



# NEWS NETWORK

Representing the commercial construction industry since 1933

Winter 2020



## CAWGC to host their Annual Cocktail Reception

The Contractors Association will host their annual cocktail party on Friday, March 27th at Syl's Chophouse in Rockdale, IL from 5:30 to 8 PM. Each CAWGC member company received an invitation for two complimentary tickets. Additional tickets can be purchased for \$25 each.

Guests will enjoy their favorite beverages along with an appetizer buffet. Back again this year will be "Just Jim" for your listening and dancing pleasure. At 6:30 PM there will be a short program with the presentation of the Member of the Year Award.

Email your reservations to the CAWGC at [info@CAWGC.org](mailto:info@CAWGC.org) by March 6th. Don't miss this great complementary networking event that your association holds for its members.



Jim Chuporak "Just Jim"

## Meet & Greet EXPO — May 7th



The CAWGC Meet & Greet EXPO will once again be held at the Stone City VFW in Joliet on Thursday, May 7, 2020. The event will be from 3—7 PM. There will be indoor and outdoor exhibits, 50/50 drawings, raffles, networking, beverages and great food! All the funds raised from this event will be

*(Continued on page 2)*

### Included in this issue:

- 2020 Calendar of Events
- 40th Annual Golf Outing form
- Admin. Assistants Lunch form
- Ambassador report
- CAWGC Cocktail Reception
- CAWGC Election results
- CAWGC EXPO form
- CAWGC Scholarship Info
- Marijuana in the Workplace
- Members in the News
- New Members
- Plans Room Watch by Karri

## CAWGC Scholarships Available

The CAWGC is pleased to announce the Annual Contractors Association of Will and Grundy Counties Scholarship Program. Since the program's inception in 1996, the association has awarded almost \$130,000 to deserving scholars who will be pursuing degrees in the construction field.

Applicants must be the son/daughter of an owner **OR** the applicant must be a son/daughter of a full-time employee of a CAWGC member company **OR** a son/daughter of a Will/Grundy union building tradesman, who will be attending college full-time in the Fall of 2020 or a present full-time college student who is pursuing an undergraduate degree. A construction related major and a "C or better" average is also required.

Applications are available on the CAWGC website at [www.CAWGC.org](http://www.CAWGC.org).

## 40th Annual Golf Outing

We are already planning our 40th Annual Golf Outing which will be Friday, June 5th at the Broken Arrow Golf Club in Lockport. Who will take home the Michael W. Adler Memorial Prize this



year? Since 2016 we have awarded this trophy to the best team. *D Construction* was the first recipient. However, every year since (2017-2018-2019) it has been awarded to *Illini Hi-Reach!*

Get your reservations in early as we can only have 144 golfers and each year it sells out! The golf outing form is included in this newsletter.

## EXPO (continued from page 1)



once again donated to the Joliet Area Community Hospice.

We invite our GC's, CM's, subcontractors, suppliers, architects, engineers and associate members to participate. The cost for members is \$75 (\$100 for non-members) and includes tickets for 2 company representatives, 1 table, 2 chairs, food, beer or pop.

There is both indoor and outdoor space available but is limited so be sure to call early to reserve your spot. The admission to attend is \$20 per person for a ticket in advance or \$25 per person at the door and includes food, beer and pop.

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### CAWGC

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Email: [info@CAWGC.org](mailto:info@CAWGC.org)  
Website: [www.CAWGC.org](http://www.CAWGC.org)

### CAWGC Officers

**Chairman**  
Jason Cox, *Len Cox & Sons Excavating*  
**Vice Chair**  
Tom McGann, *TIMM Electric*  
**Secretary/Treasurer**  
Lori DuPree, *DuPree Construction*

**Directors**  
Jay Adler, *J.L. Adler Roofing*  
Bob Baish, *Baish Excavating*  
Barry Narvick, *Narvick Bros.*  
Marty Rodin, *TMR Services, Inc.*  
Todd Sandeno, *D Construction*  
John Young, *Seasons Landscaping*

### Staff

Mary Metz, Executive Director  
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Les Cheney, Ambassador  
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Karri Lane, Plans Room Coordinator  
[klane@CAWGC.org](mailto:klane@CAWGC.org)

## Ambassador's Report



I am glad to report the majority of the members that I have visited and talked with have quite a bit of work. With that being said if any members are interested in apprentices I recommend now is the time to get more young people into the construction industry.

If any members know of a friend or relative that has a CDL license and is looking for work, please give me a call at 630/303-2036 as we have numerous members currently looking for drivers.

Our association has taken a stand and supports the Northpoint Development which will create many jobs for both contractors and union workers for many years to come.

Reminder that the Laborers District Council of Greater Chicagoland has instituted a new mandatory apprentice program that went into effect January 1st. Again if there are any questions please give me a call at 630/303-2036.

## Newsletter Words Find

E	F	O	R	M	E	M	B	E	R	S	E
J	P	O	L	I	C	Y	U	V	R	C	P
C	A	H	O	S	T	J	F	E	A	H	H
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C	M	N	A	S	A	F	E	T	Y	L	Y
K	A	E	N	W	H	M	T	S	F	A	S
T	R	T	R	O	A	I	H	F	J	R	R
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L	U	R	F	P	E	S	P	S	I	I	R
B	A	K	L	L	C	M	P	E	X	P	O
K	N	W	E	A	K	A	O	P	C	A	W
C	A	L	L	C	R	C	G	S	W	E	N
G	O	L	F	E	R	S	M	A	J	O	R

AWARDS  
BUFFET  
CALL  
COCKTAIL  
EVENTS  
EXPO  
FORM

GOLFERS  
HOST  
MAJOR  
MARIJUANA  
MEMBERS  
NETWORK  
NEWS

PHISHING  
POLICY  
RAFFLE  
RECEPTION  
SAFETY  
SCAMS  
SCHOLARSHIP

UNION  
WORKERS  
WORKPLACE  
YEAR

## Plans Room Watch by Karri...



Amita St. Joseph Hospital in Joliet is hoping to create space for a heart hospital in the existing hospital. They hope to, over the next 9 months, raise up to \$5 million for renovations consisting of adding a new hybrid cardiac catheterization lab. Hospital officials hope to have the project completed by end of 2020.

The Forest Preserve District of Will County has received a \$5.3 million federal grant and plan to use it to construct a new 3.5 miles section of the Veterans Memorial Trail in Homer Township that will run from 159<sup>th</sup> Street just east of I 355 to Hadley Valley Preserves. The project will include two tunnels under 167<sup>th</sup> Street and Gouger Road. Construction is expected to start this year.

Minooka School District 201 Board has decided not to try for the referendum in the Spring to build a new Junior High School. The Board has tried in the past multiple times for a referendum to build a new school but have not succeeded. They may try again in the Fall instead.

A groundbreaking ceremony was held for the new Crate & Barrel Fulfillment Center in Romeoville. The facility will be 646,380 square feet on 8 acres on Taylor Road in the Pinnacle Business Park. Construction is expected to be completed in September of 2020.

Silver Cross Hospital is planning to add a new neonatal intensive care unit (NICU). The project consists of a four floor expansion on the east side of the hospital that will include a new cardiac unit with open heart surgery suites, a NICU and a mechanical equipment storage area. The NICU will be 13,000 SF with 24 beds and is expected to be completed by 2021.

## Rodin welcomed to CAWGC Board



The 2020 Board of Directors were seated in January. The newest director Marty Rodin, President of *TMR Services, Inc.*, was welcomed by fellow directors. Marty was appointed to the Membership Committee and has joined the Golf Outing Committee.

## Recognize and Avoid Phishing Scams by Quinn Strategies through FTC

### How to Recognize and Avoid Phishing Scams

Scammers use email or text messages to trick you into giving them your personal information. They may try to steal your passwords, account numbers, or Social Security numbers. If they get that information, they could gain access to your email, bank, or other accounts. Scammers launch thousands of phishing attacks like these every day — and they're often successful. The FBI's Internet Crime Complaint Center reported that people lost \$30 million to phishing schemes in one year. But there are several things you can do to protect yourself.



### How to Recognize Phishing

Scammers often update their tactics, but there are some signs that will help you recognize a phishing email or text message.

Phishing emails and text messages may look like they're from a company you know or trust. They may look like they're from a bank, a credit card company, a social networking site, an online payment website or app, or an online store.

Phishing emails and text messages often tell a story to trick you into clicking on a link or opening an attachment. They may say:

- ◇ they've noticed some suspicious activity or log-in attempts
- ◇ claim there's a problem with your account or your payment information
- ◇ say you must confirm some personal information
- ◇ include a fake invoice
- ◇ want you to click on a link to make a payment
- ◇ say you're eligible to register for a government refund
- ◇ offer a coupon for free stuff

Here's a real world example of a phishing email.



*Just imagine you saw this in your inbox. Do you see any signs that it's a scam? Let's take a closer look.*

The email looks like it's from a company you may know and trust: Netflix. It even uses a Netflix logo and header. The email says your account is on hold because of a billing problem. The email has a generic greeting, "Hi Dear." If you have an account with the business, it probably wouldn't use a generic greeting like this. The email invites you to click on a link to update your payment details.

While, at a glance, this email might look real, it's not. The scammers who send emails like this one do not have anything to do with the companies they pretend to be. Phishing emails can have real consequences for people who give scammers their information. And they can harm the reputation of the companies they're spoofing.

### How to Protect Yourself From Phishing Attacks

Your email spam filters may keep many phishing emails out of your inbox. But scammers are always trying to outsmart spam filters, so it's a good idea to add extra layers of protection. Here are four steps you can take today to protect yourself from phishing attacks.

#### **Four Steps to Protect Yourself From Phishing**

1. Protect your computer by using security soft  
(Continued on page 7)

## Welcome New Members

### **Kuypers Bros. Inc.**

*Specializing in concrete construction  
for commercial and industrial.*

Alex B Kuypers  
Alex N. Kuypers  
Doug Kuypers

19001 S. Wolf Road, Mokena, IL 60448  
708/479-0500 FAX 708/479-0584  
Email: [alkuypersconcrete@gmail.com](mailto:alkuypersconcrete@gmail.com)  
Website: [www.kuypersbrosconcrete.com](http://www.kuypersbrosconcrete.com)

### **O'Leary's Contractor Equipment**

*Construction equipment rental, sales, repair and delivery  
of equipment and tools.*

Mike McShane, Sales

Mike Hamilton, Vice President

1031 N Cicero Avenue, Chicago IL 60651  
773/252-6600

Email: [mike.mcshane@olearysinc.net](mailto:mike.mcshane@olearysinc.net)  
Website: [www.olearysequipment.com](http://www.olearysequipment.com)

### **Ozinga Ready Mix**

*Ready Mix Provider.*

Norm Beasley, Sales Representative

Matt Postema, Sales Manager

19001 Old LaGrange Road, Mokena IL 60448  
708/326-4200

Email: [normbeasley@ozinga.com](mailto:normbeasley@ozinga.com)  
Website: [www.ozinga.com](http://www.ozinga.com)

### **Plainfield Grading & Excavating**

*Specializing in excavation and site work.*

Brian Betzviser, President

7150 S. Ridge Road, Plainfield IL 60544  
815/436-2287 FAX 815/439-2288

Email: [plfdexcavating@sbcglobal.net](mailto:plfdexcavating@sbcglobal.net)

## Members in the News

Sincere Sympathy is extended to the *Timm Electric* family on the loss of Michele's husband Bob Scholtes. Bob who passed away on December 26th, was a long-time Chief of the East Joliet Fire Dept.

Sincere Sympathy is also extended to Ken and Anne Rodgers, *Rodgers Construction*, on the loss of Anne's mother Patricia Gariboldi who passed away on December 6th. Just 2 1/2 weeks later the Rodgers became first

time Grandparents as Mason Lee was born to their daughter Natalie and her husband Justin on December 23rd.

*Rental Max* has announced it will open a rental store location in Carol Stream, Illinois. The store, which will be located two blocks north of North Avenue is expected to open in the Spring of 2020. *Rental Max* will also move its Administration offices to Carol Stream, which will serve as the company's headquarters. The new facility will be on 2 acres and 20,000 SF, features an indoor service shop, a showroom, offices and a training center.

Congratulations to Marc Gorsch, *Hometown National Bank*, as he was chosen as the Joliet Area Young Professional of the Year in 2019. He was honored at the Joliet Chamber of Commerce Dinner in November.

*Future Diagnostic Group* is proud to announce that they are giving back to help the community. Throughout the months of February and March they are donating one meal to the Morning Star Mission for every four diagnostic scans that are completed at their facility. They have a goal of 1000 meals!



Congratulations to Tom Stern, general sales manager at *West Side Tractor*, who has retired as of December 31st. Tom who had been with *West Side Tractor* for 27 years is looking forward to spending time with his wife Nancy, their children and their grandchildren. He also plans to travel and learn new languages.

Congratulations to *Utility Concrete Products* as they are celebrating 50 years in business and to *Len Cox and Sons* who are also celebrating that 50 year anniversary!

*CAWGC members are encouraged to share their company news with us. Send articles to [info@CAWGC.org](mailto:info@CAWGC.org).*

## RECREATIONAL MARIJUANA AND THE WORKPLACE



**Dave Soderman,**  
**Safety Alliance, Ltd.**  
**(847) 951-3244**  
**[dsoderman@comcast.net](mailto:dsoderman@comcast.net)**

In January 2020 Illinois became the eleventh state to legalize the recreational use of marijuana. On June 25, 2019, Governor Pritzker signed into effect House Bill 1438—the Cannabis Regulation and Tax Act (“CRTA”). The CRTA, leaves some open questions for employers, but there are a few important features with which Illinois employers should quickly become familiar. The legalization of recreational marijuana will have a significant impact on workplace drug policies in Illinois. Marijuana is a drug that remains in a person’s system for an extended period of time after use, which means that while a workplace drug test can determine if someone has used marijuana sometime in the recent past, the test cannot determine if the person was actually under the influence of marijuana or impaired by marijuana at work.

Previously, employers in Illinois could test employees for marijuana and terminate an employee for a positive test as part of a zero-tolerance drug policy regardless of whether or not the employee was ever actually impaired at work. The new law changes this. Now, because marijuana will be considered a lawful product under the Illinois Right to Privacy in the Workplace Act, employers will not be allowed to take disciplinary action against employees who use marijuana off-duty and outside of the work premises. Furthermore, the Act specifies that employers can only take action against an employee who is impaired by marijuana at work. In practical terms, this means that, with the exception of testing that is required by some other federal or state law, employers will only be able to conduct marijuana testing where an employee appears to be under the influence at work, such as when the employee’s behavior suggests impairment although the Act does not expressly restrict pre-employment marijuana testing or random marijuana testing, employers will no longer be able to use the results of such tests against an employee or applicant because the tests will not be tied to any evidence of actual impairment.

The CRTA will amend Illinois’s Right to Privacy in the Workplace Act, which prevents employers from disciplining or discharging employees for using “lawful



products off the premises of the employer during non-working hours.” The CRTA will define the previously undefined phrase “lawful products” to mean “products that are legal under state law.” **This is a noteworthy change because marijuana is still illegal at the federal level.**

By defining “lawful products” to mean those products that are legal at a state level, the CRTA appears to prevent employers from disciplining or discharging employees for recreationally consuming marijuana during off-duty hours. Notably however, federally regulated employers, such as those subject to federal DOT regulations, are carved out from this exemption.

Under the CRTA, employers retain the ability to adopt and enforce “reasonable zero tolerance or drug free workplace policies, or employment policies concerning drug testing, smoking, consumption, storage, or use of cannabis in the workplace or while on call.”

The CRTA states that employers “may consider an employee to be impaired or under the influence of cannabis if the employer has a good faith belief that an employee manifests specific, articulable symptoms while

**working that decrease or lessen the employee’s performance.”**

The CRTA lists symptoms of marijuana Impairment, some of which include: **impairment of speech or**

**physical coordination; mental effects such as un-**



*(Continued on page 7)*

## **Marijuana** *(Continued from page 6)*

**usual behavior, odd demeanor, or negligence or carelessness in operating equipment or machinery; and disregard for their own safety or the safety of others.** The statute does not clearly indicate that employers may only take disciplinary action against employees if they exhibit these particular symptoms or what, if any, proof of such symptoms may be required.

The CRTA requires employers to give employees a “reasonable opportunity to contest” the basis of the employer’s “good faith belief” of their impairment due to marijuana. However, the CRTA lacks guidance as to what would constitute a “reasonable opportunity.”

In view of the CRTA’s significant changes and ambiguities, employers would be well served by:

- Reviewing and updating workplace drug use and testing policies;
- Implementing steps to ensure policies are consistently enforced;
- Refraining from disciplining or discharging employees until the employee has exhibited signs of actual impairment and has been given an opportunity to explain the behavior; and
- Documenting symptoms of on-the-job impairment, including workplace misconduct or safety incidents.

## **Spam** *(Continued from page 4)*

ware. Set the software to update automatically so it can deal with any new security threats.

2. Protect your mobile phone by setting software to update automatically. These updates could give you critical protection against security threats.

3. Protect your accounts by using multi-factor authentication. Some accounts offer extra security by requiring two or more credentials to log in to your account. This is called multi-factor authentication. The additional credentials you need to log in to your account fall into two categories:

Something you have — like a passcode you get via text message or an authentication app. Something

you are — like a scan of your fingerprint, your retina, or your face. Multi-factor authentication makes it harder for scammers to log in to your accounts if they do get your username and password.

4. Protect your data by backing it up and make sure those backups aren’t connected to your home network. You can copy your computer files to an external hard drive or cloud storage. Back up the data on your phone, too.

## **What to Do If You Suspect a Phishing Attack**

If you get an email or a text message that asks you to click on a link or open an attachment, answer this question: Do I have an account with the company or know the person that contacted me? *If the answer is “No,”* it could be a phishing scam. Go back and review the tips in How to recognize phishing and look for signs of a phishing scam. If you see them, report the message, then delete it. *If the answer is “Yes,”* contact the company using a phone number or website you know is real. Not the information in the email. Attachments and links can install harmful malware.

## **What to Do If You Responded to a Phishing Email**

If you think a scammer has your information, like your Social Security, credit card, or bank account number, go to IdentityTheft.gov. There you’ll see the specific steps to take based on the information that you lost. If you think you clicked on a link or opened an attachment that downloaded harmful software, update your computer’s security software. Then run a scan.

## **How to Report Phishing**

If you got a phishing email or text message, report it. The info you give can help fight the scammers.

Step 1. If you got a phishing email, forward it to the Anti-Phishing Working Group at [reportphishing@apwg.org](mailto:reportphishing@apwg.org). If you got a phishing text message, forward it to SPAM (7726).

Step 2. Report the phishing attack to the FTC at [ftc.gov/complaint](https://www.ftc.gov/complaint).

## Mark Your Calendars!



### 2020 Calendar of Events

#### March 27...Cocktail Reception

*Syl's Chophouse, Rockdale*

#### April 22...Administrative Assistants Day Luncheon

*Merichka's, Crest Hill*

#### May 7...CAWGC Expo

*Stone City VFW, Joliet*

#### June 5...40th Annual Golf Outing

*Broken Arrow, Lockport*

#### August 20...Annual Steak Fry

*St. Joseph's Park, Joliet*

#### September 11...Fall Golf Outing

*Morris Country Club*

**Networking**  
**is the key to success!**

### Three Rivers Safety Center

1615 W Jefferson St., Joliet, IL  
815/744-3884 FAX/744-3886

#### Contractor Safety Orientation (Basic)

Monday – Thursday  
7:30 – 11:30 AM

#### Contractor Safety Refresher (Computer Based)

Monday - Friday (computer based)  
7:30—10 AM

*TRSC is also offering the following classes:*

#### First Aid, CPR & AED

February 13

#### Confined Space Entry Watch, Fire Watch with Hands On Fire Extinguisher & Bottle Watch Training

February 21

#### Scaffold Competent Person Training

February 27 & May 13

#### NFPA 70E

February 12 & April 29

#### Fall Protection Competent Person Training

March 4 & May 20

#### OSHA #7505 Introduction to Incident (Accident) Investigation

June 17

#### Excavation Competent Person Training

March 18 & June 24

Must have current TRSC card in possession, no more than 30 days past expiration date, work steadily in chemical industry.

Register On-Line only at: [www.trma.org](http://www.trma.org)

**CAWGC Board of Directors Meetings**  
**First Wednesday of each month, 4 pm, CAWGC Office**