MARBA MATTERS

GRIEVANCES AND ARBITRATIONS[i]

Mid-America Carpenters Regional Council Arbitrations

MARBA did not receive any arbitration demands in the month of October.

Laborers Joint Grievance Committee

The Laborers JGC did not meet in October. The November meeting, if necessary, would most likely need to be rescheduled due to the Thanksgiving holiday. The Union will notify the Committee if any cases require a hearing and confirm the meeting date.

Operating Engineers Joint Grievance Committee

The Operating Engineers did not meet in October. The next JGC hearing is set for November 4 at 8:30 a.m. in Countryside. There are currently three (3) grievances set to be heard.

Teamsters Joint Grievance Committee

The Teamsters JGC did not meet in October. The November meeting, if necessary, would most likely need to be rescheduled due to the Thanksgiving holiday. The Union will notify the Committee if any cases require a hearing and confirm the meeting date.

COLLECTIVE BARGAINING/LABOR ISSUES

Labor Relations Intake Portal Form

MARBA has established a **Labor Relations Intake Portal** for contractors experiencing issues that arise under the MARBA Collective Bargaining Agreements. Contractors are encouraged to use the portal to report labor-related issues and challenges as they occur.

One of the major concerns that has been brought to the attention of MARBA recently is the difficulty obtaining workers through several trades' hiring halls in recent months. This issue is becoming increasingly important as public and private construction activity is expected to ramp up.

Examples of issues that should be reported include hiring hall requests that are not filled or are only partially filled; workers being dispatched who are not properly trained or qualified for the type of work requested; apprentice-to-journeyman ratios that make it difficult to bring additional employees onto a project; difficulty getting current employees or qualified non-union employees signed up with the appropriate union when a dispatch request cannot be filled; and delays in obtaining qualified workers that affect project schedules or productivity.

If you are experiencing an issue, such as the ones listed above or others, please report it through the

MARBA Labor Relations Intake Portal. The more information that is documented, the better positioned MARBA and its contractor associations will be to identify trends, address problems with the trades, and advocate for changes that can address these challenges.

Contractor submissions will help MARBA present a unified picture of workforce challenges to its trade partners. The portal can be accessed by clicking here. If a matter requires further discussion, please contact Aaron Janik, Executive Director, at ajanik@marba.org.

Bargaining Rights Packets to be Distributed in December

Bargaining rights packets are set to be distributed to MARBA member associations in December. The packets will contain information for contractors related to negotiations with the Operating Engineers Local 150 and Teamsters Joint Council 25 that will take place in 2027. There will be specific deadlines signatory contractors will need to adhere to. If there are any questions about the bargaining rights packet prior to their distribution or a contractor's signatory status, please contact Aaron Janik at ajanik@marba.org.

INDUSTRY NEWS

New Development Breaks Ground in Chicago

Seven years ago, the Chicago City Council approved Lincoln Yards, a 53-acre development along the North Branch of the Chicago River. Hailed as Chicago's next great megaproject, the proposal called for more than 3,700 mixed-income housing units and promised to transform the area. Rising interest rates, funding shortfalls, and pandemic-related challenges, however, stalled the project. Earlier this year, a new developer purchased a portion of the site and proposed a smaller development called Foundry Park.

Groundbreaking on Foundry Park took place earlier this month. The development places greater emphasis on housing and retail, with less office space than originally envisioned for Lincoln Yards. Plans also include a new riverwalk and open spaces, along with a potential extension of the 606 trail to the site.

Construction is expected to span approximately 10 years and create more than 700 construction jobs. Once completed, Foundry Park is projected to support an estimated 2,500 permanent jobs.

MARBA to Host Meet and Greet with the Laborers District Council

Join MARBA and the Laborers District Council for a Meet and Greet on **November 10, 2026, from 4 p.m. to 6 p.m. at Gibson's in Oak Brook**.

This event offers an opportunity to build on the strong partnership between the Union and MARBA while connecting in a relaxed atmosphere. Cocktails and heavy appetizers will be served. There is no cost to attend, but **registration is required, as space is limited**. Click here to register.

STATE OF THE ECONOMY

Unemployment Rate September 4.2%, August 4.1%, Illinois 4.6% (40th)

Labor Force Participation Rate	September 61.8%, August 61.6%, July 61.4%, June 61.5%
CPI All Urban Consumers	September 2026 over September 2025 = 3.74%, 1st ½ of 2026 = 3.28%
CPI Chicago All Items	September 2026 over September 2025 = 2.94%, 1st ½ of 2026 = 2.49%
CPI Midwest All Items	September 2026 over September 2025 = 4.24%, 1st ½ of 2026 = 3.61%
Union Membership	2025 = 10.0% (Private Sector 5.9%) 2024 = 9.9%, 2023 = 10.0%
Unionized Construction Workers	12.0% (2025), 11.2% (2024), 11.4% (2023), 11.7% (2022)
30-Year Fixed Mortgage	As of 10-22-26 7.32%, up 1.13 percentage points over the prior year. Annual Average 6.52% (25), 6.90% (24), 6.61% (23), 5.34% (22)
15-Year Fixed Mortgage	As of 10-22-26 6.68%, up 1.24 percentage points over the prior year. Annual Average 5.72% (25), 5.96% (24), 5.93% (23), 4.58% (22)
Brent Crude Oil Price	$113.29 per barrel (as of October 29, 2026) $145.61 per barrel all-time high July 2008 $2.23 per barrel all-time low May 1970
Privately Owned New Housing Building Permits	0.2% below revised August rate 3.0% below September 2025 rate
Privately Owned New Housing Starts	5.2% below revised August rate (+/-11.8%) 7.4% below September 2025 rate (+/-11.1%)
GDP	Q3 2026 (Adv) +3.4% Q2 2026 +2.2%
DJIA	52,086.13 as of October 29, 2026 (8:30 a.m.) 50,906.05 as of September 30, 2026 (4:00 p.m.)

JANIK'S J.D. – AN UPDATE ON LABOR/CONSTRUCTION/LEGAL ISSUES
AARON JANIK- MARBA EXECUTIVE DIRECTOR

Illinois "Ban the Box" Law Change Takes Effect January 1, 2027

Beginning January 1, 2027, covered Illinois employers and employment agencies must comply with new restrictions on driver's license requirements in job postings. HB4758, enacted as Public Act 104-0776, amends the Illinois Job Opportunities for Qualified Applicants Act, commonly known as the "Ban the Box" Act. Under the amendment, a posting may require a valid driver's license only if driving is an essential function of the position and a business necessity. When a license is required, the posting must include a brief explanation of why it is necessary. The Act covers private employers with 15 or more employees in the current or preceding calendar year, including their agents, and employment agencies that regularly procure employees or employment opportunities, with or without compensation.

Employers should connect any license requirement to specific driving duties. For example, a truck driver posting could explain that the position requires operating a truck to transport materials between facilities and jobsites. An administrative position involving trips to banks or government offices should require a license only if driving itself meets both statutory conditions. Simply adding an explanation does not make an otherwise unnecessary license requirement permissible.

The Illinois Department of Labor enforces the Act. Penalties include:

- **First violation:** a written warning and 30 days to remedy the violation;
- **second violation, or failure to remedy the first violation within 30 days after notice,** a civil penalty of up to $500;
- **third violation, or failure to remedy the first violation within 60 days after notice,** an additional civil penalty of up to $1,500;
- **subsequent violations, or failure to remedy the first violation within 90 days after notice,** additional penalties of up to $1,500, with continuing noncompliance subject to an additional penalty for every 30 days thereafter.

Before January 1, 2027, employers should review job postings and job descriptions to determine whether each driver's license requirement is supported by essential driving duties and a business necessity. Where both conditions are met, postings should briefly explain the requirement. Employers should also ensure that employees and outside agencies responsible for recruiting and hiring understand the changes.

UPCOMING SEMINARS AND EVENTS

MARBA MEET AND GREET WITH THE LABORERS DISTRICT COUNCIL

MARBA WILL BE HOSTING A MEET AND GREET WITH REPRESENTATIVES OF THE LDC

DATE: TUESDAY, NOVEMBER 10
TIME: 4:00 P.M. TO 6:00 P.M.
LOCATION: GIBSON'S OAKBROOK
2105 SPRING ROAD
OAKBROOK, IL 60523
COST: COMPLIMENTARY, REGISTRATION REQUIRED
CONTACT: AARON JANIK OR REGISTER BY CLICKING HERE

CALENDAR

NOVEMBER 4	**8:30 A.M.**	**OPERATING ENGINEERS JGC (COUNTRYSIDE)**
NOVEMBER 10	**12:00 P.M.**	**MARBA BOARD MEETING (MARBA)**
NOVEMBER 10	**4:00 P.M.**	**LABORERS MEET AND GREET (OAKBROOK)**
NOVEMBER 12	**8:00 A.M.**	**BAC FUNDS MEETING (ELMHURST)**
NOVEMBER 12	**4:30 P.M.**	**CONSTRUCTORS CONNECT (CHICAGO)**
NOVEMBER 16	**10:30 A.M.**	**CEMENT MASONS LMCC (BELLWOOD)**
TBD	**9:00 A.M.**	**LABORERS JGC (BURR RIDGE – IF NECESSARY)**
TBD	**9:00 A.M.**	**TEAMSTERS JGC (MARBA – IF NECESSARY)**

[1] *Information for MARBA Matters was obtained from the following sources: BNA Construction Labor Reports, Crain's Chicago Business, Northwest Times of Indiana, Chicago Tribune, and Sun-Times, CDQ, and the BLS, as well as various websites and other publications.*

Did You Know?

The first President to reside in the White House took up residence on November 1, 1800.
It was not George Washington but rather John Adams.