

JERRY HARMS RETIREMENT

January 14, 2005 (Hyatt Regency O'Hare, Rosemont)

PDCA PRESIDENT'S NIGHT

February 11, 2005 (Rosewood Restaurant, Rosemont)

News from Chicago PDCA/FCA/IAF

JANUARY-FEBRUARY, 2005

monitor

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WELFARE FUND REPORT

Trustee Marty Tew reports for the Health and Welfare Fund for the month of November, 2004, that Ordinary Income of \$3,293,013.49 plus Investment Income of \$238,430.15 minus Expenses of \$2,614,770.21 have yielded a Net Income of \$916, 673.43.

For the fiscal year-to-date, Ordinary Income of \$21,524,578.14 plus Total Investment Income of \$1,428,187.47 minus Expenses of \$18,015,719.38 have yielded a Net Income of \$4,937,046.23.

As of 11/30/04, the Welfare Fund Value was \$59,421,440.60.

PENSION FUND REPORT

Trustee Rick Ascher reports for the Pension Fund for the month of November, 2004, Ordinary Income of \$2,555,484.67 plus Investment Income of \$5,668,314.64 minus Expenses of \$1,847,718.85 have yielded a Net Income of \$6,376,080.46.

For the fiscal year-to-date, Ordinary Income of \$18,763,184.99 plus Total Investment Income of \$9,281,676.66 minus Expenses of \$14,170,262.09

have yielded a Net Income of \$13,874,599.56. As of 11/30/04, the Fund Value was \$388,309,176.50.



PDCA/FCA/IAF CALENDAR Of Meetings & Events

- Jerry Harms Retirement** January 14, 2005
Hyatt Regency O'Hare, Rosemont
- PDCA National Convention** January 23-26, 2005
MGM Grand Hotel, Las Vegas
- President's Night** February 11, 2005
Rosewood Restaurant, Rosemont
- Associate's Night** March 16, 2005
Rosewood Restaurant, Rosemont
- PDCA Golf Outing** June 3, 2005
Indian Lakes Resort, Bloomingdale
- Joint Membership Meeting** September 14, 2005
Maggiano's Little Italy, Oak Brook
- FCA Industry Week** November 7-10, 2005
Bally's, Las Vegas



A Few Words From **MARTY TEW President, Chicago PDCA/FCA**

Upgrade Training Now Available At JATC...

As we welcome 2005, I must extend greetings and salutations to all...and take

this opportunity to wish everyone a healthy and prosperous New Year!

Hunkering down for the long and cold Winter ahead of us, we can use this traditionally slow period to maintain our equipment and sharpen our skills through more professional training and educational classes...to be at peak performance and ready for the upcoming busy season.

Journeyman upgrade training is available now through our JATC Apprenticeship School. I urge you to encourage your employees to call Ron Haftl at 708/449-5282 for a list of classes available. When enough participants are interested, a class will be scheduled. I suggest starting out with OSHA 10-hour training. Worker's Compensation insurance rates should naturally fall with a safer

workforce. Our facility is world-class, and our instructors are top-notch. As an industry, the training resources available to us are actually under-utilized, so let's take better advantage of the competitive edge JATC training provides.

I had a job once where part of the scope of work involved closing up a doorway entrance to a tenant remodel/expansion space. The public corridor repair involved perfa-taping a sheet of drywall followed by the installation of a sheet of commercial grade vinyl wallcovering taken from building attic stock. All aspects of the job went well except at the end of the project...when the vinyl wallcovering installation was to take place. I was told by the 20-year veteran Journeyman mechanic that, "me and wallpaper don't get along, better send out a hanger." At first I denied this lack of skill from such a seasoned veteran. I was shocked that, at some point in his home ownership that he didn't have to wallpaper a bathroom, or a kitchen, or a child's bedroom.

I felt a tsunami of anger that a \$43.12/hour (soon to be \$45.32/hour) Journeyman couldn't install a strip of vinyl wallcovering, but still tried bargaining with this reluctant employee. I even literally begged him to *please* attempt this task so we could finish the job *today*.

How difficult can it be to paste a sheet, put it up, smooth it out, and double cut a couple of seams? My attempts to convince the man to give it a try failed and I left the jobsite depressed. I knew the work would not be completed by the end of the day in time for the tenant move in as I had promised the client. I then had to accept the fact that I would have to "send a hanger" back the next day to complete the job.

Next, I strongly suggested to this "wayward" employee that perhaps a journeyman upgrade class in wallpaper hanging would benefit him greatly. Obviously this part of the curriculum must have been missed 20 years prior...the last time he ever saw the inside of a classroom. I'm not looking for super-heroes (I don't think they really exist). I just need a capable professional Journeyman who possesses enough variety of skills to get routine jobs done on time and in a quality, first-class, workman-like manner.

There was another job just this past Summer wherein we freshened up some cafeteria walls. The scope of work involved repainting selected walls and spraying a metallic acrylic coating to a couple of short, low-height feature walls. The simple painting part went smoothly, but when the spray application of the metallic coating came up, I was informed by the 30-year veteran mechanic on the job, "Better send out a spray man." He had never seen this kind of equipment before and didn't know how it worked.

Knowing that I couldn't teach an old dog new tricks personally, and with his retirement just a few years away, I wouldn't bother to even try. But for the Journeymen out there looking at 15 to 20 years before their careers are over, the fact is that some coatings need to be spray-applied for best results. This, I conclude, may strongly suggest that a Journeyman upgrading class in spray painting is in order for those folks.

Doesn't it make basic common sense to equip yourself with such knowledge and basic skills when they are often demanded on routine jobs? Again, we don't need super heroes...just capable, qualified mechanics with a broad variety of skills and working knowledge. It's really the only way to avoid those days when you felt like you just didn't get your \$43.12/hour's worth.

Whenever I suggest attending a class offered by the school, my inquiries are always met with a "definite maybe" or an "I'm not sure." If I ask if our workers know of night or weekend classes

being offered, I often get a vague response like "not to my knowledge."

Now, when Journeyman upgrading classes are offered, I know for a fact that notices are mailed to all rank and file members. Why, then, is there so little response? We do have a trough (the school), filled with the nourishing water of knowledge (educational classes), and we do have a herd of horses (about 3,850 journeymen) who seemingly lack a thirst for knowledge. Of course, we can't make them drink if they don't want to.

Now I ask you, what if an employee's pay was correlated to the skills he or she has mastered or to the upgrade classes he or she attends? You can bet your bottom dollar that the classrooms would be full of eager students...all anxious to receive their next wage and benefit increase or a stipend pay for the day of training. Economic incentive for training can be either positive or negative in nature.

Since we're on the topic of upgrade training, let me remind everyone to mark your calendars for the new IAF March 4th Contractor Upgrade Training offered by Linda Leigh Francis. She will touch upon a variety of beneficial management topics, and the day invested will be well worth the modest price of admission. You won't be disappointed, and the knowledge and skills you walk away with will make you a better manager. In all fairness, I might add that, in a manner of speaking, what is sauce for the Journeyman goose is also sauce for the Employer gander.

On another front, and in our relentless effort to put the F.U. back into fun in this industry, we have hired a Motown 60's/70's dance band for President's Night this year. Please note that the date has been moved back to Friday, February 11th for this year only. Mark your calendar now, and prepare for a fun-filled evening. This band will provide a really good time, and I know that Cheryl Broberg and Darcy Deacy will be wearing their dancing shoes that night.

Lastly, I must close with personal and heartfelt congratulations to Gerry Harms as he retires. Gerry has been at the Painters District Council 14 helm for 20+ years and now passes that baton to Terry Fitzmaurice to complete his term in office as Business Manager/Secretary-Treasurer. Gerry has always been a man of his word and a stand-up guy. I wish Gerry and Elke all the best as they head south to Florida, pursuing a warmer climate and more relaxation. He leaves PDC14 in very capable hands, and we look forward to working with Terry in the future.

Masty

Reserve Friday, February 11, 2005, for **PDCA PRESIDENT'S NIGHT**

ROSEWOOD RESTAURANT, 9421 WEST HIGGINS ROAD, ROSEMONT, ILLINOIS

COCKTAILS AT 6:30 PM — DINNER AT 7:30 PM

Motown, R&B, Swing, Rock 'n Roll & Funk Entertainment By "R-GANG"