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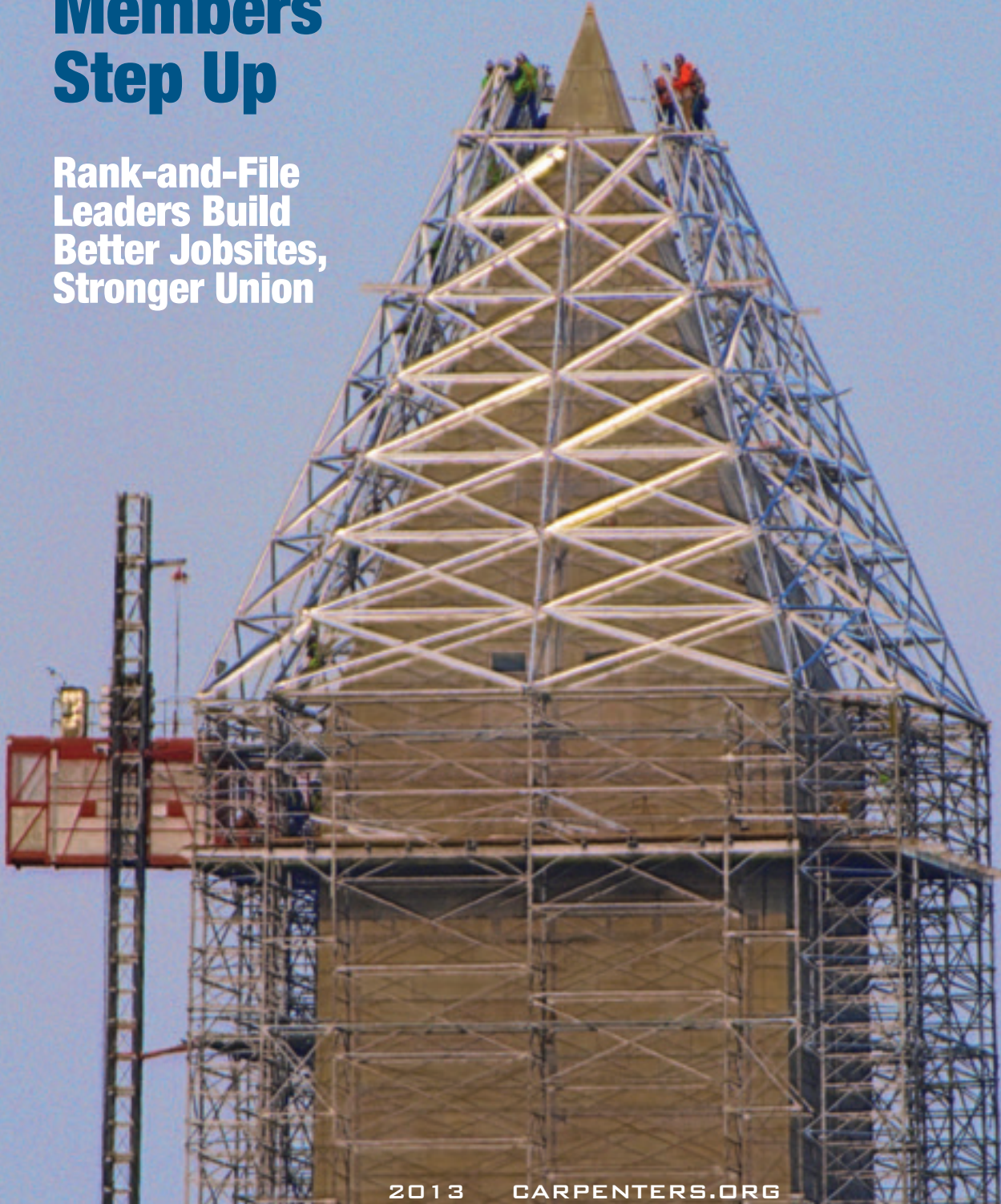
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## Members Lead the Way

One reason you find so many Carpenters in leadership jobs—superintendents, supervisors, and, of course, our own foremen—is knowledge of the entire jobsite. Our broad skills and expertise are how we can lead the work and earn those good union wages and benefits.

But some kinds of expertise don't involve tools and blueprints and work schedules. The UBC Department of Education and Training (DET) is training members—especially our top journeymen and third-year apprentices—in broad areas like leadership and communications.

These four-day DET sessions teach apprentices about industry economics and building the union. *UBC Journeymen: Building Leadership for a Strong Future* focuses on how to mentor, to listen, to motivate. With these lessons, all of these members are not only raising our game on the jobsite, but also building a smarter, stronger union.

**“All of these members are not only raising our game on the jobsite, but also building a smarter, stronger union.”**

How are these programs making our Brotherhood better? This issue of *Carpenter* magazine brings you profiles of members who not only took part in DET courses, but who have then stepped up and taken a bigger role in improving UBC work and UBC strength.

This issue profiles two other kinds of leaders, too. First are members who, despite being highly skilled already, utilize our free upgrade and certification training to continuously improve themselves and those around them.

Also here are members who lead by holding public office—rank-and-filers, staff, and retirees who know how official action can help or hurt the union cause, and who give us a strong UBC voice where it counts.

Read these profiles in skill, leadership, and political action. What these members have in common is that they exemplify the very best of being in the UBC. They strive to be better, to do more—to succeed not just with the tools but also by helping others succeed as well.

With members like these stepping up and taking part, I know the strength we enjoy today will build toward even better things ahead.



## Los miembros muestran el camino a seguir

Una de las razones por las que ustedes observarán que hay muchos carpinteros que ocupan puestos de liderazgo — encargados de edificios, supervisores y por supuesto nuestros propios capataces— es el conocimiento que tienen de toda la obra.

Pero algunos tipos de conocimiento especializado no suponen el uso de herramientas, planos y horarios de trabajo. El Departamento de Educación y Capacitación de la UBC (DET, por sus siglas en inglés) está formando a nuestros miembros — especialmente a los aprendices de tercer año y a los principales trabajadores calificados— en diversas y amplias áreas, tales como liderazgo y comunicaciones.

Estas sesiones del DET, de cuatro días de duración, imparten a los aprendices diversos temas relacionados con la economía de la industria y la creación de la unión. Los obreros calificados, los cuales son mejores que el promedio normal, se centran en la forma de ser mentores, al igual que en cómo escuchar y motivar. Con estas lecciones, todos estos miembros no sólo están obteniendo mejores resultados en sus obras, sino que también están logrando la instauración de una unión más lista y fuerte.

Esta edición de nuestra revista incluye perfiles de diversos miembros que no sólo fueron participantes en estos cursos, sino que también han redoblado esfuerzos y asumido un mayor papel para mejorar las labores y las fortalezas de la UBC.

También hay otros dos tipos de dirigentes. En primer lugar, hay miembros que a pesar de ya ser sumamente hábiles continúan utilizando nuestras actualizaciones gratuitas y nuestras sesiones de formación para obtener su certificación, a fin de mejorar continuamente, tanto a sí mismos como a quienes los rodean.

También hay miembros que son dirigentes mediante su cargo público que dan a la UBC una sólida voz en las instancias que más cuentan.

Lo que estos miembros tienen en común es que todos ejemplifican lo mejor de formar parte de la UBC. Ellos se esfuerzan por ser mejores, por hacer más —por lograr el éxito, no solamente con el uso de las herramientas disponibles, sino ayudando a otros a que también alcancen el éxito.

Con miembros como éstos que redoblan esfuerzos y forman parte de nosotros, sé que la fortaleza con la que contamos en la actualidad dará origen a cosas aún mejores en el futuro.

**Todos estos miembros no sólo están obteniendo mejores resultados en sus obras, sino que también están desarrollando una unión más lista y fuerte.**



The United Brotherhood  
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of America

# CARPENTER



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## In This Issue

- 2 FROM THE GENERAL PRESIDENT  
*Con Español*
- 4 UP FRONT *Con Español*
- 10 MORE SKILLS, MORE WORK:  
PROFILES IN TRAINING
- 12 MEMBERS STEP UP FOR  
LEADERSHIP EDUCATION
- 17 OFFICEHOLDERS KEEP UBC  
ISSUES FRONT AND CENTER
- 22 SISTERS IN 25% OF SCAFFOLDER  
SLOTS ON SASK. CLEAN-COAL JOB
- 24 FEDERAL CONSERVATIVES' WAR  
AGAINST WAGES—AND WORKERS
- 26 ATLANTIC MEMBERS ANSWERING  
CALL AFTER LEADERSHIP COURSE
- 28 PERSONAL CARD VERIFIES  
YOUR TRAINING RECORDS

### Carpenter Ad Policy

*Carpenter* is a **union** publication and promotes **union** values, and its advertising must reflect that. It accepts advertising, as it has since its first issue in 1881, as a way to defray publishing costs for the members of the United Brotherhood of Carpenters and Joiners of America.

Our policy is to accept advertising for products made in the U.S. or Canada. We do not accept advertising from companies involved in boycotts or other disputes with organized labor or from nonunion companies in industries that employ UBC members. The magazine reserves the right to decline any advertisement.

Advertising in *Carpenter* does not imply endorsement or warranty by the magazine or the United Brotherhood of Carpenters.

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## Quotable

***"It takes so little to be a leader  
but means so much."***

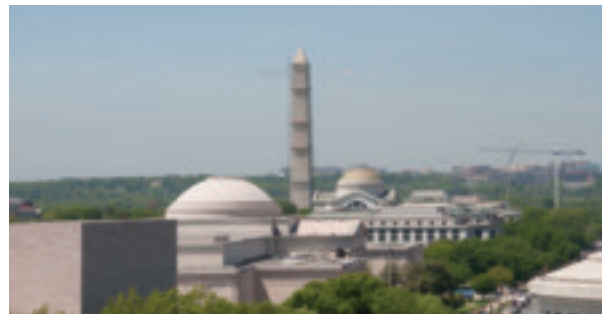
Bill Hedlund, Atlantic Canada Business Representative,  
on the UBC's Journeyman leadership training.

12



**Women are reaching new levels on jobsites across Canada.**

22



**ON THE COVER: Scaffolding the 555'-tall Washington Monument for repairs. Photo taken from roof of UBC HQ 1.3 miles away.**

8

**Demand for skilled riggers means getting certified can get you more hours.**

## Certificado de aparejo = Más horas

El programa de certificación para aparejadores y señalizadores (CRS, por sus siglas en inglés) puede permitir que haya más demanda de sus servicios, ya que las destrezas certificadas ayudan a los contratistas a reducir los costos relativos a los seguros.

Como parte del proceso para lograr la mayor acreditación de la industria en el ámbito nacional, la UBC necesita que 500 de sus miembros aprueben el curso de CRS. Por favor comuníquese con su centro de capacitación local para obtener más información al respecto.

An important part of establishing a full NCCA accreditation is showing that members of the trade are indeed taking and passing the course. So get in on the ground floor; contact your training center today and sign up for the new Rigging and Signalers Certificate Program.

**Want to learn more? Here's the Candidate Information Brochure for the UBC's Rigging and Signaler Qualification Program.**



## Members Needed for Rigging Certificate, Added Opportunities

Upgrade training and specialty certifications are a proven path to more work opportunities, as the skilled members profiled on pp. 10-11 will attest.

To prepare members to meet contractors' growing need for high-quality riggers and signalers with advanced skills and UBC productivity, experts from the Carpenters International Training Fund (CITF) teamed up with credentialing industry partner CPS HR Consulting to create a Rigging and Signalers Certificate Program for UBC members.

The proprietary program was accredited earlier this year by the Institute for Creden-

tialing Excellence, and CITF is completing the many steps required to gain full recognition under National Commission for Certifying Agencies (NCCA) standards. One important milestone is revised testing materials, now available at local training centers.

The industry relies on NCCA certifications to show jobsite safety and lower their insurance costs, and—as with all CITF curricula—the rigging course teaches not just the trade skills, but the safety, productivity, and attitude that make trained UBC members the best hiring choice for contractors with rigging work.

## Update: Work in Canada

Just when *will* there be work in Canada for U.S. members? It's been a slow start, but there's plenty still to come.

The same big projects—dams, mines, refineries—are still due to start up between now and 2025, requiring more union Carpenters and Millwrights than our Canadian UBC will be able to provide. It's a lot of very big work, and it will unfold over a very long term.

There's no doubt that this early phase

has been slow. In 2012, *Carpenter* magazine highlighted the future need for U.S. members, and last fall we started online registration. Everyone in the Brotherhood—members, staff, and officers alike—had high hopes.

But we're in the construction business, which means living with the startup delays, scheduling changes, and other holdups that are, unfortunately, normal.

Sure enough, what Canadian contractors and owners planned for late 2012 and early 2013 got off track—but not canceled. The map of planned large projects (above and on [Carpenters.org](http://Carpenters.org)) has *not* changed; same black dots, same opportunities ahead.

If we're lucky, the work will get rolling when expected. But remember that all along, most of these big projects weren't planned to start until 2014, 2015, and later.

Whether this year, next year, or five years from now, there will be jobs in Canada for



U.S. members. Think long-term, get on the referral list, and make sure the UBC has members ready to fill them.

- **Open [www.Carpenters.org](http://www.Carpenters.org).**
- **Click MEMBERS or the yellow Work-in-Canada Hardhat.**
- **Log in as a member.**
- **Read the Canada pages.**
- **Apply for your travel documents.**
- **Complete the online registration.**

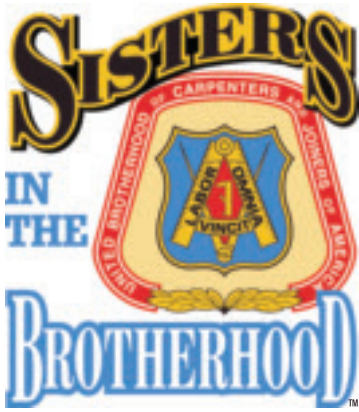


If you need help or have questions, call your Council HQ; every Regional Council has a staff member serving as the “Canada Coordinator” who can assist you.

### Los miembros de la UBC en Canadá todavía tienen demanda

La demanda fue baja durante los primeros meses del 2013, pero las necesidades de mano de obra a largo plazo en Canadá continuarán siendo sólidas, ya que iniciarán diversos proyectos de gran tamaño durante los próximos años.

Los miembros de la UBC pueden inscribirse en línea si desean trabajar en Canadá. Utilice este código QR o visite [Carpenters.org](http://Carpenters.org) y pulse en el símbolo de “Work in Canada” (trabajar en Canadá) para obtener más información.



## Sisters Make Their Mark

Our Sisters in the Brotherhood (SIB) may be carpenters, millwrights, floor coverers, pile drivers, or mill-cab and shop workers, but there is no doubt their place within our union is growing stronger than ever.

The latest sign of that solidity is the U.S. government's recently awarded designation of the well-known SIB logo as a registered trademark—one that is already getting plenty of exposure.

With the International SIB (ISIB) committee providing resources and guidance, members in councils across the U.S. and Canada have formed regional and local SIB groups and are widely using the logo in recruiting, mentoring, hardhat stickers, and other SIB materials.

Check out the SIB section on Carpenters.org and see the many pages of materials that the ISIB has assembled to offer UBC women tools for forming and managing local SIB committees—groups that will help Sisters and Brothers alike build a stronger, more active union spirit.



### Las hermanas dejan su huella

El logotipo de las Hermanas de la UBC en la Hermandad (SIB, por sus siglas en inglés) ya es una marca registrada en los Estados Unidos y los comités locales y regionales de la SIB que prestan apoyo a las mujeres que integran la organización, tanto en su trabajo como en la unión, lo están utilizando ampliamente.

You can reach the SIB pages at [www.UBCsisters.org](http://www.UBCsisters.org), or by using this QR code.



Para obtener más información, visite [UBCsisters.org](http://UBCsisters.org) o pulse en este código QR.



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**The crew working on the Virginia V at Pacific Fisherman (top to bottom, left to right): John Hutchison, Foreman Chris Woodard, George Meserve and Helper Taylor Tunison.**

## Union Shipwrights Mark 100th Year in the Pacific Northwest

In a job that befits their 100th year in the dry docks of the Pacific Northwest, UBC shipwrights recently completed their latest renovation on the Virginia V—a ferry that has sailed Puget Sound for over 90 years.

As a historic, steam-powered wooden vessel, she requires routine maintenance, and sometimes more, as in 2013.

Foreman Chris Woodard explained that the scope of work changes daily as repairs proceed and other issues are discovered.

Woodard began his career in the early 1990s and has been able to work on a fair number of wooden boats. He started out as a helper working on boats in Alaska, and this is not the first time he's worked on the Virginia V.

"Shipyard work is regarded as seasonal even though all kinds of shipwright and marine carpenter work are available year round. We work on wooden boats like the Virginia V and on fishing boats, ferries, yachts, and interior renovations. We have a wide diversity of work that differs from vessel to vessel. You never get bored.

"Attracting young people to this trade is hard," mused Woodard, "but for the Virginia V project, we had a smaller crew this time—and we brought on a helper."

### Finding his Niche in the Trade

Helper Taylor Tunison wasn't "feeling the whole college thing" and began looking into cabinetry. When he toured Seattle Central Community College's (SCCC) Wood Technology Center, he knew he'd found his place. He soon took the six-quarter boat building course.

"Working with the crew on the Virginia V has been great," said Tunison. "I can definitely see myself doing this work as a lifetime career."

Gordon Sanstad, a 40-year member of Shipwrights LU 1184, now part of Carpenters LU 30, is the program's lead faculty member, and notes that it is the oldest boat building program in the nation—now going on 76 years. It was funded by Shipwrights Union 1184 and its employers until 1992, when the union contracted with the college to keep the classes going.

The program teaches wooden boat building; new construction and repair; lofting; spar, mast and boom making; interior joinery; planking and spiling; caulking; and more. Some of the techniques have barely changed in centuries.

And for the last 100 of those years, those skills have been kept alive by the proud shipwrights of the Pacific Northwest Regional Council of Carpenters.



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# “Grand Central Station of the West”

Northern California members are hard at work on what the project’s developers call the “Grand Central Station of the West”: the Transbay Transit Center, where an impressive 11 transit systems will converge in a new hub in the middle of San Francisco.

Here, bus systems from the Bay Area counties, Greyhound, and the city’s Muni system will meet up with BART, Caltrain, Amtrak, Paratransit, and, eventually, the High-Speed Rail from Los Angeles. The \$4.2 billion project, which started in 2010 with demolition and utility relocation, kicked into high construction gear in 2013.

Early in the year, pile drivers finished their work in the 60-foot-deep excavation—which, at its lowest point, is below the level of the Bay—putting in shoring and placing the casings. They installed 186 7-foot-diameter casings, which go down about 240 feet and are planted firmly in 10 feet of bedrock.

A wealth of union contractors are taking part in the job. Balfour Beatty Infrastructure completed the shoring, buttressing, and bracing; Shimmick is set to pour the train box, including the 5-foot-thick slab; Turner Construction is the construction manager; and Webcor/Obayashi Joint Venture is the general contractor construction manager.

The project has two major phases: the five-story Transbay Transit Center, scheduled to come online in 2017, and the extension of the Caltrain and High-Speed Rail underground tunnel to connect with the new transit center.

The numbers on Phase 1 alone are staggering. When the LEED-certified transit center opens, the Transbay Joint Powers Au-



The huge Transbay Transit Center jobsite, in the heart of San Francisco, is four blocks long. At bottom are some of the 286 7-foot-diameter casings to be driven 240 feet down to hit bedrock.

thority, which oversees the project, estimates it will eventually serve up to 45 million passengers a year. It has already created 1,900 construction jobs, and is projected to create more than 125,000 total jobs by its completion.

### Members Help to Win Tower Project

Political action has also been at work on the project, as 32 UBC members made history by attending a meeting of the San Francisco Planning Commission to show support for the new 61-story “Transbay Tower.”

The 1070-foot tower will have 1.3 million square feet of office space including a 24,000-square foot redwood grove. The fifth floor, which houses a retail complex, will connect the building with the future “City Park” atop the Transit Center.

Public support made a difference at the hearing. Several commissioners voiced concerns at first, but three of the Tower’s agenda items passed 6–1 and the last by 5–2.

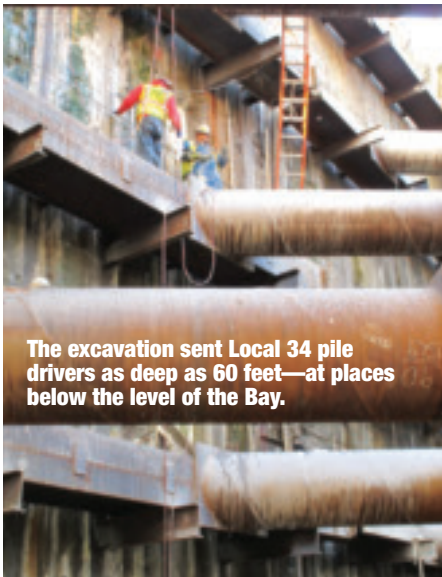
Building support for a project, then building the project itself: a classic win-win for the members of the UBC.

### Los miembros trabajan para ganar y lo hicieron en San Francisco.

Los miembros de la UBC está trabajando en el proyecto denominado *Transbay Transit Center*, con un costo de \$4,200 millones. Este centro será el punto de encuentro de 11 sistemas ferroviarios y de autobuses, a 60 pies debajo de San Francisco. Después de tres años de preparativos en este lugar, varios martinetes empezaron a efectuar labores en el 2013, colocando 186 tubos de revestimiento de 7 metros de diámetro, a 240 pies de profundidad dentro de los 10 pies de una capa de roca dura.

Los miembros también trabajaron en el campo de la política, pues asistieron a una audiencia pública importante sobre el nuevo edificio de 61 pisos denominado *Transbay Tower*, que estará conectado con un futuro “parque de la ciudad” encima del *Transit Center*.

El hecho de ofrecer apoyo a un proyecto de construcción y después construir el propio proyecto es una situación doblemente beneficiosa para los miembros de la UBC que trabajan arduamente.



The excavation sent Local 34 pile drivers as deep as 60 feet—at places below the level of the Bay.

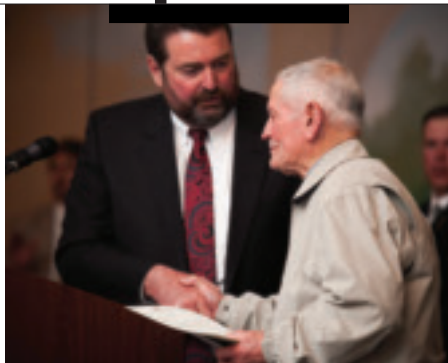
## Mentoring That Clearly Worked

More than 35 years ago in northern Indiana, a new apprentice hit his first jobsite hoping to learn the ropes from the more experienced hands around him.

Houston Dalton, then a 30-year member, took the apprentice under his wing and began to mentor him. While most UBC members can point to similar people who helped them in those early years, few can match the clear payoff from Brother Dalton's guidance.

That apprentice was Dave Tharp—the UBC's Midwestern District Vice President since 2012.

"He took time to mentor me from my very first job, and became a significant role model in my life," Tharp said. "He



knew how to enjoy a day of hard work. He's a true craftsman, a strong union member, and is just a special man."

Dalton, now 88, joined the UBC in 1948. Recently, Tharp was able to thank his good friend and erstwhile mentor by presenting him with his 65-year pin and a letter of congratulations from UBC President Doug McCarron.

McCarron wrote, "I know from the stories that Dave shared with me that you

**UBC Midwestern District Vice President Dave Tharp (l) paid tribute to his mentor and friend, 65-year member Houston Dalton, at a recent meeting of their local, LU 1005 in Hobart, Indiana.**

have been a tremendous asset to our trade. I want to thank you for being a good member and an effective mentor to younger members."

Tharp described the special evening: "I received my 35-year pin, and he received his 65-year pin. It was a rare moment, and I thanked him for instilling principles that have kept and will continue to keep union carpenters in the game: professionalism and productivity."

"I wish every apprentice could have someone just like him show them the ropes," Tharp added. "I know I wouldn't be where I am today without mentors like him."

## Monumental Work—Again

This issue's cover shows members of the Mid-Atlantic Council scaffolding the 555-foot-tall Washington Monument for repairs to damage from a rare East Coast earthquake in 2011.

As with an identical project for a total rehab done in 2000-2001, the bare scaffolding will be covered by a decorative netting and fully illuminated from within.

To see how it was done—and how it will look—see an article from *Carpenter* magazine (May/June 2000) at [carpenters.org](http://carpenters.org). There's a link on the Members-only home page, or use the QR code below.

By the way, the cover photo and this one were both taken from the roof of UBC Headquarters next to the U.S. Capitol—and more than 1.3 miles away from the monument.

## Un trabajo monumental desde una cámara distante

En la portada, diversos miembros del Consejo del Atlántico Central están colocando andamios en el Monumento de Washington, de 555 pies de alto, como parte de las reparaciones a los daños que ocasionó el terremoto en esta región. Esa fotografía y ésta se tomaron desde el techo de la sede de la UBC, al pie de Capitol Hill —a unas 1,3 millas de distancia. Lea el artículo en la revista sobre un proyecto idéntico para la colocación andamios, el cual se llevó a cabo para completar un proceso de rehabilitación en el 2000-2001. La publicación está disponible en [www.Carpenters.org/members](http://www.Carpenters.org/members) y también puede pulsar este "código QR".



# New electronic lure may catch too many fish; one state bans it.

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**NEWARK, DE**— A new fishing technology that set a record for catching bass in Mexico is now showing its stuff in the U.S. It has out-fished shrimp bait in Washington State and beat top-selling U.S. lures three to one in Florida. The new technology is so effective one state, Wyoming, has



by Mike Butler

banned its use.

The breakthrough is a tiny, battery-powered electrical system that flashes a blood-red light down a lure's tail when its moved in water. Fish think it's an injured prey and strike. Some fishing authorities, like those in Wyoming, think that gives fishermen too much of an advantage.

They may be right. Three fishermen using a flashing lure in Mexico caught 650 large-mouth bass in just 25 hours. That's a bass every seven minutes for each person, and a record for the lake they were fishing. They said the bass struck with such ferocity they hardly lost a strike.

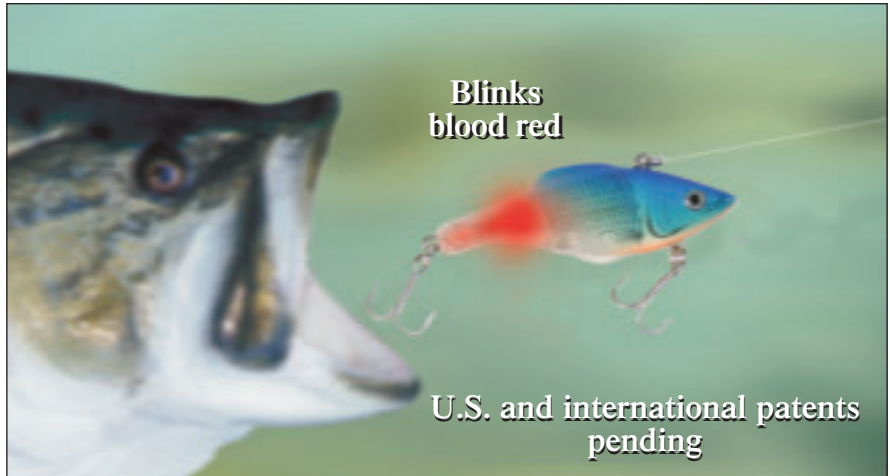
In Florida two professionals fished for four hours from the same boat. One used a flashing-red lure; the other used some top-selling U.S. lures. The new, "bleeding" lure caught three times as many fish.

## Works when others don't

Three fishermen in Washington State used a popular lure baited with shrimp and caught nothing after fishing three hours in cold weather. One of them tried a flashing lure he was asked to test and 30 minutes later caught a thirty-pound steelhead.

A Tournament fisherman on a lake in Florida tried everything in his tackle box and had no bites. He switched to a flashing lure and caught a bass on his first cast, and had his limit in 45 minutes.

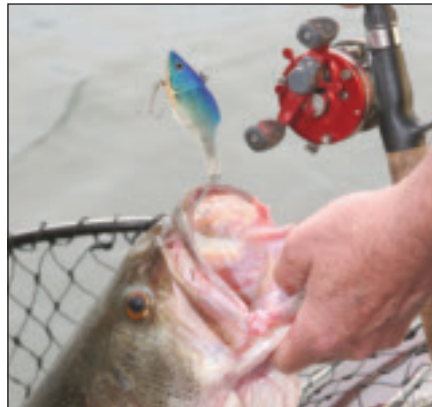
Before reporting this, I asked a veteran fisherman in my office for his opinion. Monday morning he charged into my office yelling "I caught six monster fish in an hour with this thing! Where did you get it?"



**New technology uses a blinking red light to create appearance of a live, bleeding prey. Triggers a genetic strike response in fish.**

Then I phoned an ichthyologist (fish expert) for his opinion.

"Predators - lions, sharks," he said, "will always go for the most vulnerable prey. Fish are predators, so if a fish sees a smaller fish bleeding, it knows it's weakened and will strike. There's a



**New lure flashes blood red to attract fish. Blinks a different presentation each cast.**

survival program built into predators that says "Grab a meal when you can. It may be a while before the next one."

"If a lure could appear to be a live, bleeding fish, a few fishermen could probably empty a lake with it."

I told him three almost did.

## Different presentations

Because the technology reacts to move-

ment, every retrieval generates a different kind of flash; so if a fish passes on your first cast, it sees a new presentation on your next one, and so on.

The technology is so new I could find only one distributor in the U.S. that offers a finished product. It's called Bite Light® and has several international patents pending. It comes in a kit of three.

There is a U.S. company that offers a kit of three blinking lures (one each for shallow, middle and deep water) called the Bite Light®. Each lure is a different color. They work in fresh or salt water, contain rattle attractants inside and last 300 hours in the water.

I suggest you cast one near some structure. If there's a largemouth dozing there, based on what I've seen and heard, it's a sure catch.

One kit of three Bite Lights® costs \$29.95, two or more kits cost \$25.00 each. Each kit has the same three models, but in different colors: S/h is only \$7.00 no matter how many kits you buy.

To order, go to [www.FishingTechToday.com](http://www.FishingTechToday.com) or call 1-800-873-4415 anytime or day and ask for the Bite Light® lure (Item #kbl). Or send your name, address and a check to Scientific Edge LLC (Dept. BL-707), 40 E. Main Street, Suite 1416, Newark, DE 19711.

The company gives your money back, if you don't catch more fish and return your purchase within 30-days.

Upgrade Training:

# A Simple Truth: More Skills, More Work

**W**hile it's true that all UBC members are skilled and productive, it's equally true that some are better than others. We've all had the pleasure of working with someone who was a notch above the rest, whose abilities on the job shone with greater experience or knowledge.

The UBC makes sure that all members have every opportunity to gain those new skills and add that knowledge through upgrade training—free to every member.

The members profiled here all have used our free UBC training to add skills and become even more valuable to employers. They've taken courses during layoffs or on weekends, and those courses have led straight to more hours, steadier work, and better careers.

Take their words for it. Then call your local training center to get busy upgrading your own career.



## Larry Lombardi

**“I saw a growing need for certification and specialized skills.”**

Local 230, Bethel Park, Pennsylvania  
Greater Pennsylvania Regional Council of Carpenters

Larry Lombardi went to college fresh out of high school and emerged four years later with a degree in business management. During the summers, he did construction work. His time on the jobsites stole his interest and, after graduation, the suburban Pittsburgh carpenter became a union apprentice.

Thirty-four years later, Lombardi is a key superintendent for one of the region's top construction firms, often being tapped for the most complex and challenging projects. Lombardi credits his focus on training for his career success.

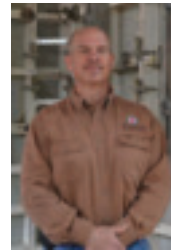
“I've always kept up on training. I respect the value of education, but I also saw a growing need for certification and specialized skills. I believe that the more certified and skilled you are, the more marketable you are for work.”

Working by day and training at night and on weekends, Lombardi consistently enrolls in and completes training courses. One direction that he continues to focus on is safety. He is qualified or certified in courses such as Best Practices in Healthcare Construction, Blood-Borne Pathogens, CPR, OSHA, and others.

“Safety is never the other guy's responsibility. It's always your own. The safer you work, the less your employer has to spend on insurance.”

Now a fulltime superintendent, Lombardi has been working on challenging healthcare jobsites, where the project owner requires the utmost in safe, specialized construction practices.

“All of my training has come in handy at different times, but my safety training is valuable all the time.”



## Victor Maga

**“If I was between jobs, I would be at the training center.”**

Local 922, Beaver Falls, Pennsylvania  
Greater Pennsylvania Regional Council

“In my military career, I was with special ops units and cross-trained in combat engineering. I learned how to destroy things very efficiently. When I got out, I really wanted to rebuild things.”

Victor Maga is in his second decade as a union carpenter. His military service training helped him test in as a second-year apprentice. “But it's the skill enhancement training. That's the whole reason why I am where I am. That's why I was asked to run work as a super as a fourth-year apprentice. I continually took classes.”

As a superintendent for Mosites Construction, Maga was chosen to run a very special project: a UBC training center. “To be the super for the new training center itself—for my own union—well, it was hard to top that.”

Maga has trained in all scaffolding, welding, total station, layout, Osha 30, and other courses “which enabled me to be the competent person on the jobsite. That's what opened the door for me to run and supervise work.

“Additional training hours mean steadier work. I absolutely equate my work and my training. It felt like there wasn't a day that I didn't work, because if I was between jobs, I would be at the training center.”

Maga also credits skill enhancement training with getting his own company, Spartan Construction Service, up and running successfully. Now, he hires union carpenters—who are also well-trained.

## David Goetz

**“I’m living proof that training can pay dividends.”**

Local 1596, St. Louis, Missouri  
St. Louis Carpenters District Council

Since 2009, David Goetz has logged more than 500 hours of skill-upgrade training. The 34-year carpenter and safety director has 20 safety certificates and four technical certificates.

It was during a 2009 layoff that Goetz embraced training. He took courses including Ingersoll Rand, the (DHI) door hardware, electrified hardware, aerial lift, fork truck, best practices in health care construction, firestop, OSHA 30 and 500, LLRP, lead safety, and mold awareness.

In late 2010, Goetz was hired for one of the largest construction jobs in St. Louis; during the peak of the recession, he worked 14 straight months, with overtime.

“The hiring boss was very impressed with my upgrade training. I’m living proof that training can pay dividends.

“The easiest thing to do when you are laid off is host a pity party for yourself. I refuse to accept that. We are fortunate to belong to a union that is proactive in offering such excellent training at no cost to the members.

“All it takes is your time. You may be on the sidelines, but you will be better prepared when work picks up. While training may not guarantee you a job, it will make you more marketable.

“For me it’s been time well spent. In order to be the workers of choice, we need to be the safest, highly skilled, and most productive workers on the job.”



## Dan Koehler

**“I took whatever I thought would help get me work.”**

Local 1889, Downers Grove, Illinois  
Chicago Regional Council of Carpenters

Former non-union homebuilder Dan Koehler joined the Chicago Regional Council of Carpenters to provide for his family with what he

knew were unbeatable wages as a union carpenter.

He was working a project at a local university, where he noticed the Key Control office. “It was part of the carpenter shop. I had never really thought about keys and locks relating to carpenters other than installing doors and hardware in residential homes.”

Koehler started getting as much training as possible: locks 14, doors, frames and hardware, metal studs, acoustical ceilings, OSHA 30, scaffolding, aerial lift, and others.

“I took whatever I thought would help get me work as an in-house carpenter at a university. I eventually got an interview at Southern Illinois University. Koehler was offered the post of Key Control Carpenter.

“I manage 26 Master key systems and almost 426,000 codes, about half of which date back to 1957—and most of the rest from 1991. We have in the neighborhood of 4,000 openings on three campuses and 129 buildings with a total of 2,453,932 square feet.

“I never thought I’d have a job like this. I love my job and look forward to work. I would not have received a job offer solely on the basis of my residential experience. My training in locks created an opportunity to get a good job that I otherwise would not have received.”



## Charlene “Moana” Newell

**“Training equals more work. I want to learn.”**

Local 745, Kenwick, Washington  
Pacific Northwest Regional Council of Carpenters

Charlene “Moana” Newell remembers her father supporting five children with a career in construction and knew being a union carpenter would give her the same ability. So, 24 years ago, she became an apprentice for the Hawaii Carpenters Union. Today, the mother of seven supports her family in the Pacific Northwest.

When not working, and on many weekends, Moana logs training hours. Through a steady regimen of upgrade training, Moana is certified or qualified in programs including scaffolding, aerial lift, fall protection, and Osha 10 and 30. She is focusing on rigging next.

Just as she learned from her dad, she now learns from her Brothers and Sisters, saying she finds learning from those with more experience in the given subject matter especially helpful.

“Training equals more work. I set goals for myself and I want to learn and bring back something for my kids. It’s great that the training is out there for people like me.

Moana keeps her skills from safety training at the top of her mind at home, too. “I teach my kids about safety techniques all the time. I ask them, would you rather take a couple seconds to do it right or spend two hours in an ER?

“The important part is to not ever stop learning.”



## Sammy Stricklin

**“Training opens you up to have a better life.”**

Local 1263, Trion, Georgia  
Southern States Millwright Regional Council

When it comes to training for his craft, Sammy Stricklin is all business. The 23-year veteran millwright has worked across the south on projects from nuclear plants to turbine maintenance.

He knows that his steady work—and resulting good quality of life for his wife and two children—is a direct result of his being ready when a job becomes available.

In fact, it was being bypassed for a job he wanted that brought home the importance of training. “I wanted to go on a job in North Carolina, but I didn’t have my rigging card. I realized then that training was serious stuff.”

Stricklin estimates he has about 20 qualification and certification cards. He is a regular at his local training center and is due to attend the journeyman leadership course at the International Training Center.

“If I was hiring, I’d want to go with the guy who was interested in training more than someone who just wants to get by. My advice to a young millwright is, if you don’t take training seriously, you probably aren’t going to make it more than a year.

“Plus, training opens you up to have a better life. It’s about being the best you can be for your family, and to set an example for the young kids who are just growing up now.”

# Members Step Up to Build the Union and the Industry



Mark Taylor and Amanda Phillips honed transformational leadership skills at the ITC.

More than 7,300 members are due to take part in the Journeymen Leadership and Third-Year Apprentice programs by the end of 2014. See [www.carpenters.org](http://www.carpenters.org) or click this code to learn more.



The people on these pages, no matter their age, background, or craft, have a lot in common. Professionalism. Confidence and pride. And dedication to building an ever-stronger United Brotherhood of Carpenters.

Those aren't traits you're born with; just as you can learn job skills, you can develop union-building and leadership qualities, and the UBC's Department of Education and Training (DET) is helping members do just that: become more aware, more involved, and more effective—on the job and within the union.

The members profiled here have completed two or more of DET's major programs. They have seen the UBC's positive vision and have stepped up to help lead the Brotherhood toward that better future.

DET programs teach "transformational leadership," skills to help others change, grow, and succeed. These profiled members have all learned that change—in the industry and the union—is a constant.

"Our programs equip members to adapt to change—and to recognize the opportunity to look for change," said DET Director Randy Eppard, PhD. "As our jobsite leaders

grow with the union, they mentor, they coach, and they help everyone become more productive and successful on the job and in the UBC."

Thousands of members have taken part in these multi-day programs at the International Training Center:

- UBC Journeymen: Building Leadership for a Strong Future—skills to help others grow on the job and in the union.
- Delegate Training—effective representation of and communication with local union members.
- Third-Year Apprentices: Helping Build Our Industries—economics, how productivity pays off, and UBC history.
- Foreman Training—management and communication for strong jobsite leadership.

"To continuously build a smarter, stronger Brotherhood, we need our officers, staff, and members to have all of the skills to get the job done," said General President Doug McCarron, who talks with participants at many DET sessions.

"DET courses are building those skills, because this is a union—and we all have to do our part."

## "I've learned how to be a leader instead of a dictator."

### Mark Taylor

Foreman, Associated Constructors, Bloomington, Ill. Delegate, Local 237, Peoria Mid-Central Illinois Regional Council

- Foreman Training
- Delegate Training
- Journeymen Leadership

*Having learned basic carpentry on at-home projects alongside his dad, Mark Taylor entered the Brotherhood in 1999. He won an apprenticeship skills competition—the first-ever winner from downstate Illinois—and became a foreman soon after earning journey-level status.*

"At my orientation meeting, my local president advised me to 'just be involved.' I've never missed a meeting because I believe that is how it's supposed to be. I try to instill that in people I come across, because

participating in the union is how you learn the facts.

"The Foreman Training has helped me a lot with personal communication skills—how to deal with problems, work with other trades, and give people ownership over a project. I've learned how to be a leader instead of a dictator.

"After some of our locals merged, I became a delegate about a year ago and attended Delegate Training. People have had a lot of questions about the consolidations, and the training

has helped me show people how the changes will help create jobs for everybody.

"I just got back from the Journeyman Leadership program—another tool in my toolbox as a local leader. I read President McCarron's suggested book, *Who Moved My Cheese*, cover to cover, and I recommend it. Instead of being complacent, we need to always be on the lookout for opportunities."

## “The union needs us to be personally responsible...

### Amanda Phillips

Delegate and Recording Secretary  
Local 322, St. Paul, Minnesota  
North Central Regional Council

- Third-Year Apprentice
- Delegate Training

*Amanda Phillips built theater sets in college and spent five years in financial work before “relenting to [her] desires and passions” to learn construction at a technical school. She took second in a SkillsUSA contest and scored a union job offer from one of the judges, a leader at Greiner Construction. She spent five years with Greiner, as an apprentice and later as a foreman.*

## and it needs younger members to step up.”

“After I took my union oath I started going to meetings because we got credit at the training center—but I didn’t grasp what the union meant until later. Becoming recording secretary and delegate threw me into the fire. I became exposed to people who bleed union blood.

“The Third-Year Apprentice program was an eye-opener. It’s easy to conceptualize what we’re part of locally, but coming into a national group at the International Training Center helped me understand our heritage and the goals and driving forces of the union.



“At some point you realize the gravity of the situation: the union needs us to be personally responsible for ourselves, and it needs younger members to step up as our older members retire.

“Delegate Training helped me understand how to bring the union’s message to jobsites, to break down misperceptions and get members more invested in the union and the industry.”

## “It gave me the sense that ‘I can do that.’”



### Brandi Thorne

Assistant General Foreman  
Safeway Services, Edmonton,  
Alberta, Canada  
Delegate and Vice President,  
Local 1325  
Chair, Women’s Committee,  
Alberta Regional Council

- Third-Year Apprentice
- Delegate Training
- Sisters in the Brotherhood conference, 2010

*Brandi Thorne was probably destined to join the UBC. Her husband is a member of Local 1325, as are his two adult children. But she was building non-union until she answered a call for union scaffolders. She walked in as a second-year apprentice and never looked back.*

“I hadn’t been sworn in as a member yet when I went to my first union meeting eight years ago. It’s my personality; I’m a knowledge junkie and I didn’t know much about the union. But people took me under their

wings pretty fast. I got involved in political action, and was invited for the Third-Year Apprentice program. It was very empowering. It gave me a sense that ‘I can do that.’

“Later I was appointed as a delegate to fill a vacancy, and attended Delegate Training. From that I learned that we can’t all be going in different directions, and that’s what I tell members. I take what our leadership team is doing and I do my part to make those initiatives stronger.

“We’ve also formed a council Women’s Committee, and hosted about 100 people at our weekend conference in 2011. Our major initiative now is to improve communications with members.

“Recently I was promoted to assistant general foreman. A co-worker was also made a foreman, and it turns out he attended the Third-Year program at the same time I did. It’s nice to see that the training we got has led to leadership for both of us.”



### David Wilson

Delegate, Local 1127, Kansas City, Missouri  
Representative, St. Louis Carpenters District Council  
Instructor, UBC Dept. of Education & Training (DET)

*The son of a union man, David Wilson joined the UBC in 1994 at age 25. He took his dad’s advice to get active and later was elected recording secretary of his local. When growth required that a delegate be added in 2003, he ran and won. Later that year, he joined the first group from Kansas City to attend Delegate Training.*

## “The DET program gave me the tools I needed... to effectively communicate.”

“Just as I became a delegate, our council was debating a market recovery program. I credit the Delegate Training program with giving me the tools I needed to talk to members one-on-one and in groups, to listen to feedback with empathy, and to effectively communicate how market recovery would help create jobs.

“I came on the council staff as an organizer in 2004 and volunteered when DET was recruiting new part-time instructors. I took the course and now am certified to teach

Delegate Training, Third-Year Apprentice, and Journeyman Leadership programs.

“I try to connect what’s going on in the UBC’s big picture with each person in my classes.

“I always wanted to be active and do the right thing, but from the beginning, the DET classes gave me the sense that my union was really counting on me. That was a big motivator for me, and that’s what I try to convey to the members I teach.”

## Members Step Up

“We all need to be



### Debora Hewitt

Journeyman Carpenter  
Delegate, Local 27, Toronto,  
Ontario Regional Council  
• Journeyman Leadership  
• Sisters in the Brotherhood  
conferences, 2005 & 2010

*Carpentry was a second career for Debbie Hewitt. She signed on as an apprentice after meeting Local 27 leaders Mike Yorke and Sisters in the Brotherhood pioneer Phyllis Gallimore at a volunteer event in 2002.*

“I had a gift for fixing things and I knew tools, so when we needed a ramp and deck at home I built them myself. It was a turning point: if I could enjoy doing it for myself, why not do it for a living? I was 38. When I met the Local 27 members I saw

actively  
involved for  
growth.”

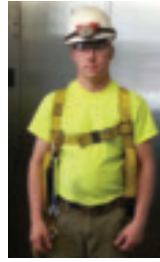
people who were doing more than just a job—they were building a community.

“In apprenticeship I did everything from store fixtures to formwork, and I’ve worked insane hours at power and water treatment plants. I had some great mentors and now I can share my skills. I have a good reputation in formwork and that is mostly where I work now.

“When I joined, Phyllis took me under her wing and gave me a better understanding of union culture. She got me and others into the Sisters committee at the labor council, and since she passed away we’ve tried to keep up her good work.

“The Journeyman Leadership curriculum is 100 percent relevant to what we specifically need. We’re not getting a bunch of mumbo jumbo that doesn’t apply to us. I understand our goals and why we all need to be actively involved for growth.”

### Aaron Myers



Alternate Delegate and Trustee-Nominee  
Local 361, Duluth, Minnesota  
North Central Regional Council  
• Third-Year Apprentice Program  
• Delegate Training

*A member since 2008, Aaron Myers is a freshly minted journeyman who travels frequently for power-plant outages and concrete dam work. Despite his heavy, itinerant work schedule, he has answered the call to get involved in his union and train for leadership.*

“The Third-Year program  
broadened  
my horizons,  
especially regarding contractors.”

“My grandpa was in the Laborers and my dad is a union teacher, so I grew up in a strong union atmosphere. I try to attend as many meetings as I can.

“Someone nominated me for the Third-Year program and it broadened my horizons, especially regarding contractors. We learned about where they make and lose money on projects. If they’re not making money,

we’re not making money.

“Just a few months later one of our Delegates retired and I was asked to serve as an Alternate. I jumped on it. At the Delegate Training they talked about union history and the downfall of the 1970s and 80s. I’m not much of a public speaker but I learned a different way to talk to my fellow members, and how to get people to be involved and attend meetings.”

“I came away with a whole different way  
of doing my job.”

### Mike LaBruno

General Foreman, Raymond Interior Systems  
Local 1506, San Diego, California  
Southwest Regional Council  
DET Instructor  
• Foreman Training (Pilot Development)  
• Journeyman Leadership  
• DET Instructor Certification

*Mike LaBruno came into the UBC as a general foreman in 2002, after years as a lead man in a non-union company. He knew almost nothing about unions but learned quickly—and now, as the first general foreman to complete the DET Instructor Certification program, he will be teaching others.*

“The union invited about 30 foremen to hold monthly sessions to discuss topics like problem solving, communications, motivating, and industry growth. Here I got my first sense of what a union is all about—and how much I could learn from my fellow foremen.

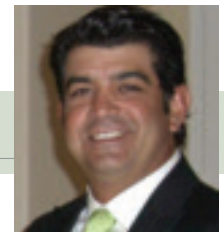
“Later we helped to develop and pilot-test the Foreman Training program. Our companies made a big commitment to support us. I know Raymond has seen my own growth and the impact it has had on our success.

“I came away with a whole different

way of doing my job—to truly listen to my crews instead of just cracking the whip. I also loved the sessions on pre-planning, and the reassurance I have felt from building my job-organizational skills.

“In 2011 I attended the Journeyman Leadership program, and was so inspired. The entire UBC executive board was on hand, showing how much the Brotherhood meant to them. I knew then that I wanted to be a DET instructor.

“I’m grateful that the union believed my input as a foreman counted and recognized I could make a difference.”







## Sandy MacLeod

- Delegate, Local 18,  
Hamilton, Ontario  
Carpenters District  
Council of Ontario
- Delegate Training
  - Journeyman Leadership

# “Stay trained and productive— that’s what I emphasize.”

*Local 18 is the oldest UBC local in Canada. Sandy MacLeod has 37 years as a working member, and his father, brother and two nephews all are Local 18 members, too. After taking the Journeyman training, he decided to put his nearly four decades of experience to use and was recently elected to a new three-year term as a council delegate.*

“I’ve put my name on just about everything a carpenter can do, from scaffolding and formwork to trim. The more work you do, the more work you get. I’ve been a steward, a lead hand, and a general foreman.

“I came in straight from high school. A lot of the guys coming in today have been to college but didn’t find work in their fields. They have a lot to learn about the trade, but they

come in with better safety consciousness than we had, because of the required safety training.

“The Journeyman program stresses how important it is to keep ourselves trained and productive—that’s what I try to emphasize with my fellow carpenters.

“It’s impressive that the union is committed to training 10,000 Journeymen in the next couple of years.”

## "Challenge each other to be better than who we are."

Below are excerpts from messages members have sent to UBC General President Doug McCarron and the staff of the UBC Dept. of Education and Training, as well as from a superintendent’s e-mail to his staff.

### From a Journeyman “.300 Hitter”

Dear Mr. McCarron,

I would like to thank you for allowing me the opportunity to participate in “Transformational Leadership Training for Journeymen” and to tour the International Training Center.

The training provided was excellent and well developed. The entire time spent there was inspiring and encouraging. The knowledge I received at the facility was an experience of a lifetime and has motivated me to become a more effective leader.

Thanks again for sharing your vision and knowledge with me.

Louis A. Ranger  
Ontario District  
Council Local 27  
Oshawa, Ontario

### From a Contractor to his Colleagues

I was recently very blessed to attend the second part of the UBC-sponsored Journeyman Leadership training conference.... It was well put together, very focused and is a great stepping stone to shape and mold any company into being the best.

...This is a winning situation from a [company] standpoint. It helps the members focus on being productive, assertive employees that will be aggressive in going after work and maintaining a highly professional image...

In a nutshell, to be effective we need to be selfless. We need to take each opportunity as individuals in this company to build one another up and challenge each other to be better than who we are. I can tell you this: It is contagious. If it spreads enough, we could be GREAT.

Rob Giese  
Industrial Millwright  
Superintendent  
Miron Construction Co., Inc.  
Wausau, Wisconsin

### From a Third-Year Apprentice

Dear President McCarron,

I have just returned from a trip to our training facility in Las Vegas. The program for Third-Year apprentices is by far second to none...as are the instructors. It fills me with pride to have been chosen to represent my Local at this program and I learned many things in my short time there.

Your words on closing day—about how we are the future leaders of our union and we need to return home to our Locals and spread the word—were spot on and filled me with optimism.

I consider it my duty to work toward making us the best-equipped, best-educated, and most productive union in the world, with a market share that far exceeds 70 percent.

Thank you again for welcoming me to the training center. I hope to return to the training center to take advantage of the top-notch training there and to make myself a better carpenter, a better mentor to the incoming generation, and a better person in general.

Martin D. Dugan, Jr.  
Northeast Regional Council, Local 290  
Mineola, New York

# Electing to Serve

**T**he undisputed dean of UBC officeholders is Rep. Bob Brady of Philadelphia's LU 8—in the UBC since 1965 and the U.S. Congress since 1996.

But the UBC has power outside the Beltway, too—and politics are never more local than with the zoning, funding, and many other concrete decisions made in our counties, cities, and towns.

Whether elected or appointed, the members on these pages know that a seat at the table is invaluable. They and many

like them give the UBC a vital political presence on councils, boards, agencies, and other bodies at every level.

Like those in leadership programs (pp. 12-15) and ones who never stop training (pp. 10-11), these members have stepped up to do more. They give time and effort in political life to ensure that the UBC's voice is heard and that unions remain strong in the future.

Read about these member-activists and find more profiles at [www.carpenters.org/politics](http://www.carpenters.org/politics).



## JOSEPH SHELBY, SR.

**“A union member who’s involved can have a large impact on everyone.”**

*Local 171, Girard, Ohio  
Indiana-Kentucky-Ohio Regional  
Council  
City Council Member*

When Joseph Shelby, Sr. chose his father's profession as a union carpenter, little did he know that he would also trace his father's steps into politics.

Now retired, the 45-year member applied his UBC smarts to five terms as a City Councilman. He's made some big moves for Girard, just like his dad did on the Council and as city service director.

“I always admired my dad, though I never cared for politics. Yet when he passed away, I realized that giving his and my [union]

perspective was still needed.”

When Shelby took office, Girard's 10,000 residents faced a fiscal emergency, like other rust belt towns. Then he noticed that a 192-acre brownfield was adjacent to land—part of neighboring Youngstown—that was being tapped for a new \$1.2 billion factory. He sparked and led negotiations with Youngstown and got the Girard City boundary redrawn to include those 192 acres as part of the construction site.

“Now Girard gets 55 percent of all construction income tax, and once it is built, Girard will share in 50 percent of corporate profits and income tax from the factory's operations,” he said.

“Even from the position of a small Ohio town like Girard, a union member who's involved can have a large impact on everyone.”

## MICHAEL V. NELSON

**“I explain our point of view intelligently and try to make things go the right way.”**

*Local 851, St. Paul, Minnesota  
North Central States Regional Council  
Minnesota House of Representatives,  
Dist. 40A-DFL*

The Brotherhood supports people, not parties. But it's fair to say that Minnesota's Democratic-Farmer-Labor (DFL) party is right in tune with Carpenter values. Member and state Representative Michael Nelson proves the point.

Nelson was an active member and local officer when he began attending DFL caucuses in his Brooklyn Park neighborhood. He volunteered for years, and when a longtime House member passed away in 2002, Nelson was asked to enter the

special election. With just 28 days to campaign, the first-time candidate lost by just 410 votes but won a full term that fall.

“In my very first term, I took part in debate on a misclassification bill,” Nelson said. “We just wanted agencies to talk to each other, and I was able to provide a union perspective.”

Since then, Nelson has brought the worker's viewpoint to many statehouse debates. He now is chair of the Government Operations Committee.

“Government Operations are part of every law and regulation. I can bring my labor background to issues that matter to all Minnesotans. For example, in pushing for day care and personal care policy that can help seniors stay at home, I worked with SEIU and AFSCME to ensure that our



Medicare workers have the right to unionize.

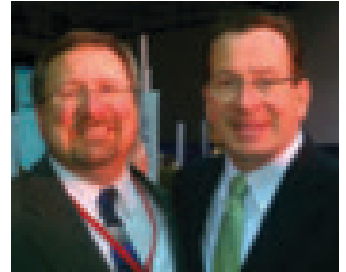
“When prevailing wages or PLAs come up, [Senate Majority Leader and UBC member] Tom Bakk and I can explain and make the case why they’re valuable—and win or lose, I always bring up jobs and wages.”

In 2012, Nelson retired as a business agent—but not from politics. Looking back on his grassroots start, he tells other members, “Look, you can be as involved as you want. But we need members in politics so we can explain our point of view intelligently and try to make things go the right way.

“It’s up to us to make sure they’re not cutting out the little guys.”

“Being a union member who is involved in your community shows people that our viewpoints are valid.

“The average person who goes to work each day has just as much to offer as anyone else. You don’t have to be ‘somebody’ to be involved, but you will be somebody if you get involved.”



**Pacekonis with Conn. Gov. Daniel Malloy**



**Pokorney**

### **DAN POKORNEY**

**“The average person who goes to work each day has as much to offer as anyone else.”**

*Local 2851, La Grande, Oregon  
Carpenters Industrial Council  
Mayor*

Dan Pokorney gives every job his best effort. Inspired by his family to serve his community, the nearly four-decade member is also an anchor in his hometown’s civic, church, and government life.

His 16 years of elected leadership in La Grande includes eight on the School Board (the last two as Chairman), four years on City Council, and now four as Mayor.

“This country needs everyone to get involved in the political process. Everyone’s viewpoint is important, and to make a difference, all you need is the desire to be a patriot in the model of our forefathers. They put their lives, fortunes, and futures on the line to create and build the great country that we have today.

### **BART PACEKONIS**

**“Support what you believe in and use your voice to be heard.”**

*Local 43, South Windsor, Connecticut  
New England Regional Council  
Planning & Zoning Commission*

For more than a decade, Bart Pacekonis has served on his town’s Planning & Zoning Commission—most recently as its vice-chair. As a business representative and organizer, his decision to get involved in politics was simple: He just didn’t like what he saw.

“You can sit home and complain all you want, but the only real way to effect change is to get involved. Support what you believe in and use your voice to be heard. Build a team of like-minded individuals and get as many people involved as you can.

“Being politically active lets your voice be heard. It can introduce you to others with common interests, some even from other union trades. You are more recognized when speaking to other elected officials and to party leaders. It also gives you more of a voice in decision making—in these times when the bottom dollar gets the most attention.

“Getting involved gave me the experience to move with the tide or against the tide when needed.”



**Minn. Rep. Michael Nelson with the statehouse bust of Hubert H. Humphrey, revered friend of American workers and founder of the state’s Democratic-Farmer-Labor party.**

## Members in Office

### MARK INGERSOLL

**“I wanted to be able to have a voice and a say.”**

*Local 1386, Grand Manan, New Brunswick, Canada  
Atlantic Canada Regional Council  
Village Councillor*

Our union is truly varied, as with 18-year member Mark Ingersoll—a deckhand on a ferry serving his home island off Maine’s Northeast coast. When not on watch on the car deck or in the wheel house, Ingersoll serves as a UBC council delegate and Councillor for the Village of Grand Manan, an elected position he’s held for 13 years.

“The union we were with before 1995 was not what we were looking for. We looked for a union which took our concerns seriously. We have a great relationship with the UBC and never looked back.



**Ingersoll in his office, with a model of the ferry he works on.**

“I first got involved in politics because I wanted to be able to have a voice and a say in the direction our Island was taking, and to make Grand Manan a better place to live and raise a family.

“I also believe being politically active, even on a local level, gives me many opportunities to build a relationship with my Federal and Provincial representatives. There are—and always will be—times when our union interests need their help. At times I am able to educate them on specific issues that exist within the local or regional council, which can be invaluable.”

### RON ROWLETT

**“Educating others is vital to the future of our trade.”**

*Local 180, Vacaville, California  
Northern California Regional Council  
City Council Member*

Ron Rowlett has a clear vision; he is determined to serve his community and promote unionism at the same time.

“The benefit of being in labor and being a political leader is that I can educate the general public. Unions tend to get a bad name, and I can shed some light on how they are an important part of our community.

“I grew up in Vacaville and I want to make sure it is a place my son will want to raise his family. I enjoy helping people and our local businesses.

“I also believe that in politics, it is very important to be educated about labor and the construction industry. And educating others is vital to the future of our trade.

“We can continue working to get things like pre-qualification language for public projects and to explain the tax savings of Project Labor Agreements. Also, I have close relationships with assembly members, senators, and members of Congress. Those ties ensure us that labor will always have a voice.”



**Rowlett**



**For Bill Bielas, a special perk of being School Board President is handing the diplomas to high school graduates—including his daughter Kiersten, Class of 2013.**

### JAMES R. GRAHAM

**“You can do it ...you just have to go out and talk to people.”**

*Local 200, Whitehall, Ohio  
Indiana-Kentucky-Ohio Regional Council  
City Council President*

James R. Graham will reach the 50-year milestone in 2016, having retired after a career as a general carpenter, organizer, business representative, and more.

Yet Graham remains active in the union as an instructor for DET leadership programs. It was while teaching that he looked toward entering politics.



**Graham**

“We were talking about leadership and the importance of members getting involved in their communities,” he said, “and I thought, ‘here I am telling people to be a leader. I should lead by example.’”

Graham ran for office and is as proud of winning as of how he won. “I did it the way any member could do it. I made up my own flyers. Fellow members helped pass out literature. I knocked on doors. I talked to everyone.

“It was lot of hard work, but I did it. I beat an incumbent, ran unopposed on my second term, and then was unopposed for Council president,” he said.

“Now, I can be 100 percent honest and tell people ‘you can do it. You don’t need some big machine, you just have to go out and talk to people.’”

### WILLIAM BIELAS

**“Nothing changes from the outside; you have to be on the inside.”**

*Local 202, Boyne Valley Twp., Michigan  
Michigan Regional Council  
School Board President*

Bill Bielas is a “get involved” type of guy. As School Board President, he is helping his community weather tough economic times without sacrificing quality education. Now six years on the board, he was elected president just two years after he first won—as a write-in.

“It was a month before the election, but I saw some things that I thought I could help with, and getting on the school board was the way to do it. I was a write-in candidate and beat both incumbents. I put out signs and leveraged my connections with the community.

“A lot of schools are having financial trouble and making large cuts that affect students. But we saw this coming a while ago and made some cuts then, which put us in a position now to not have to make such drastic decisions.

“I think a lot of members don’t get involved because they think they aren’t smart enough, or they don’t think they know enough about the issues. For my first 18 months, I did a lot of listening, took training, and got better. I say, what have you got to lose?

“Nothing changes from the outside. You have to be on the inside.”

# In 2014, We'll Work to Save our Senate Majority

In the 2014 elections for our stalemated U.S. Congress, Carpenter values will be very much in danger—especially in the Senate.

The math is clear: of 35 Senate seats in play, 20 are held by UBC supporters, with 7 of those in anti-union states that voted for Mitt Romney in 2012.

In the House, radical conservatives appear to hold sway, yet more than 40 Republicans regularly join Democrats to protect our #1 priority: the Davis-Bacon prevailing-wage laws that help workers earn decent pay and thus level the field so union bidders can compete.

In the Senate, 52 Democrats and 2 Independents vote our way. They can't stop Republicans' endless 60-vote filibusters, but, led by UBC ally Senator Harry Reid of Nevada, our side controls the agenda and committees.

That slim Senate margin is all that stands between us and an all-out right-wing war on union rights and jobs. Hold-

ing our majority is vital—and in 2014 it will be a tough fight for sure.

## Fewer Targets, Tougher Races

In 2012, the UBC targeted 13 Senate races where we could elect our friends. Members worked hard, and we took 11 of those 13 seats—a show of UBC political power.

On paper, 2014 looks far more challenging. Twenty of the 35 contested seats now have pro-union incumbents—all, in this cycle, Democrats. But eight of those are at risk, in states where Mitt Romney's anti-union forces won (or, in Virginia, nearly won) the 2012 vote. Losing just six of those endangered seats would turn the Senate anti-union.

For UBC members, the good news is that right-wing infighting is already pushing the more moderate, better-known, and electable candidates out of the Republican primaries, leaving the Republican ticket to radically anti-union

and fiercely pro-business factions.

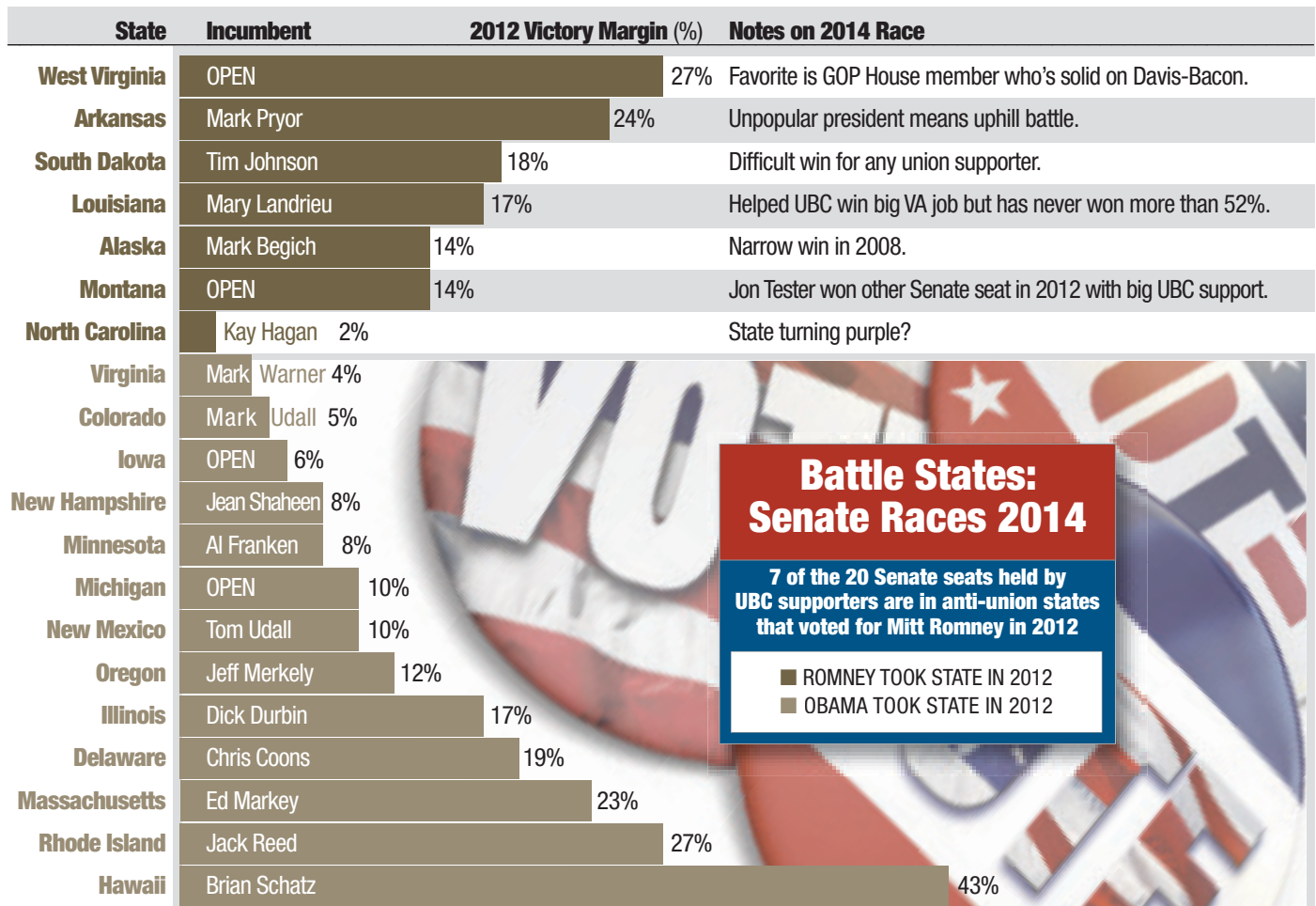
At the same time, Carpenter-friendly groups will have strong candidates compared to those likely opponents—even in states that Romney won big.

So how can our Brotherhood protect the Senate majority that protects us from the radical wing of the House majority?

Our job will be working and winning our targeted races so our allies can return to the Senate and fight for our values and our families.

Your union job and union standard of living are at risk if both Houses of Congress fall under the control of corporate and business interests—including huge donors like the ABC—that are bent on totally destroying union labor.

Stay informed and get involved as the 2014 campaigns get going. Our secure website, [carpenters.org/members](http://carpenters.org/members) (use the QR code), will give you the latest on our battles and how you can help.





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*Four huge issues are in play in Congress, and each one can powerfully affect the members of our Brotherhood. Despite deadlock and other vital issues needing attention, here are four that matter most.*

## Legislative Outlook: Big Issues on the Table

### IMMIGRATION REFORM

***Incentives to work on the books will mean more union man-hours.***

Much of our competition today relies on illegal immigrants who can easily be threatened, misclassified, paid in cash, and otherwise abused. A legal path to citizenship means those intimidated non-union workers can seek well-documented jobs. Ending 1099 abuse and cash pay will end the labor-cost advantage that cheating non-union bidders now have. Here are the keys to the current proposal:

- **Create a path to citizenship** for the estimated 11 million now-undocumented workers.
- **Require people seeking citizenship** to document their jobs and pay all their taxes.
- **Require employers** to use E-verify to check the legal status of all workers.
- **Secure our borders** to cut off the further influx of illegal immigrants.

When immigrants want to obey the law, lowball contractors will have to obey it, too. See the next page for more on the UBC's fight against contractors who cheat to compete.

### TRANSPORTATION AND INFRASTRUCTURE

***Seeking new approaches for solid funding.***

We all know that U.S. infrastructure is crumbling—it was recently graded D+ by civil engineers—so it is crucial that we find new funding sources. We still pay for roads with the decades-old, cents-per-gallon gas tax, which hasn't kept up with inflation or gas prices. Another issue is alternative-fuel vehicles that use roads but pay no gas tax. Here are some of the ideas under debate:

- **Make the gasoline tax** a percentage of pump prices rather than a flat amount.
- **Change to a vehicle-miles tax** based on how much you drive rather than how much gas you consume. Otherwise, the current gas tax hits long-distance commuters and rural drivers unfairly.

As legislators try to find a long-term solution, remember that every billion dollars spent on construction creates 23,000 construction jobs.

### PENSION SUSTAINABILITY

***Dealing with the elephant in the room.***

Even before the 2008 crash, multi-employer pension funds have been threatened by a perfect storm: fixed payments must continue, but the depressed construction economy isn't generating enough man-hours—or return on investments—to keep many pension funds up to par with their obligations.

Based on proposals from a labor-management group that included the UBC, Congress is working on legislation that would offer long-term reorganization and eventual fiscal health for plans that today are grossly underfunded and in the government-defined “red zone.”

**Getting it from the source: The value of the UBC's nonpartisan politics was clear when Rep. Bill Shuster (R-Pa.), Chair of the House Committee on Transportation and Infrastructure, discussed the prospects for construction funding with Regional Council political directors at our Washington Headquarters.**

### TAX REFORM

***Changing IRS provisions that help contractors who cheat.***

The last time our tax laws were substantially overhauled was 1987. Those laws are at the heart of our fight to end misclassification, a scam that puts union bidders at a 30% disadvantage. On our side is the proven fact that the federal and state governments are losing \$2 trillion a year due to unreported and untaxed income.

The UBC's many years of action on this issue have enabled it to gain ground in states from Florida to Washington. Federal tax reform, however, offers enormous opportunities that would make a difference in every state:

- **Simplify and clarify** the IRS definition of “employee” to take away the cheaters' big excuse.
- **End the 1978 IRS “Safe Harbor”** that lets cheaters avoid tax penalties by claiming “confusion.”

After 35 years, there is no confusion; they just keep cheating. Tax reform opens possibilities that we can use to restore fairness for honest contractors and honest employees.



# Fighting Payroll Fraud

## Putting More Heat on the Cheaters

Everyone in the construction industry knows about the cheaters: the contractors who avoid paying taxes, workers' comp insurance, and overtime through illegal and barely legal schemes like paying cash under-the-table, leasing labor through brokers, and misclassifying employees as independent contractors.

These scams have been on the UBC's radar for many years because they hurt our industry and the economy as a whole. When bad players can shave 30% or more off their labor costs by cheating, honest contractors can't compete. That means fewer good jobs for union members, lower tax revenue for building our states and cities, and shrinking resources for safety-net programs like unemployment and Social Security.

The Brotherhood has been working hard for many years to uncover the games cheaters play and to get states and the federal government to close the loopholes that allow them to thrive. Led by Matt Capece, Special Assistant to the General President, who works with council political directors and staff, the UBC has been educating officials while investigating cases and bringing evidence to appropriate agencies—leading to jail time for some cheaters and the recovery of millions of stolen dollars.

Capece and UBC staff have been working with governors and legislators to adopt tougher laws and enforcement mechanisms in more than two dozen states, places as politically diverse as Tennessee and California.

### Going Public, Leveling the Field

Despite these significant achievements, we know that cheaters continue to thrive where authorities turn a blind eye to the problem. That's why the UBC is turning up the heat in the public arena: to raise broader awareness of the issues and better convey the sense of urgency we all share for reform.

By working with the full range of media outlets, creating simple explanatory materials, and linking the issue to policies like immigration and tax reform, we will amplify the message that cheating is an

Despite these significant achievements, cheaters continue to thrive where authorities turn a blind eye. That's why the UBC is raising our game in the public arena.

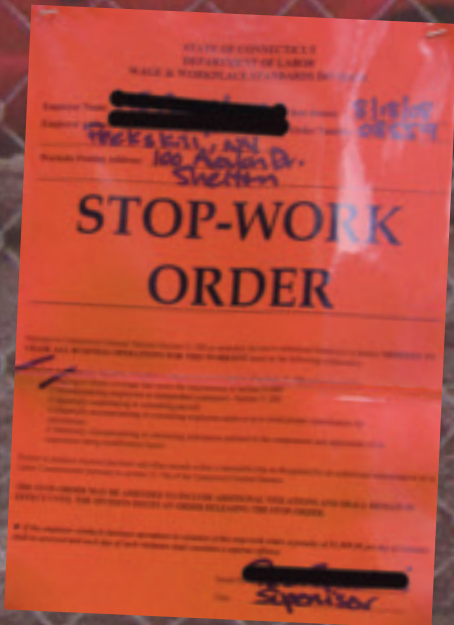
epidemic that hurts everyone—contractors, workers, and taxpayers alike.

Just as important, we'll show that solutions are available—and affordable. For example, the state of Washington recently reported a 9-to-1 return on enforcement spending, helped by fraud-detection software it helped to develop specifically for the construction industry. Tennessee and Louisiana are now implementing similar data-analytics efforts.

Likewise, partnerships between the U.S. Department of Labor and more than a dozen states have strengthened the hands of investigators and prosecutors at little or no added cost.

Our goal is to level the playing field so that honest contractors can win work for UBC members based on their skills and productivity, rather than lose it to the dishonorable practices of cheaters.

*Nancy Cleeland is the UBC's Strategic Projects Coordinator. She covered labor and workers' issues for the Los Angeles Times for more than a decade. In 2004, she won a Pulitzer Prize for a series of stories about Wal-Mart's global labor practices. She joined the UBC in spring 2013 after serving as Public Affairs Director for the National Labor Relations Board for three years.*



Stop-work orders, such as this one from Connecticut, are a powerful tool in fighting dishonest contractors.



Laurie Temple, PARC

**Sister Scaffolders (l-r): Larissa Shier, Irene Rombaut, Roxie Bell, Colleen Ennett, and Christy Ennett.**

## Sister Scaffolders: We Get it Done, and Done Right

### Saskatchewan “Clean Coal” Job Hires 25% Female Carpenters

**T**he growth and visibility of UBC Sisters across all of carpentry’s many crafts simply confirm the longstanding fact that women, the work, and the union make a good fit.

Women are an important element in our efforts to expand the skilled labor force, and they help us expand work opportunities, too. A notable example is in Saskatchewan, where the Prairie Arctic Regional Council (PARC) is committed to leveraging the skills and productivity of female members.

When PARC hosted its first Sisters in the Brotherhood (SIB) Conference in March, 2013, signatory contractors in Saskatchewan publically committed to a 25-percent staffing rate for women on jobsites. That milestone was met in just a few short months at the SNC Cold-Coal Carbon-Capture project (see sidebar) in Estevan, Saskatchewan, by Safway Services, LLC, an industry giant that provides scaffolding throughout North America for commercial construction and industrial markets.

The rapid success, created by the joint efforts of Council staffers, contractors, and the Sisters of PARC Local 1985, plus

travelers from other Canadian councils, is a great example of a catchphrase often heard around the Brotherhood: We Get it Done, and Done Right.

#### Delivering on the UBC Promise

The inaugural PARC SIB Conference was held not only to make members aware of the UBC support for women members, but also to show our contractor base that the Brotherhood is working hard to fill contractors’ labor needs.

“The conference was well attended and included positive feedback from contractors,” said PARC Executive Secretary-Treasurer (EST) Jason Rowe. “Our contractors are very supportive of hiring the best trained and skilled carpenters, and they’ve found that our Sisters are just as ready to be productive as their Brothers.”

“I am proud to say that this project is the highest rate of women to men that I have dispatched in the last three years,” said PARC’s Laurie Temple. The employment ratio for Safway Scaffolding at the SNC Cold-Coal project is one Sister for every three male members and includes female members running crews.

Rick Schmegelsky, site supervisor for Safway Services at the SNC project, is also pleased with the 25-percent hiring achievement—though he is accustomed to women’s skills and leadership.

“Early in my career, I was fortunate to be on a crew led by a female journey-person scaffolder. She was the only female scaffolder on our site. Her hard work and dedication instilled a belief in me that women can perform just as well as their male counterparts in industrial trades,” Schmegelsky said.

“The entire team of scaffolders we have on site is one of the safest and most productive I have ever had the pleasure of being a part of,” Schmegelsky added.

#### Proud, Safe, and Professional

Deeanne Compton is the Project Health Safety Manager for project owner SNC-Lavalin Group Inc., which is the largest engineering and construction company in Canada and among the top five global design firms in the world. Her impression of the Sisters of Local 1985 was as positive as Schmegelsky’s.

“Working on a high-profile project



**“The entire team of scaffolders on the SNC site is one of the safest and most productive I have ever had the pleasure of being a part of.”**



Laurie Temple, PARC

**The Prairie Arctic Council's first Sisters in the Brotherhood Conference welcomed PARC members plus travelers from across Canada who were working locally.**

such as this comes with many challenges: small footprint, multiple trades, and multiple levels. Within the scheme of those challenges we strive to promote worker safety.

“Building a safety culture takes drive, determination, and passion, all factors we’ve witnessed on site while working with the Sisters of UBC Local 1985,” said Compton.

“What I’m most impressed about in regards to the UBC ladies remains the fact that they take pride in their achievements, have proven to be an important factor for building safety culture here on site, and maintain the most professional manner—they continue to smile throughout the entire process,” Compton added.

“I look forward to working with the amazing ladies of Local 1985 on future projects. I am honored to witness the quality and craftsmanship in which they pave the future for others to follow,” Compton said.

#### **Culture Change Adds UBC Jobs**

Kelvin Goebel, the Saskatchewan Regional Manager for PARC, said he’s not surprised at the glowing reviews garnered by PARC Sisters. He said he’s witnessed a change in culture regarding working with female carpenters over his 38 years with the UBC.

“Years ago, female carpenters were not all that acceptable by contractors or members, but now it has evolved and it’s very much accepted by the contractors. They see how the projects run, with no associated issues. The perception is gone,” Goebel said.

Safway’s 25-percent hiring ratio was a natural outgrowth of PARC’s SIB Conference. PARC staff, area contractors, and UBC Sisters from Manitoba,

Saskatchewan, Alberta, and Atlantic Canada gathered to hear from leaders, including UBC Canadian Vice President Jim Smith.

“With the shortage of trades people in Canada, it is important to recruit women, who make up 50 percent of the general population, to join our union and take up the trade,” Smith said.

A contractor panel discussion, featuring Blair Smotra from Kamtech Services and Charlie Downs from Icon Scaffolding, gave attendees an inside view of what contractors expect from union employees.

“We are always selling union employ-

ees to customers as the most skilled tradespeople available, and I encourage the Sisters to take all the training that is available in order to live up to that standard,” Downs explained.

Cathy Pike, Canadian Representative for the International Sisters in the Brotherhood Committee, said the progress displayed in Saskatchewan is a great example for other Regional Councils to consider for their own contractor outreach.

“Today, contractors need quality labor, whether male or female. Sisters are indeed in the Brotherhood, with the same great skills as any member,” Pike said.

## **CLEANER AIR, MORE SKILLED WOMEN ON THE JOB**

**T**he \$1.4 billion Boundary Dam Cold-Coal Carbon-Capture Demonstration Project in Southern Saskatchewan is the largest generating facility in Saskpower’s network—and the first such plant in North America.

As a leading—and signatory—contractor on large industrial projects, Safway Services, LLC, is providing access solutions for the giant undertaking. The firm also is taking more pride than usual both in the nature of the project and the people who are scaffolding for it.

The job involves completely rebuilding an existing unit at the dam with a state-of-the-art turbine and fully integrated carbon-capture system capable of maintaining power output while cutting CO<sub>2</sub> emissions by more than 90 percent—an annual total of about one million tons.

That is the equivalent of taking more than 250,000 cars off Saskatchewan’s roads every year; noteworthy indeed.

At the same time, Safway has recognized the uniqueness of their 25-percent-female workforce on the job, and featured the “Sisters of [PARC] Local 1985” in their June, 2013 “Inside Safway” newsletter.

The article included quotes from several of the UBC women along with the praise of two senior Safway officials, quotes which also appear on these pages.

“Developing skills and seeking out appropriate training has allowed women to prove themselves not only capable of performing, but of doing it with noteworthy skill,” the article said.

The UBC could not agree more.

*A message from UBC Canadian District Vice President Jim Smith*



**The Federal Conservative policies are busy forming a “Made in Canada” low-wage system. Their attack on wages, jobs, workers’ rights—and unions—should be a call to all Canadians.**

## The Growing Attack on Canadian Wages—and Workers

There are two fundamental approaches to the labour market. One is to promote a highly skilled, productive and safe work force which is paid accordingly. The other is to authorize procedures that encourage the growth of a low-wage, low-skilled work force that often labours in unsafe workplaces.

A review of the Federal Conservative policies towards working people shows they are busy constructing their own “Made in Canada” low-wage system.

Take collective bargaining. Last year Lisa Raitt, the former federal Minister of Labour, repeatedly invoked early back-to-work legislation in disputes at Canada Post, Air Canada, and CP Rail. Union bargaining power is now weakened, plus management knows it can likely obtain concessions from an arbitrator appointed by a federal minister.

In this year’s budget implementation (Bill C-60), the Harper Conservatives have inserted themselves *directly* into bargaining at Crown corporations (CBC, Canada Post, VIA) with a seat at the table—and now reserve the right of final approval over any changes to an employee’s terms and conditions of work.

Next consider a flood of low-wage labour. Abuses of the Temporary Foreign Worker (TFW) program finally came fully to light when Royal Bank of Canada (RBC) forced its Canadian employees to *train their own foreign-worker replacements*. Companies were using TFWs to pay 15% below the average Canadian wages—until the RBC revelations.

I sent a strongly worded letter about these abuses to RBC CEO Gordon Nixon, stating that our Union’s continued use of RBC services would be determined by their response. RBC then promised to review its outsourcing policies from “the perspective of Canadian jobs and prosperity” and that the review would engage “outside parties including input from unions.”

*Read your Union’s letter to RBC and the CEO’s response at [www.carpenters.org/Canada](http://www.carpenters.org/Canada).*

But RBC’s shameful actions are only the tip of the TFW iceberg.

In Manitoba, Pagnotta Industries—a contractor from Edmonton—was allowed to bring temporary foreign carpenters into Manitoba while local carpenters were out of work. Pagnotta’s TFW application cited ads seeking Canadians; these ads were placed in the *Edmonton Journal* for a project in Manitoba. The federal government approved them anyway.

Using government statistics the Alberta Federation of Labour reported the large numbers of TFWs entering the country while unemployment was rising and for job sectors where labour shortages did not exist, simply to keep wages low. Several university studies reached similar conclusions.

The Conservative Government have also changed Employment Insurance so that those out of work must now travel further and accept jobs well below their accustomed pay scale—or lose their benefits. It is not yet known what impact this change will have on construction workers between jobs.

Finally, Bill C-377 makes sure the recipe for a low-wage Canadian labour market is complete. The Bill intends to cripple unions, but not other groups, with excessive accounting requirements. It is another incremental step towards making Canada a low-wage, “right-to-work” country.

Forced bargaining. Temporary Foreign Workers. Unemployment limits. Bill C-377. Clearly, our livelihoods are under attack. We need to fight back.

We have to judge politicians and parties from one perspective: Are their policies promoting a labour market where skill, safety, and productivity earn living wages, benefits, and retirement security? Or are their policies promoting a labour market with low wages, low benefits (if any), and an uncertain retirement?

The Conservative attack on wages, jobs, workers’ rights—and unions themselves—should be a call to all Canadians. All of us, within and outside of the UBC, need to stay informed, get involved, and fight for the decent labour standards all Canadians deserve.

# L'assaut contre les travailleurs canadiens s'intensifie

En ce qui concerne le marché du travail, il existe deux approches fondamentales. La première consiste à promouvoir une main-d'œuvre travaillant dans des conditions sécuritaires, hautement qualifiée et productive, qui est rémunérée en conséquence. L'autre approche est de permettre la mise en place de procédures favorisant la croissance d'une main-d'œuvre peu rémunérée et peu qualifiée, qui besogne souvent sur des lieux de travail non sécuritaires.

En examinant les politiques du Parti conservateur fédéral à l'égard des travailleurs, on constate qu'il s'applique à concocter son propre système de bas salaires « fabriqué au Canada ».

Prenons par exemple la négociation collective. L'année dernière, Lisa Raitt, ministre fédérale du Travail, a eu recours à plusieurs reprises et de façon prématurée à une loi forçant le retour au travail dans des conflits à Postes Canada, Air Canada et CP Rail. Le pouvoir de négociation des syndicats s'en trouve affaibli, et la direction sait qu'elle peut probablement obtenir des concessions d'un arbitre nommé par cette ministre.

Dans le cadre de l'exécution du budget de cette année (Projet de loi C-60), les Conservateurs de M. Harper se sont immiscés directement dans la négociation à des sociétés d'État (CBC/Radio-Canada, Postes Canada, VIA) et se sont assis à la table de négociation – se réservant ainsi le droit d'approuver de façon finale tout changement apporté aux modalités d'emploi et aux conditions de travail d'un employé.

Passons ensuite à l'afflux de main-d'œuvre peu rémunérée. Dans le cadre du Programme des travailleurs étrangers temporaires (PTET), des abus ont finalement été étalés au grand jour lorsqu'il a été établi que la Banque Royale du Canada (RBC) obligeait ses employés canadiens à former les travailleurs étrangers censés les remplacer. Jusqu'à ces révélations, les entreprises avaient recours à des travailleurs étrangers pour pouvoir leur verser des salaires inférieurs de 15 % à la rémunération canadienne moyenne.

J'ai adressé une lettre ferme au sujet de ces abus à Gordon Nixon, président et chef de la direction de RBC, déclarant qu'en fonction de leur réponse, notre syndicat déciderait ou non de continuer à utiliser les services de RBC. Nous avons ensuite reçu la promesse que RBC allait examiner ses politiques de sous-traitance selon la « perspective du maintien des emplois au Canada et de la prospérité du pays » et que l'examen impliquerait des « tiers, et notamment des syndicats ».

*(Consultez la lettre de la FUCMA à RBC et la réponse du président et chef de la direction en allant à [www.carpenters.org/Canada\\_Group](http://www.carpenters.org/Canada_Group))*

Malheureusement, les pratiques regrettables de RBC représentent seulement la partie visible de l'iceberg.

Au Manitoba, Pagnotta Industries — un entrepreneur d'Edmonton — a pu faire venir des charpentiers étrangers temporaires au Manitoba alors que des charpentiers de la province étaient sans travail. La demande déposée par Pagnotta auprès du PTET citait des annonces comme quoi l'entreprise cherchait des travailleurs canadiens — annonces mises dans le Edmonton

**Les politiques du gouvernement fédéral Conservateur visent à créer un système de bas salaires « fabriqué au Canada ». Cette attaque contre les droits des travailleurs, leurs emplois et leur rémunération — et contre les syndicats — devrait être une sonnette d'alarme pour tous les Canadiens et Canadiennes.**

Journal pour un projet au Manitoba. Cela n'a pas empêché le gouvernement fédéral d'approuver la demande.

S'appuyant sur des statistiques du gouvernement, la Alberta Federation of Labour a indiqué que de grands nombres de travailleurs étrangers temporaires entraient au pays alors que le chômage était en hausse et qu'il n'existait pas de pénurie de main-d'œuvre dans les secteurs en question, ceci dans le seul objectif de maintenir la rémunération à un bas niveau. Dans le cadre de plusieurs études réalisées par des universités, on en est arrivé à des conclusions similaires.

Les Conservateurs ont également apporté des changements à l'assurance-emploi de telle sorte que les sans-emploi doivent maintenant se déplacer plus loin et accepter des emplois bien en dessous de l'échelle salariale habituelle — ou perdre leurs avantages sociaux. On ne sait pas encore quel sera l'impact de ces changements sur les travailleurs de la construction entre deux chantiers.

Enfin, le Projet de loi C-377 est la dernière pierre qui manquait à l'édifice. Le projet de loi cible les syndicats, et non les autres groupes, et vise à les paralyser en leur imposant des exigences comptables excessives, le Canada devenant de plus en plus un pays où le « droit au travail » et les bas salaires règnent en maître.

Négociation forcée. Travailleurs étrangers temporaires. Restrictions à l'assurance-emploi. Fardeau imposé aux syndicats avec le Projet de loi C-377. Il est clair que nos moyens de subsistance sont menacés. Nous devons nous défendre.

Nous devons juger les politiciens et les partis selon une seule et même perspective : Leurs politiques favorisent-elle un marché du travail où les qualifications, la sécurité et la productivité se traduisent par des salaires suffisants, des avantages sociaux et la sécurité de la retraite? Ou bien, leurs politiques promeuvent-elles un marché du travail qui se caractérise par des salaires bas et des avantages sociaux faibles (si tant est qu'il y en ait), et une retraite incertaine?

L'attaque menée par les Conservateurs contre les droits des travailleurs, leurs emplois et leur rémunération — et contre les syndicats eux-mêmes — devrait être une sonnette d'alarme pour tous les Canadiens et Canadiennes. Tout le monde, au sein de la FUCMA et à l'extérieur, doit se tenir informé, s'impliquer et se battre pour obtenir les normes du travail décentes que méritent tous les Canadiens..

# Fired Up for a Strong Future

## Atlantic Canada Sent First DET Leadership Training Class

**W**hen General President McCarron visited the then-new Atlantic Canada Regional Council (ACRC) in June 2012, he spoke of a leadership program the UBC was creating for our “.300 hitters,” and he challenged senior ACRC members to be worksite leaders and become better mentors to their apprentices.

Late in 2012, 124 ACRC journeymen formed the first class to travel to the UBC International Training Center (ITC) in Las Vegas for the new program, *UBC Journeymen: Building Leadership for a Strong Future*.

President McCarron had warned that the members would return to Atlantic Canada “all fired up.” He was right.

### “A More Positive Influence”

Many said the training reenergized and refocused them, and they returned passionate about being a more positive influence in their Locals and on the jobsite.

Member Bill Hedlund said, “It takes so little to be a leader but means so much. It’s the little things that make a difference. One word can be the difference between motivating or frustrating another member.”

Participants called the program an “eye opener” that provided the skills needed to instill a new attitude, and made clearer the direct connection between productivity and building market share—all the way to our goal of 70 percent.

After the session, ACRC surveyed participants. The cliché may be “our future is in the hands of the young,” but across the board, survey responses showed that our most senior members also feel their responsibility for the UBC’s future.

Many participants said a change had taken place that infused them with pride, awareness, and confidence that their efforts

were valued and needed. As one answer put it, “The biggest change in my view is that being a leader in the UBC is more important than I realized. We all need to lead by listening and by example. We need to take the extra second to realize that what we do as a leader or foreman can influence a lot of people.”

The survey also asked how the program was applicable to their everyday work. One concise response summed it up as, “Listening, motivating, influencing, and mentoring.”

Finally, the poll asked for examples of new leadership since members returned. A telling response was, “To lead by example, I tried an experiment. I started going to break a little later and heading back to work a little earlier—and it didn’t take very long for the men to react. One guy asked why I did it, and I told him... ‘How could I expect more money when we negotiate our next contract if I wasn’t willing to honour the one we have?’ That’s all it took, and the men followed.”

In reporting on the survey, Executive Secretary-Treasurer (EST) Gus Doyle said, “The survey responses indicate that the program had changed the views, attitude and actions of our journeymen. Their view of being jobsite leaders changed significantly with the realization that their

union appreciated them as leaders, wanted to improve their leadership skills, and had expectations of them in the future. This realization that they are part of a larger effort has buoyed and reenergized the journeyman class in Atlantic Canada.”

### Building on Success

After closely consulting with the membership in a two-month process, EST Doyle mandated that the Council build on the UBC program with a mentoring program of its own. The Council will identify a pool of journeymen and senior apprentices with the ability and inclination to be mentors and will provide them with tools and support to become effective mentors to young and new members.

The seeds planted at the ITC continue to grow in Atlantic Canada—and in the other Councils who have also now sent members to this powerful program.

Those seeds are bearing fruit. It is now our challenge to continue planting and tending them to build leadership for a strong future—and to build that 70 percent market share.

See profiles of leadership program participants on pp. 12-15 and at [carpenters.org](http://carpenters.org).

**Along with Canadian District VP Jim Smith (front center), 124 members of the Atlantic Canada Regional Council (ACRC) formed one of the first groups to participate in the UBC’s journeyman leadership training program. Council officials with Smith are (front, l-r): Gord Jacobs, Cape Breton Regional Manager; Simon Pitts, ACRC President; Smith; Gus Doyle, ACRC Executive Secretary-Treasurer; and Andrew Dawson, New Brunswick Regional Manager.**



# Très enthousiastes face à l'avenir

## Le Canada atlantique a envoyé le premier groupe de participants

Lorsque le président général McCarron a visité le nouveau Conseil régional du Canada atlantique en juin 2012, il a parlé d'un nouveau programme de leadership de la FUCMA et il a mis au défi les dirigeants du Conseil d'être des leaders sur les chantiers et de meilleurs mentors.

À la fin de 2012, le Conseil a envoyé des compagnons au Centre international de la formation de la FUCMA à Las Vegas en tant que premier groupe de participants à un programme intitulé « Building Leadership for a Strong Future », créé par le département d'éducation et de formation de la FUCMA.

Le président général McCarron avait prévenu que les membres reviendraient « très enthousiastes » dans la région du Canada atlantique. Cela s'est avéré.

Bon nombre des participants ont déclaré que la formation leur avait donné un regain d'énergie et les avait recentrés, et qu'ils étaient revenus passionnés à l'idée d'exercer une influence plus positive dans leur section et sur le chantier.

« Être un leader n'est pas si dur, mais cela a un impact énorme. Le choix d'un mot peut engendrer de la frustration ou

motiver un membre », a indiqué le membre Bill Hedland.

Selon les participants, le programme leur a ouvert les yeux en leur offrant les compétences nécessaires pour instaurer une nouvelle attitude. Cela a également permis de clarifier le lien entre la productivité et le renforcement de la part de marché — pour atteindre notre objectif de 70 pour 100.

L'ACRC a sondé les participants à leur retour. On pourrait employer le cliché « l'avenir est entre les mains de la jeunesse », mais les réponses ont révélé que les membres plus âgés se sentent également responsables de l'avenir du syndicat.

De nombreux participants ont déclaré qu'un changement avait eu lieu et qu'ils avaient pris conscience du fait que leurs efforts étaient appréciés et nécessaires. Comme l'a affirmé l'un des membres, « Être un leader à la FUCMA est plus important que je ne le pensais. Nous avons tous besoin d'écouter et de montrer l'exemple. »

Dans le cadre du sondage, on a aussi demandé dans quelle mesure le programme s'appliquait au travail de tous les jours. Une des réponses l'a très bien résumé : « Cela se sent au niveau de

l'écoute, de la motivation, de l'influence et du mentorat. »

Un membre a essayé de « diriger par l'exemple » en retranchant quelques minutes au début et à la fin de ses pauses. Son équipe l'a tout de suite remarqué et « un gars m'a demandé pourquoi je l'avais fait. Je lui ai répondu 'Comment pourrais-je m'attendre à recevoir plus d'argent lorsque nous négocions notre prochain contrat si je ne suis pas prêt à respecter le contrat actuel?' Les gars en ont fait autant ».

En communiquant les résultats du sondage, le secrétaire-trésorier exécutif Gus Doyle a affirmé : « Les réponses indiquent que le programme a changé les opinions, attitudes et actions de nos compagnons. Leur opinion sur le rôle de leader a beaucoup évolué lorsqu'ils ont réalisé que le syndicat appréciait leur leadership. Cette prise de conscience qu'ils font partie d'un effort plus grande échelle a donné un regain d'énergie à la classe de compagnons du Canada atlantique. »

La réussite du programme a également amené le Conseil à introduire un programme de mentorat de son cru. Les graines plantées à la fin de 2012 continuent à se développer au Canada atlantique — et dans les autres conseils qui ont également envoyé des membres pour qu'ils participent à cet excellent programme.

Ces graines portent fruit. Notre défi consiste maintenant à continuer à planter des graines pour renforcer le leadership de demain — et pour atteindre cette part de marché de 70 pour 100.

Consultez les profils des participants au programme de leadership aux pages 12 à 15 et à [carpenters.org](http://carpenters.org)

**Les compétences en communication sont au cœur de la formation en leadership des compagnons de la FUCMA.**



# UBC Personal Training Verification Card

Keep building your skills—and keep your training records with you.

The UBC is duly proud of our training and skills. We promote them to the industry, and we want members and contractors to be able to see and confirm those skills at any time. Now that will be as easy as clicking a smartphone.

In September 2013, the Carpenters International Training Fund (CITF) will send each UBC member a personal Training Verification Card (sample shown here, front and back).

The card's key feature is a square, black-and-white QR code—unique to you—that can be scanned by any smartphone. That personal QR code links to online records of your current training, certifications, and qualifications. Any that have expired or are incomplete will not appear.

## Important points to remember:

**CITF and local classes included:** The QR code links to your personal training record in TRAIN, including CITF classes and local classes as well as all certifications and qualifications; the records update automatically.

**Ask questions locally:** If you have any questions about the records shown on your card, please contact your local training center.

**Install a QR code reader on your phone:** To see (or show) your records, you

need a “QR code reader” app on your smartphone. Download one for free from your mobile device’s app/play store. Choosing and installing one is fast and easy. To use it, just point the phone’s lens at the code.

**Have the card with you:** The card accesses an official record of your skills, so keep it with you at all times to show contractors and verify your training, certifications, and qualifications.

**Keep your card—and your skills—secure:** Card security is important. If your card is lost or damaged, contact your local training center immediately; they will deactivate it (so no one else can claim to have your skills) and issue a two-week temporary card. Within those two weeks, a new permanent card will be mailed to your home address.

We encourage you to contact your local training center to add or update your photo on the card. Visit [www.carpenters.org](http://www.carpenters.org) to learn more and to search for your nearest UBC affiliated training center.

## Carpenters.org



## Training Center Search



## La tarjeta con un código personal de respuesta rápida muestra los registros de capacitación

En el verano del 2013, los miembros de la UBC recibieron una tarjeta de verificación de capacitación con un código personal de respuesta rápida (QR, por sus siglas en inglés). Utilice el código con su teléfono inteligente para observar todo su historial de capacitación sobre cursos de la UBC/CITF, al igual que de su capacitación local.

Escanee el código QR para consultar su historial oficial de capacitación y para ver una lista de posibles empleadores. Comuníquese con su centro de capacitación local para hacer cualquier corrección que sea necesaria. Descargue un lector gratuito de códigos QR en la tienda de aplicaciones de su teléfono y aprenda más con este código QR o en [Carpenters.org](http://Carpenters.org).



## UBC News Year-Round by Web and Phone

**This is 2013's only Carpenter magazine, but the UBC is online 24/7/365.**

*For reaching almost half a million UBC households, online is far better than spending \$250,000 to print and mail a magazine. That's serious money that we can invest in raising union market share.*

*Just as important, the year-round updates will keep you better informed and more up to date. Here's a very quick look at our online content.*

*Hit the web and get the UBCmobile app, too.*

- **Carpenters.org** is home to all kinds of news and information—on labor issues, training, industry partnerships, market share campaigns, Work in Canada, fighting payroll fraud, Sisters in the Brotherhood, and much more.
- **The website's Members-Only section** brings you more member-oriented stories plus protected content like political action and our Work-in-Canada registration system. Set up a member log-in and check it out.
- **UBCmobile** is our smartphone app available for Android and iOS smartphones and tablets. Take a video tour of our International Training Center; get Council and Training Center contact info; link to top news items; go to pages on our specialty crafts; and more.

**It's your union, so stay informed and stay involved.**

# Union Pride, Union Cool

Look cool and stay cool while showing your UBC pride. This great new shirt proclaims 132 years of UBC history. And this stretch-to-fit mesh cap adjusts without a strap, so you can show your UBC spirit with bold embroidery front and back.

## UBC Label T-Shirt

100% cotton solid charcoal T-shirt. Custom decorated front with the UBC Label atop badge shape from the UBC emblem. Graphic off-white; soft-feel inks for maximum comfort. Available in Small – 4XL  
Price: \$15.00, 2XL – 4XL: \$18.00

## Pro-Style Stretch-to-Fit Cap

Front and bill in navy blue; cool mesh, stretch-fitted body in white. Fully embroidered: white UBC emblem on front with white/blue "UBC" lettered along the fit line.  
Price: \$20.00

## Easy ordering online!

See these and other UBC products at

[carpenters.org](http://carpenters.org)  
[ubcstore.org](http://ubcstore.org)

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**(703) 378-9000**





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