



# **C**SINCE 1881**ARPENTER**

UNITED BROTHERHOOD OF CARPENTERS & JOINERS OF AMERICA

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# CARPENTER

SINCE 1881

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## Quotable

At the core of the UBC is the tenacity of its members to be the best. And there is no better way to reach that goal than by training with the best equipment, in the best facilities, and under the best of conditions.

UBC General President  
Douglas McCarron

## On the Cover



The ITC's new West Building is a two-story, 222,000-square-foot structure that sits adjacent to the ITC main entrance. The South Shop inside the West Building connects to the existing millwright training wing.

## Training Facility Advancements Keep UBC Members at the Top of Their Game

Every day, Regional Council, district level, and international UBC staff members fight for work for our members. From Capitol Hill to local school board meetings to personal meetings with key decision-makers, these men and women display the determination and stamina to keep our members on the job, where they belong.

When you deliver the UBC hallmark of productivity and professionalism on those job sites, your work is the payoff to promises made to customers and contractors about the elite results they will receive by placing union carpenters, millwrights, and industrial professionals on their project.

At the heart of that system is the education and training our members receive that enables you to develop and hone those skills. Whether you are building scaffolding 150 feet high, hanging drywall, or diving into murky waters under a bridge, your abilities are borne from on-the-job and classroom training.

It is with this conviction—to provide the best trained construction professionals to North American job sites—that we expanded the International Training Center's capabilities to more than one million square feet with the opening of the new West Building and South Training Shop.

Being the best is achieved by having the best training, tools and teachers at your finger-tips. The technological, operational, training, and industry outreach advancements housed within the West Building and South Shop deliver superior results. Train-the-trainer courses are offered to refine the teaching skills of the men and women who deliver our curriculum in local training centers across North America. Direct member education is provided to develop specific skills as the industry demands.

This magazine showcases the new facility, and takes a look at how other training and education programs are reaching new levels throughout the Brotherhood. We also hear from graduates of our Journeyman Leadership program, who share how their education has set them on greater paths.

Abraham Lincoln once said: "If I had six hours to chop down a tree, I'd spend the first four hours sharpening my axe."

Giving you the best resources for training and education is our way of keeping your axe razor sharp.




**Being the best is achieved by having the best training, tools and teachers at your finger-tips.**

**El hecho de ser los mejores se logra al tener al alcance de la mano a los mejores maestros y herramientas existentes.**

## Los avances en las instalaciones de capacitación permiten que los miembros de la UBC sean los mejores

Todos los días, los miembros de su Consejo Regional y a nivel distrital, al igual que el personal de la UBC en el plano internacional luchan por obtener trabajo para nuestros miembros. Desde Capitol Hill hasta las reuniones con la junta escolar local y las de carácter personal con las instancias decisorias más relevantes, estos hombres y mujeres muestran una gran determinación y fortaleza, a fin de que nuestros miembros permanezcan en sus trabajos, que es donde pertenecen.

Cuando ustedes logran los elementos distintivos de producción y profesionalismo de la UBC en esos lugares de trabajo, su labor es el pago a la promesa que hacemos a los clientes y a los contratistas generales de que lograrán obtener resultados de calidad superior al incluir a los carpinteros, operadores de maquinarias y profesionales industriales de la unión en sus proyectos.

Un aspecto central del sistema se refiere a la educación y a la capacitación que reciben nuestros miembros, lo cual les permite desarrollar y perfeccionar esas destrezas. Ya sea que estén haciendo un andamio de 150 pies de alto, montando tablas de yeso para paredes o zambulléndose en las aguas turbias bajo un puente, sus habilidades surgen de la formación que reciben, tanto en el trabajo como en el aula.

Es con esta convicción —ofrecer los profesionales en construcción mejor capacitados en diversos lugares de trabajo en Norteamérica— que hemos ampliado las capacidades del Centro de Capacitación Internacional para llegar a tener más de un millón de pies cuadrados, con la apertura del nuevo West Building (Edificio oeste) y el South Training Shop (Taller de formación del Sur).

El hecho de ser los mejores se logra al tener al alcance de la mano a los mejores maestros y herramientas existentes. Los avances tecnológicos, operativos, de capacitación y de extensión en nuestra industria, los cuales se albergan en el edificio oeste y el taller de formación del sur, contribuyen a lograr resultados de calidad superior. Se ofrecen cursos de "formación de formadores", a fin de perfeccionar las destrezas de enseñanza de aquellos hombres y mujeres que imparten nuestros planes de estudio en los centros locales de capacitación en toda Norteamérica. Asimismo, se ofrece educación directa a los miembros para que adquieran y desarrollen destrezas específicas en demanda dentro de la industria.

Esta revista presenta las nuevas instalaciones y examina la forma en que otros programas de capacitación y educación están logrando nuevos niveles a través de la UBC. También escuchamos la opinión de quienes se han graduado de nuestro programa de liderazgo para obreros especializados, los cuales comparten la forma en que su educación les ha permitido enrumbar su trayectoria de mejor forma.

En algún momento, Abraham Lincoln dijo lo siguiente: "Si tuviera seis horas para cortar un árbol, pasaría las primeras cuatro afilando mi hacha".



## New Space Sets Optimal Training Conditions

The International Training Center has always provided training and education that goes above and beyond the expectations of our members. Visitors are routinely surprised by the extensive resources and equipment

and impressed by the elite staff. We are confident that as word gets out about our West Building and South Training Shop, those same reactions will be repeated.

But we didn't build the new facility for pats on the back. We built it so that our members can train under simulated field conditions and be ready when new opportunities for work are found.

Our millwrights now train on the latest turbines so that they have the qualifications and certifications in hand when the jobs that are predicted to surface in the next several months come about. Our commercial diving tank simulates wet-environment conditions to get members ready for jobs that only our UBC signatory diving contractors can be qualified to tackle. The retractable ceiling allows scaffolding training to literally go through the roof and get members ready for the heights of actual job sites. A pile driving area and concrete form section also provide expansive space and equipment to train our members with job site-simulated conditions.

Classroom and meeting space creates an environment that supports our commitment to partnership with contractors, customers, and the industry.

The West Building/South Shop is a beautiful facility, but what makes it most striking is its ability to promote productivity, skills, and teamwork.

## Los nuevos espacios establecen condiciones más óptimas de capacitación

El Centro de Capacitación Internacional siempre ha ofrecido una educación y formación que van más allá de las expectativas de nuestros miembros. A menudo, los visitantes se sorprenden al observar los amplios recursos y el equipo con el que cuenta el Centro, y quedan impresionados por la alta calidad del personal. Confiamos en que a medida que salga a la luz que ahora contamos con nuestro edificio del oeste y nuestro taller de capacitación del sur, se repetirán estas mismas reacciones.

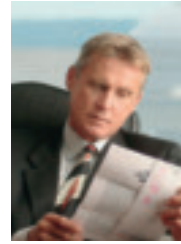
Pero no construimos las nuevas instalaciones para recibir una palmadita en la espalda. Las construimos para que nuestros miembros puedan capacitarse bajo condiciones simuladas de campo y ya estén listos cuando se identifiquen nuevas oportunidades laborales.

En el taller del sur (South Shop, en inglés), nuestros operarios ahora se capacitan en lo último en turbinas, a fin de que cuenten con las aptitudes y las certificaciones necesarias cuando surjan los trabajos que se prevén que estarán disponibles en los próximos meses. Nuestro tanque de buceo comercial estimula las condiciones propias de los entornos húmedos, con el propósito de que

*Pase a la página 23*

**We built the new facility so that our members can train under simulated field conditions and be ready when new opportunities for work are found.**

**Since 2006 participating members have saved more than \$470 million through reduced prescription costs.**



## UBC Prescription Plan Keeps Dollars in Members' Pockets

At the end of the shift, hundreds of thousands of UBC members return home, but for most that isn't the end of their day. They have activities they do for fun, and they volunteer in a

wide variety of ways.

The last thing a busy member wants to worry about is how to keep down the cost of prescription medications. Fortunately, the UBC is helping to take care of that for those U.S. members who are fortunate enough to be part of a health and welfare plan that includes prescription drug coverage. The UBC is doing this in partnership with Pharmaceutical Strategies Group (PSG).

The rising cost of healthcare is a serious issue facing our society, on either side of the border. In the U.S. we are working with PSG and the various Carpenters Health and Welfare Trust Funds to keep a close watch on the prices our members pay for their prescription drugs. PSG and the program's steering committee check the effectiveness of the prescription drug program on a consistent basis, to ensure participants are getting the best care at the best rate possible.

I am happy to report that since 2006 participating members have saved more than \$470 million through reduced prescription costs. And, by renewing our partnership with Express Scripts, Inc. as our program provider, participants should save another \$146.5 million in prescription costs through 2017.

General President McCarron has invited all Trust Funds in the U.S. to join our National Pharmacy Program. Trust Funds that participate maintain their autonomy by choosing among unlimited customization opportunities for plan design, clinical programs, and communications that are specific to their Fund.

All of these management benefits boil down to one thing: Members who have prescription drug coverage through a participating plan are saving their hard-earned wages when in need of medications. For more information about your local program, please contact your Health and Welfare Trust Fund office.

## El plan de la UBC para medicamentos bajo receta permite que los miembros ahorren más dinero

Al final de cada jornada, cientos de miles de miembros de la UBC regresan a sus hogares, pero para la mayoría el día no finaliza allí. Nuestros miembros tienen actividades que realizan para divertirse. Asimismo, ellos se ofrecen como voluntarios de muy diversas formas.

Lo último de lo que un miembro muy ocupado desea preocuparse es cómo mantener los precios bajos de sus medicamentos bajo receta médica. Afortunadamente, la UBC está ayudando a que encargarse de esto en el caso de

*Pase a la página 23*









# BIGGER AND BETTER

## Newest ITC Facility Delivers Training, Education, & Outreach Excellence



*Above: The South Shop can host a variety of training topics.*

Photo by RMA Photography Inc.

*Inset, above: West Building classroom.*

Photo by Jim Laurie



*Left: A hospitality center provides refreshments to students and visitors during their time at the facility.*

*Left bottom: Tours are frequently given to ITC campus visitors with stops such as this one at the mechatronics area.*

*Facing page: Scaffold training in the South Shop.*

The UBC's newest addition to its world-renown training program is not yet a year old, but it is already delivering positive results for training, education, and industry outreach.

The newcomer is a multi-functional, state-of-the-art training, education, and meeting facility on the campus of the International Training Center (ITC) in Las Vegas. The West Building is a two-story structure that sits adjacent to the ITC's main entrance. It connects its training wing, the South Shop, with the existing millwright training wing (the Turbine Shop).

The 222,000-square-foot addition almost doubles the size of the overall ITC campus to nearly one million square feet over 17 acres.

"At the core of the UBC is the tenacity of its members to be the best. And there is no better way to reach that goal than by training with the best equipment, in the best facilities, and under the best of conditions," said UBC General President Douglas McCarron. "The ITC is a world-class facility that produces safe, smart, productive workers. We are happy to

provide this new training facility to enable our members to become—and remain—the best craftsmen on any job site."

At the heart of the West Building is the South Shop, where hands-on instruction and practice takes place in areas designed specifically for optimal training in that skill craft. Instruction can be for members, or as part of the overall Train-the-Trainer program. Features include:

- Four overhead bridge cranes
- Pile driver pit
- Concrete forms
- Mechatronics lab
- 65mw Steam Turbine
- Conveyors
- Monorails
- Pumps
- Scaffolding mockups
- 30 x 60-foot retractable roof
- Full audio-visual capabilities
- Classroom and meeting space

### Potential for Future Gains Fuels Expansion Plans

This is the fourth major upgrade to the ITC since it opened in 2001. The enhancements are commissioned

See "West Building", page 10

## New South Shop Anchors Commercial Diver Training Program

**G**raham Cooper was a typical teenager, shuffling through high school votech courses, when he learned of underwater welding as a career. He went to diving school, became a certified diver, then looked up a contractor near his hometown who did this sort of work. Don Dryden of Dryden Diving Company, Inc. hired him and pointed him to the underwater welding apprenticeship program of the UBC.

Dryden knew about the level of training Cooper would receive, including learning to be a great diver and a great mechanic, using real-time simulation dives in a 12,000-gallon, 15-foot-deep diving tank at the apprenticeship school in northeast Philadelphia.

Formalized training of diving mechanics is a fast-growing craft within the UBC. Dive tanks are established in the Philadelphia and Boston training centers. There, apprentices learn inside a wet environment, mimicking lighting, temperature, task-at-hand, and other job site conditions. Journeyman divers use the tanks to hone skills and prep for specific projects.

The UBC International Training Fund took advantage of the new West Building's training space to jump into a national commercial diver welding

training program. Dominating a corner of the South Shop floor is a Commercial Diving Center, including a 12-foot-deep, 16,000-gallon tank that stretches 15 feet in diameter, a monitoring and operations deck, and a closed-circuit television system, so that a diver's work can be viewed outside of the tank.

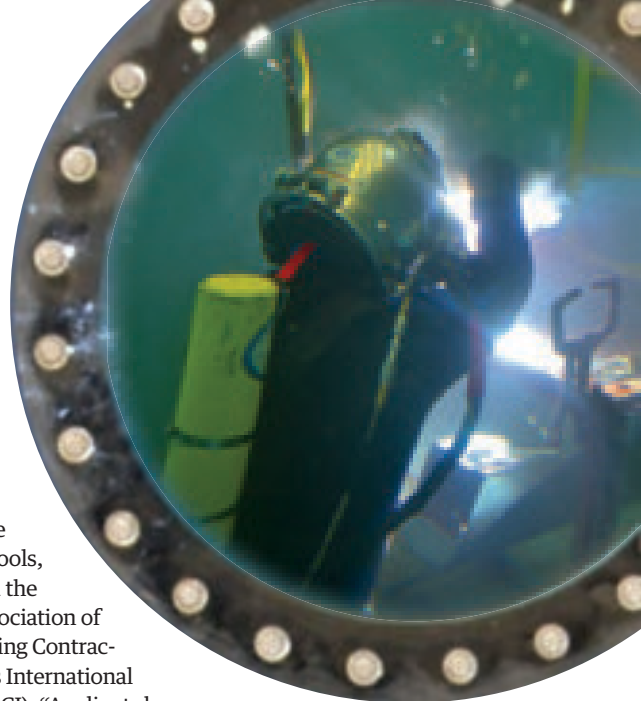
"Everybody's training divers, but no one is training divers to be mechanics," Dryden said. "The UBC is the only one putting it together. They understand that training isn't just diving school, or just learning how to weld. It's putting the two together with the right-tempered professional."

The value of commercial divers is heightened in direct ratio to the amount of training and experience a diver holds. UBC-trained commercial divers exhibit safe, smart technical characteristics and quickly and correctly complete the mechanical task. It's a mix not found in many commercial divers, the consequences of which could wreak havoc on infrastructure, transportation, and manufacturing industries, not to mention loss of life to diver and crew.

Jon Hazelbaker owns Hammer Head Marine Services, a Florida-based commercial diving consulting firm. He also conducts safety audits for companies,

dive schools, and the Association of Diving Contractors International (ADCI). "As clients become more versed in commercial diving rules and regulations, companies who place divers with very little commercial training are becoming a liability," Hazelbaker said. "Clients today have a greater awareness of the need for proper crewing to maintain a safe work environment."

In Massachusetts, the UBC's local Commercial Diver Journeyman Upgrade program took a \$160,000 workforce development grant and parlayed it into more than \$6.4 million worth of new jobs offshore in the gas and pipeline industry. As a result, Local 56 of the New England Regional Council of Carpenters has become the go-to organization for commercial divers in New England. Part of the grant was used to build a 7,500-gallon



*Underwater welding is practiced in actual wet environments.*

**Tech Tip: View more photos of the UBC Commercial Diver Welding Training Program by snapping this QR code.**





underwater skills tank at the New England Carpenters Training Center in Millbury, which has since graduated 15 divers from the National Highway Institute's Underwater Bridge Inspection course.

"Our emphasis on state-of-the-art training has upped the ante for professionalism in the industry and has given outstanding manpower to our contractor partners," said Dave Borrus, business agent of Local 56.

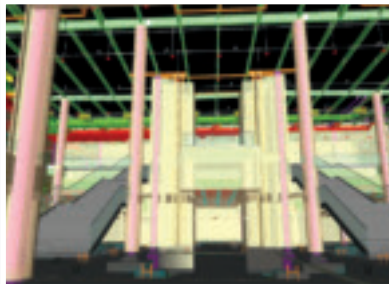
"As we expand our training, the opportunities for contractors and workers grow as well," Borrus said. "During the first years of operation, jobs were strictly within Massachusetts waters, then local divers were doing nuclear power plant maintenance in Vermont, New York, and Michigan. Our ability to respond quickly with industry compliance training was key."

In one instance in 2010, a power plant operator needed an underwater welder certified in stainless steel for an emergency repair where the spent reactor fuel rods were stored. New England dive instructors were able to test and certify three divers for the work within 24 hours.

"It's that kind of partnership that is invaluable for me as a contractor and our customer, to know that the UBC can step up and get my crews training on literally a moment's notice," Dryden said.

In addition to specialized training, some of the in-demand skills taught in UBC dive tanks include welding, waterfront construction techniques, pile repair, coating applications, non-destructive testing of subsurface structures and materials, and how to operate in a contaminated environment. Instructors stress safety at all times.

Back at the Philly tank, apprentice Cooper is practicing underwater welding. "You have to be on your game for all of it—all of the training," Cooper said. "It takes practice but I know I'm honing my skills. I know this is worth it, not just for me, but for my boss, the customer, and really, anyone who drives over a bridge I may work on someday."



**Building Information Modeling (BIM)** was utilized to create a process that supported effective trade collaboration, rapid problem solving, and consistent communication. Self-performing the precast panels required extensive coordination to achieve the final result.

Inset graphic courtesy of PENTA Building Group, lobby photo by RMA Photography Inc.



## The Making of the West Building & South Shop: A Technical Overview

**T**he newest addition to the Carpenters International Training Center's Las Vegas campus, "The West Building," took about a year to build. During the project, complex and challenging elements put builders to the test, but a mix of technology and good communication practices kept the project moving forward. The following is a summary of the West Building project from the point of view of the builder, the PENTA Building Group, which self-performed all structural and building concrete work for this project...

The West Building was constructed with more than 50 tilt-up concrete panels, the largest panel weighing more than 259,000 pounds and standing 52 feet tall. This is a unique project that includes high-end finishes with extensive terrazzo flooring (using a terroxy resin system) across the expansive entry and lobby, as well as throughout the 18,000-sq. ft. training area on the first level of the structure. Architectural metals and glazing systems, all installed by Carpenters and other quality union trades, were also featured throughout the interior of the training center.

A unique challenge was the retractable roof installation and precast panel coordination. In addition, the high-end finishes in the training facility had to be coordinated with overhead MEP (Mechanical/

Electrical/Plumbing) rough-in to ensure the layout would work in the field. In the classroom area, the project team had extremely tight space to distribute overhead MEP, considering the ceiling height elevations that needed to be maintained. Also, the underground electrical duct needed to be coordinated with the exterior storefront system. Other challenges included:

- MEP information in precast panels
- Ceiling heights/MEP distribution
- High-end finishes/architectural finishes and MEP rough-in coordination
- Underground coordination—duct/exterior storefront

### Approach

Building information modeling (BIM) was utilized to create a process that supported effective trade collaboration, rapid problem solving, and constant communication. Self-performing the precast panel required extensive coordination.

BIM involves creating and using a 3D model to design, visualize, simulate, and collaborate on a project. PENTA created a BIM model of the precast panel, and of the building, foundation systems, and site utilities.

A BIM execution plan was distributed to the subcontractors that See "The Making of," page 11

**Tech Tip:**  
Snap the QR code to view a time-lapse video of this building project.





## **We Build Exhibit Celebrates Tools of the Trade and Carpenter Values**

*Historical Local Union charters (above) are displayed, as are UBC Convention ribbons and pins (right), along with several exhibits of historical tools.*

Lobby photos by  
RMA Photography Inc.



**T**he light-filled lobby of the International Training Center's new West Building is a place where pride and tradition meet the optimism and forward-thinking that define the Brotherhood. The lobby is a focal point, a gathering place—and a Carpenter museum...

The two-story, 10,000-square-foot atrium lobby is bounded by two dramatic window-walls. Displayed within is a permanent exhibit: *We Build: Dignity, Unity, Excellence, Leadership.*

The exhibit contains more than a dozen custom-built cabinets and exhibit cases, filled with historic and unique tools of the trade. These are the tools of our grandfathers and even UBC founders: saws, hammers, levels, gauges, drills and braces, transits—and scores of planes in wood and metal, of all sizes, for general and specialized work.

The idea for the project grew from the *Standing Strong* exhibit created in 2010 for the UBC's 40th General Convention. That temporary exhibit

explored the founding and growth of the UBC through history.

"Permanent exhibit space was made part of the blueprint for the West Building from the start," explained Bob Welch, director of operations for the ITC, who created the exhibit's design and leads the project's team.

Exhibit highlights include:

- Cabinets and cases were built by UBC Local 1977 members at two Las Vegas shops: GM Monarch West and Austin Millwork and Cabinetry.
- A special collection of tools donated by the family of the late Lloyd Batten, a 35-year member and leader of Local 345 in Winnipeg, Edmonton, Canada. Batten's lifelong passion for learning about and collecting carpentry tools, particularly planes, is evident in his carefully selected and well-maintained collection.
- A 12-foot-high, 4-foot-diameter, 1,000-pound replica plumb bob, suspended from the two-story ceiling of the lobby atrium. Local

359 members from the Metropolitan Regional Council who work for Eisenhardt Mills in Easton, Pennsylvania, created the plumb bob using computer-controlled milling (CNC). It is made of walnut, oak, cherry, maple, and sycamore, with ebony and stainless steel accents. The same woods are used in the base and five benches that sit below the plumb bob.

- An extensive collection of real-life plumb bobs, displayed in lighted wall-nooks along two corridors.
- An artful display of UBC convention pins, ribbons, and other memorabilia.
- A collection of Local Union charters from throughout the Brotherhood's 133-year history.
- Specially created educational panels are displayed throughout the lobby,

*See "History," page 11*

**Tech Tip:**  
View more  
photos of the  
museum by  
snapping this  
QR code.







*Whether in the lecture hall or in the shop, industry partners took the opportunity to interact with UBC business representatives and signatory contractors.*

## West Building's Form & Function Create Ideal Venue for **Industry Relations**

Inside the expansive new West Building at the UBC International Training Center campus in Las Vegas, opportunities for UBC members and staff aren't limited to hands-on training.

The two-story facility has 30 classrooms designed specifically to support a state-of-the-art learning environment the UBC has committed to creating for all members, staff, officers, and others. Classroom configurations in the West Building are flexible, with removable walls to allow spaces to combine into one large auditorium for more sizable presentations and gatherings. Advanced audio-visual presentation capabilities are liberally placed throughout the entire building.

Hospitality services ensure fresh beverages and snacks are available. Public and private lounges provide comfortable areas for small meetings, studying, or one-on-one mentoring.

"The West Building's form and function create the ideal environment for cultivating relationships throughout the construction industry," said Randy Eppard, director of the UBC's Department of Education.

"More than enough space exists to host conferences, seminars, workshops, and other special events as part of the UBC's industry outreach and marketing efforts. We look forward to capitalizing on the facility's amenities and capabilities to produce first-class events."

The first successful event is already in the books. Hundreds of flooring industry executives participated in an outreach event at the Center in January, which gave UBC flooring representatives the chance to showcase the Union's flooring training program, INSTALL. Most of the forum was held in the West Building and was attended by contractors, UBC business representatives, industry manufacturer technical and sales staff, and the media. Events included:

- A private marketing workshop in the meeting rooms for INSTALL contractors
- Product demonstrations in the shop area by three flooring manufacturers: Armstrong, Tarkett, and Protect-All
- Tours of the ITC's entire campus
- Press conference

INSTALL offers a free, third-party, value-added installation warranty on the work of its certified contractors for commercial and residential installations of carpet, resilient, and hardwood.

The warranty forum was held to educate attendees about the program, and to announce the doubling of the warranty's dollar amount and length.

"These types of industry relations events are crucial to get our message in front of industry decision-makers," said John McGrath, director of INSTALL. "When manufacturers understand what an asset our program is to their own business goals, we secure formal recommendations to use INSTALL-certified mechanics to install its product. That helps our contractors who use those mechanics to win work."

Lew Migliore, president of LGM & Associates, a flooring troubleshooting consulting firm, attended the event and offered comments during the press conference.

"INSTALL is the only group that consistently maintains an open line of communication with manufacturers of all types of flooring materials, ensuring that they are installed according to the manufacturer's specifications," Migliore said. "The industry as a whole has needed this type of security and assurance for years."

*UBC signatory flooring contractor, Leonard Zmijewski, president of Mr. David's Flooring International (left) and Lew Migliore of LGM & Associates (center) teamed with INSTALL Director John McGrath (right) to speak at the forum's press conference.*



**West Building** *continued from page 5*

**Tech Tip:**  
View more  
photos of the  
West Building  
and South Shop  
by snapping this  
QR code.



*A mechatronics  
center teaches  
millwrights  
automation skills.*

by UBC officials as construction techniques, materials, and equipment evolve, or based on industry advancements. For example, an oil and gas industry boom is expected to require massive numbers of skilled workers, especially millwrights and scaffolders, within the next decade. In response, the Carpenters International Training Fund is teaming with Siemens and Atlantic Plant Maintenance to create a training program focused on power generation. The two companies have already donated about \$6 million in equipment to the ITC for use in this type of training.

Instruction in the Turbine Shop and South Shop's millwright section focuses on teaching construction and maintenance of power generation and renewable-energy facilities, including solar and wind plants. Equipment includes a turbine pit to practice confined-space work, a gas turbine, a steam turbine, two 35-ton overhead bridge cranes over the new



steam turbine and pit, and two 20-ton overhead bridge cranes over the pile-driving pit and the concrete form area, conveyors and monorails, and pumps. Millwrights can also train in mechatronics, the maintenance of mechanical-electronic robots used in assembly line and other repetitive industries.

Scaffolding instruction, situated near the millwright section, covers all facets of the skill, including safety and giving students the opportunity to simulate high-elevation work via the 30-by-60-foot retractable roof.

"Our job is to make sure our members are trained and ready," said Bill Irwin, executive director of the Carpenters International Training Fund. "Effective training creates more employment opportunities for our members, because they are skilled in how to act professionally and work productively."

Outside of the shop area, the West Building provides 30 classrooms and two large meeting halls with state-of-the-art presentation capabilities. The UBC's Department of Education, which teaches members leadership abilities such as communication,

management, leadership, and public speaking, has already utilized the facility for Journeyman Leadership and Third-Year Apprentice training programs.

"The availability of meeting and classroom space right next to the shop floor gives our members a learning environment that is conducive to creating well-rounded industry leaders," McCarron said. "We develop professionals with skills beyond the tools, and this new facility is designed to support that instruction perfectly."

About 1,500 people train at the ITC each month. Since opening in 2001, more than 100,000 people have received training there. With the West Building addition and the pending purchase of the Homewood Suites Hotel adjacent to the ITC, the campus is able to simultaneously host large groups for training, education, and outreach events.

"This training center is a testament to the commitment of the UBC to train the most capable, qualified workforce in the world," said Curt Carlsen, project manager for the PENTA Building Group, the project's builder.





*Exterior of the West Building and South Shop. The ITC campus now covers about one million square feet.*

Photo by RMA  
Photography Inc.

“As a contractor that often relies on the versatile skills of carpenters, PENTA is proud to provide such a cutting-edge facility to support the training of hard-working professionals for generations to come.”

The aggressive schedule on the one-year West Building project put 200 Union men and women to work, including many members of the UBC. In fact, Carpenters on the job applied the skills they learned as apprentices, under a curriculum developed at the ITC.

*UBC millwrights train on actual turbines from industry partners.*



**The Making of** continued from page 7 establish modeling standards and requirements, file transfer protocols, meeting frequency and times, and sequence of coordination. PENTA used Autodesk Revit Architecture to create the architectural model for the project. Each MEP subcontractor utilized AutoCAD software to provide 3D models for their scope of work.

PENTA utilized Autodesk Navisworks to identify “clashes” and constructability issues during weekly coordination meetings. After each meeting, the identified clashes were saved to the BIM model and uploaded to a Web-based FTP site, for subcontractors to download and resolve. This process helped to reduce the number of field-related RFIs on the project and ensure that all systems were fully coordinated.

Once all clashes were resolved, each subcontractor was able to release shop drawings for fabrication. BIM was also used throughout the remaining facility and played a significant role

in minimizing conflicts within the multi-radius, street-side elevation.

### Outcome

The result of using BIM for this project was that the construction team was able to improve job-site efficiency and safety with the use of the logistics model. Also, the project team identified and resolved 576 clashes prior to field installation.

This allowed the team to maintain the installation schedule and rough-in the building with confidence that there would be no cost or schedule impact due to system conflicts.

Now that the project is complete, the BIM model has been delivered to the Carpenters International Training Fund (CITF) as a virtual “as-built,” containing all major elements of construction that could be used for future operation and maintenance of the building. A training-specific BIM model was also delivered to the CITF for educational purposes across their national classroom facilities.

### History continued from page 8

based on the exhibit’s We Build theme. Text and images on the panels draw from UBC history and bring together the core values that continue to guide us: craft excellence and leadership throughout our ranks; top-level representation and advocacy for good wages and benefits; and civic engagement and action for the public good.

“Our members take such pride in their craft. We see it on the faces of those who attend classes here at the ITC,” Welch said. “It has been a labor of love to honor them with this exhibit.”

The project’s team includes two long-time members of the Brotherhood who brought their love for and knowledge of antique tools, and their expertise in preparing them for exhibit:

Ray Koch is a cabinetmaker and tool expert, a member of Local 1027 of the Chicago Regional Council of Carpenters, and an instructor at the Council’s apprentice and training program at Elk Grove Village. Koch assisted with tool selection, display

planning, meticulous cleaning and preparation of tools, and installation.

Lawrence Freifeld, also a cabinetmaker, is a member of Local 359 of the Metropolitan Regional Council. An avid tool collector and expert, Freifeld consulted on tool selection, assisted with planning for the replica plumb bob, and served as liaison with Eisenhardt Mills.

The exhibit team also had assistance from History Associates of Rockville, Maryland, whose museum experts created a system for cataloguing and managing the tool collection and helped prepare it for display.

In addition, the University of Maryland houses the Brotherhood’s historical archives among its special collections and has provided access to images, documents, and other materials that have been critical to the *Standing Strong* and *We Build* exhibits.

*We Build: Dignity, Unity, Excellence, Leadership* is still expanding. Future additions include multimedia and social media components to accompany the exhibits.

# The battle against **PAYROLL FRAUD** rages on...

Several states join the UBC in our fight to stop the cheaters

**B**illions of dollars are lost every year to the epidemic of payroll fraud in the construction industry. Corrupt contractors falsely label employees as independent subcontractors; or more often, they pay workers off-the-books. Doing so enables the employer to avoid paying Social Security and Medicare taxes, state and federal unemployment contributions, overtime, or workers' compensation insurance premiums.

That crime directly affects UBC members. Cheating contractors save about 30% through their illegal labor practices, allowing them to submit lower bids. This steals jobs away from your employer, who plays by the rules. And that means less work for all of us.

The UBC is aggressively fighting payroll fraud, and several states are joining in. Louisiana, Tennessee, Texas, Oklahoma, and Utah now have stricter enforcement measures like their predecessors in Florida, California, Massachusetts, and Minnesota.

In Tennessee, a new law adds fines against construction companies that cheat their workers' compensation insurance companies out of premiums. The law also funds additional investigators and fraud-detection computer software. Recent Utah legislation requires pay statements for employees

and independent contractors and forbids hiring an unlicensed individual as a contractor.

In New York, a grand jury recently issued a report and recommendations to curb employer workers' compensation premium fraud. The grand jury found that under-reporting of employees in the New York City construction market totaled a staggering \$500 million a year in unpaid taxes and workers' compensation premiums (one of the most common premium-fraud schemes is under-reporting the number of employees and payroll to insurance carriers). The grand jury recommended: increasing penalties for non-compliance; improving transparency to facilitate detection of violations; broader data collection to assist law enforcement; and more employee, employer, and community education on the harms caused by under-reporting.

"Workers' compensation insurance provides critical protection to both workers and their employers," said District Attorney Cyrus Vance in the report. "The widespread premium fraud detailed by this Grand Jury Report is deeply troubling and underscores the critical need to reform the workers' compensation system. My office's Tax Fraud and Money Laundering Unit will continue to pursue those who cheat the system, but the best protection for New York's workers is a system that is itself protected from fraud and abuse."

"None of these enforcement measures would happen without the participation of responsible contractors. Our efforts, joined by responsible contractors, will continue," said UBC General President Douglas McCarron.

"Some call it 'mis-classifying' workers, but make no mistake, it's theft. It's payroll fraud and it's hurting our members, our contractors, and the economy. It's a rampant problem, but payroll fraud can be curbed if we all work together and let our voices and our votes be heard," McCarron added.

Senate Bill 1687 is now before Congress. Named the Payroll Fraud

Protection Act of 2013 (PFPA), the bill seeks to amend the Fair Labor Standards Act of 1938 to ensure that employees are not misclassified as non-employees, or independent contractors. The PFPA includes penalties for not properly classifying an individual: up to \$1,100 per head, or up to \$5K per head for willful or repeat offenders.

Political directors from throughout the Brotherhood met recently to strategize how best to lobby support for the PFPA as well as other bills related to payroll fraud prevention. They created talking points to take back to their Regional Councils to help spur member involvement in rallying for support of the PFPA.

"It's a common-sense bill that raises the standard of living for all Americans," McCarron added. "I encourage all members of the UBC to become active in their Local efforts to support this legislation."

*Kyle Makarios (standing), North Central States Regional Council Political Director, works on payroll fraud talking points at a recent political directors conference.*



**WWW.  
PAYROLL FRAUD  
.NET**

## **PayrollFraud.net expands coverage, adds ammunition to fight payroll fraud in America**

Membership support in the fight against fraud is vital. Stay informed. Be a frequent visitor to [www.payrollfraud.net](http://www.payrollfraud.net). There you can learn more about the issues, see the latest acts of enforcement, and find what your home state is doing to fight the problem. Visit [www.payrollfraud.net](http://www.payrollfraud.net) today!

## **PayrollFraud.net amplía la cobertura para luchar contra el fraude**

El apoyo de los miembros en la lucha contra el fraude es un aspecto esencial. Manténganse informados. Visiten con frecuencia [www.payrollfraud.net](http://www.payrollfraud.net). Allí podrán aprender más acerca de estos temas, leer sobre las acciones más recientes para hacer cumplir las leyes y observar lo que su estado está haciendo para luchar contra este problema. ¡Visite [www.payrollfraud.net](http://www.payrollfraud.net)!



## Continúa la lucha en contra del **FRAUDE** en las planillas...

### Varios estados se unen a la UBC en nuestra lucha para poner un alto a los estafadores

Todos los años, se pierden miles de millones de dólares debido a la epidemia del fraude en las planillas dentro de la industria de la construcción. Diversos contratistas corruptos catalogan falsamente a los empleados como subcontratistas independientes, o bien, una práctica más común es que se les pague "por debajo" (fuera de la planilla oficial). Al hacerlo, el empleador logra evitar el pago de los impuestos obligatorios de Seguro Social y Medicare, al igual que las debidas contribuciones estatales y federales al fondo de desempleo, y tampoco paga horas extras o las primas de los seguros de indemnización laboral (compensación al trabajador).

Este delito perjudica directamente a los miembros de la UBC. Los contratistas que recurren a este tipo de fraude se ahorran aproximadamente un 30 por ciento a través de sus prácticas laborales ilegales, lo cual les permite presentar licitaciones a precios más bajos. Con esto se escabullen los trabajos disponibles para nuestros empleadores que cumplen con las normas, lo cual también significa que hay menos trabajos disponibles para todos nosotros.

La UBC está luchando firmemente contra el fraude en las planillas y varios estados se están uniendo a estos esfuerzos.

Luisiana, Tennessee, Texas, Oklahoma y Utah ahora cuentan con medidas de cumplimiento más estrictas, tal como sucede con sus predecesores en Florida, California, Massachusetts and Minnesota.

En Tennessee, una nueva ley incluyó multas para aquellas empresas constructoras que embauquen a las aseguradoras con las primas. La ley también estipula el financiamiento de investigadores adicionales y programas de cómputo para la detección de fraudes. Asimismo, una legislación reciente en Utah exige comprobantes de pago para los empleados y los contratistas independientes, y prohíbe que se contrate como contratista a alguna persona no autorizada (sin los debidos permisos o credenciales).

En Nueva York, un gran jurado emitió recientemente un informe y formuló recomendaciones para frenar los fraudes relativos a las primas de indemnización. El gran jurado reveló que el hecho de reportar cantidades menores que las devengadas por los empleados en la industria de la construcción en la ciudad de Nueva York generó la impactante suma de \$500 millones al año en impuestos y primas de seguros de indemnización laboral que no se pagaron (se debe señalar que una de las acciones más comunes

*Pase a la página 15*



### Davis-Bacon Update

## Send an e-hardhat in support of heavy highway jobs

Before the end of the summer, the Highway Trust Fund that fuels construction and maintenance of the Federal Interstate Highway System will run dry, thanks to billions of dollars in cuts to federal transportation programs. Congress must find additional revenue to support the Fund, which is used to pay for transportation projects covered by the Davis-Bacon Act. If Congress fails to properly act, there could be no funding for any new and ongoing construction projects starting next year.

You can help.

Go to [carpenters.org](http://carpenters.org) and click on the "Hardhats for Highways" logo. You can then send a letter in support of funding of

the Highway Trust Fund to your House and Senate representatives. When you start the letter process, be sure to click on the box asking if you are a construction worker or contractor. It takes less than a minute, but it could mean the difference for our members staying employed. Visit [carpenters.org](http://carpenters.org) today and help keep highway jobs for our Brotherhood.



### Noticias actualizadas sobre la ley Davis-Bacon

## Envíe un "e-hardhat" ("casco virtual") como apoyo a los trabajos pesados en las carreteras

Antes de finalizar el verano, el Fideicomiso para Autopistas, el cual impulsa la construcción y el mantenimiento del sistema federal de autopistas y carreteras interestatales, se agotará, gracias a los miles de millones de dólares en recortes a los programas federales de transporte. El Congreso debe buscar ingresos adicionales para apoyar el Fideicomiso, el cual se utiliza para costear proyectos de transporte bajo la Ley Davis-Bacon. Si el Congreso no actúa de forma adecuada, podría no haber más financiamiento para ningún proyecto nuevo o en marcha de construcción, a partir del próximo año. Usted puede ayudar.

Visite [carpenters.org](http://carpenters.org) y pulse en el logotipo de "Hardhats for Highways" (Casco para carreteras). Usted puede enviar una carta a sus representantes en el Senado y en la Cámara para apoyar el financiamiento del Fideicomiso. Cuando inicie el proceso de envío de la carta, cerciórese de pulsar donde se le pregunta si es contratista u obrero de construcción. Sólo le tomará menos de un minuto y con ello podría marcar la diferencia para que nuestros miembros continúen empleados. Visite [carpenters.org](http://carpenters.org) hoy y ayude a que continúen los puestos de trabajo en las carreteras para nuestra UBC.

## Sea un(a) promotor(a) educado(a). Conozca la terminología...

¿Qué es la Ley Davis-Bacon? ¿Qué es el salario prevaleciente? Básicamente son lo mismo.

La Ley Davis-Bacon de 1931 estableció normas sobre salarios prevalecientes para proyectos financiados con fondos federales, exigiendo que se pagara a los obreros de construcción de proyectos públicos cierta tarifa mediante el uso de los promedios regionales respectivos. La Ley Davis-Bacon utiliza encuestas dentro de la industria para establecer y velar por el pago de un salario y de beneficios decentes según los estándares de un área determinada para las obras de construcción financiadas con fondos públicos. Las

medidas de protección incluidas significan que el gasto en proyectos públicos genera buenos puestos de empleo y un "efecto dominó" en la economía, mientras también nivela las reglas competitivas del juego para los signatarios de la unión y otros licitantes honestos. En el ámbito estatal y municipal, se ha establecido una legislación similar a Davis-Bacon pero a menor escala y no en todas las áreas.

A menudo, los legisladores en contra de los trabajadores introducen proyectos de ley para derogar la Ley Davis-Bacon. Esto significa que la UBC y sus miembros deben desempeñar un papel continuo para abordar y enfrentar de forma enérgica todos estos ataques.

## Be an educated advocate. Know the terminology...

What is Davis-Bacon? What is prevailing wage? Basically, they are one and the same.

The Davis-Bacon Act of 1931 established prevailing wage laws for federally funded projects, requiring that construction workers on public projects be paid a certain rate using regional averages. Davis-Bacon uses industry surveys to establish and ensure decent area-standard wages and benefits on publicly funded construction work. The protections mean that spending on public projects creates good jobs and economic ripple effects, while also leveling the competitive playing field for union signatories and other honest bidders. At the state and municipal level, "Little Davis-Bacon" legislation is in place in some, but not all, areas.

Anti-worker legislators routinely introduce bills to repeal Davis-Bacon. This means that the UBC and its members must play an ongoing role by vigorously addressing every attack.

# STANDING STRONG IN KENTUCKY

**UBC members help defeat an attack on prevailing wage**

**M**embers of the Indiana/Kentucky/Ohio Regional Council (IKORCC) helped score a big win for Union carpenters and their families recently with the Kentucky State Legislature. Carpenters and millwrights traveled to Frankfort, Kentucky to show opposition to House Bill 419, which sought to remove prevailing wage from school building projects.

UBC and IKORCC emblems were visible throughout the packed committee chambers for the Labor and Industry Committee meeting. Two more rooms were needed to hold the hundreds of IKORCC members who came to the Capitol building because of the pending legislation. IKORCC Executive Secretary-Treasurer Mark McGriff said that by using the Council's Member Action Committee network, word was

disseminated to members, who in turn organized a trip to the state house to show solidarity against the measure.

"This is a great example of what can be accomplished when members get involved in their local legislative issues," McGriff said.

Brandon McGuire, who became a member of Local 1650 after years as a nonunion carpenter, attended the meeting. "I know the difference, as far as being underpaid. It's so important to have the prevailing wage, not only as union members, but for the local economy," he said.

McGuire completed training in the UBC's Journeyman Leadership Program. Prior to that, he didn't pay much attention to politics. But he has maintained interest in both state and federal politics ever since that training.



*Members of IKORCC descended on the state capitol to fight for fair wages.*

"I was a little surprised at the amount of support the union movement has in Kentucky."

That support comes from a House majority in Kentucky, with representatives who understand and respect union issues. "It's critical to support the right candidates, so that the best interests of our members, the community, and the economy are protected," explained EST McGriff.

McGuire said he plans more trips to Frankfort in support of union-friendly legislation. "We need to keep a level playing field so we can compete with nonunion companies."

For video clips of the hearing and more information find this story in the politics section of [carpenters.org](http://carpenters.org).

## LOS MIEMBROS DE LA UBC SE MANTIENEN FIRMES EN KENTUCKY

**para ayudar a triunfar contra un ataque a los salarios prevalecientes**



**R**ecientemente, los miembros del Consejo Regional de Indiana/Kentucky/Ohio (IKORCC, por sus siglas en inglés) ayudaron a que los carpinteros de la unión y sus familias se adjudicaran un gran triunfo en la legislatura estatal de Kentucky. Los carpinteros y técnicos operarios viajaron a Frankfort, Kentucky para mostrar su oposición al Proyecto de Ley 419 de la Cámara, el cual buscaba eliminar los salarios prevalecientes de los proyectos para la construcción de escuelas.

Los emblemas de la UBC y del IKORCC estuvieron muy visibles en los abarrotados salones de la reunión del Comité de Trabajo e Industria. Se necesitaron dos salas más para albergar a los cientos de miembros del IKORCC que se hicieron presentes en el edificio del Capitolio debido a esta legislación pendiente. Mark McGriff, Secretario/Tesorero Ejecutivo del IKORCC, explicó que al utilizar la red del Comité de Acción de Miembros del

Consejo, se diseminó la noticia entre los miembros, quienes a su vez organizaron un viaje a la legislatura estatal para mostrar su solidaridad y su posición en contra de la medida.

El Sr. McGriff manifestó que "este es un excelente ejemplo de lo que se puede lograr cuando los miembros participan en sus asuntos legislativos locales".

Por su parte, Brandon McGuire, quien se asoció al Local 1650 después de varios años de ser carpintero sin ninguna afiliación sindical, asistió a la reunión y afirmó lo siguiente: "Conozco la diferencia en cuanto a ser mal pagado. Es importante contar con los salarios prevalecientes, no sólo como miembros de la unión, sino también para la economía local".

El Sr. McGuire finalizó el programa de liderazgo para obreros especializados de la UBC. Antes de eso, él no prestaba mucha atención a la política, pero a partir de la capacitación, se le ha despertado un interés en estos temas, tanto

en el ámbito estatal como federal. Al respecto, él afirmó lo siguiente: "Me sorprendió un poco el grado de apoyo que tiene el movimiento de la unión en Kentucky".

Este apoyo proviene de una mayoría de la Cámara en Kentucky, con representantes que reconocen y respetan los temas relativos a los sindicatos. El Sr. McGriff explicó que "es esencial ofrecer apoyo a los candidatos adecuados, a fin de que se protejan los intereses más beneficiosos para nuestros miembros, la comunidad y la economía".

El Sr. McGuire afirmó que ha planificado más viajes a Frankfort para apoyar la legislación que favorece los sindicatos (o uniones), afirmando que "necesitamos mantener unas reglas niveladas de juego para que podamos competir con empresas que no son de una unión".

Para observar videos sobre la audiencia y obtener más información sobre esta historia, visite la sección política de [carpenters.org](http://carpenters.org)

**GERCIÓRESE DE  
INDAGAR CON SU UNIÓN  
LOCAL DE QUÉ FORMA  
USTED PUEDE LOGRAR  
QUE SU VOTO CUENTE  
CONTRA EL FRAUDE  
EN LAS PLANILLAS Y  
CÓMO PUEDE APOYAR  
LA LEY DAVIS-BACON,  
JUNTO CON OTRAS  
LEYES SOBRE SALARIOS  
PREVALECIENTES.**



## SUPPORT FROM BOTH SIDES OF THE FENCE APOYO DESDE AMBOS LADOS DE LA BARRERA



All Democrats and 39 Republicans in the House of Representatives support the UBC's position on preserving the Davis-Bacon Act. Recently, Republican Nevada Congressman Joe Heck, a pro-Davis-Bacon legislator, met with UBC political directors and reaffirmed his commitment to work with Carpenters on payroll fraud and keeping Davis-Bacon laws enacted. The UBC works hard at cultivating support from all parties. For a list of which Republican congressmen support Davis-Bacon, visit [carpenters.org](http://carpenters.org) and click on the politics section.

Todos los demócratas y 39 republicanos en la Cámara de Representantes respaldan la postura de la UBC sobre la preservación de la Ley Davis-Bacon. Recientemente, Joe Heck, Congresista republicano de Nevada —un legislador a favor de la ley Davis-Bacon— se reunió con varios directores políticos de la UBC y reafirmó su compromiso de trabajar con los carpinteros para abordar el asunto del fraude en las planillas y para mantener la promulgación de la Ley Davis-Bacon. La UBC trabaja arduamente para fomentar la obtención de respaldo y apoyo de todos los partidos. Para obtener una lista de los Congresistas republicanos que respaldan la Ley Davis-Bacon, visite [carpenters.org](http://carpenters.org) y pulse en la sección política.

### In addition to cheating UBC members and contractors, payroll fraud also...

#### • Cheats the worker.

Off-the-books workers are paid less than what they're worth and are forced to work without healthcare and welfare benefits.

#### • Cheats the customer.

Misclassified workers are often placed on a job site without the proper training to do the work. That creates unsafe conditions for the customer and threatens the welfare of other workers.

#### • Cheats the community.

Healthcare, schooling, roads, and government aid are still leveraged by cheating contractors, courtesy of taxpayers who are saddled with paying for rising insurance and healthcare costs.

#### • Cheats the government.

Billions of dollars in tax revenue are lost every year at the local, state, and federal level when these unlawful contractors don't pay employee-related taxes.

### Además de perjudicar a los contratistas y miembros de la UBC, el fraude en las planillas de pago también...

#### • Estafa a los trabajadores.

Los obreros que no están en planilla reciben pagos más bajos que lo que realmente vale su trabajo y se les obliga a laborar sin ningún tipo de servicios de salud ni de prestaciones sociales.

#### • Estafa a los clientes.

A menudo, los obreros clasificados de forma errónea son enviados a diversos lugares de trabajo sin que tengan la formación adecuada para realizar sus tareas. Con esto surgen condiciones inseguras para los clientes y se pone en riesgo el bienestar y la seguridad de otros trabajadores.

#### • Estafa a la comunidad.

Los contratistas que aplican estas prácticas fraudulentas sacan partido a los servicios de salud, la educación, las vías de comunicación y la ayuda gubernamental, bajo el auspicio de los contribuyentes que están agobiados por el pago de seguros y servicios de salud cada vez más caros.

#### • Estafa al gobierno.

Cada año, se pierden miles de millones en recaudación tributaria en el ámbito local, estatal y federal, cuando estos contratistas que actúan de forma contraria a la ley no pagan los impuestos correspondientes a sus empleados.

## FRAUDE

*Continuado de la página 13*

en el fraude de primas de seguros es reportar una cantidad menor de empleados y planillas a las empresas aseguradoras). El gran jurado recomendó las siguientes medidas: aumentar las multas en los casos de incumplimiento, incrementar el grado de transparencia para facilitar la detección de violaciones, ampliar la recopilación de datos para prestar asistencia a los entes encargados de hacer cumplir de las leyes, y lograr un mayor grado de educación entre los empleados, los empleadores y la comunidad sobre los daños que ocasiona el hecho de reportar menos cantidades de ingresos y de trabajadores que las cifras reales.

En el informe, Cyrus Vance, Fiscal de Distrito explicó lo siguiente: “los seguros de indemnización laboral ofrecen una protección fundamental, tanto para los trabajadores como para sus empleadores... El fraude generalizado detallado en este informe del gran jurado es profundamente inquietante y destaca la necesidad fundamental de reformar el sistema de indemnización de los trabajadores. La Unidad de Fraude Fiscal y Lavado de Dinero de mi oficina continuará persiguiendo a aquellos que estafan el sistema, pero la mejor protección para los obreros de Nueva York es un sistema que esté protegido contra el fraude y el abuso”.

Por su parte, Douglas McCarron, Presidente General de la UBC señaló que “ninguna de estas medidas para el cumplimiento de las normas podría existir sin la participación de contratistas conscientes. Continuarán nuestros esfuerzos al respecto, a los cuales se han integrado muchos contratistas responsables”.

El Sr. McCarron añadió que “algunos los denominan una ‘clasificación errónea’ de trabajadores, pero no se confundan,

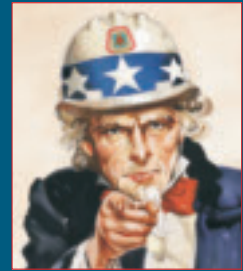
esto es un robo. Se trata de un fraude en las planillas y está perjudicando a nuestros miembros, a nuestros contratistas y a la economía. Aunque es un problema desenfrenado, se puede poner un alto al fraude en las planillas si todos trabajamos juntos, logramos que se escuchen nuestras voces y hacemos valer nuestros votos”.

Actualmente, el Proyecto de Ley 1687 del Senado se encuentra en el Congreso. Bajo el nombre de Ley de Protección contra el Fraude de Planillas del 2013 (PFPA, por sus siglas en inglés), este proyecto de ley busca enmendar la Ley de Normas Laborales Justas de 1938, a fin de velar por que no se clasifique erróneamente a los empleados como contratistas independientes o como no empleados. La PFPA incluye multas por no clasificar adecuadamente a los obreros en un plano individual: hasta \$1.100 por persona o hasta \$5.000 por cada persona en el caso de infractores reincidentes o lo hagan de forma deliberada.

Diversos directores políticos provenientes de toda la UBC se reunieron recientemente para establecer una estrategia sobre la mejor forma de buscar la obtención de apoyo para la PFPA, al igual que para otros proyectos de ley relacionados con la prevención del fraude en las planillas. Ellos establecieron una serie de temas importantes para presentarlos ante sus respectivos Consejos Regionales, a fin de ayudar a estimular la participación de los miembros en la obtención de apoyo a la PFPA.

Al respecto el Sr. McCarron aseveró que este “es un proyecto de ley con mucho sentido común que mejora nivel de vida de todos los estadounidenses. Exhorto a todos los miembros de la UBC a que participen de forma activa en sus esfuerzos locales para respaldar esta legislación”.

# REGISTER TO VOTE!



CHECK WITH YOUR LOCAL UNION TO LEARN HOW TO MAKE YOUR VOTE COUNT AGAINST PAYROLL FRAUD AND IN SUPPORT OF DAVIS-BACON AND PREVAILING WAGE LAWS!

**W**e just love our sports, don't we? Whether you are a die-hard, foam-finger-wagging fan or you just enjoy an occasional day at the ballpark, there's a place for everyone as sports spectators.

UBC members, however, often have a unique view into the arenas, stadiums, and fields that make game-day so much fun for fans. UBC Carpenters put millions of hours into building these venues, from driving the piles to installing seats to crafting the millwork in luxury boxes.

These are one-of-a-kind projects, and they're often fun to work on—but it's not a game.

Complicated concrete pours and drywall work must be done to exacting specifications; miles of metal framing, ceiling and flooring installs, and scores of luxury boxes, outdoor lounges, and restaurants must be done according to strict timelines and working conditions. The newest venues incorporate environmentally advanced features, which requires carpenters to bring exceptional skills and productivity to the job site every day and innovation to the mix.

Given the intricate funding mechanisms involved, often with public/private partnerships, sports projects can also require intense political involvement. Members faithfully attend board and commission meetings for months or sometimes even years, work with community groups, and lobby for bond issues, project labor agreements, and area-standard wages that ensure union contractors have a fair chance at that work.

The activist/skill mix is a unique asset that UBC members possess, and leverage, to ensure more work. Here's a sampling of our members' recent work in stadiums and arenas around North America.



### Minneapolis, Minnesota

Piles are driven and concrete pours have begun at the new home of the Minnesota Vikings NFL franchise, scheduled to open in 2016. With 1.75 million square feet, the stadium will be nearly twice the size of the old Metrodome, which means plenty of work for hundreds of members of the North Central States Regional Council, from pile drivers to mill-cabinet workers. The concrete concourses alone—two with 360-degree circulation through the venue—will be 32-to-50 feet wide, compared to the cramped 24-foot concourses traversed by fans in the Dome. Council members also are at work on Lower-town Stadium, home of the St. Paul Saints minor league baseball team, and eagerly await work on renovations to Target Center, home of the NBA's Timberwolves.

*Above:*

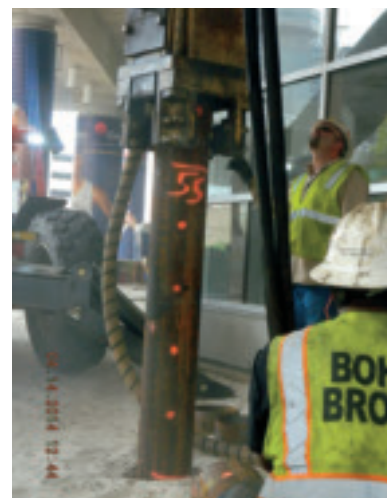
*49ers Stadium*

*Right:*

*Louisiana Arena*

*Below:*

*Vikings Stadium*



### New Orleans, Louisiana

Members of the Central South Carpenters Regional Council recently finished a pile-driving project for the Phase II renovation of Smoothie King Arena, home of the NBA's Pelicans. The job involves increasing lobby space, adding a new stairwell, and moving the main entrance of the arena, which also hosts some 50 non-Pelicans entertainment events a year. UBC members also drove piles for Tulane University's expansion of its Yulman football stadium. For Louisiana State University, members completed renovation formwork for the Tiger football stadium and worked extensively on the school's Alex Box baseball stadium.





### Santa Clara, California

The early word from members of the Northern California Regional Council is that there is not a bad seat in the house at Levi's Stadium. That's impressive for a 1.8-million-square-foot structure, which will open in time for the San Francisco 49ers' first game in August—though the San Jose Earthquakes soccer team will play the first-ever game at Levi's just days earlier. UBC members stepped up to unique challenges, including a complex 30-day, 18,000-cubic-yard concrete pour. Earlier, pile drivers installed 3,000 65-foot piles into bedrock to deal with the high water table near the bay. The project incorporated sustainability innovations and got LEED certification. Council members also anticipate significant work on proposed new arenas for the NBA's Sacramento Kings and Golden State Warriors.



### Quebec City, Quebec

UBC members of the Atlantic Canada Regional Council are extensively involved in work on Quebecor Arena, otherwise nicknamed the "New Colisée," a multi-use indoor arena for ice hockey and other sports, as well as music concerts. The arena is slated to open in 2015 and is seen as a potential venue for a relocated or expansion NHL franchise, and to help the city win a future Winter Olympic Games bid.



### Brooklyn, New York

It's been more than 50 years since the Dodgers left Flatbush, but professional sports is finally back in Brooklyn, courtesy of the NBA's Nets. The team moved from New Jersey into the plush, sustainably designed new Barclays Center arena. Members of the UBC's New York City & Vicinity District Council helped make it happen, with more than 200 highly skilled Carpenters onsite during the height of construction. Before the first shovel broke ground, many members spent almost seven years campaigning for the project—then enduring delays due to the recession and numerous legal and political disputes. But now the success of Barclays Center is spurring new Brooklyn projects and work for Carpenters, including restoration of the historic King Theater. Council members also worked extensively on the recent transformation of Madison Square Garden.

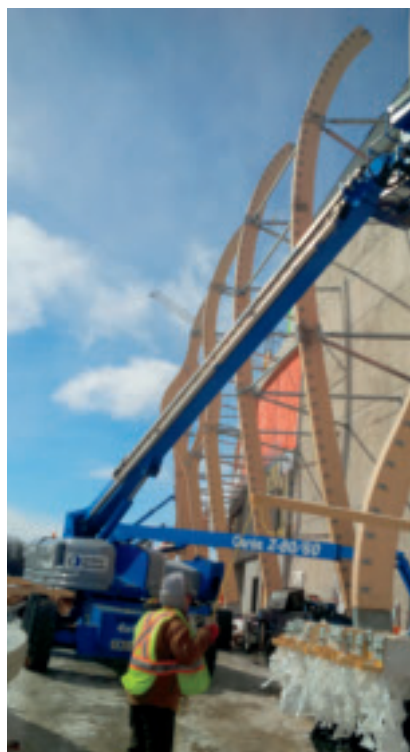
NOT A BAD SEAT IN THE HOUSE...	
	Capacity
Vikings Stadium	72,000
Barclays Arena	18,000
Levi's Stadium	68,500
Smoothie King Center	18,500
TD Place Stadium & Arena	34,000
LSU Tiger Stadium	92,500
Quebecor Arena	20,000

*Above left:*  
49ers seats  
go in.

*Above right:*  
NYC's Arena

*Left:*  
Quebec Arena

*Right:*  
Ottawa Stadium



### Ottawa, Ontario

At the former Landsdowne Park, members of the UBC's Carpenters District Council of Ontario are helping to put the finishing touches on the new TD Place complex, which includes both indoor and outdoor sports venues for the CFL Redblacks football team, professional soccer, and hockey. At the project's peak, some 250 members were on the site; more than 350 will have worked there by completion, slated this summer. Council members are performing a variety of work including scaffolding, metal stud and drywall, suspended ceiling, installation of seating, millwork and countertops, door and hardware, and several types of flooring including synthetic turf for the football field. UBC members were trained offsite to install Peri modular concrete formwork, and many helped bring to life the architectural screen known as The Veil that surrounds the south stands.

# More Training Centers = More Skills &



IKORCC Instructor Mike Barnette (left) helps apprentice Dane Coleman

**T**he UBC hallmark of highly skilled members is grounded in the intensive, ongoing training that every member receives before stepping onto a job site. Whether it is through apprentice training, lifelong learning, upgrade training, continuing education, or refreshers and testing for any of the UBC's 45 qualifications and certifications, every single member benefits from the UBC training program.

Innovations in the methodologies, tools, and facilities available today can readily be found throughout North America at Regional Council training centers, which mirror the commitment to training excellence established and acted upon at the International Training Center. Recently, a flurry of renovations, expansions, and new construction at regional training centers has increased the level of training capabilities for UBC members across North America.



MRC's EST Ed Coryell, Sr. (left) and Delaware Gov. Jack Markell lead a tour of the new training center.

## Georgetown, Delaware

Carpenters, floorlayers, millwrights, wharf and dock builders, and interior systems specialists from southern Delaware and the Eastern Shore of Maryland no longer have to travel far for training, thanks to the newly opened Metropolitan

Regional Council's Georgetown, Delaware Training Center. The center includes state-of-the-art classrooms, multi-purpose space, 16,000 square feet of training area, six welding booths, and a 60-foot-high shop ceiling for scaffold and fall protection training. The 30,000-square-foot facility itself was a job-booster for the local area. The building's architect, construction manager, superintendent, project manager, and 14 of 19 subcontractors were all from Delaware. The training center was built to LEED Silver standards, with metal panels, geothermal heating and cooling, smart Lutron lighting, sustainable wood, and a 50-kw solar energy collection system installed by MRC Carpenters.

## Wichita, Kansas

It is located close to the geographic midpoint of the lower 48 states, but there is nothing middle-of-the-road about the new Carpenters Training Center of Wichita, which is part of the Carpenters District Council of Greater St. Louis & Vicinity. With more than 12,000 square feet, the Center includes offices for local and district council operations. The home of a former big-box electronics chain store on one of the area's busiest streets, the building was gutted and remodeled for this center. Training began in February. Apprentices and journeymen are enrolled in an array of courses, such as Interior Systems, Safety, Exterior Insulating Finish

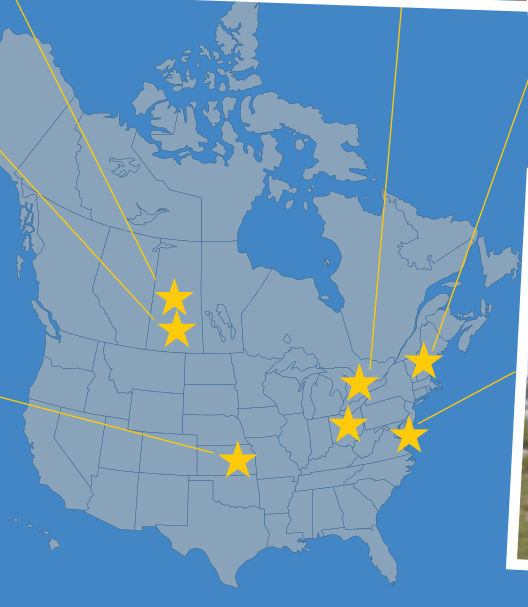
Systems, Machinery Repair, and millwright training. The center is also responding to a request for a safety course related to the local salt mines.

## Manchester, New Hampshire

Members of the New England Regional Council receive the bulk of their training at the Council's main apprenticeship training center in Millbury, Massachusetts, but with members scattered throughout six states, satellite centers offer a convenient way to stay up-to-date with mandatory and upgrade training. The Manchester satellite center opened in June 2013 with more than 5,000 square feet of highly functional space, with two classrooms, carpentry



# Opportunities for Members



and drywall shops, and areas for concrete and scaffold training. The Manchester center also helps members fulfill their “Carpenters Basic Training Program,” which is required by the collective bargaining agreement and includes First Aid/CPR, Scaffold User, Fall Protection, and 30-hour OSHA training.

## Columbus, Ohio

With 300 apprentices and hundreds of journeymen in the Columbus area, training space was historically in short supply, until the Ohio Carpenters’ Joint Apprenticeship and Training Program opened a new center there with more than 50,000 square feet of space. Ohio is part of the Indiana/Kentucky/Ohio



*Apprentice Lasheena Freeze focuses on her assignment.*

Regional Council. The Columbus center is one of four large training centers in Ohio. The training program offers a full slate of classes for carpenters, millwrights, and pile drivers. Those with welding certificates are in huge demand in the Columbus area—demand that is now being met by the new training center.

## London, Ontario

A plaque at the entrance to the new Carpenters Training Centre in London, Ontario, declares that the building is dedicated to its “members past, present and future.” In keeping with that theme, a major goal of the Centre is to train a new generation of apprentices, provide upgrade courses, and address the anticipated manpower shortfall due to retiring members. The Carpenters’ District Council of Ontario and Local 1946 built the state-of-the-art 25,000-square-foot training and administration centre. The two-story steel and wood framed structure includes offices, classrooms, a shop floor, and a fitness area. Several

special wood elements highlight the high-quality craftsmanship of Ontario UBC members.

## Saskatoon and Regina, Saskatchewan

In Saskatchewan, a growing UBC membership has meant a higher demand for training. In response, the Prairie Arctic Regional Council opened two new training centers: Saskatoon and Regina. Both opened in industrial areas with wide-open spaces for future expansion and good access for members.



*Weather does not hinder PARC millwrights during rigging instruction.*

The Regina facility has a shop area of 10,000 square feet, with another 6,000 square feet of space currently under construction to add more classrooms and offices. Saskatoon’s Centre is 21,000 square feet of learning space, 12 welding bays, and four classrooms. Offices for Locals 1985 and 1021 are housed in the two facilities. Both Centres offer training for scaffolders, carpenters, and millwrights, and are equipped with structural steel grids for scaffold training. All scaffold apprentices in Saskatchewan get their four-year training from the UBC, which has the exclusive contract with the provincial government to deliver scaffold training.



*PARC Instructor Neall Carmen working training equipment.*



# DET LEADERSHIP CLASSES: **Life-Changing, Union-Building**

**W**ord is spreading fast about the UBC Department of Education and Training (DET) and its full menu of programs that develop effective communication and leadership skills for UBC members—skills that are equally as important as technical training—for building a strong, informed, educated core of leaders and members to improve the industry today and ensure an even better tomorrow.

Whether members participate in the journeymen leadership, third-year apprentice, public speaking, or other programs, graduates return to their Regional Council motivated, energized, and determined to make a difference.

Another positive, unexpected residual effect is occurring: Members are finding poignant or unique ways to show how they feel about the life-changing experiences they collected at the International Training Center because of their leadership training. Here are just a few:



*UBC leadership training courses are a key component in Ryan Nance's preparation for a 2016 political campaign. He nearly won as a write-in candidate last year.*

## **Ryan Nance**

**Local 743, Bakersfield, California**  
**Southwest Regional Council**

**“I**n my two-day class I learned enough about public speaking that it has changed nearly everything about the way I make presentations.”

Ryan Nance and an overflow crowd of construction workers were shocked when the Bakersfield City Council seemed to casually vote away the city's provision requiring prevailing wages on city job sites. One councilman remarked that “uneducated labor” was no longer a factor in politics. “People were so angry, and they were yelling, understandably,” Nance said. “I realized then we had to use our heads and go the right route to make change.”

That night, with two weeks to spare, Nance mounted a write-in campaign for city council. Though he did not win, he has been on a mission since then to build his leadership skills and get more involved, both in his union and in government. He plans another city council run in 2016.

Soon after, Nance attended the DET's Public Speaking/Presentation Skills class. He was then invited to speak in Los Angeles before 250 members of Local 1506.

“I had no preparation time, but I quickly prepared a speech and rewrote it in the way that we learned in class, utilizing only the top portion of the paper and making it easily readable,” Nance said. “A strange thing happened... all of a sudden the butterflies left, my heart rate slowed, and I had this confidence and

familiarity with the situation that I've never had. I was able to think on the fly, rather than be tied to my notes.”

Nance's political involvement stems from his determination to right a wrong—but going forward, he has a message for Bakersfield voters:

“I live in this town, I'm a homeowner, and I'm the face of educated labor,” Nance said.

## **Frank Wylamanski**

**Local 27, Toronto, Ontario**  
**Carpenters District Council of Ontario**

**“I**m so proud of how the union is progressing and teaching the younger generation.”

Frank Wylamanski's world was shaken in January 2013 when he had surgery to combat prostate cancer. “It was a tough battle, and it took longer than I expected to recover,” he said.

But Wylamanski was scheduled to attend the DET's Journeyman Leadership training program in April 2013, along with UBC members from across Canada. Though he wasn't feeling 100-percent, he pulled himself together and managed to make the trip. It was an eye-opener, and the experience strengthened his understanding of the Union's vision and priorities, he said.

“I was very surprised at some of the information we learned about what's happened to the unionized construction industry since the 1980s,” he said. “The program was a great way to see how we can present ourselves as carpenters and as a union to gain strength.”

A few months later, Wylamanski began planning a month-long solo motorcycle





*The ITC was a top-priority stop on Frank Wylamanski's month-long "therapy ride." There to greet him were Bob Jacobson, Senior Program Director, Dept. of Education and Training, and Instructors Karl Andraschko, Steve Griffith, and Odie Parkins.*

"therapy ride" to the U.S. West Coast as a way to challenge himself and continue his recovery before getting back to work. High on his list of stops, on a trip that racked up more than 3,000 miles, was the International Training Center.

"I wanted to acknowledge the people I had met there and thank them for making me feel comfortable and welcome while I was there," Wylamanski said. "When they handed me the ID tag that said 'Owner,' it was a great feeling. And the program's message of striving forward inspired me to push myself."

Wylamanski is free and clear of cancer, and he has a new job as an in-house carpenter at Toronto's city hall.

## Gary Sapone

**Local 551, Houston, Texas**  
**Central South Regional Council**

Journeyman Leadership and other programs at the International Training Center are serious business—but the atmosphere isn't always as somber. Questions and comments fly and spirits are high by the end of an intense few days in the company of a few hundred brothers and sisters. Gary Sapone's end-of-session tribute at a recent session for journeymen brought the room alive as he stepped to the mike and launched into a raucous, original bluesy song, while accompanying himself on the harmonica:

*Well hey union brothers won't you listen to me? Let's all strive to build a better UBC. Such a beautiful Training Center, our time here was great. We're learning how to better communicate.*

*Encourage, inspire, empower and trust;*

*Keep the union alive, man, don't let it go bust! So, you wanna take the challenge, create your own legacy? 'Cause we're in it to win it, for you and for me.*

*Let's show that our time here was very well spent. Let's go out and reach our goal of...70 percent!*

You can watch Gary perform his song online at <http://youtu.be/66cfOPsivkQ>

## Danny O'Brien

**Local 70, Mt. Vernon, Washington**  
**Pacific Northwest Regional Council**

**"A**lthough I have been a proud union member since 2002 I have not actively participated the way I should. That's not gonna cut it anymore."

*(Excerpted from a letter to DET Instructor Dennis Lassige):*

My father has been a Union Carpenter his entire professional life. I have always been so proud of his work ethic and what he was able to provide for his family with his hands, head and heart. After seeing our state-of-the-art facility...I have never been more inspired for a cause.



Yesterday, my first day back to work, I went in an hour early and asked to speak to my superintendent. I was so fired up this weekend that I had to let him know. I told him about the training and

how I am going to change myself and the industry. I have never talked to him before and was nervous as hell.

I told him I wanted all the advice, training and challenges he could throw at me and that I would be the most efficient, dedicated and driven carpenter on the job. I nervously squeezed out the last bit and he said, "Well, I'll tell you what, (the foreman and general foreman) have already talked to me about you, and you are definitely one of Mortenson's future foremen."

This is my family, my union, and my work and I want my damn 70-percent market share. I guarantee that if everyone at the training walked away feeling half as empowered, half as inspired and half as motivated as I do, we will see a tectonic shift in the strength of our union and the quality of our product.

## Eric Kelly

**Local 68, St. Paul, Minnesota**  
**North Central States Regional Council**



**"I** appreciated the seminars and instruction because on the job and even in training here at home it isn't always easy to see the bigger picture we all are working towards."

*(Excerpted from a letter to the North Central States Council):*

I want to extend my appreciation for being chosen for the four-day course for third-year apprentices. The International Training Center is an incredible state-of-the-art facility. The shop and classroom space along with the best of their respective industries combine here to foster the research and development of all trades, from carpentry to pile driving.

We all have a right to and deserve education, safety, training, good jobs, benefits and retirement. We all need to carry these rights with responsibility through productivity, efficiency, safety and simply putting out the highest quality product around. Our rights don't only carry through at the job but also in our private lives, as we get involved in improving our communities, being good citizens and being informed voters.

# UBC Hosts First-Ever International Scaffolding Conference

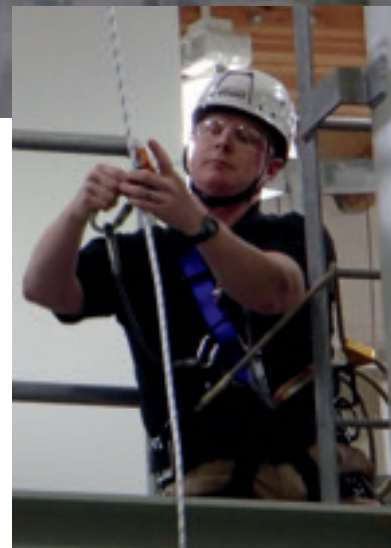
By Don Procter  
Freelance Correspondent

**T**he UBC has invested considerable time and resources into planning and preparing tomorrow's scaffolder. These efforts were recently on display, when more than 450 UBC officials, training directors, and signatory contractors gathered at the Carpenters International Training Center for the UBC's first-ever International Scaffolding Conference.

The packed schedule included presentations, demonstrations, and guest speakers, who addressed topics ranging from safety and labor issues to advanced training models and emerging technologies. Panel discussions and demonstrations focused on workforce assessment, emerging and new markets, and developing an action plan for next steps.

"The role scaffolding contractors play on work sites is increasingly critical to the success of their building partners on job sites," said Jim Smith, Canadian District Vice President for the UBC, and chair of the conference.

*At the UBC scaffolding conference, apprentices and instructors gave a brief intro to the audience before demonstrating scaffold training.*



*Attendees witness demonstrations in rigging. Safety is the top priority for the Union's members and its partners.*





(above) Safety and productivity are stressed in every lesson. (right) The South Shop's retractable ceiling allows scaffold training at actual job site heights.

“Our goal for the conference was to illustrate the priority that the UBC is placing on providing the best-trained, safest, and most productive scaffolders in the industry.”

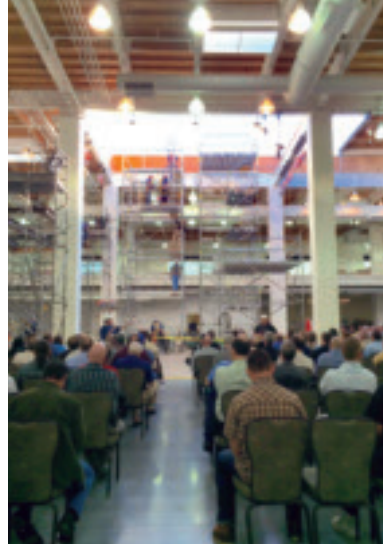
Each day of the conference started with a safety discussion—by design. Smith stressed that safety is the top priority for the Union’s members and its partners.

“For the UBC scaffolders and our contractors, it is particularly important due to the heights and dangerous conditions.”

Participants included 175 signatory contractors—a good sign that the building industry is taking notice of the issues scaffolders face, noted UBC General Vice President Doug Banes.

“Without the participation of contractors and owners like you, we’re just talking to ourselves,” Banes said in his remarks to the audience.

The two-day conference also included an address by Gary Doer, Canadian Ambassador to the U.S.,



who said improving the aging infrastructure of transmission lines in Canada and the U.S. is important and will open the door to more scaffolding work. The former premier of Manitoba added that Canada and the U.S. could be “energy secure” in the next five years if they develop their own energy efficiency, energy renewables, and oil. Getting the green light for the Keystone pipeline would bring the two countries a step closer to energy independence.

In the session on emerging technologies, Terry Olynyk, manager of PCL Constructors’ Renewable Energy Division, described the solar farm industry in Ontario as a burgeoning market, and scaffolding contractors have proved a perfect fit for that type of work.

Building a typical 10-megawatt solar farm in the province requires 180-200 workers. Anywhere between 60-85 workers are needed just for racking and solar module installation. Through a contract with Recurrent Energy, PCL has had only eight months to build 14 solar farms totaling 107 megawatts throughout southern and eastern Ontario. To gear up for the projects, training was established at several Union training centers in Ontario.

“It’s good work, and if this kind of program continues, it can employ many workers throughout Ontario, Canada, and North America,” Olynyk told the audience.

## Los nuevos espacios *continuado de la página 3*

nuestros miembros estén listos para trabajos que sólo los contratistas de buceo signatarios de la UBC están calificados a llevar a cabo. Asimismo, el techo replegable permite impartir capacitación en andamiaje que literalmente atraviesa los techos, con el fin de que nuestros miembros se preparen para laborar en lugares altos. Un área para martinets y una sección para formas de concreto también ofrecen un amplio espacio y equipo para capacitar a nuestros miembros en condiciones laborales simuladas.

Las aulas y el espacio para llevar a cabo reuniones en el edificio del oeste (West Building, en inglés) ofrecen a nuestro personal los recursos necesarios para impartir clases y organizar actividades en un entorno que ilustra el compromiso que ha adquirido la UBC de ser un verdadero socio de trabajo con nuestros contratistas, sus clientes y la industria en general.

Si bien el edificio del oeste y el taller del sur son componentes de una hermosa estructura, no nos equivoquemos: lo que es más notable y sorprendente de estas instalaciones es su capacidad de sustentar el desarrollo de la productividad, las destrezas y el trabajo en equipo de la unión.

## Medicamentos *continuado de la página 3*

aquellos miembros en los Estados Unidos que tienen la suerte de contar con un plan de salud y bienestar que incluye la cobertura de medicamentos bajo receta médica. La UBC está haciendo esto en alianza con el Grupo de Estrategias Farmacéuticas (PSG, por sus siglas en inglés).

El creciente costo de los servicios de salud representa un serio problema que enfrenta nuestra sociedad en ambos lados de la frontera. En los Estados Unidos, estamos trabajando con el PSG y los diversos fideicomisos de salud y bienestar de los carpinteros para observar de cerca los precios que pagan nuestros miembros por sus medicamentos bajo receta médica. El PSG y el comité directivo del programa analizan de forma continua la eficacia del programa de medicamentos bajo receta, con el fin de velar por que los participantes reciban el mejor cuidado al mejor precio posible.

Me complace informar que desde el 2006, los miembros participantes han ahorrado más de \$470 millones debido a los costos más bajos de sus recetas

médicas. Y al renovar nuestra alianza de trabajo con Express Scripts, Inc. en calidad del proveedor de nuestro programa, nuestros participantes ahorren otros \$146,5 millones en costos de medicamentos bajo receta médica hasta el 2017.

El Presidente General McCarron ha invitado a todos los fideicomisos en los Estados Unidos a que se integren a nuestro programa nacional de farmacia. Todos los fideicomisos que participan mantienen su autonomía al escoger entre las distintas oportunidades de personalización ilimitada para el diseño del proyecto, los programas clínicos y las comunicaciones que sean específicas para sus fondos.

Todos estos beneficios de gestión se reducen a una sola cosa: Los miembros que tienen cobertura para sus medicamentos con receta médica a través de un plan participante están ahorrando el dinero que tanto les cuesta ganarse cuando necesitan medicinas. Para obtener más información sobre su programa local, por favor comuníquese con la oficina de su fideicomiso de salud y bienestar.

## Pro 10 Course Stresses Professionalism

All over North America, UBC members are sharpening skills and professionalism to keep themselves and their contractors competitive. In the North Central States Regional Council, a course called Pro 10 is their key to success. Pro 10 is modeled on the OSHA-10 program, but centers on professionalism. It involves union members and leaders, owners, end-users, and contractors.

Developed by the Regional Council's Labor-Users-Contractors (LUC) committee and sponsored by the Regional Council, Pro 10 includes Core-4, a required four-hour training session on professionalism, safety, communication, and mutual respect. The Regional Council adds six hours of training from 15 additional topics, including worker readiness, personal economics, union history, and customer service.

Members also learn about the roles and responsibilities of

labor-management committees, how benefit funds work, and the importance of environmental sustainability in construction. Trainers from the Regional Council use group discussions and interactive exercises in classes that are now required for all apprentices.

"We also encourage all journeymen to participate in Pro 10," said Paul Trudeau, co-director of the Council's education program, adding that business representatives and Council delegates also participate.

Pro 10, however, is not just for union members. Through the Council's carpenter-contractor association, owners, clients, and contractors take part, often with their employees in attendance. Several contractors now require everyone on their job sites to have a Pro 10 certificate before they are hired.

"The buy-in by all construction players is a key to 'busting negativity' and instilling a team mentality on job

sites," Trudeau said.

North Central States Executive Secretary-Treasurer John Raines explained that "Pro 10 brings a local focus to issues that our entire Brotherhood is addressing in leadership education courses. Mutual respect and a professional attitude are helping to make our contractors more productive and profitable."

"We are running with Pro 10 really hard, and the demand is so great from both members and contractors that we are doing new train-the-trainer sessions and adding classes," Raines said.

The program began in Minnesota but is spreading throughout the six-state Council.



*The Pro 10 course is bringing professionalism to the next level for members and contractors in the North Central States Regional Council.*

## UBC Strengthens via Female Recruitment and Retention



Assisting the UBC with recruitment and retention of female members is a key role for the International Sisters in the Brotherhood (ISIB) Committee, which works with Regional Council SIB Committees to launch recruitment and retention strategies. Efforts are paying off: Both recruitment and retention of female union members are steadily progressing.

One of the most recent and significant accomplishments over the last few months involves the Carpenters Industrial Council.

In December 2013, Dottie Shoff joined the ISIB Committee as the Industrial Council representative. "A large percentage of UBC female members are part of the Industrial Council, so we are glad Dottie has been appointed to the ISIB so she can give her insights as well as benefit from the Committee's experience," said Tony Hadley, Executive Secretary-Treasurer for the Carpenters Industrial Council.

In February 2014, an Industrial Council SIB Committee was formed in Louisiana for Locals 3101 and 3094. Members have already created

an action plan, secured funding from the Council for a marketing project, began mentoring training for female carpenters, and launched a fundraising program.

"SIB Committees formed within the Industrial Council will focus on recruitment, by working with Council staff to recruit and then educate women about the benefits of becoming a UBC member," added Hadley.

The teamwork approach is underway in the East. The Northeast Regional Council has set a goal of significantly improving female apprentice numbers in the next five years. In response, the New Jersey & New York State SIB Committee implemented a pilot program to recruit women from community-based organizations. Just one strategy includes giving Northeast Sisters public speaking training in preparation for presentations to various groups and individuals as opportunities develop.

While recruitment efforts increase, retention programming is also gaining strength. The ISIB Committee is creating a marketing package Councils can use to promote



the benefits of a skilled UBC female workforce. The kit contains an action plan and materials for marketing that targets construction end-users.

"We are pleased with the progress that the SIB Program has made," General Vice President Doug Banas said. "The UBC will become an even more effective resource for our contractors and customers as we recruit and retain top female carpenters and millwrights."

For more information about the SIB Program, visit [www.UBCSisters.org](http://www.UBCSisters.org)







## TFW and Express Entry Programs - Not the Solution

**The program that was supposed to keep our economy on track by addressing so-called critical shortages of skilled workers has now fallen into disrepute.**

**Le programme qui était censé assurer la santé de notre économie en répondant à des pénuries de travailleurs qualifiés soi-disant critiques est maintenant discrédité.**

**T**his is really a case of “I told you so.”

Recent revelations of employer abuse of the Temporary Foreign Worker (TFW) program do not surprise many. And to compound the problem, the recent announcement of a new program by the federal government only reinforces the fact that the government just doesn't get it. They continue to develop solutions to a problem that doesn't exist. The program that was supposed to keep our economy on track by addressing so-called critical shortages of skilled workers has now fallen into disrepute.

In recent years, the Harper government has basically put the TFW program on steroids. The program has grown from 101,000 workers a decade ago to 338,000 today. This is mostly due to the government's failure to put in place and enforce meaningful limits and rules. The program is now a joke and is being used and mis-used by employers regardless of the availability of Canadian workers.

Recently, an employer seeking to bring temporary foreign workers to Winnipeg met the criteria by placing an ad in the *Edmonton Journal*. The employer also claimed to have advertised at two trade shows in Edmonton and posted an ad on a website. A spokesperson for the website said its service is geared towards high-tech workers and would not be an ideal place to find construction workers in Canada.

Over the years, the government has repeatedly bowed to pressure from employers to loosen the requirements. Today, the real test that these employers have to go through is virtually non-existent—a mere paper test that is rubber-stamped with little or no verification.

How many times has your Local or Council been asked if there is a real shortage of skilled workers in your area? They don't ask because they don't want the answer. What these employers want are cheap foreign

workers hired at the expense of available Canadian workers.

It is getting very hard to now watch the parade of federal ministers feign concern over the TFW program. If it wasn't so serious it would be comical. Employers have been told over and over again, including by the former governor of the Bank of Canada, that allowing this kind of expansion of the TFW program would do damage to Canada's labour market. They have even been told by their friends at the C.D. Howe Institute that the TFW program is linked to joblessness.

This program, as will its successor, the Express Entry program, actually increases the unemployment rate in some sectors of the economy and parts of Canada. Another side effect of this program is that it does not encourage investment in employee productivity by employers.

The program has created the conditions in which workers coming from other countries are now being exploited. These people are brought into Canada under false pretenses and are quite vulnerable. If they dare to complain about their working or living conditions or if they dare to contact a union to represent them, they can be terminated and sent back home.

This program is out of control.

The government has virtually no ability to monitor what's happening in hundreds, if not thousands of work-places across the country, with employers using temporary foreign workers. The solution being proposed by the federal government is to create an even faster way to get cheap and exploitable workers into Canada under the guise of an immigration program. The rubber stamp business must be booming.

It is becoming quite clear that these employers have found a unique way to use the TFW program as a vehicle to eliminate demand and suppress wages by artificially inflating the worker pool. It is somewhat ironic that these employers, who piously preach the free market system and

open competition, are now seeking to eliminate competition so they can avoid paying a fair wage to deserving and available Canadians.

These changes to the foreign worker programs are further examples of a number of other anti-worker policy measures that the Harper government has engaged in over the last year. Changes to employment insurance, the attack on union rights, the interference in collective bargaining, and the increase in the retirement age are just a few examples of the right-to-work agenda that the Harper government has adopted for their extreme right-wing friends in the United States.

When you put them all together, what you get is a real suppression of wages and working conditions in the country. Instead of seeing improvements around wage gains, we are actually seeing a systematic downward pressure on wages.

If Canada actually needs workers for the long-term needs of the labour market we must do a better job than investing in short-term band-aid solutions that do not work. In recent years, the United Brotherhood of Carpenters has invested heavily in Canadian workers. We have met with owners and contractors and listened to their concerns, and we have developed the tools so that we can meet supply demands in every province and territory. While there may be circumstances in the construction sector which require limited use of temporary foreign workers, in such cases, the first priority should be to seek workers from the United States. In an effort to be proactive, the UBC has put in place an online system to facilitate the movement of members from the US to Canada in times of need.

It is now time that the government of Canada started listening to workers and unions who have real and meaningful solutions and stop allowing itself to be manipulated into developing programs that are really designed for other self-serving purposes.

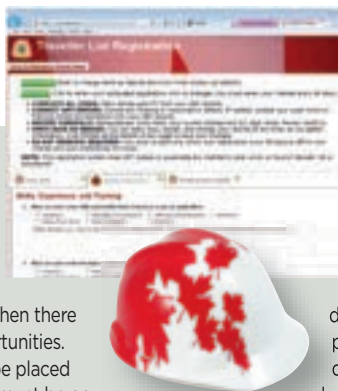
## New Online Canadian Dispatch System Launched

Canadian UBC members interested in working in other parts of Canada now have a new service that will help them locate and secure employment. This new online system has been created by the UBC to facilitate the quick movement of Canadian members throughout Canada in times of high regional labour demands. UBC contractors and owners are very impressed with this service, as it helps to ensure we are able to quickly and efficiently supply a qualified workforce.

Canadian UBC members have priority for jobs in Canada, and it is critical that the UBC knows of your

interest and availability so we can dispatch you when there are work opportunities.

In order to be placed on the list, you must be on your Local's out-of-work list, have your dues paid up-to-date and be in good standing. Canadian members can access the registration form by going to the member sign-in page on carpenters.org. Once inside the member site, click on the Canadian hardhat for more information and instructions on how to complete the form.



## Lancement au Canada d'un nouveau système de jumelage en ligne

Les membres de la FUCMA au Canada intéressés à travailler dans d'autres parties du pays disposent maintenant d'un nouveau service qui les aidera à localiser et à trouver un emploi. Ce nouveau

système en ligne a été créé par la Fraternité unie pour faciliter le mouvement rapide des membres canadiens d'un océan à l'autre à des périodes où la demande de main-d'œuvre est élevée dans certaines régions. Les entrepreneurs et les propriétaires sont très impressionnés par ce service, car il permet d'assurer l'offre rapide et efficace d'une main-d'œuvre qualifiée.

Les membres canadiens de la FUCMA ont la priorité pour les emplois au pays; il est donc crucial que la FUCMA sache si vous êtes intéressé et disponible afin de pouvoir vous envoyer là où il y a des possibilités de travail.

Pour être placé sur la liste, vous devez être sur la liste des personnes sans travail de votre Section, être à jour dans le paiement de vos cotisations et être en règle. Les membres canadiens peuvent avoir accès au formulaire d'inscription en allant sur la page d'ouverture de session des membres à carpenters.org. Une fois sur le site des membres, cliquez sur le casque canadien pour obtenir des précisions et des instructions sur la façon de remplir le formulaire.

## Le Programme des TET et le système Entrée Express ne sont pas la solution

Ce cas est un bon exemple de « Je vous l'avais bien dit ».

Les dernières révélations sur les abus commis par des employeurs dans le cadre du Programme des travailleurs étrangers temporaires (TET) ne sont pas si surprenantes. Pour aggraver le problème, l'annonce récente du lancement d'un nouveau programme par le gouvernement fédéral ne fait que renforcer le fait que celui-ci ne comprend tout simplement pas la situation. Il continue à élaborer des solutions à un problème qui n'existe pas. Le programme qui était censé assurer la santé de notre économie en répondant à des pénuries de travailleurs qualifiés soi-disant critiques est maintenant discrédité.

Au cours des dernières années, le gouvernement Harper a à la base soumis le Programme des TET à un régime de stéroïdes. Le Programme s'est enflé, passant de 101 000 participants il y a dix ans à 338 000 aujourd'hui. Ceci est dû en grande partie au fait que le gouvernement n'a pas mis en place ni appliqué de règles ou de restrictions efficaces. Le Programme est maintenant un sujet de plaisanterie; il est utilisé à tort et à travers par les employeurs sans tenir compte de la disponibilité de travailleurs canadiens.

Dernièrement, un employeur cherchant à faire venir des TET à Winnipeg a rempli les critères en mettant une annonce dans un journal d'Edmonton. Il a également prétendu avoir annoncé les offres d'emploi à deux salons professionnels à Edmonton et a affiché une annonce sur un site Web. Selon un porte-parole du site Web, le service s'adressant aux travailleurs du secteur de la haute technologie, ce ne serait pas l'endroit idéal pour trouver des travailleurs du secteur de la construction au Canada.

Au fil des ans, le gouvernement n'a pas cessé de céder aux pressions des employeurs désireux d'assouplir les exigences. À l'heure actuelle, le test que ces employeurs doivent subir est pratiquement inexistant - il s'agit plutôt d'une simple formalité.

Combien de fois a-t-on demandé à votre Section ou Conseil s'il y a vraiment une pénurie de travailleurs qualifiés dans votre région? On ne vous le demande pas parce que l'on ne veut pas connaître la réponse. Ce que veulent ces employeurs, ce sont des travailleurs étrangers bon marché recrutés aux

dépens des travailleurs canadiens disponibles.

Cela devient très difficile d'assister désormais au défilé des ministres fédéraux feignant d'être préoccupés par le Programme des TET. Si cette question n'était pas aussi sérieuse, ce serait risible. On leur a dit à maintes reprises, y compris l'ancien gouverneur de la Banque du Canada, que permettre ce type d'expansion du Programme des TET ferait du tort au marché du travail canadien. L'Institut CD Howe lui-même a prévenu ses amis au gouvernement que le Programme des TET est lié au chômage.

Ce programme, de même que celui qui a suivi - à savoir le système Entrée Express - entraînerait en fait une augmentation du taux de chômage dans certains secteurs de l'économie et certaines régions du Canada. Une autre retombée de ce programme, c'est qu'il n'encourage pas les employeurs à investir dans la productivité des employés.

Le programme a créé les conditions dans lesquelles des travailleurs venus d'autres pays se font maintenant exploiter. On fait venir ces gens au Canada sous de faux prétextes, et ils sont très vulnérables. S'ils osent se plaindre au sujet de leurs conditions de travail ou de vie, ou s'ils osent contacter un syndicat pour qu'il les représente, on peut mettre fin à leur contrat de travail et les renvoyer chez eux.

Il s'agit d'un programme qui a dérapé.

Le gouvernement est quasiment incapable de surveiller ce qui se passe sur des centaines, voire des milliers, de lieux de travail d'un océan à l'autre lorsque des employeurs font appel à des TET. Et la solution proposée par le gouvernement fédéral consiste à créer un moyen encore plus rapide de faire venir au Canada des travailleurs bon marché et exploitables sous l'apparence d'un programme d'immigration.

Il apparaît assez clairement que ces employeurs ont trouvé une façon unique d'utiliser le Programme des TET comme moyen d'éliminer la demande et de comprimer les salaires en gonflant artificiellement le bassin de travailleurs. Il est quelque peu ironique de constater que les employeurs qui prêchaient avec ferveur le système du marché libre et une concurrence ouverte cherchent maintenant à

supprimer la concurrence de façon à pouvoir éviter de payer un salaire équitable à des Canadiens méritants et disponibles.

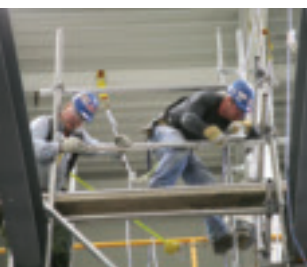
Ces changements apportés aux programmes de travailleurs étrangers vont encore davantage dans le sens d'un certain nombre d'autres mesures prises l'année dernière par le gouvernement Harper et qui sont anti-travailleurs. Les modifications de l'assurance-emploi, l'attaque menée sur les droits syndicaux, l'interférence dans la négociation collective et l'augmentation de l'âge de la retraite ne sont que quelques exemples du programme de « droit au travail » que le gouvernement Harper a adopté pour ses amis américains de l'extrême-droite.

Toutes ces mesures mises ensemble aboutissent à une véritable compression des salaires et à une dégradation des conditions de travail au pays. Au lieu d'assister à des améliorations dans la progression des salaires, on constate en fait une pression systématique à la baisse des salaires.

Si le Canada a vraiment besoin de travailleurs pour combler les besoins à long terme du marché du travail, il y a mieux à faire que d'investir dans des solutions temporaires, à court terme, qui ne marchent pas. Au cours des dernières années, la Fraternité unie des charpentiers-menuisiers a investi énormément dans les travailleurs canadiens. Elle a rencontré des propriétaires et des entrepreneurs et a écouté leurs préoccupations et elle a élaboré les outils nécessaires pour répondre à l'offre et à la demande dans chaque province et territoire. Bien qu'il puisse y avoir des situations dans le secteur de la construction qui nécessitent un recours limité à des TET, dans de tels cas, la première chose à faire serait de chercher des travailleurs aux États-Unis. Pour essayer d'être proactive, la FUCMA a mis en place un système en ligne pour faciliter le mouvement des membres des États-Unis vers le Canada durant les périodes de forte demande.

Il est temps maintenant que le gouvernement canadien commence à écouter les travailleurs et les syndicats qui ont des solutions réelles et efficaces à proposer et arrête de se laisser manipuler et de créer des programmes qui servent en fait à d'autres fins intéressées.





## Productivity and Attitude Pays

In 2010, Canadian District Vice President Jim Smith received a call from the Irving Oil refinery. The refinery wanted to issue a partnership challenge to the United Brotherhood of Carpenters. They asked if the UBC in New Brunswick wanted to work with them to improve productivity and efficiency among the scaffolding workforce. Within days, Vice President Smith and Andrew Dawson, the Atlantic Canada Regional Council Manager for New Brunswick, were in Saint John, New Brunswick, meeting with senior officials and answering the challenge.

That meeting was the first of many that resulted in an action plan to address the concerns of the owner. Under Dawson's guidance and direction, New Brunswick Local 1386 has made significant changes to the way they dispatch and maintain training records, ensuring that the owner receives the type of scaffolder that the UBC prides itself on.

This was an opportune wake-up call for the Local, and the Local responded with a sense of determination and conviction. Changes were also made to the contract and the name hire system. While change is not always easy, the members of Local 1386 believed that progress would only be made if change happened.

On April 23, 2014, Dawson announced that all contractors employed at the refinery would pay UBC scaffolders an extra \$3.00 per hour premium over and above their scaffolder's base wage, regardless of which labour agreement the member works under.

Irving Oil publicly recognized the tremendous effort that Local 1386 has made in recent years and stated that the new "Irving Scaffolding Premium" is an acknowledgement of the superior productivity and attitude that the UBC scaffolders have demonstrated.

This is just another example that UBC productivity and the right attitude pays. The commitment of the UBC to provide leadership training to all third-year apprentices and journeypersons is another example of the UBC's commitments to the future. Gus Doyle, EST of the Atlantic Canada Regional Council, observed that the collective actions of UBC Local 1386 are proof that this type of leadership training can have tangible benefits when practiced on the job site.



## La productivité et l'attitude sont payantes

En 2010, Jim Smith, vice-président du district canadien, a reçu un appel de Irving Oil. La raffinerie voulait présenter un défi à la FUCMA sous la forme d'un partenariat - elle a demandé si la FUCMA au Nouveau-Brunswick voulait travailler avec la raffinerie pour améliorer la productivité et l'efficacité de la main-d'œuvre spécialisée dans les échafaudages. Quelques jours plus tard, le vice-président Smith et Andrew Dawson, directeur du Conseil régional du Canada Atlantique pour le Nouveau-Brunswick, étaient à Saint John, au Nouveau-Brunswick, pour rencontrer des hauts dirigeants de Irving et relever le défi.

Cette rencontre a été la première d'une série de rencontres qui ont abouti à un plan d'action visant à répondre aux préoccupations du propriétaire. Sous la houlette de Andrew Dawson, la Section 1386 du Nouveau-Brunswick a apporté des changements importants à la façon dont elle envoie et tient à jour les dossiers de formation, ce qui garantit que le propriétaire reçoit le type de monteur d'échafaudage dont la FUCMA s'enorgueillit. Il s'agissait d'un avertissement opportun pour la Section, et elle a réagi avec détermination et conviction. Le contrat et le système de recrutement nominatif ont également été changés. Bien que le changement ne soit pas toujours facile, les membres de la

Section 1386 pensaient qu'il était nécessaire pour que des progrès puissent être accomplis.

Le 23 avril 2014, Andrew Dawson a annoncé que tous les entrepreneurs employés à la raffinerie verseraient aux monteuses d'échafaudages de la FUCMA une prime supplémentaire de 3,00 \$ par heure, en sus de leur salaire de base pour le montage d'échafaudages, quelle que soit la convention collective à laquelle le membre est soumis. Irving Oil a salué publiquement les efforts considérables fournis par la Section 1386 au cours des dernières années et a déclaré que la nouvelle « prime à l'échafaudage de Irving » reconnaît la productivité supérieure et l'attitude que les monteuses d'échafaudage de la FUCMA ont démontrées.

Ceci illustre à nouveau que la productivité de la FUCMA et qu'une bonne attitude sont payantes. L'engagement de la FUCMA à l'égard de la formation en leadership pour tous les apprentis en 3<sup>e</sup> année et les compagnons est un autre exemple de son engagement à long terme. Gus Doyle, secrétaire-trésorier exécutif du Conseil régional du Canada Atlantique, a fait remarquer que les actions collectives de la Section 1386 de la FUCMA prouvent que ce type de formation en leadership peut présenter des avantages tangibles lorsqu'elle est appliquée sur le lieu de travail.

## Ex-Military UBC Scaffolding Crew Reaches New Heights

**R**ecently a regional manager of a Canadian scaffolding company saw a news story about the Helmets to Hardhats program in Canada, and immediately knew that this was a program his company should investigate. One of the first things he did was to reach out to the United Brotherhood of Carpenters to form a partnership.

Neil Clouthier, regional manager with Skyway Canada, one of the Canada's leading providers of scaffold and shoring solutions, contacted Rory Smith and Mike Humphries with UBC Local 27 in Toronto to start a process that would eventually lead to the creation of a unique scaffolding crew of former Canadian Forces members.

The UBC worked closely with Skyway and Helmets to Hardhats to ensure that the proper training was provided to these new UBC members at Local 27's Training Facility with the objective to ensure that they acquired the best safety and technical training so that they would be fully prepared for a career in the scaffolding sector.

Work on a scaffolding crew has many similarities to work in the military. Both are team-based and require the full participation of each member of the team in order to achieve success. Each member is a critical component to the operation and must be fully prepared and able to pull his/her own weight to get the job done safely and on time. "The principles and work ethic of these former members of the Canadian Forces combined with the training and productivity of the UBC make this combination a great fit for Skyway," said Clouthier.

The UBC is an active participant with the H2H program, which is focused on career opportunities in Canada for anyone who has served in the Canadian Forces. The program offers the required apprenticeship training to achieve journeyman status in any of the applicable trades within the building and construction industry.

"I'm not surprised by the very positive impression earned by the UBC scaffolding crew of vets, as they

*L to R - De gauche à droite : Douglas Harrington, Gregory Matte, Rory Smith, Mike Humphries, Sebastian Villa, Wyatt Bilger, Trevor Fick, Kerry Matchem, David Slik.*



exemplify the traits of professionalism, competency, and safety that earn the trust and respect of the client," said Brigadier-General (Retired) Gregory Matte, a former CF-18 fighter pilot and fighter weapons instructor and current National Executive Director of the Helmets to Hardhats Canada.

The new partnership between the UBC, Skyway, and H2H is proof of the tremendous value that former members of the Canadian Forces can bring to the union, employer, and business.

For further information on this program, check out [www.helmetstohardhats.ca](http://www.helmetstohardhats.ca)

## L'équipe de monteurs d'échafaudages de la FUCMA, formée d'anciens soldats, atteint de nouveaux sommets

**D**ernièrement, un directeur régional d'une entreprise canadienne de montage d'échafaudages a vu un article sur le programme Du régiment au bâtiment (DRB) au Canada, et il a tout de suite su que son entreprise devrait s'informer davantage sur ce programme. L'une des premières choses qu'il a faites, c'est de contacter la Fraternité unie des charpentiers-menuisiers pour former un partenariat.

Neil Clouthier, directeur régional à Skyway Canada, l'un des principaux fournisseurs canadiens de solutions en matière de montage d'échafaudages et d'étayage, a communiqué avec Rory Smith et Mike Humphries de la Section 27 de la FUCMA, à Toronto, pour entamer un processus qui finirait par aboutir à la création d'une équipe de monteurs d'échafaudages unique, composée d'anciens membres des Forces canadiennes.

La FUCMA a travaillé étroitement avec Skyway et DRB pour veiller à ce que la formation appropriée soit offerte à ces nouveaux membres de la FUCMA au centre de formation de la Section 27, afin de s'assurer qu'ils acquièrent la meilleure formation technique et en matière de sécurité de façon à ce qu'ils soient tout à fait prêts à travailler dans le secteur du montage d'échafaudages.

Travailler au sein d'une équipe de monteurs d'échafaudages présente de nombreuses similitudes avec l'armée. Ces deux types de travail s'appuient sur le sens de l'équipe et exigent la pleine participation de chaque membre afin d'assurer la réussite. Chaque membre étant un maillon essentiel de l'activité, il doit être

bien préparé et en mesure de faire sa part pour que le travail soit exécuté à temps et de façon sécuritaire. « Les principes et l'éthique de travail de ces anciens membres des Forces canadiennes, combinés à la formation et à la productivité de la FUCMA, constituent un mariage gagnant pour Skyway », a déclaré Neil Clouthier.

La FUCMA participe activement au programme DRB qui est axé sur l'offre de possibilités de carrière au Canada à toute personne ayant servi dans les Forces canadiennes. Le programme fournit la formation en apprentissage nécessaire pour obtenir le statut de compagnon dans l'un des métiers pertinents de l'industrie du bâtiment et de la construction.

« Je ne suis pas surpris de l'impression très positive faite par l'équipe de monteurs d'échafaudages de la FUCMA formée d'anciens combattants, car ils incarnent le professionnalisme, la compétence et la sécurité qui gagnent la confiance et le respect du client », a déclaré le brigadier-général (retraité) Gregory Matte, ancien pilote de chasse de CF-18 et instructeur en armement d'avion de chasse, et directeur exécutif national actuel du programme Du régiment aux bâtiments Canada.

Le nouveau partenariat entre la FUCMA, Skyway et DRB prouve l'apport précieux que d'anciens membres des Forces canadiennes peuvent constituer pour le syndicat, l'employeur et l'entreprise.

Pour en savoir plus sur ce programme, visitez le site [www.helmetstohardhats.ca](http://www.helmetstohardhats.ca)



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