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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.



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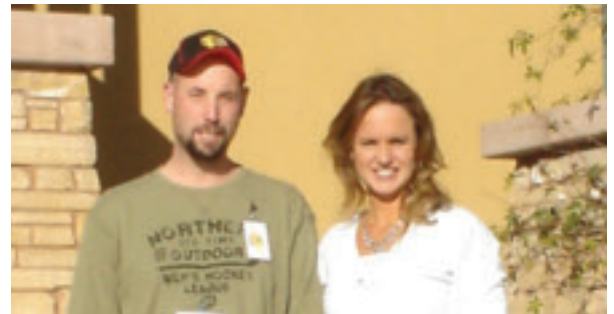
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**“A union member who’s involved can
have a large impact on everyone.”**

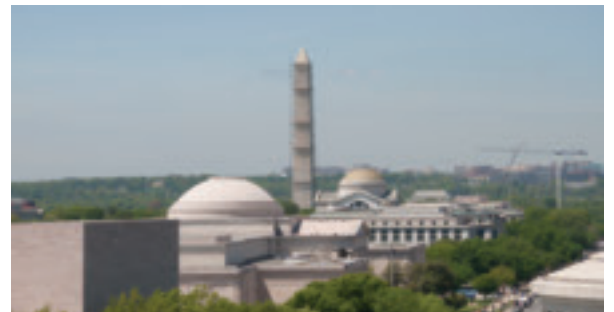
Joseph Shelby, Sr., LU 171, Indiana-Kentucky-Ohio
Regional Council, and City Council Member in Girard, Ohio

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Leadership training motivates younger members to get involved.

8



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

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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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) 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.**
- **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.**

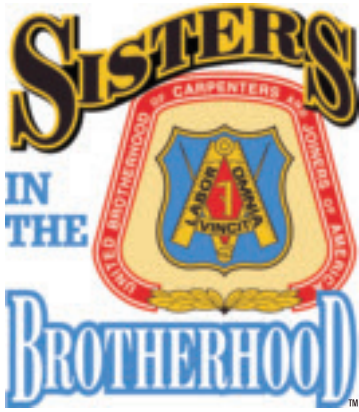


If you need help or have questions, call your Council HQ; every Regional Council has a staff member serving as the "Canada Coordinator" who can assist you.

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 y pulse en el símbolo de "Work in Canada" (trabajar en Canadá) para obtener más información.



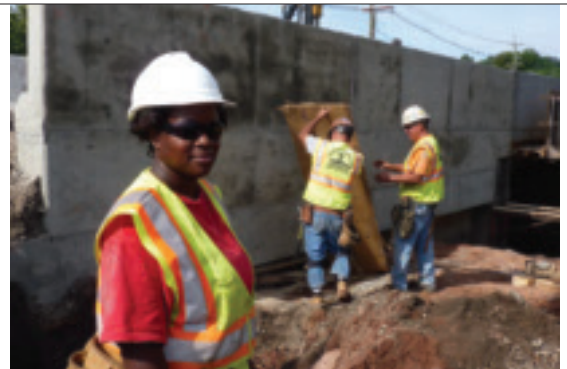
Sisters Make Their Mark

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, or by using this QR code.



Para obtener más información, visite 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.

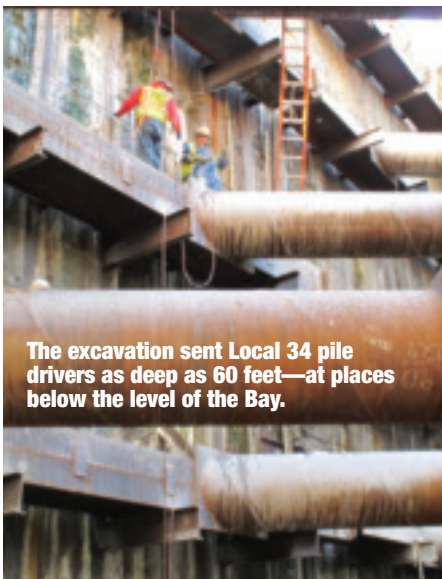
Building support for a project, then building the project itself: a classic win-win for the members of the UBC.

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.

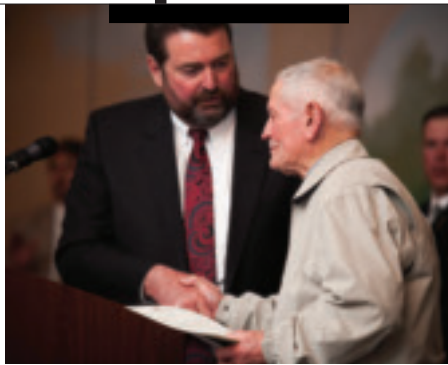
Mentoring That Clearly Worked

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. 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 y también puede pulsar este "código QR".



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

Blinks blood red to mimic an injured prey.

A bass every seven minutes in test.

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.

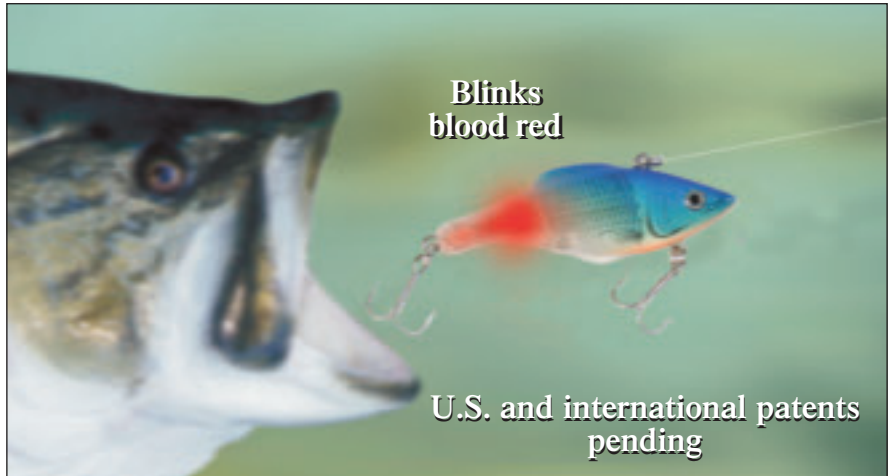
In Florida two professionals fished for four hours from the same boat. One used a flashing-red lure; the other used some top-selling U.S. lures. The new, "bleeding" lure caught three times as many fish.

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.

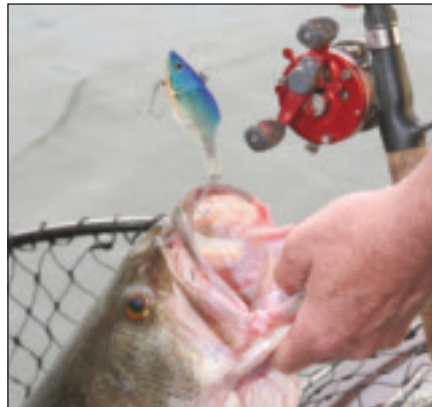
Before reporting this, I asked a veteran fisherman in my office for his opinion. Monday morning he charged into my office yelling "I caught six monster fish in an hour with this thing! Where did you get it?"



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 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

While 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.

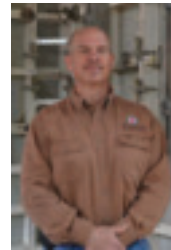
“I've always kept up on training. I respect the value of education, but I also saw a growing need for certification and specialized skills. I believe that the more certified and skilled you are, the more marketable you are for work.”

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 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.”

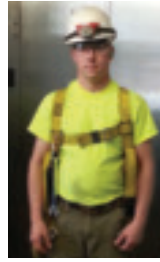
people who were doing more than just a job—they were building a community.

“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

The 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.



Shelby

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.

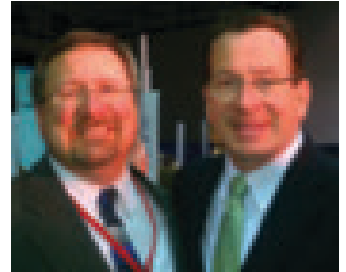
“When prevailing wages or PLAs come up, [Senate Majority Leader and UBC member] Tom Bakk and I can explain and make the case why they’re valuable—and win or lose, I always bring up jobs and wages.”

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.

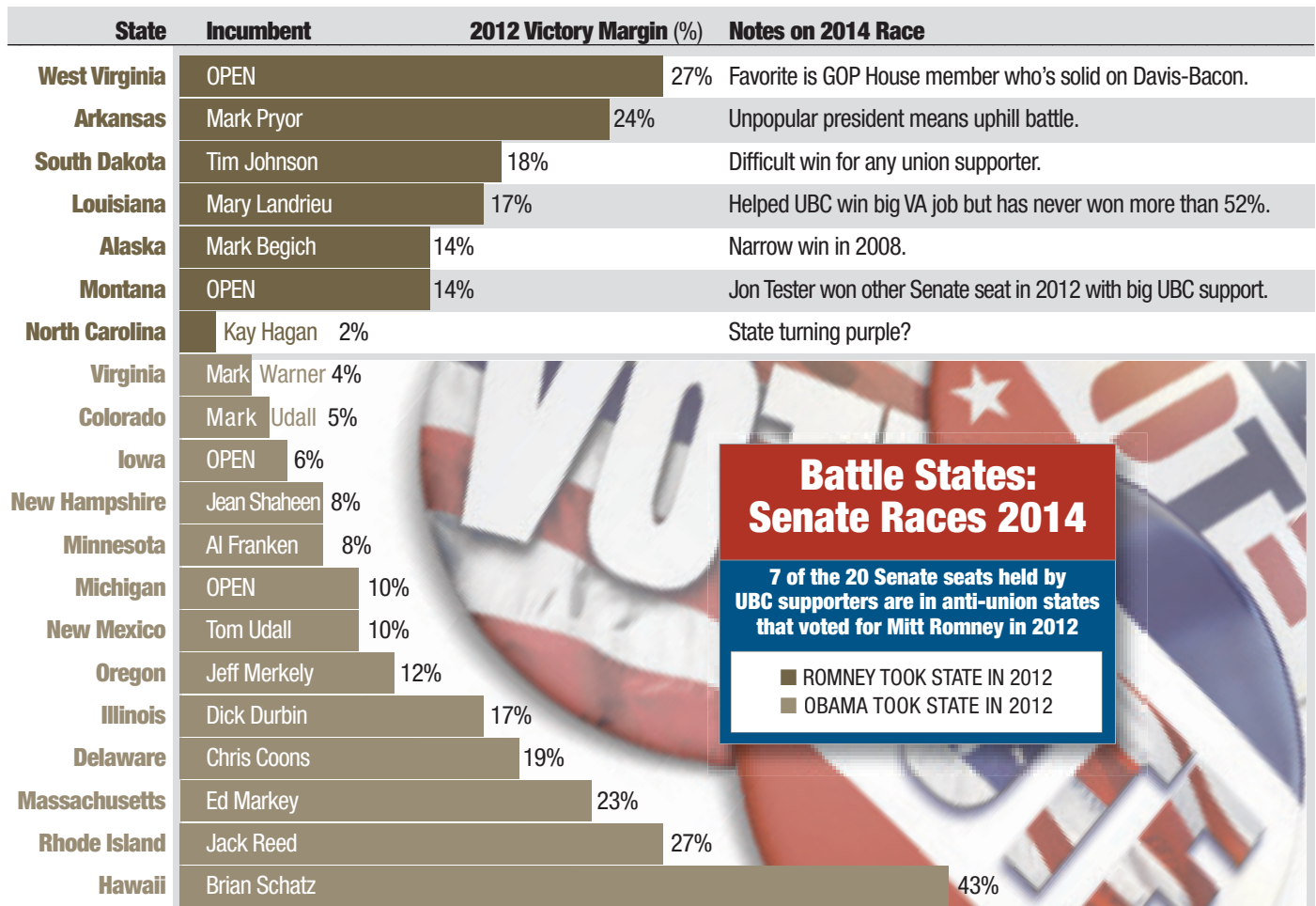
At the same time, Carpenter-friendly groups will have strong candidates compared to those likely opponents—even in states that Romney won big.

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 (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.

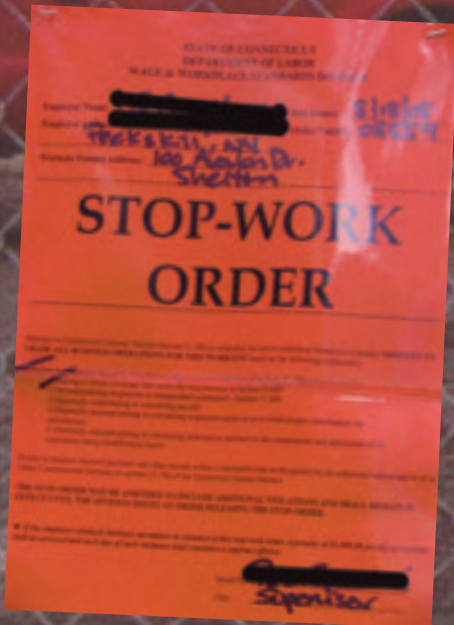
epidemic that hurts everyone—contractors, workers, and taxpayers alike.

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

The 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

The \$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 CO₂ 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.

Union Member Rights and Officer Responsibilities Under the LMRDA

The Labor-Management Reporting and Disclosure Act (LMRDA) guarantees certain rights to union members and imposes certain responsibilities on union officers. The Office of Labor-Management Standards (OLMS) enforces many LMRDA provisions while other provisions, such as the bill of rights, may only be enforced by union members through private suit in federal court.

Union Member Rights

Bill of Rights - Union members have

- equal rights to participate in union activities
- freedom of speech and assembly
- voice in setting rates of dues, fees, and assessments
- protection of the right to sue
- safeguards against improper discipline

Copies of Collective Bargaining Agreements - Union members and nonunion employees have the right to receive or inspect copies of collective bargaining agreements.

Reports - Unions are required to file an initial information report (Form LM-1), copies of constitutions and bylaws, and an annual financial report (Forms LM-2/3/4) with OLMS. Unions must make the reports available to members and permit members to examine supporting records for just cause. The reports are public information and copies are available from OLMS.

Officer Elections - Union members have the right to

- nominate candidates for office
- run for office
- cast a secret ballot
- protest the conduct of an election

Officer Removal - Local union members have the right to an adequate procedure for the removal of an elected officer guilty of serious misconduct.

Trusteeships - Unions may only be placed in trusteeship by a parent body for the reasons specified in the LMRDA.

Prohibition Against Certain Discipline - A union or any of its officials may not fine, expel, or otherwise discipline a member for exercising any LMRDA right.

Prohibition Against Violence - No one may use or threaten to use force or violence to interfere with a union member in the exercise of LMRDA rights.

Union Officer Responsibilities

Financial Safeguards - Union officers have a duty to manage the funds and property of the union solely for the benefit of the union and its members in accordance with the union's constitution and bylaws. Union officers or employees who embezzle or steal union funds or other assets commit a federal crime punishable by a fine or imprisonment.

Bonding - Union officers or employees who handle union funds or property must be bonded to provide protection against losses if their union has property and annual financial receipts that exceed \$5,000.

Labor Organization Reports - Union officers must

- file an initial information report (Form LM-1) and annual financial reports (Forms LM-2/3/4) with OLMS
- retain the records necessary to verify the reports for at least five years

Officer Reports - Union officers and employees must file reports concerning any loans and benefits received from, or certain financial interests in, employers whose employees their unions represent and businesses that deal with their unions.

Officer Elections - Unions must

- hold elections of officers of local unions by secret ballot at least every three years
- conduct regular elections in accordance with their constitution and bylaws and preserve all records for one year
- mail a notice of election to every member at least 15 days prior to the election
- comply with a candidate's request to distribute campaign material
- not use union funds or resources to promote any candidate (nor may employer funds or resources be used)
- permit candidates to have election observers
- allow candidates to inspect the union's membership list once within 30 days prior to the election

Restrictions on Holding Office - A person convicted of certain crimes may not serve as a union officer, employee, or other representative of a union for up to 13 years.

Loans - A union may not have outstanding loans to any one of officer or employee that in total exceed \$2,000 at any time.

Fines - A union may not pay the fine of any officer or employee convicted of any willful violation of the LMRDA.

The above is only a summary of the LMRDA. Full text of the act, which comprises Sections 401–531 of Title 29 of the U.S. Code, may be found in many public libraries, or by writing the U.S. Department of Labor, Office of Labor-Management Standards, 200 Constitution Ave., NW, Room N-5616, Washington, D.C. 20210, or on the Internet at www.dol.gov.

Procedures for Objecting Nonmembers to File with the Union Objections to The Expenditure of Dues for Purposes Not Germane to Collective Bargaining

Union membership is an asset of great value to working people. Union membership alone provides workers with a measure of control over their wages, hours, benefits, and working conditions.

Under Section 8(a)(3) of the National Labor Relations Act, 29 U.S.C. 158(a)(3), employers and unions have the right (except in so-called right-to-work states) to enter into agreements requiring that workers, as a condition of employment, join and maintain their membership in the union.

This law and policy is consistent with the democratic principle of majority rule, and it ensures that everyone who benefits from union representation shares in the cost of providing that benefit. Consistent with this principle and the law, many collective bargaining agreements between employers and UBC Local Unions and Councils (“affiliates”) of the United Brotherhood of Carpenters and Joiners of America (“UBC”) require as a condition of employment that workers enjoying the benefits of these agreements join the union and remain members in good standing.

Over the years, however, the National Labor Relations Board and the courts have, to some degree, undermined union security by holding that these clauses can be enforced against workers who refuse to join the union or resign from it only to the extent of requiring “financial core” membership, that is, the payment of union initiation fees and periodic dues. Workers cannot lawfully be required to actually join a union as a condition of employment. But, again, they can be required to pay the union an amount equal to the dues and fees uniformly required of union members.

These rulings clearly contradict the plain language of the statute, which specifically states that an employer can lawfully make an agreement with a union “to require as a condition of employment membership” in the union. Nevertheless, unless and until these legal interpretations are changed, the UBC will follow the prevailing law and enforce union security provisions in a manner consistent with the statute and applicable court decisions.

Recently, backward-looking court decisions have further narrowed workers’ union security rights, holding that “financial core” nonmembers can file with the union an objection to paying for union activities that are not “germane” to collective bargaining in order to obtain a rebate of that portion of their dues, which is determined to have been expended for nongermane purposes.

Like most unions, the UBC spends a great amount of its

funds on activities that even the courts agree are directly related to collective bargaining. In addition, the UBC expends some funds for other activities, including organizing, legislative activity, publications, etc. All of these activities help to strengthen our union and thereby create a more favorable position for labor in the collective bargaining process. In that sense, every one of these activities advances our union’s fundamental mission—workers joining together to better their lives. However, backward-looking court decisions have taken an extremely narrow view of the role of the trade union movement, ruling that certain such activities are not “germane” to the labor organization’s function as the legally recognized representative of workers in collective bargaining.

“Financial core” membership carries with it very high costs—the loss of all of the benefits, rights, and privileges that workers would otherwise be entitled to as union members. These include (1) the right to receive union funeral benefits; (2) the right to vote on whether a strike will be called against their employer; (3) the right to vote on the rate of dues they are required to pay; (4) the right to vote on the ratification of collective bargaining agreements that determine their wages, hours, and working conditions; (5) the right to vote in the election of the union officers and stewards who represent them; (6) the right to attend, speak, and vote at union meetings, where union policies that directly affect their jobs are determined; and (7) the right to a transfer card, so that they are not required to pay a new initiation fee if they go to work in a different collective bargaining unit, which frequently happens when a worker changes jobs.

In short, these nonmember workers lose very important rights, benefits, and privileges, including the right to meaningful involvement in setting the terms and conditions of their employment—a voice and a vote in union governance—thereby allowing others to unilaterally make decisions affecting them, their families, and their livelihoods.

It is illegal for an employer to compensate a nonmember worker in any way for the loss of these valuable union rights and benefits. As for the union, it is required by law to represent nonmembers in the same way that it represents members. While the union will meet this requirement of law, it will not do anything for nonmembers that is not absolutely required by law.

Objecting nonmembers who choose to file with the union objections to the expenditure of dues for purposes not germane to collective bargaining must comply with the following procedures:

SECTION 1: Workers who are covered by a union security agreement, who meet their union security obligation by paying all dues and fees but who choose or who have chosen not to become members of the union, or who have resigned from the union (hereafter “nonmembers”), may file objections to expenditures of dues for activities not germane to collective bargaining. Such workers filing objections in accordance with procedures set forth herein shall be entitled to receive an appropriate reduction of their dues or fees.

SECTION 2: Nonmembers who wish to file an objection shall do so annually by notifying in writing the general secretary-treasurer of the UBC at 101 Constitution Avenue, N.W., Washington, D.C. 20001, of their objections. For those who have previously filed, the annual notice of objection must be received at the above address between April 1 and April 30 of the current year. The objection must include the objector’s social security number, a statement of the nature of the objection, and the objector’s current home address, and it must identify the objector’s UBC affiliate. Provided, however, that the UBC will honor nonmember employees’ express, written statement to the UBC that they object on a continuing basis to supporting union activities not related to collective bargaining and contract administration. The nonmember objector is obligated to inform the general secretary-treasurer of any change in address. Upon receipt of a proper objec-

tion as described above, the UBC shall send the objector a letter of acknowledgment and notify the objector’s UBC affiliate that an objection has been filed. Those individuals who, for the first time, regardless of when it occurs during the year, choose to resign their union membership, or who refuse to join the union and who wish to file an objection, must send their objection to the general secretary-treasurer no later than 30 days from the date of their resignation or refusal, as otherwise specified above.

SECTION 3: Nonmember objectors shall be charged for all activities germane to collective bargaining, including all union expenditures for activities or projects normally or reasonably undertaken by the union to advance the employment-related interests of those it represents in collective bargaining. Such nonmember objectors shall not be charged for those expenditures that are not germane to collective bargaining. The term “germane” shall be given the most expansive scope allowed by law.

SECTION 4: The general secretary-treasurer shall review the UBC’s audited records and determine the amounts of expenditures incurred in the prior fiscal year that are chargeable and nonchargeable to the objector, that is, those that are germane to collective bargaining and those that are nongermane. The general secretary-treasurer shall allocate union expenses into major categories and

shall designate those expenses as either germane or nongermane. The objector’s UBC affiliate shall be responsible for reviewing its audited financial records to determine germane and nongermane expenses in general accordance with the principles and procedures specified herein. These UBC affiliates are independent of the UBC and are solely responsible for complying with the procedure specified in this Notice as respects their own expenditures and implementing reductions communicated to them by the UBC and other affiliates. In this regard the UBC bears no responsibility or liability for the actions or inactions of its affiliates.

SECTION 5: The UBC’s and the affiliate’s review described in Section 4 shall be completed no later than July 31 of the year following the year in which the expenditures were made. As soon thereafter as practicable, a description of chargeable and nonchargeable expenditures shall be mailed to each nonmember who has filed a timely and proper objection under this procedure. The appropriate UBC affiliate shall mail the nonmember objector and the general secretary-treasurer its description of chargeable and nonchargeable expenditures.

SECTION 6: The amount to be paid by the nonmember objector shall be calculated based upon the percentage of chargeable and nonchargeable expenditures indicated in the review. The most current available audit report

shall be used by both the UBC and the UBC affiliate to determine the amount to be paid by the nonmember objector. When more current audit reports and reviews become available, the amount to be paid by the objector shall be adjusted accordingly. Any subsequent adjustment in favor of the objector will be sent to the objector as soon as is practicable.

SECTION 7: Nonmembers filing a proper and timely notice of objection pursuant to Section 2 shall receive a dues reduction in the amount calculated under Section 6 above beginning within sixty (60) days of the receipt of their objection. They shall also receive a dues rebate in the percentage amount of their dues reduction back to the date of their objection.

SECTION 8: Nonmembers filing a proper and timely notice of objection pursuant to Section 2 herein may challenge the calculation of chargeable and nonchargeable expenditures by filing a challenge with the general secretary-treasurer of the UBC, at the address indicated above. Such challenge must be in writing and must be sent to the UBC within thirty (30) days from the date of mailing of the description of chargeable and nonchargeable expenditures as set forth in Section 5. Failure to comply with this procedure will render any purported challenge invalid.

SECTION 9: The arbitration procedure which follows is not mandatory. Nonmembers may pursue their rights under all other available legal procedures. Upon receipt of a proper and timely challenge, the general secretary-treasurer shall refer same to the American Arbitration Association (AAA) for determination under the AAA’s Rules for Impartial Determination of Union Fees. Challenges may be consolidated by the general secretary-treasurer for determination by the AAA as appropriate. The general secretary-treasurer shall have the authority to informally resolve challenges in the best interests of the UBC. The arbitrator shall have jurisdiction over all procedural matters affecting the arbitration. A court reporter shall make a transcript of all proceedings before the arbitrator at the expense of the UBC. The transcript shall be the official record of the proceeding and may be purchased by the challenger or otherwise made available for inspection as required by the arbitrator. Fees and costs charged or associated with a party’s representative shall be borne by that party.

SECTION 10: At the arbitration the union shall have the burden of establishing that the reduced dues amount being charged to objecting nonmembers is lawful. In determining the correct amount of the dues reduction, the arbitrator shall give full consideration to the legal requirements limiting the amount the objector may be charged and shall set forth the legal and arithmetic basis of such determination in the written decision. The order and decision of the arbitrator shall be final and binding on all parties.

SECTION 11: The UBC shall establish an escrow account containing the portion of dues paid by nonmembers filing challenges pursuant to Section 8 herein which reasonably may be in dispute in arbitration. Upon receipt of the arbitration award, the escrow fund shall be distributed in accordance with the arbitrator’s decision.

Derechos de los Miembros de la Unión y Responsabilidades de los Oficiales Bajo la Ley de Notificación y Divulgación Obrero-Patronal

La Ley de Notificación y Divulgación Obrero-Patronal (LMRDA, por sus siglas en inglés) garantiza ciertos derechos a los miembros de las uniones e impone ciertas responsabilidades sobre los oficiales sindicales. La Oficina de Normas Obrero-Patronales (OMLS) es responsable por el cumplimiento de ciertas disposiciones de la Ley de Notificación y Divulgación Obrero-Patronal, y en cambio otras disposiciones, como la carta de derechos, pueden solo hacerse valer por los miembros de la unión a través de demandas privadas en los juzgados federales.

Derechos de los Miembros de la Unión

La Carta de Derechos: Los miembros de la unión tienen

- derechos equitativos de participación en las actividades sindicales
- la libertad de expresión y asamblea
- decir en la determinación de cuotas y valoraciones
- protección del derecho a demandar
- amparo en contra de disciplina impropia

Acuerdos de Negociación Colectiva: Los miembros de la unión y los empleados que no son parte de la unión tienen el derecho a recibir o inspeccionar copias de los acuerdos de negociación colectiva.

Reportes: Se requiere que las uniones presenten un reporte inicial de información (Formulario LM-1), copias de las constituciones y los reglamentos internos, en adi-

ción a un reporte financiero anual (Formulario LM-2/3/4) con la Oficina de Normas Obrero-Patronales. Las uniones deben hacer que los reportes estén disponibles para los miembros y permitir que ellos examinen los documentos y registros de apoyo para causa justa. Los reportes son información pública y copias de los mismos están disponibles en la Oficina de Normas Obrero-Patronales.

Elecciones de los Oficiales: Los miembros de la unión tienen el derecho a:

- nominar candidatos para los cargos
- postularse para un cargo
- votar en un voto secreto
- protestar sobre la conducta en una elección

Retiro de Cargo de Oficiales: Los miembros locales de la unión tienen el derecho a tener un procedimiento adecuado para retirar del cargo a un oficial elegido que sea culpable

de conducta impropia seria.

Fideicomiso: Las uniones únicamente pueden ser puestas en un fideicomiso a través de una organización de origen por las razones que se especifican en la Ley de Notificación y Divulgación Obrero-Patronal.

Prohibición En Contra de Disciplina Cierta:

Ni una unión, ni ninguno de sus oficiales, puede multar, expulsar o de otra forma disciplinar a un miembro por hacer valer cualesquiera de los derechos establecidos en la Ley de Notificación y Divulgación Obrero-Patronal.

Prohibición En Contra de la Violencia: Nadie puede utilizar o amenazar con utilizar fuerza o violencia para interferir con un miembro de la unión cuando este hace valer sus derechos bajo la Ley de Notificación y Divulgación Obrero-Patronal.

Responsabilidades de los Oficiales de la Unión

Protecciones Financieras: Los oficiales de la unión tienen la obligación de manejar los fondos y la propiedad de la unión únicamente para el beneficio de la unión y de sus miembros de acuerdo con la constitución de la unión y con sus reglamentos internos. Los oficiales de la unión o los empleados de la unión que malversen o roben fondos sindicales u otros bienes están cometiendo un crimen federal que puede ser penado por una multa y/o prisión.

Fianza: Los oficiales de la unión o los empleados que manejan fondos o propiedad de la unión deben tener una fianza para proporcionar protección contra pérdidas si su unión tiene propiedad o recibos financieros anuales en exceso de \$5,000 dólares.

Reportes de las Organizaciones Laborales:

Los oficiales de la unión deben

- presentar un reporte inicial de información (Formulario LM-1) y reportes financieros anuales (Formularios LM-2/3/4) ante la Oficina de Normas Obrero-Patronales
- mantener los registros necesarios para

verificar los reportes por lo menos por cinco años.

Reportes de los Oficiales: Los oficiales y los empleados de la unión deben presentar reportes que se relacionen con cualesquiera préstamos y beneficios que se reciban de, o que tengan cierto interés financiero en, los empleadores cuyos empleados son representados por sus uniones y las empresas que tratan con sus uniones.

Las Elecciones de los Oficiales: Las uniones deben

- llevar a cabo elecciones de los oficiales de las uniones locales por medio de boletas electorales secretas por lo menos cada tres años
- llevar a cabo elecciones regulares de acuerdo a su constitución y sus reglamentos internos y guardar todos los registros por un año
- enviar por correo una notificación de elección a cada miembro por lo menos quince días antes de la elección
- cumplir con la petición de un candidato para distribuir material de campaña
- no utilizar fondos o recursos de la unión

para promover a ningún candidato (ni tampoco se pueden utilizar fondos o recursos de los empleadores)

- permitir a los candidatos tener observadores en las elecciones
- permitir que los candidatos inspeccionen la lista de membresía de la unión dentro de un periodo de treinta días antes de la elección.

Restricciones sobre la Toma de Cargos: Una persona que ha sido declarada culpable de ciertos crímenes no podrá fungir como un oficial de la unión, un empleado, ni otro tipo de representante sindical por hasta trece años.

Préstamos: Una unión no puede tener préstamos en saldo pendiente hacia ningún oficial o empleado en particular que en total exceda \$2,000 dólares en ningún momento en particular.

Multas: Una unión no puede pagar la multa de ningún oficial o empleado que haya sido encontrado culpable de una violación a consciencia y voluntaria de la Ley de Notificación y Divulgación Obrero-Patronal.

Lo anterior es simplemente un resumen de la Ley de Notificación y Divulgación Obrero-Patronal. El texto completo de la ley, que incluye las Secciones 401-531 del Título 29 del Código Estadounidense, puede encontrarse en muchas bibliotecas públicas, o puede obtenerse al escribirle al Departamento del Trabajo de los Estados Unidos, Oficina de Normas Obrero-Patronales, 200 Constitution Ave., NW, Room N-5616, Washington, D.C. 20210, o en el Internet en la página www.dol.gov.

Procedimientos para Objetores que No son Miembros para Presentar a la Unión sus Objeciones sobre los Gastos de Cuotas para Propósitos que no son Pertinentes a la Negociación de Convenios Colectivos

La membresía de la unión representa un gran valor para las personas que trabajan. La membresía de la unión por sí sola proporciona a los trabajadores una medida de control sobre sus salarios, sus horas, sus beneficios y sus condiciones de trabajo.

Bajo la Sección 8 (a) (3) de la Ley Nacional de Relaciones Laborales, 29 U.S.C. 158(a)(3), los empleadores y la unión tienen derecho (excepto en los estados que se hacen llamar estados con derecho a trabajar “right-to-work”) a entrar en acuerdos que requieren que los trabajadores, como condición de empleo, se afilien a la unión y mantengan su membresía con la misma.

Esta ley y esta política son consistentes con los principios de la democracia donde rige la mayoría, y se asegura que todos los que se benefician con la representación de la unión compartan los costos que proporcionan esos beneficios. De forma consistente con este principio y la ley, muchos de los acuerdos de convenios colectivos entre empleadores y las Uniones Locales y Concilios (“filiales”) de la Hermandad de Carpinteros Unidos y Enlistadores de América (UBC, por sus siglas en inglés) requieren como condición de empleo que los trabajadores que disfrutaban los beneficios de estos acuerdos se afilien a la unión y permanezcan como miembros en buenos términos.

A través de los años, sin embargo, la Junta Nacional de Relaciones Laborales (National Labor Relations Board) y las cortes han, hasta cierto grado, debilitado la seguridad de la unión al sostener que estas cláusulas pueden ser impuestas contra los trabajadores que se rehúsen a afiliarse a la unión o renuncien a ella sólo hasta el punto de extender la “cuota financiera” requerida de la membresía. Es decir, el pago de cuotas de iniciación de la unión y los cargos periódicos. Por ley, no se puede requerir que los trabajadores se afilien a la unión como una condición de trabajo. Sin embargo, se les puede pedir que paguen a la unión una cantidad igual al monto de los pagos y las cuotas que se requieren de todos los miembros de la unión.

Estos reglamentos claramente contradicen el simple lenguaje del estatuto, el cual especifica a los estados que un empleador puede legalmente hacer un acuerdo con una unión “para requerir como una condición de empleo la membresía” en la unión. Sin embargo, a menos que, y hasta que, estas interpretaciones legales cambien, la UBC seguirá la ley prevaleciente y exigirá las medidas de seguridad de la unión de una manera consistente con el estatuto y las decisiones aplicables de la corte.

Recientemente, decisiones retrógradas tomadas por la corte han acotado aún más los derechos de seguridad de los trabajadores de la unión, estableciendo que las personas que no son miembros de la unión pueden registrar con la unión una objeción por pagarle a ésta por las actividades que no son “pertinentes” a los convenios colectivos con el fin de obtener un descuento de esa porción de sus cuotas que se han gastado en propósitos “no pertinentes”.

Como la mayoría de las uniones, la UBC gasta una gran parte de sus

fondos en actividades que incluso las cortes están de acuerdo con su directa relación con los convenios colectivos. Además, la UBC gasta otros fondos para otras actividades, incluyendo la organización, la actividad legislativa, las publicaciones, etc. Todas estas actividades ayudan a fortalecer a nuestra unión y así crean una posición más favorable para el trabajo en el proceso de negociación de los acuerdos colectivos. En ese sentido, cada una de estas actividades refuerza la misión fundamental de nuestra unión – los trabajadores unidos para mejorar sus vidas. Sin embargo, las decisiones retrógradas de las cortes han tomado una visión extremadamente estrecha del papel del movimiento de intercambio de la unión, estableciendo que algunas de estas actividades no son “pertinentes” a la labor de organización como el representante legalmente reconocido de los trabajadores en el proceso de negociación del convenio colectivo.

La membresía considerando sólo un “núcleo financiero” lleva consigo costos muy altos – la pérdida de todos los beneficios, derechos y privilegios de los trabajadores que de otra manera no tendrían derechos como miembros de la unión. Estos derechos incluyen: (1) el derecho a recibir beneficios fúnebres por parte de la unión, (2) el derecho a votar sobre si se realizará una huelga en contra de su empleador, (3) el derecho a votar sobre las tarifas que se requieren pagar, (4) el derecho a votar en la ratificación de acuerdos de convenios colectivos que determinarán sus salarios, sus horarios y sus condiciones de trabajo, (5) el derecho a votar en la elección de los oficiales de la unión y aquellos que los representan, (6) el derecho a asistir, hablar o votar en las reuniones de la unión, donde se determinan las políticas de la unión que afectan directamente sus trabajos, y (7) el derecho a una tarjeta de transferencia, para que si ellos se van a trabajar a una unidad diferente de convenio colectivo no tengan que pagar una nueva cuota de iniciación, lo cual sucede frecuentemente cuando el trabajador cambia de empleo.

En resumen, estos trabajadores que no pertenecen a la unión pierden importantes derechos, beneficios y privilegios, incluyendo el derecho a involucrarse de manera significativa en establecer los términos y condiciones de sus empleos – una voz y un voto en las decisiones de la unión – permitiendo así a otros realizar decisiones unilaterales que les afectan a ellos, sus familias y sus vidas.

Es ilegal que un empleador compense a un trabajador que no pertenece a la unión de cualquier manera por la pérdida de estos valiosos derechos y beneficios de la unión. En cuanto a la unión, ésta requiere por ley representar a personas que no pertenecen a ella, al mismo tiempo que representa a sus miembros. Mientras que la unión cumple con estos requerimientos de la ley, no hará nada que no sea absolutamente requerido por ley por las personas que no pertenecen a ella.

Las personas que no pertenecen a la unión que están en desacuerdo y deciden registrar sus objeciones con la unión sobre los gastos de las cuotas por propósitos no pertinentes a un convenio colectivo

SECCIÓN 1: Los trabajadores que están cubiertos por un acuerdo de seguridad de la unión, quienes cumplen con las obligaciones de seguridad de la unión pagando sus cargos y cuotas, pero que deciden o que han decidido no convertirse en miembros de la unión, o que han renunciado a la unión (por lo tanto no son miembros de ella), pueden registrar objeciones sobre los gastos por cuotas designadas para actividades no pertinentes al convenio colectivo. Estos trabajadores registrarán sus objeciones de acuerdo con los procedimientos establecidos aquí y tendrán el derecho de recibir una reducción apropiada por sus cargos y cuotas.

SECCIÓN 2: Los que no son miembros de la unión y desean registrar una objeción lo harán anualmente notificando por escrito sus objeciones al Secretario General-Tesorero de la UBC a la dirección 101 Constitution Avenue, N.W., Washington, D.C. 20001. Para aquellos que han registrado una objeción previamente, una notificación anual de sus objeciones debe ser recibida en la dirección mencionada entre el 1 de abril y el 30 de abril del año en curso. Ésta debe incluir el número del seguro social del objetor, una declaración de la naturaleza de su objeción, la dirección del hogar del objetor, y debe identificar al objetor como afiliado a la UBC. El objetor que no es miembro está en la obligación de informar al Secretario General-Tesorero de cualquier cambio de dirección. Una vez recibida la objeción apropiada, como se describió previamente, la

UBC enviará al objetor una carta de reconocimiento y notificará a la filial del objetor que una objeción ha sido registrada. Aquellos individuos quienes, sin importar, a pesar de cuándo haya ocurrido durante el año, decidan renunciar a la membresía de la unión, o quienes se rehúsen a unirse a la unión y deseen registrar una objeción, deben enviar su objeción al Secretario General-Tesorero no más de 30 días después de su fecha de renuncia o de la fecha en la que se rehusaron a unirse, como se especificó previamente.

SECCIÓN 3: Los objetores que no son miembros deberán pagar por todas las actividades pertinentes al convenio colectivo, incluyendo los gastos por las actividades de la unión o proyectos que normalmente, o de manera razonable, lleva a cabo la unión para avanzar los intereses relacionados con el empleo de aquellos que representan en el convenio colectivo. No se cobrará a aquellos objetores que no son miembros por los gastos que no son pertinentes al convenio colectivo. El término “pertinente” se considerará según el marco más amplio de acuerdo con la ley. SECCIÓN 4: El Secretario General-Tesorero revisará los documentos auditados de la UBC para determinar la cantidad de gastos incurridos en el año fiscal previo que se le cobrarán o no cobrarán al objetor, lo que quiere decir, todos aquellos que son pertinentes al convenio colectivo y aquellos que no lo son. El Secretario General-Tesorero debe designar los gastos de la unión en

categorías principales y designar esos gastos como pertinentes o no pertinentes. La filial o sucursal de la UBC del objetor será responsable de revisar los documentos financieros de la auditoría para determinar los gastos pertinentes y no pertinentes de acuerdo con los principios y procedimientos especificados aquí. Estas filiales de la UBC son independientes de la UBC y son responsables de cumplir con los procedimientos especificados en este Aviso con lo que respecta a sus propios gastos y el comunicar las reducciones implementadas para ellos por parte de la UBC y otras filiales. En este aspecto, la UBC no tiene ninguna responsabilidad u obligación por las acciones o no acciones de sus filiales.

SECCIÓN 5: La revisión descrita en la Sección 4 por la UBC y sus filiales debe completarse antes del 31 de julio del año siguiente en el que se realizarán los gastos. Tan pronto como sea práctico, una descripción de los gastos que se le cobrarán, y los que no, será enviada a cada persona no miembro que haya registrado con el tiempo apropiado su objeción bajo este procedimiento. La filial apropiada de la UBC enviará por correo al objetor no-miembro y al Secretario General-Tesorero la descripción de gastos que se cobrarán y los que no se le cobrarán.

SECCIÓN 6: La cantidad a ser pagada por la persona objetora no-miembro será calculada sobre la base del porcentaje de gastos que se cobrarán y que no se cobrarán como se indica en la revisión. El reporte de la auditoría más actual

y disponible será utilizado tanto por la UBC como por la filial de la UBC para determinar la cantidad a pagar por el objetor no-miembro. Cuando los reportes de auditoría y las revisiones más recientes estén disponibles, la cantidad a pagar por el objetor será ajustada de esta manera. Cualquier ajuste subsecuente a favor del objetor se le enviará tan pronto como sea práctico.

SECCIÓN 7: Las personas no miembros que registren dentro del periodo establecido y de la forma adecuada su objeción según lo estipulado en la Sección 2 recibirán una reducción en sus pagos por la cantidad calculada bajo la Sección 6 antes mencionada comenzando sesenta (60) días después de haber recibido la objeción. También recibirán un descuento en sus cuotas en el porcentaje de la cantidad de la reducción de sus cuotas hasta el día en el que realizaron su objeción.

SECCIÓN 8: Las personas no-miembros que registren dentro del periodo establecido y de la manera adecuada su objeción según lo estipulado en la Sección 2 pueden objetar los cálculos de los gastos cobrables y los no cobrables al registrar sus objeciones con el Secretario General-Tesorero de la UBC, a la dirección indicada anteriormente. Esta objeción debe ser por escrito y debe ser enviada a la UBC dentro de treinta (30) días de la fecha de envío de la descripción de los gastos que se cobrarán y los que no se cobrarán como se especifica en la Sección 5. El no cumplir con este procedimiento hará que su objeción sea inválida.

SECCIÓN 9: El proceso de arbitraje descrito a continuación no es obligatorio. Los que no son miembros pueden hacer valer sus derechos por medio de todos los procedimientos legales disponibles. Una vez recibida la objeción dentro del periodo apropiado y de la forma adecuada, el Secretario General-Tesorero se referirá a la Asociación Americana de Arbitraje (AAA, por sus siglas en inglés) para determinación bajo las Reglas y Determinaciones Imparciales de las Cuotas de la Unión de la AAA. Los retos pueden ser consolidados por el Secretario General-Tesorero para su determinación por la AAA como sea apropiado. El Secretario General-Tesorero tendrá la autoridad de resolver la objeción de manera informal en el mejor interés para la UBC. El árbitro tendrá la jurisdicción sobre todos los asuntos de procedimiento que afecten el arbitraje. Un reportero de la corte hará la transcripción de todos los procedimientos frente al árbitro a expensas de la UBC. La transcripción será el registro oficial del procedimiento y puede ser adquirida por el objetor o puede estar también disponible para su inspección como lo requiera el árbitro. Los cargos y costos cobrados o asociados con un representante serán cubiertos por esa parte.

SECCIÓN 10: En el arbitraje, la unión tendrá el peso de establecer que la cantidad de las cuotas reducidas cobradas a los objetores que no son miembros son legales. En determinar la cantidad correcta de la reducción de las cuotas, el árbitro dará su completa consideración a los requerimientos legales limitando la cantidad que al objetor se le puede cobrar y determinará las bases aritméticas y legales de tal determinación de la decisión escrita. La orden y la decisión del árbitro será final y obligatoria para todas las partes.

SECCIÓN 11: La UBC establecerá una cantidad determinada de depósito que contenga la porción de cuotas pagadas por los que no son miembros que registran objeciones como en la Sección 8 las cuales pueden estar en disputa de arbitraje. Una vez recibida la solución del arbitraje, el fondo del depósito será distribuido de acuerdo con la decisión del árbitro.

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 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.



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

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(703) 378-9000





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