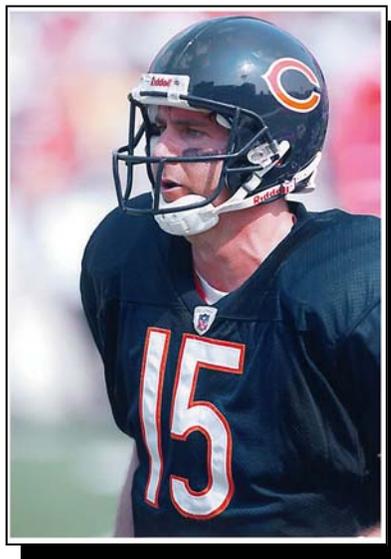
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9-12-12 FCAC MEMBERSHIP MEETING NEXT...

Join us for an evening of fun, food, and entertainment at Maggiano's in Chicago on Wednesday, September 12th as FCAC welcomes former Bears quarterback, Jim Miller, to the podium at FCAC's General Membership Meeting.

Miller was a starting quarterback for the Michigan State Spartans for three years, beginning as a sophomore. He began his professional career with the Pittsburgh Steelers (1994-1996), before being traded to the Chicago Bears in 1998. In 1999, Miller earned a starting position which he retained until 2002, when he suffered a shoulder injury in the NFC Divisional Playoffs against the Philadelphia Eagles. Miller currently serves as an analyst on Bears Postgame Live on CSN Chicago, replacing former Chicago Bears legend Richard Dent in 2007.



A Few Words From ...



JEFF HESTER
President, FCA of Chicago

Hello, Fellow Contractors and Associate members! I just finished watching Da Bears play a pre-season football game. WOW... that means the beginning of the end of Summer and all the work and HOT times that we all enjoy in the summer months! It also means the beginning of many exciting new things that this fall season will bring, such as our kids starting new school years. And, not the least of which, finishing up a strong calendar year of PDC 14 Contractors' reported hours, which have enjoyed some upticks this year. I just hope this trend continues for our future work.

Next, I hope you all can attend the FCAC General Membership Meeting coming up on September 12th, 2012, at Maggiano's in Chicago. We have some very important business to take care of, plus an interesting guest speaker joining us: Jim Miller, former NFL quarterback, now a Sports Broadcaster. I know he will have many fun stories to share that night.

But before our entertainment begins, we will have some important business to discuss. There are vacancies on our FCAC Board, so we are in the process of looking for Contractor Members who are interested in helping to guide our Industry into the future. Anyone interested in taking an active role in negotiations and everyday dealings with our Labor partners at PDC 14, should call me or any of the other Board Members to discuss taking a position on the Board. You could help mold this industry to get more business for our Contractors.

We will be taking nominations from the floor for these open

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Come join the fun on September 12th. All PDC14 Union Partners, Painting Contractors, and Associates in good standing are welcome to enjoy a complimentary dinner and open bar.

September 12, 2012
Maggiano's Little Italy
 516 North Clark Street, Chicago, Illinois
 5:30 PM — COCKTAILS
 6:30 PM — DINNER
 7:30 PM — PROGRAM

Are Cell Phones A Mixed Blessing?

Few technologies have defined their era quite so thoroughly as the cell phone. In just a few short years, it has become perhaps the single most indispensable tool for business in America. Yet the blessings of efficiency and economy that mobile communications bring also harbor a serious downside, as concerns have mounted over cell phone safety issues related to vehicle accidents.

It has long been known that vehicular accidents are a primary cause of work-related fatalities. Most companies have at least one truck, if not a whole fleet of vehicles, and their drivers face the hazards of the roadway day after day. Sometimes their travels end tragically, in injury or death. Cell phone use escalating among construction, service, and delivery personnel, as well as by management itself, prompts one research study to claim that using a cell phone while driving increases the risk of an accident four-fold. Another study finds that having a cell phone in a vehicle increases the risk of being involved in an accident by 34%.

CELL PHONE HAZARDS

Users are distracted from defensive driving practices, and less responsive to highway traffic situations. When they do react, their response time is longer than usual.

People on the phone are more likely to have intense discussions involving problem-solving, which is much more distracting than "shooting the breeze" with a passenger.

Passengers often alert drivers to dangerous situations, and stop talking at such times, in contrast to someone on the other end of the line, who is unaware of the situation and just keeps talking.

Cell phone users dialing a number or handling their

equipment often fail to notice a stop light, traffic sign, or a vehicle in front of them.

Other drivers on the roadway are at risk when a cell phone user causes an accident.

A SENSIBLE SAFETY PLAN FOR CELL PHONE USERS



- Keep conversations short and sweet. Devise ways to free yourself of long-winded friends and prolonged conversations while driving.
- Don't use the cell phone for social visiting.
- Hang up in tricky traffic situations-without warning if necessary. Safe driving should always take precedence over telephone etiquette. Explain later, you'll still be alive!
- Never dial a number while on the move in heavy traffic; wait until you are at a traffic light or stop sign to launch the call. No texting!
- Keep a greater interval between you and the car ahead of you than you normally would.
- Use only hands-free calling, with your hands on the wheel and your eyes on the road.
- Always remember...driving is priority #1, cell phones are strictly of secondary importance.

2012-2013 IAF DIRECTORY

The Industry Advancement Fund just published its new 2012-2013 Contractor Directory, featuring basic contact data on active Union Painting Contractors in Cook, Lake, Will, and Grundy Counties of Northern Illinois.

While printed copies remain available, the initial distribution this year will be via e-mail to all FCAC Contractor Members, Signatories, and Associates. A downloadable version will also be posted to the FCAC web site at www.chicagopdcafa.org.

Publication of the IAF Directory represents the culmination of several months of research and

preparation. "As always," notes IAF President Jeff Hester, "it will benefit the entire industry as a ready reference to qualified Union Contractors and Associate Member vendors...and a reliable marketing tool that helps the buying public find our Contractors."



DISCRIMINATION SEMINAR



August 2, 2012 ☐ Maggiano's Oak Brook

Attorney David Moore (Laner Muchin) presented a lively and informative talk to twenty-five FCAC Contractors entitled "Preventing Harassment and Discrimination in the Workplace." The IAF-sponsored seminar provided timely information on a subject of interest to today's employers.

Mr. Moore covered what discriminatory practices are prohibited by law and what may be considered evidence for proving discrimination, while citing hypothetical

examples along the way. Topics included the importance of having a Non-Discrimination and Anti-Harassment Policy in the Company Handbook, Illinois state law versus Federal law, and what is at stake and who is liable in a discrimination/harassment charge.

David Moore defends employers in employment litigation matters before federal and state courts and administrative agencies and provides labor and employment counseling on behalf of employers.

Laner Muchin is one of the oldest and largest law firms in the country concentrating exclusively on representing employers in the field of labor law, employment law, business immigration, and employee benefits. The Firm provides a full range of labor and employment services to a large and diverse public and private sector client base. It represents clients in litigation before federal and state trial and appellate courts as well as administrative agencies. It also provides advice and counsel with respect to all applicable labor and employment laws, matters involving labor unions, and a broad range of human resources and personnel issues. Additionally, the Firm offers comprehensive services relating to employee benefit plans, as well as a full range of business immigration services. For more information, please contact David Moore or Jim Vanek or visit their web site at www.lanermuchin.com.



IAF CONTRIBUTION INCREASE

Effective with the new June 1, 2012, PDC14 \$2.00 increase in wages, the Contractors' own Industry Advancement Fund (IAF) contribution also gained another penny per hour, going from 19 cents per hour to the new level of **20 cents per hour**. This agreed increase within the PDC14 Contract was unfortunately not communicated to FCAC Contractors and Signatories within the PDC14 Wage & Benefits "Special Bulletin" issued in May. **Please correct your IAF Contribution Report to indicate 20 cents per hour!**

positions during the Meeting. An election will then be held at the FCAC Christmas Luncheon on Friday, December 12, 2012, at Maggiano's in Schaumburg.

No doubt you have noticed that the Industry Advancement Fund (IAF) increased from 19 cents to 20 cents per hour with the last raise in June. I want to assure you we are using these monies wisely to promote the Chicago-Area Union Painting Industry. These funds are used to

help PDC14 Contractors work safely on their job sites, for the reporting and policing of the PDC 14 area, to promote the industry and our members, and to fund FCAC educational seminars offered throughout the year for the benefit of all of our Contractors. Please contact me if there are any topics that you may think we should cover in the future.

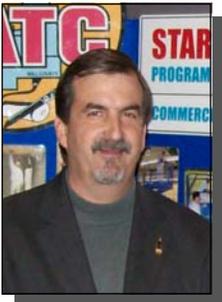
In closing, I hope to see all of you at these next few meetings and have a

voice in OUR INDUSTRY! I have said this over and over again, if you don't come to the meetings and share your thoughts and ideas, then you will just have to sit back and complain after the fact. If you want a say in where we are going then **SHOW UP AND BE HEARD!**

That's it for now...

Until Later,

Jeff



News From The Apprentice

By ED BOGDAN, Apprentice Training Coordinator

starts at the top of a company and flows downward through the Superintendants to the Foremen, and finally (in theory) benefits both the Apprentices and more experienced Journeyworkers.

skills. And remember, the STAR program is there for your Journeyworkers to also sharpen *their* skills.

Financial Reports for June, 2012, indicate that Ordinary Income of \$175,573.59 plus Investment Income of \$47,072.89 minus Expenses of \$192,469.51 yielded a Net Income of \$30,176.97.

For the Fiscal Year-to-Date, Income of \$840,476.63 plus Investment Income of \$171,965.14 minus Expenses of \$822,930.55 yielded a Total Net Income of \$189,511.22. The JATC Fund Value as of 06/30/12 was \$4,840,678.22.

MENTORING APPRENTICES

The International Union is re-examining the traditional mentoring process that our Contractors now have in place to train their apprentices on the job. Ideally, mentoring

In reality, mentoring is the key to preserving the future of our crafts. The school can help Contractors with their mentoring programs upon request. Apprentices are only in school for eight hours a week, but on the job in the field for 32. Clearly, real-world experience is a huge component in advancing their professional

WELFARE FUND REPORT

Trustee Scott Hall reports for the Health & Welfare Fund for June, 2012, that Income of \$3,560,445.77 plus Investment Income of (\$898,749.88) minus Expenses of \$3,647,068.32 yielded a Net Income of (\$985,372.43).

For the Fiscal Year-to-Date, Income of \$6,223,388.23 plus Investment Income of (\$1,573,040.67) minus Expenses of \$6,595,156.98 have yielded a Net Income of (\$1,944,809.42)

The Fund Value as of 06/30/12 was \$99,313,976.87.

PENSION FUND REPORT

Trustee Miles Beatty reports for the Pension Fund for June, 2012, that Ordinary Income of \$3,308,230.57 plus Investment Income of (\$2,157,912.68) minus Expenses of \$3,412,722.03 yielded a Total Net Income of (\$2,262,404.14).

For the Fiscal Year-to-Date, Income of \$8,586,630.37 plus Investment Income of (\$10,497,443.04) minus Expenses of \$10,338,656.27 have yielded a Net Income of (\$12,249,468.94).

The Fund Value as of 06/30/12 was \$544,942,526.81.

JATC Tradeshow at the Trade School
Saturday, September 22, 2012 7:00 A.M. to 1:00 P.M.
Vendors, Don't Miss this Opportunity
Reserve Your Booths Today!
Call Mike Krawiec at 708/449-5282

Vendors are asked to Donate \$100.00 toward Food & Refreshments. Checks should be made payable to "Joint Co-op Trust"

JOINT TRADE BOARD RULINGS

As you should be aware, the collective bargaining agreement entered into with PDC 14 provides for an internal grievance process, which is called the Joint Trade Board. If the Union alleges that an employer has violated the CBA, there is a hearing first by the Board of Business Agents (Union) and, if either side contests the findings of the Board of Business Agents, there is a right to have the issues addressed by the Joint Trade Board. The Joint Trade Board is comprised of an equal number of company representatives (appointed by the FCAC) and union representatives. The FCAC Board believes it is important to adhere to the terms of the CBA and to publish a summary of the decisions reached by the Joint Trade Board. As you may also know, the fines levied against an employer who violates the CBA may be severe.

Recently, the Joint Trade Board issued a decision in the grievance raised by Painters District Council No. 14 against a contractor who was believed to have violated several terms of the CBA. The alleged contract violations raised by the Union's grievance pertained to: (1) not filing written job reports in violation of Article XII, Section 4; (2) not reporting the hiring of employees in violation of Article III, Section 6(b); (3) working outside the normal workday without a permit in violation of Article IV, Section 2; and (4) employing other workers before a steward, in violation of Article III, Section 5(b). At the hearing, the Union presented evidence to support its allegations, and the Employer did not appear either in person or via representative. The Joint Board decided that the grievances were valid, and assessed fines totaling \$19,250, and awarded one hour of gross pay to a Union steward.

2012
FCAC & PDCA
Meetings & Events

General Membership Meeting
 Wednesday, September 12, 2012
 Maggiano's Little Italy, Chicago

Tradeshow at the Trade School
 Saturday, September 22, 2012
 JATC Apprentice Training Center, Berkeley

FCAC Christmas Luncheon
 Wednesday, December 12, 2012
 Maggiano's Little Italy, Schaumburg

WELCOME TO OUR NEWEST PDCA ASSOCIATE MEMBER!

XIM

XIM Products, Inc. is headquartered in Westlake, Ohio, and represented locally by Don Applegate.