

# SINCE 1881 CARPENTER



UNITED BROTHERHOOD OF CARPENTERS & JOINERS OF AMERICA

## UBC LEADERSHIP TRAINING



Inside:  
41st UBC General Convention Call  
District Spotlights Sparkle with UBC Pride  
Payroll Fraud: Shaky Ground Underfoot

Text UBC!  
Get in the Loop  
See back cover

# VAUGHAN®

## RED, WHITE & BLUE from America's Heartland

*Since 1869, through five generations, Vaughan tools have been made exclusively in the U.S.A. Although we have grown to become one of the largest manufacturers of striking tools, what hasn't changed is our dedication to quality! Tools proudly made in Bushnell, Illinois USA.*



**Carpenter Union Members Receive  
20% DISCOUNT      EXTRA 20% DISCOUNT**

Enter Promo Code:  
CTCAP11

On all "V" Series Hammers  
Use Promo Code: C093Q14

[www.vaughanmfg.com](http://www.vaughanmfg.com)      VAUGHAN & BUSHNELL MFG. CO



**The Best and Brightest Stars in the UBC Are Our Future**



When I have the pleasure of speaking to participants in our leadership training programs, I'm reminded of how many outstanding men and women we have in the Carpenters Union. From all over North America and representing every craft within our trade, these are true professionals who are leaders in their union and on the job site.

Our cover story focuses on the UBC's leadership training programs. These programs help to bring about an incredible transformation within our Brotherhood. Members are adopting the phrase, "If it's going to be, it's up to me," which is heard often throughout the training process.

From apprentices up through veteran journeymen—the men and women who participate in these programs all know that they are part of a bigger picture. They are changing the culture of the construction industry and our Brotherhood. That change comes only with hard work and great leadership, and these men and women are demonstrating their commitment every day back home on the job site. Our members know that providing leadership on the job site and modeling positive, productive work can and will be done only if they take the initiative.

The UBC's organization-wide goal is capturing 70% or better market share across North America in order to provide a secure future for all members. Only by winning 70% of the work can the UBC significantly influence pay, benefits, and working conditions.

These men and women know that the future of the Brotherhood depends upon their ability to take charge as leaders. They know that through education and training our Union will grow and continue to provide a valuable work product for our contractors and their customers. They also know that how well they lead plays a vital role in promoting the skills and productivity that equip our members to succeed.

UBC leadership training coursework and follow-up is not easy. Participants often must adjust their communication style in order to effectively lead and deliver what's expected of them when they get back home.

I commend every member who has taken a DET course. I also encourage any member who is interested in helping to change the culture of our industry for the betterment of our Brotherhood to become a leader. Talk to your employer or Local Representative to find out how to get started.

If it's going to be, it's up to you. And I have no doubt that you will succeed.

*Douglas J. McCarron*

**En nuestro futuro se vislumbran las mejores y más brillantes estrellas de la UBC**

Cada vez que tengo el gusto de hablar con los participantes de nuestros programas de capacitación sobre liderazgo, recuerdo con cuántos hombres y mujeres sobresalientes contamos en la Unión de Carpinteros. Provenientes de todas partes de Norteamérica, en representación de todas las labores dentro de nuestro oficio, ellos son verdaderos profesionales y líderes, tanto dentro de la unión como en sus respectivos lugares de trabajo.

Nuestro artículo de portada se centra en los programas de capacitación sobre liderazgo de la UBC. Estos programas ayudan a originar una transformación increíble dentro de nuestra hermandad. Los miembros están adoptando la frase "En mí está si sucede o no" (en inglés "If it's going to be, it's up to me"), algo que se escucha frecuentemente a lo largo del proceso de capacitación.

Desde aprendices hasta jornaleros más especializados y veteranos, todos los hombres y las mujeres que participan en estos programas saben que forman parte del panorama más general de la unión. Ellos están cambiando la cultura imperante en la rama de la construcción, al igual que dentro de nuestra hermandad. Este cambio surge únicamente mediante una ardua labor y un alto grado de liderazgo, y estos hombres y mujeres están demostrando su compromiso diario en sus respectivos lugares de trabajo. Nuestros miembros saben que sólo si toman la iniciativa podrán ofrecer su liderazgo en los lugares de trabajo e inspirar labores productivas y positivas.

El propósito de la UBC a nivel de toda la organización es captar un 70 por ciento, o una cifra aún mayor, de la cuota de mercado en toda Norteamérica, a fin de ofrecer un futuro seguro a todos nuestros miembros. Sólo al obtener ese 70 por ciento del mercado laboral, la UBC podrá incidir de forma considerable en los salarios, los beneficios y las condiciones laborales.

Estos hombres y mujeres saben que el futuro de nuestra hermandad dependerá de su habilidad de asumir responsabilidades como líderes. Ellos saben que a través de la educación y la formación, nuestra unión crecerá y continuará ofreciendo productos muy valiosos para nuestros contratistas y sus clientes. Ellos también saben que la forma en que ejerzan su liderazgo es de suma importancia para promover las destrezas y la productividad necesarias para que nuestros miembros tengan éxito.

Las tareas del curso de capacitación sobre liderazgo de UBC, al igual que del proceso de seguimiento, no son fáciles. Por lo general, los participantes deben adaptar su estilo de comunicación para poder ejercer su función de liderazgo de forma eficaz y cumplir con lo que se espera de ellos cuando regresan a sus lugares de origen.

Elogio sinceramente a todos los miembros que han tomado un curso de DET. También aliento a cualquier miembro que le interese ayudar a transformar la cultura de nuestra industria para mejorar nuestra hermandad a que ejerza su liderazgo. Hable con su empleador o representante local para recibir información sobre cómo puede empezar.

En ustedes está que suceda. Y no tengo la menor duda que tendrán éxito.

**L'avenir de la FUCMA dépend de leaders comme vous**

Lorsque j'ai le plaisir de parler à des participants à nos programmes de formation en leadership, cela me rappelle le nombre d'hommes et de femmes exceptionnels que compte le syndicat des charpentiers. Venant de toute l'Amérique du Nord et représentant chaque corps de métier dans notre secteur, ce sont de véritables professionnels qui font preuve de leadership dans leur syndicat et sur leur lieu de travail.

Notre article vedette porte sur les programmes de formation en leadership de la FUCMA. Ces programmes contribuent à une transformation incroyable au sein de la Fraternité. Les membres adoptent la formule « C'est à moi à relever le défi », que l'on entend souvent tout au long du processus de formation.

Qu'il s'agisse d'apprentis ou de compagnons chevronnés, les hommes et les femmes qui participent à ces programmes savent tous qu'ils sont un élément d'un ensemble. Ils sont en train de changer la culture de l'industrie de la construction et notre Fraternité. Ce changement peut seulement être le fruit d'un dur labeur et de solides qualités de leadership, et ces hommes et ces femmes montrent leur engagement chaque jour sur le lieu de travail une fois qu'ils sont rentrés chez eux. Les membres savent qu'offrir du leadership sur le lieu de travail et des modèles de travail positifs et productifs n'est possible que s'ils en prennent l'initiative.

La FUCMA a pour objectif à l'échelle de l'organisation de saisir une part de marché de 70 % ou plus dans toute l'Amérique du Nord afin d'assurer un avenir stable à tous les membres. C'est à cette condition que la FUCMA pourra exercer une influence importante sur les salaires, les avantages sociaux et les conditions de travail.

Ces hommes et ces femmes savent que l'avenir de la Fraternité dépend de leur capacité de s'imposer en tant que leaders. Ils savent que par l'éducation et la formation, notre syndicat va grandir et continuer à offrir un produit de travail de qualité à nos entrepreneurs et à leurs clients. Ils savent également que leur leadership joue un rôle essentiel dans la promotion des compétences et de la productivité qui permettent aux membres de réussir.

Les travaux de cours et le suivi faisant partie de la formation en leadership de la FUCMA ne sont pas faciles. Les participants doivent souvent adapter leur style de communication afin de diriger de façon efficace et de répondre à ce que l'on attend d'eux une fois rentrés à la maison.

Je félicite tous les membres qui ont suivi un cours du ministère de l'Éducation et de la Formation. J'encourage aussi tout membre intéressé à changer la culture de notre industrie pour améliorer la Fraternité à devenir un leader. Parlez à votre employeur ou à votre représentant syndical pour savoir comment procéder.

Tel est le défi à relever. Et votre réussite ne fait aucun doute à mes yeux.

## Are You Primed and Ready for Work?

Success today means doing new things and embracing new ways to keep pace with the evolving construction industry. The UBC is known for responding quickly to industrial innovations. Achieving that reputation means working with subject matter experts and industry partners to present an unmatched training program at our world-class facility, the International Training Center in Las Vegas.

We have seen many trends emerge and standards evolve in the North American construction industry, but regardless of difficulty, our members are always right there, at the forefront, ready to develop new skills to meet the challenges and opportunities encountered by our signatory contractors.

In this issue of *Carpenter*, there are many stories that illustrate how we create a safe, productive, skilled construction professional with a can-do attitude. From preparing our commercial divers for groundbreaking research work off the coast of Greece to helping millwrights learn to install a mechanical theater seating system that transforms before your eyes, our members are capitalizing on the training available to make them marketable and employable.

The UBC's International Training Fund is proud to announce its first international accreditation (recognized in the United States, Canada, and most of Europe), which is to administer an international rigger and signaler certification program. This is no small feat. International accreditation is difficult to achieve, and only elite programs are considered. That superior approach to training is also seen in our mechatronics program to prep for increasing industry automation, and in our respected certified welding inspector program.

2015 promises to pick up where 2014 left off and be a busy year for UBC signatory contractors and our members. We expect to put thousands of participants through the International Training Center for train-the-trainer and direct member training programs. We also will open our facility to thousands of contractors, members, and Council staff members for leadership conferences for the flooring, millwright, and interior/exterior systems industries, as well as for the Sisters in the Brotherhood.

The UBC is keeping up with industry advancements for the betterment of our membership. Stay trained and ready in 2015.



## ¿Están listos y bajo óptimas condiciones para trabajar?

Actualmente, el hecho de lograr el éxito significa que se deben hacer nuevas cosas y adoptar nuevas formas de estar al día dentro de la industria evolutiva de la construcción. La UBC es muy bien conocida porque responde rápidamente ante las innovaciones industriales. Para haber logrado esta reputación hemos trabajado con expertos en diversas ramas y con socios de trabajo dentro de la industria, a fin de desarrollar un programa de capacitación sin igual en nuestras instalaciones de calidad superior: el Centro de Capacitación Internacional en Las Vegas.

Hemos observado cómo van surgiendo muchas tendencias y evolucionan los estándares en la industria de la construcción en Norteamérica, pero independientemente del grado de dificultad, nuestros miembros siempre están allí, al frente, listos para adquirir nuevas destrezas a fin de superar los retos y aprovechar las oportunidades que identifican los contratistas signatarios.

En esta edición de *Carpenter*, hay muchas historias que ilustran la manera en que capacitamos a los profesionales en la rama de la construcción, los cuales son seguros, productivos y hábiles, con una actitud determinante para poder hacer las cosas. Desde la capacitación de nuestros buzos comerciales para que realicen investigaciones innovadoras y trascendentales en las costas de Grecia, hasta la ayuda prestada a los operadoras de maquinarias para que aprendan a instalar un sistema mecánico de asientos en un teatro, el cual se transforma ante los ojos de los espectadores, nuestros miembros están aprovechando la capacitación que tienen disponible para que sea fácil emplearlos y mercadear sus servicios.

El Fondo de Capacitación Internacional de la UBC se complace en anunciar su primera acreditación internacional (reconocida en los Estados Unidos, Canadá y la mayor parte de Europa) para administrar un programa de certificación internacional de aparejadores y señalizadores. Esta no ha sido una proeza fácil, pues una acreditación internacional es difícil de obtener y sólo se toman en consideración programas muy selectos. Este enfoque de calidad superior para las capacitaciones también se puede observar en nuestro programa de mecatrónica, dirigido a prepararnos ante una creciente automatización de la industria, al igual que en nuestro muy buen respetado programa de inspectores de soldadura.

En el año 2015 retomaremos lo que hicimos en 2014 y promete ser un año de mucho trabajo para los contratistas signatarios de la UBC y nuestros miembros. Esperamos hacer partícipes a miles de personas a través del Centro de Capacitación Internacional, tanto en programas directos como de "formación de formadores". También pondremos nuestras instalaciones a disposición de miles de contratistas, miembros e integrantes del personal del Consejo para la realización de conferencias sobre liderazgo dentro de la industria de operación de maquinarias, instalación de pisos y sistemas interiores/exteriores, al igual que para las hermanas de nuestra hermandad.

La UBC está al día con las avances de la industria para lograr que mejoren nuestros miembros. Sigán capacitándose y preparándose durante el año 2015.

## Êtes-vous bien préparé?

Pour réussir aujourd'hui, il faut être prêt à travailler différemment et à adopter de nouvelles méthodes pour demeurer à la pointe de l'industrie de la construction en évolution. La FUCMA est bien connue pour sa réponse rapide face aux innovations technologiques. Pour acquérir cette réputation, nous devons travailler en collaboration avec des experts des différents secteurs et des partenaires de l'industrie pour présenter un programme de formation sans pareil dans notre Centre international de formation, installations de calibre international, à Las Vegas.

Nous avons été témoins de l'émergence de nombreuses tendances et de l'évolution des normes dans l'industrie de la construction en Amérique du Nord. Pourtant, quelles que soient les difficultés, nos membres sont toujours là, à l'avant-garde, disposés à acquérir de nouvelles compétences pour profiter des possibilités et relever les défis rencontrés par nos entrepreneurs signataires.

Ce numéro de *Carpenter* renferme de nombreux articles qui illustrent comment nous formons des professionnels de la construction qualifiés, productifs et travaillant de façon sécuritaire, manifestant une attitude gagnante. Qu'il s'agisse de préparer nos plongeurs commerciaux en vue de travaux de recherche de pointe au large des côtes grecques ou d'aider des mécaniciens-monteurs à apprendre à installer un système mécanique de sièges de théâtre qui se transforme sous vos yeux, nos membres misent sur la formation offerte pour devenir compétitifs et employables.

Dans le cadre du Fonds international de formation des charpentiers, la FUCMA est fière d'annoncer sa première accréditation internationale (reconnue aux États-Unis, au Canada et dans la plupart de l'Europe), qui consiste à administrer un programme international menant à un certificat de compétence de monteur et de signaleur. Ce n'est pas une petite affaire : l'accréditation internationale est difficile à obtenir, et seuls les programmes d'élite sont examinés. Cette approche supérieure de la formation se retrouve aussi dans notre programme de mecatronique visant à préparer les travailleurs à une automatisation croissante de l'industrie et dans notre programme respecté d'inspecteur de soudage agréé.

L'année 2015 s'annonce tout aussi chargée que 2014 pour les entrepreneurs signataires de la FUCMA et nos membres. Nous prévoyons que des milliers de participants passeront par le Centre international de formation pour suivre des programmes de formation des formateurs et de formation directe des membres. Les portes de notre centre seront également ouvertes à des milliers d'entrepreneurs, de membres du syndicat et de membres du personnel des conseils lors de conférences sur le leadership à l'intention des industries du planchéage, du montage de machinerie et des systèmes intérieurs/extérieurs, sans oublier nos consœurs de la Fraternité.

La FUCMA demeure à la pointe des progrès de l'industrie dans l'intérêt des membres. Tenez-vous prêt et formé en 2015.

**Now's the Time to Gain Ground on Payroll Fraud**

Cheating contractors are nothing new to construction. That doesn't mean, however, that we must sit back and accept it.

The UBC is one of the most aggressive fighters of payroll fraud, worker misclassification, and the underground economy in North America. Our latest attack is the funding of a long-term study that tracked the consequences and negative impacts on the construction industry and society as a whole by allowing these illegal practices to continue.

The California-based think-tank, Economic Roundtable, conducted the study, which is outlined in the report: *Sinking Underground: The Growing Informal Economy in California Construction*. According to the report, payroll fraud in the construction industry increased by 400% between 1972 and 1992; in just one year (2011), the loss of state and federal revenue was \$507 million. The stats go on and on. It's incredible and sickening at the same time.

The study gives us fresh ammunition to fight payroll fraud by educating decision-makers, but UBC members and their employers didn't need the report to tell them what is happening on North American job sites. We've all seen the unsafe conditions, the struggling family man taking any meager cash allotted just to buy groceries, the threats, and the intimidation tactics.

One of the more startling figures in the report is that if off-the-books and misclassified workers were paid what they were legally required to be paid they would collectively earn an additional \$1.2 billion a year—just in California. Can you imagine the North American economy if every worker collected what is rightfully his or hers?

Payroll fraud not only harms off-the-books workers; it also harms our Union, by making it more difficult to negotiate better wages and benefits, and our contractors, by making it tougher to win work over the cheaters.

The report caused a flurry of media attention and resulted in promises being made by state and federal legislators. The spotlight is on the issue. Now it is time for us to take even more action to bring the industry above ground and sustain good middle class jobs in our communities.

Read the related story on page 14 or visit [payrollfraud.net](http://payrollfraud.net) to learn how you can become involved.



**Ahora es un buen momento para ganar terreno en el tema del fraude de planillas**

Cada vez que tengo el gusto de hablar con los patronos contratistas deshonestos no son algo nuevo dentro de la industria de la construcción. Sin embargo, esto no significa que debamos quedarnos sin hacer nada y aceptarlos.

La UBC es una de las organizaciones que luchan más agresivamente contra el fraude de planillas, la clasificación inadecuada de obreros y la denominada economía sumergida en Norteamérica. Nuestro ataque más reciente fue el financiamiento de un estudio a largo plazo, el cual dio seguimiento a las consecuencias y a los efectos negativos en la industria de la construcción y la sociedad en general, cuando se permite que continúen estas prácticas ilegales.

Economic Roundtable, un centro de estudios con sede en California, realizó un estudio que se resume en el informe titulado *Sinking Underground: The Growing Informal Economy in California Construction*. Según el informe, el fraude de planillas en la industria de la construcción aumentó en un 400 por ciento entre 1972 y 1992. En tan sólo un año (2011), las pérdidas de ingresos estatales y federales ascendieron a \$507 millones. En el informe se incluyen muchas estadísticas más. Esto es increíble y repugnante al mismo tiempo.

El estudio nos da nuevas armas para luchar contra el fraude de planillas al educar a los encargados de la toma de decisiones, pero los miembros de la UBC y sus empleadores no necesitaban un informe para dejar saber a las instancias decisorias qué está sucediendo en los lugares de trabajo en toda Norteamérica. Hemos observado condiciones inseguras, al igual que a padres de familias que atraviesan por una situación difícil y se ven obligados a aceptar cantidades miserables de dinero, con lo cual apenas puede comprar víveres. También hemos presenciado diversas amenazas y tácticas de intimidación.

Una de las cifras más sorprendentes del informe es que si los trabajadores no declarados y clasificados de forma inadecuada recibieran lo que se les debería pagar por ley, colectivamente obtendrían \$12.000 millones adicionales al año, y esto solo en California. ¿Pueden imaginar cómo sería la economía de Norteamérica si cada trabajador y trabajadora obtuviera lo que le corresponde por derecho?

El fraude de planilla no sólo perjudica los trabajadores no declarados (extraoficiales), sino también a nuestra unión, al hacer que sea más difícil negociar mejores salarios y beneficios, al igual que a nuestros contratistas, pues para ellos es más duro obtener trabajo al tener que competir con contratistas deshonestos.

El informe causó conmoción y captó la atención de los medios de comunicación, lo cual dio origen a que los legisladores estatales y federales prometiesen abordar este asunto. Ya se ha logrado poner este tema en un primer plano. Ahora es tiempo que emprendamos más acciones para que la industria salga a flote y se mantengan buenos puestos de trabajo para la clase media en nuestras comunidades.

Lea una historia relacionada con este tema en la página 14, o bien visite [payrollfraud.net](http://payrollfraud.net) para obtener más información sobre cómo puede participar.

**La lutte contre la fraude salariale, c'est maintenant!**

Des entrepreneurs qui fraudent ne sont pas une nouveauté dans le domaine de la construction. Néanmoins, cela ne veut pas dire que nous devons croiser les bras et l'accepter.

La FUCMA est l'une des organisations qui se bat le plus contre la fraude salariale, les erreurs de classification des travailleurs et l'économie clandestine en Amérique du Nord. L'une des dernières armes que nous ayons employée est le financement d'une étude à long terme qui fait le suivi des conséquences et des incidences négatives de la poursuite de ces pratiques illégales sur l'industrie de la construction et la société dans son ensemble.

Economic Roundtable, un centre d'études et de recherches établi en Californie, a réalisé l'étude qui fait l'objet du rapport intitulé *Sinking Underground: The Growing Informal Economy in California Construction*. Selon ce rapport, la fraude salariale dans l'industrie de la construction a augmenté de 400% entre 1972 et 1992; en une année seulement (2011), les recettes perdues par les États et au niveau fédéral se sont élevées à 507 millions de dollars. Et il y a d'autres statistiques en ce sens. C'est tout à la fois incroyable et révoltant.

L'étude nous donne une nouvelle raison de combattre la fraude salariale en informant les décideurs, mais les membres de la FUCMA et leurs employeurs n'avaient pas besoin du rapport pour savoir ce qui se passe sur les chantiers en Amérique du Nord. Nous sommes tous au courant des conditions de travail non sécuritaires, de la situation du père de famille qui essaie de survivre et utilise le peu d'argent qu'il gagne pour acheter des produits d'épicerie, des menaces et des tactiques d'intimidation.

L'un des faits les plus surprenants de ce rapport, c'est que si les travailleurs non comptabilisés et mal classifiés étaient payés comme il se doit, ils gagneraient collectivement 1,2 milliard de dollars de plus par an, juste en Californie. Pouvez-vous imaginer l'effet sur l'économie nord-américaine si chaque travailleur et travailleuse recevait son dû?

La fraude salariale ne fait pas seulement du tort aux travailleurs non comptabilisés; elle nuit également à notre syndicat pour lequel il devient plus difficile de négocier de meilleurs salaires et avantages sociaux, et à nos entrepreneurs qui ont davantage de mal à obtenir des contrats que les fraudeurs.

Le rapport a vivement attiré l'attention des médias et abouti à des promesses de la part des législateurs fédéraux et des États. La question est au premier plan de l'actualité. Le moment est venu d'intensifier notre action pour que l'industrie sorte de la clandestinité et soutienne de bons emplois pour la classe moyenne dans nos communautés.

Lisez l'article sur le même sujet à la page 14 ou rendez-vous à [payrollfraud.net](http://payrollfraud.net) pour savoir comment vous pouvez vous impliquer.



**Democracy thrives when individuals are engaged in local matters and participate in public life. I urge all members of the United Brotherhood in Canada to exercise your democratic rights in the next few months by getting informed and being involved.**

**La démocratie fleurit lorsque les individus s'impliquent à l'échelle locale et prennent part à la vie publique. J'exhorte tous les membres de la Fraternité Unie au Canada à exercer leurs droits démocratiques au cours des prochains mois en s'informant et en s'impliquant.**

## Now Is the Time to Get Informed and Involved in the 2015 Federal Election

In 2015, Canadians will be asked to return Stephen Harper Conservatives to government for a fourth consecutive term. The Conservatives have formed the Canadian government since 2006. There will be many issues debated between now and federal Election Day, but the most important matter for you will be to get informed and become involved. There are also many reasons why members of the UBC in Canada should be vigilant in the next few months leading up to the vote: One of the best reasons that I can think of is Bill C-377.

Before I discuss the significance of Bill C-377, I want to be clear that the UBC will not tell you how to vote; instead, we urge you to support candidates and parties that support you and the issues that are important to working men and women and their families. We should continue to oppose changes to our labour laws based on an ideology that, if Canada is to prosper, workers' rights and benefits must be weakened through the increased use of anti-labour laws. And, we must continue to support those who follow due process and the principles of balance, fairness, and mutual respect.

Bill C-377 is a classic case of the need for vigilance. It is a proposed piece of law disguised as a taxation matter, but which is actually an attack on labour in Canada. At the time, it was widely condemned by experts as a blatant infringement on Provinces' constitutional power over labour issues, a violation of charter guarantees

of freedom of speech and association and an invasion of privacy. Regardless, the Conservatives passed the bill in the House of Commons, but in June 2013, the Senate—under the courageous leadership of Senator Hugh Segal—sent it back to the House with amendments that effectively killed the bill.

However, Senator Segal retired and the Conservatives are attempting to revive the original bill in the Senate. Merit Canada has also been lobbying hard to resuscitate the bill.

The lesson with Bill C-377 is that we must always remain vigilant when it comes to matters that impact our Union and our members, and we must stay informed and involved when it comes to issues that impact our lives and our livelihoods. We can't sit back and let someone else worry about our issues. With respect to Bill C-377, I urge you to take the time to contact as many Senators as possible and urge that they not pass this bad piece of legislation.

In the next few months I also urge all our members to take the time to ask the questions and make the correct decisions on whom you will support in the next federal election. Here are a few suggestions for getting informed and involved:

1. Start now: While the next federal election is months away, that doesn't mean that you shouldn't get involved and informed now. Start tracking the issues, and educate yourself on what the candidates and parties are saying

about the issues that impact you. Consider calling the candidates now to speak to them about the issues. The federal campaign has not yet ramped up, and now is a great time to have your say.

2. Attend the next meeting of your Local: Find out if your Local or Regional Council is getting involved in the upcoming federal campaign. If not, ask that this issue be put on the agenda for the next meeting, and be prepared to assist your Local or Council by engaging in political action.

3. Get involved in the process: You don't have to volunteer on a campaign to be involved. Read the campaign literature, attend town-hall meetings, and ask questions when a canvasser or a candidate comes to your door or your work site. Send a message that your issues are important.

4. Get out and vote: Ensure that Elections Canada knows about you. Make sure you know where your polling station is, and encourage as many friends and family members to vote on Election Day. Set a personal target to get 10, 15, or 20 like-minded people to vote on Election Day.

Democracy thrives when individuals are engaged in local matters and participate in public life. I urge all members of the United Brotherhood in Canada to exercise your democratic rights in the next few months by getting informed and being involved.

## Le Moment est Venu de Vous Informer et de Vous Impliquer dans les Élections Fédérales de 2015

En 2015, on demandera aux Canadiens de réélire les Conservateurs de Stephen Harper pour un quatrième mandat consécutif. Les Conservateurs sont à la tête du gouvernement canadien depuis 2006. De nombreuses questions seront débattues d'ici au jour du scrutin fédéral, mais le plus important, c'est que vous vous informiez et que vous vous impliquiez. En outre, il existe de nombreuses raisons pour lesquelles les membres de la FUCMA au Canada devraient faire preuve de vigilance au cours des prochains mois avant les élections, l'une des meilleures raisons auxquelles je puisse penser étant le Projet

de loi C-377 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.

Avant de parler de l'importance du

Projet de loi C-377, j'aimerais préciser que la FUCMA ne vous dira pas comment voter; nous vous exhortons plutôt à soutenir les candidats et les partis qui vous appuient, vous et les questions qui sont importantes pour les travailleurs et les travailleuses, et leurs familles. Nous devrions continuer à nous opposer à des changements aux lois du travail fondés sur une idéologie selon laquelle, pour que le Canada prospère, les droits et les avantages sociaux des travailleurs doivent être affaiblis par le recours accru à des lois antisyndicales. En revanche, nous devrions continuer à soutenir

*Suite à la page C4*

## CANADA

### The Future of the Canadian Brotherhood Is in Good Hands

The United Brotherhood of Carpenters believes strongly in each and every apprentice across Canada, and each year, the best of our apprentices put their skills on display at the annual Canadian National Apprenticeship Contest.

For the 2014 contest, event hosts—the Carpenters District Council of Ontario along with the Millwrights Regional Council of Ontario—held the event at Roundhouse Park,



located at the base of the CN Tower. The tower is surrounded by the skyline of downtown

Toronto, which has been and continues to be built by UBC members.

The National Apprenticeship Contest is geared for apprentices in the final stages of their apprenticeship. Apprentice carpenters, millwrights, drywallers, and floor layers provided excellent work and gave observers plenty of sharp skills to be impressed with. The event also provided an opportunity for apprentices, staff, partners, and friends of the Union to network and see, first hand, the commitment the UBC has in training members.

The event concluded with an awards banquet that recognized all

contestants and awarded the winners of each category. Keynote speaker Michael “Pinball” Clemons, current vice chairman of the Toronto Argonauts, highlighted the importance of mentors for young people, both on and off the job site. It was a unique opportunity to hear Clemons address the audience. Throughout his keynote address, he provided motivation and inspiration to all.

In addition to Clemons, the audience was addressed by UBC Canadian District Vice President James Smith; Tony Iannuzzi, Executive Secretary-Treasurer of the Carpenters District Council of Ontario; and Ian McIsaac, Executive Secretary-Treasurer of the Millwrights Regional Council of Ontario.

In addition to the many attendees, we were fortunate to have representatives from all three levels of government, including the Parliament assistant to the Minister of Training Colleges and Universities. Han Dong, MPP, commented on the wonderful apprenticeship program the Carpenters have across the province and the country, and commended the UBC for its commitment to job creation.

#### Category Winners Les lauréats par catégorie

##### Carpentry / Charpentiers-menuisiers

- 1st/1<sup>er</sup> Chris Erbus, Local/Section 343 Manitoba
- 2nd/2<sup>e</sup> Ian Kula, Local/Section 1598 British Columbia/Colombie-Britannique
- 3rd/3<sup>e</sup> Chad Gerrits, Local/Section 1325 Alberta

##### Millwright / Mécaniciens-monteurs

- 1st/1<sup>er</sup> Steve Ford, Local/Section 1009 Newfoundland/Terre-Neuve
- 2nd/2<sup>e</sup> Evan Polok, Local/Section 1460 Alberta
- 3rd/3<sup>e</sup> Brad Reimer, Local/Section 1021 Saskatchewan

##### Drywall / Poseurs de panneaux muraux secs

- 1st/1<sup>er</sup> James Theriault, Local/Section 675 Ontario
- 2nd/2<sup>e</sup> Jamie Duncan, Local/Section 18 Ontario
- 3rd/3<sup>e</sup> Mike Holloway, Local/Section 579 Newfoundland/Terre-Neuve

##### Floorcovering / Poseurs de planchers

- 1st/1<sup>er</sup> Daniel Moxom, Local/Section 27 Ontario
- 2nd/2<sup>e</sup> Christian Celman, Local/Section 1541 British Columbia/Colombie-Britannique
- 3rd/3<sup>e</sup> Jonathan Masse-Brewer, Local/Section 1541 British Columbia/Colombie-Britannique

### L'avenir de la Fraternité canadienne est en de bonnes mains

La Fraternité Unie des Charpentiers Menuisiers d'Amérique, fermement convaincue du potentiel de chaque apprenti et apprentie dans tout le Canada, organise chaque année un concours national de l'apprentissage où les plus talentueux des apprentis canadiens mettent en valeur leurs compétences.

Le concours de 2014 – présenté par le Carpenters District Council of Ontario et le Millwrights Regional Council of Ontario – a eu lieu à Roundhouse Park, au pied de la Tour CN. La tour est entourée des gratte-ciel qui forment la silhouette du centre-ville de Toronto, lequel a été construit et continue d'être construit par des membres de la FUCMA.

Le concours national de l'apprentissage s'adresse aux apprentis qui en sont à l'étape finale de leur apprentissage. Les apprentis charpentiers, mécaniciens-monteurs, poseurs de panneaux

muraux secs et poseurs de planchers ont fourni un excellent travail, et leurs compétences pointues avaient de quoi impressionner les observateurs. L'événement a également permis aux apprentis, au personnel, aux partenaires et aux amis de la FUCMA de réseauter et de constater, de visu, l'engagement pris par le syndicat envers la formation des membres.

L'événement a été couronné par un banquet et une remise de prix où la contribution de tous les participants a été reconnue et des prix, remis aux lauréats dans chaque catégorie. Le conférencier d'honneur Michael « Pinball » Clemons, actuel vice-président des Toronto Argonauts, a souligné l'importance des mentors pour les jeunes gens, sur le lieu de travail et en dehors. Il s'agissait d'une occasion unique d'entendre M. Clemons s'adresser au public. Tout son discours a été source de motivation et d'inspiration pour les

personnes présentes.

En plus de M. Clemons, les personnes suivantes se sont adressées à l'auditoire : James Smith, Vice-Président du District Canadien de la FUCMA; Tony Iannuzzi, Secrétaire-Trésorier Exécutif du Carpenters District Council of Ontario; et Ian McIsaac, Secrétaire-Trésorier Exécutif du Millwrights Regional Council of Ontario.

Outre les nombreux participants, nous avons eu la chance d'accueillir des représentants des trois paliers de gouvernement, notamment l'adjoint parlementaire au ministre de la Formation et des Collèges et Universités. Han Dong, député provincial, a parlé du programme d'apprentissage exceptionnel offert aux charpentiers dans tout l'Ontario et le Canada, et a fait l'éloge de la FUCMA pour son engagement envers la création d'emplois.

## UBC in Alberta Leading the Charge to Protect the Scaffolding Industry

Scaffold erection is dangerous work that requires pinpoint skills and quality training. However, a group of non-union employers in Alberta is seeking to create a system that will ultimately produce a much less skilled scaffolder.

In response, the Alberta Regional Council is leading the charge to protect the scaffolding trade by aggressively lobbying against the effort and exposing the real motivation and impacts of this proposal.

## En Alberta, la FUCMA prend les devants pour protéger l'industrie du montage d'échafaudages

Le montage d'échafaudages est un travail dangereux qui exige de la précision et une formation de qualité. Un groupe d'employeurs non syndiqués en Alberta cherche néanmoins à instaurer un système qui produira en fin de compte un monteur d'échafaudages bien moins qualifié.

Devant cette menace, l'Alberta Regional Council prend les devants pour protéger le métier de monteur d'échafaudages en exerçant des pressions intenses pour y parer et en exposant la motivation et les incidences véritables de cette proposition.



To read the full articles go to [www.carpenters.org/Canada\\_GROUP/Canada\\_TOC.aspx](http://www.carpenters.org/Canada_GROUP/Canada_TOC.aspx)



Pour lire les articles au complet, rendez-vous à [www.carpenters.org/Canada\\_GROUP/Canada\\_TOC.aspx](http://www.carpenters.org/Canada_GROUP/Canada_TOC.aspx)

## Hope Blooms with the Help of the UBC

When a group of Halifax inner-city youth needed assistance to keep their budding business program alive, UBC Carpenters Local 83 in Halifax, Nova Scotia, stepped up and offered their time and expertise.

Hope Blooms is a North End Halifax community garden and salad dressing company. It is run by inner-city youth with help from mentors. They plant seeds, tend crops, and turn their produce into organic salad dressing, which is sold locally.

## La FUCMA à la rescousse

Lorsqu'un groupe de jeunes des quartiers défavorisés de la ville de Halifax a eu besoin d'aide pour maintenir à flot son projet d'entreprise naissant, des charpentiers de la Section 83 de la FUCMA à Halifax, en Nouvelle-Écosse, ont proposé de donner leur temps et leur expertise.

Hope Blooms est une entreprise qui prépare des vinaigrettes et possède un jardin communautaire au nord de Halifax. Elle est dirigée par des jeunes des quartiers défavorisés, avec l'aide de mentors. Ils plantent des graines, entretiennent les cultures et transforment leurs fruits et légumes frais en vinaigrette biologique, vendue au niveau local.

## Nuclear Station Mock-Up Creates a Near-Reality Training Experience

Ontario Power Generation (OPG)'s Darlington Nuclear station is one of the best-performing nuclear power stations in the world. But to maintain that reputation, officials say the facility—which supplies 20% of Ontario's power—is ready for its first renovation in its 20-year life. On the front line to do the high-profile, intricate work when it launches in 2016 will be the Millwright Regional Council of Ontario's Local 2309.

Darlington needs its fuel channels and feeder pipes replaced inside each of its four reactors. There are 480 pressure tubes to be extracted and inserted in each reactor. The pressure tubes, each encased in an outer tube called the calandria tube, must also be replaced.

Also due for replacement are 960 feeder tubes, one at each end of the fuel channel assembly. These steel tubes carry heavy water into the pressure tubes, where it is super-heated by the nuclear reaction. The hot heavy water travels to a steam generator, which turns conventional water into the steam that powers the electric generators.

The old feeder tubes have to be cut off the fittings that cap the pressure tubes, leaving a precisely measured and contoured stub that will be welded to the new tube. With a nest of 480 feeder tubes snaking out of each end of the reactor—and none can touch each other—the removal and replacement must be done with precision and efficiency.

Millwrights will be working in confined spaces and under challenging conditions. Specially designed and calibrated tools will be created. Remote control will be used when necessary to ensure the safety of the workers.

In preparation for the project, OPG created a world-class, 350,000-square-foot training center and warehouse. According to the OPG web site, the facility allows staff to practice the work, perfect the techniques, and perform full "dress rehearsals" using actual tools and wearing protective equipment before they begin work inside the station, thereby ensuring that all workers are thoroughly trained and tested in a safe, realistic, and controlled environment and presented with all the obstacles, constraints, and potential challenges they may face when they are in the station.

Because specially designed tools need to be created for component removal and installations, and inspection and repairs, work at the facility includes practicing the right timing and sequence of steps for the tooling to maintain productivity and a safe environment.

The Darlington Energy Center training facility also includes a \$35 million replica of the Darlington Nuclear Power Station reactor vault. It houses a full-scale, reconfigurable replica reactor suitable for training and tool performance testing and integration.

Millwright Local 2309 members say they are proud to be a leader in this unionized project and look forward to meeting all of the challenges ahead.

## Une expérience de formation au plus près de la réalité

La centrale nucléaire de Darlington d'Ontario Power Generation (OPG) est l'une des centrales nucléaires les plus performantes au monde. Toutefois, pour maintenir cette réputation, les installations – qui produisent 20% de l'énergie de la province – doivent faire l'objet de la première rénovation de leur cycle de vie de 20 ans. La Section 2309 du Millwright Regional Council of Ontario occupera une place de premier plan dans le cadre des travaux complexes et prestigieux qui débiteront en 2016.

Les canaux de combustible et les tubes chargeurs doivent être remplacés à l'intérieur des quatre réacteurs de la centrale de Darlington. Il y a 480 tubes de force à extraire et à insérer dans chaque réacteur. Les tubes de force, chacun étant logé dans un tube externe appelé tube de cuve, doivent également être remplacés.

Doivent aussi être remplacés 960 tubes chargeurs, qui se trouvent à chaque extrémité du canal de combustible. Ces tubes en acier transportent l'eau lourde dans les tubes de force, où celle-ci est surchauffée par la réaction nucléaire. L'eau lourde surchauffée est ensuite acheminée jusqu'à un générateur de

vapeur, qui transforme l'eau conventionnelle en vapeur pour alimenter les générateurs électriques.

Les vieux tubes chargeurs doivent être coupés des raccords de tuyauterie qui recouvrent les tubes de force, laissant une embase profilée et mesurée avec précision qui sera soudée au nouveau tube. Un faisceau de 480 tubes chargeurs sortant à chaque extrémité du réacteur – les tubes ne pouvant pas se toucher, l'enlèvement et le remplacement doivent s'effectuer avec précision et efficacité.

Les mécaniciens-monteurs travailleront dans des espaces confinés et dans des conditions difficiles. Des outils seront calibrés et conçus spécialement pour ce travail. Au besoin, on aura recours à un système de commande à distance pour assurer la sécurité des travailleurs.

En prévision du projet, OPG a créé un centre de formation et un hangar de calibre international faisant 350 000 pieds carrés. Selon le site Web d'OPG, les installations permettent au personnel de s'exercer, de perfectionner les techniques et de faire des « répétitions générales » avec de vrais outils et en portant du matériel de protection avant

de commencer à travailler à l'intérieur de la centrale; ceci assurera que tous les travailleurs soient entièrement formés et testés dans un environnement sécuritaire, réaliste et contrôlé et soient confrontés à tous les obstacles, contraintes et défis qui pourraient se présenter une fois qu'ils sont dans la centrale.

Étant donné que des outils doivent être spécialement conçus pour enlever et installer les éléments, et à des fins d'inspection et de réparation, les travailleurs s'exercent entre autres à agir au moment propice et à suivre certaines étapes pour l'outillage afin de maintenir la productivité et un milieu de travail sécuritaire.

Le centre de formation de Darlington comporte une réplique de la voûte du réacteur de la centrale nucléaire de Darlington, qui a coûté 35 millions de dollars. Il abrite également une réplique de réacteur grandeur nature reconfigurable, qui convient à la formation, et aux tests de performance et à l'intégration des outils.

Les membres de la Section 2309 se disent fiers d'être des chefs de file dans le cadre de ce projet syndiqué et ils ont hâte de relever tous les défis qui les attendent.

## Les élections fédérales de 2015 *Suite de la page C1*

ceux qui suivent la procédure établie et les principes d'équilibre, d'équité et de respect mutuel.

Le Projet de loi C-377 est une illustration typique de la nécessité d'être vigilants. Cette proposition de loi déguisée en question fiscale constitue en fait une attaque à l'encontre des syndicats canadiens. À l'époque, elle a été largement condamnée par les experts comme un exemple flagrant d'empiètement sur les pouvoirs constitutionnels des provinces en ce qui a trait aux questions du travail, une violation des garanties de liberté d'expression et d'association de la charte et une atteinte à la vie privée. Malgré tout, les Conservateurs ont adopté le projet de loi à la Chambre des Communes, mais en juin 2013, le Sénat – grâce au leadership courageux du sénateur Hugh Segal – l'a renvoyé devant la Chambre avec des amendements qui ont eu pour effet de le faire avorter.

Cependant, le sénateur Segal a pris sa retraite et les Conservateurs tentent de rétablir le projet de loi original au Sénat. Merit Canada a également exercé de nombreuses pressions en ce sens.

La leçon à tirer dans le cas du Projet de loi C-377, c'est que nous devons toujours rester vigilants lorsqu'il s'agit de questions qui ont un impact sur notre syndicat et nos membres et que nous devons rester informés et engagés

lorsqu'il s'agit de questions qui ont un impact sur nos vies et nos moyens de subsistance.

Nous ne pouvons pas attendre que quelqu'un d'autre s'en préoccupe à notre place. Pour ce qui est du Projet de loi C-377, je vous conseille vivement de prendre le temps de contacter le plus grand nombre de sénateurs possible afin qu'ils n'adoptent pas cette loi néfaste.

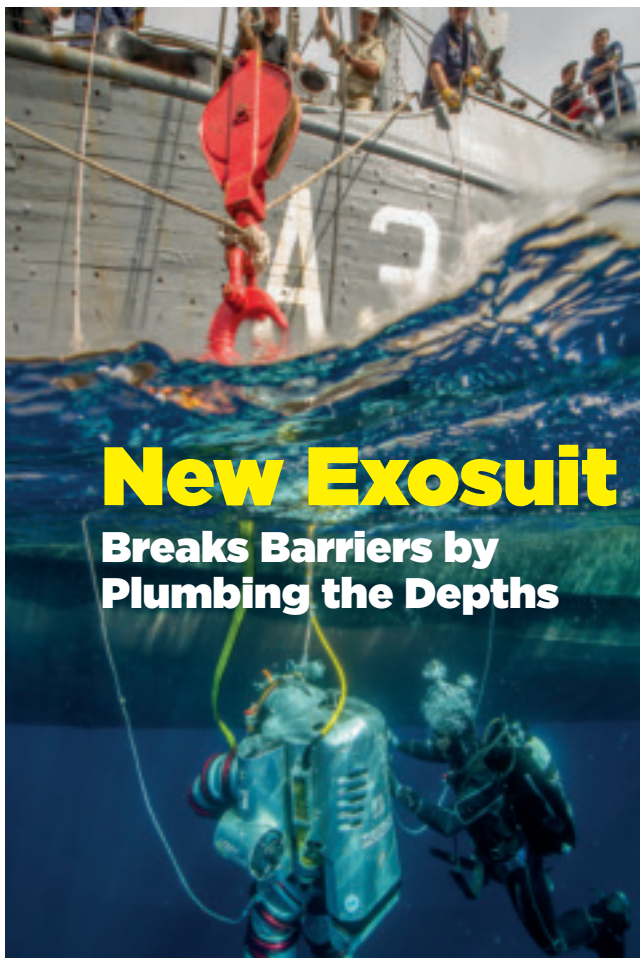
Au cours des prochains mois, j'exhorte aussi tous nos membres à poser les questions pertinentes pour choisir de façon judicieuse le candidat que vous allez soutenir lors des prochaines élections fédérales. Voici quelques suggestions sur la manière de vous informer et de vous impliquer :

1. Commencez dès maintenant : Même si les prochaines élections fédérales auront lieu dans quelques mois, vous devriez vous informer et vous impliquer sans tarder. Commencez à faire le suivi des questions qui vous touchent et à vous informer sur ce que les candidats et les partis ont à dire à ce sujet. Envisagez d'appeler les candidats maintenant pour leur parler de ces questions. La campagne fédérale n'a pas encore démarré; c'est le moment idéal pour avoir votre mot à dire.
2. Assistez à la prochaine réunion de votre section : Informez-vous pour savoir si votre section ou votre conseil régional s'implique dans la

campagne fédérale à venir. Dans la négative, demandez que cette question soit mise à l'ordre du jour de la prochaine réunion et soyez prêts à aider votre section ou votre conseil en vous engageant dans une action politique.

3. Impliquez-vous dans le processus : Vous n'avez pas besoin de faire du bénévolat pour participer à une campagne. Lisez les documents de campagne électorale, assistez aux assemblées publiques locales et posez des questions lorsqu'un sollicitateur de votes ou un candidat vient à votre porte ou sur votre lieu de travail. Faites-lui comprendre que les questions qui vous préoccupent sont importantes.
4. Allez voter : Assurez-vous que votre nom est sur la liste d'Élections Canada et que vous connaissez l'adresse du bureau de vote. Encouragez le plus grand nombre possible d'amis et de membres de la famille à voter le jour des élections. Fixez-vous comme objectif de faire en sorte que 10, 15 ou 20 personnes aux vues similaires se déplacent pour aller voter.

La démocratie fleurit lorsque les individus s'impliquent à l'échelle locale et prennent part à la vie publique. J'exhorte tous les membres de la Fraternité Unie au Canada à exercer leurs droits démocratiques au cours des prochains mois en s'informant et en s'impliquant.



## New Exosuit Breaks Barriers by Plumbing the Depths

**U**nderwater work at depths beyond a few hundred feet has been all but impossible, but a cutting-edge new technology—called an Exosuit—is opening possibilities for construction and scientific applications.

The Exosuit Atmospheric Diving System (ADS) is certified as a submarine that takes the shape of a human. A diver piloting the apparatus can descend 1,000 feet safely because the Exosuit maintains normal surface-level pressure and eliminates the need for lengthy decompression.

UBC signatory contractor J.F. White Contracting Company of Massachusetts (JFW) is the major funder and sponsor of the Exosuit's development and owns the first model. The Exosuit ADS has been in development since 2000 by its creator, Dr. Phil Nuytten of Vancouver, British



Columbia—a UBC Local 2404 member. The latest improvements are allowing greater range of motion and dexterity, said Jim Clark of the JFW Exosuit team.

“The suit is remarkably user-friendly. After a couple of days of training, a recreational diver could pick up a dime on the floor of a test tank using the Exosuit,” Clark said.

The Exosuit will bring a “major economic advantage” to deep-water projects, Clark added. Other methods of supporting divers during deep dives, like saturation diving, require far more equipment and complex systems to operate than the Exosuit.

“We couldn’t be prouder of J.F. White and our members who are pioneering this exciting deep-water technology,” said UBC Eastern District Vice President Frank Spencer. “The Exosuit is a perfect example of our Union’s determination to be part of the training and skill-building innovations that lead our industries.”

JFW is also getting UBC members access to many of the earliest opportunities created by the Exosuit.

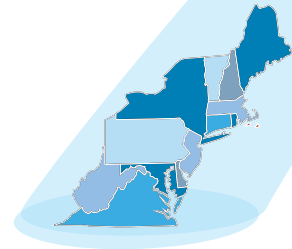
“This is huge for UBC divers,” said Dan Kuhs, Local 56 business manager and regional manager of specialty trades for the New England Regional Council of Carpenters. “It makes us more viable in a market where there has been limited deep work. It’s going to open up an awful lot of possibilities.”

One of those opportunities recently surfaced—half-way around the world.

The JFW Diving Division provided field support for a cooperative research program entitled “Return to Antikythera,” organized by the Woods Hole Oceanographic Institution (WHOI) and the Hellenic Ministry of Culture in Greece.

The Antikythera site, about 150 miles south of Athens, Greece, is home to a shipwreck dating all the way back to BC days. The site was discovered in 1900 by sponge divers and has been called the most important shipwreck in the world. Underwater antiquities of high historical and cultural significance have been more recently discovered, including a device that is regarded as the first analog computer. Researchers believe that this particular site may still hold critical clues for understanding the emergence of mechanical innovations.

## DISTRICT SPOTLIGHT



## EASTERN DISTRICT

The Exosuit ADS was deployed to the project to address a need for additional bottom time at the study site, while protecting the pilot from the ill effects of pressure and enhancing project diving safety. Wet-dive technology has only allowed less than an hour at a time at the shipwreck, which rests between 150 and 500 feet undersea prior to this dive. With the Exosuit, researchers can stay underwater much longer and expect better success with excavation and study.

JFW trained key Antikythera project researchers to pilot the Exosuit for basic work. Trainees included project archaeologists, dive technicians, and representatives of the Hellenic Navy. JFW also demonstrated safe Exosuit deployment in a remote geographical location and conducted the first Exosuit dives at the Antikythera study site.

### UBC Diving Work Is Just a Click Away

The Brotherhood’s 1,000-plus construction divers now have smoother waterways to work opportunities, thanks to the roll-out of the UBC’s new International Diver Traveler Referral Program.

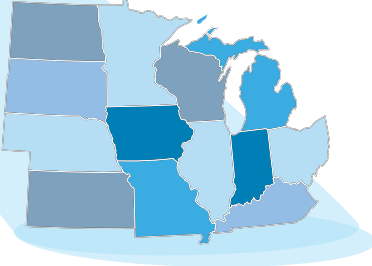
The web-based portal provides an easy way for divers to make their availability and skill certifications known—and for distant UBC locals to quickly locate and deploy divers to fit the needs of specific work sites.

“Traditionally, our divers have always been willing to travel,” said UBC Representative Bob Laufenberg. “The new system will help our members and our industry partners to efficiently find each other—and get the job done at the highest level,” Laufenberg said.

The referral program will use the Carpenter International Training Fund’s (CITF) TRAIN system, where divers list their skills and specialties, as well as their available travel schedules and desired locations. UBC local representatives can log into the system to find the divers that suit particular assignments in their areas.

“Divers must present their credentials to a training center in their area and have them individually entered into TRAIN, which in turn ties into the referral program and training at the International Training Center,” explained CITF Executive Director Bill Irwin.

## DISTRICT SPOTLIGHT



Few industries impact people's daily lives as much as the construction industry. At the Chicago Regional Council of Carpenters, an industry partnership has created a popular public television series that showcases the skills, productivity, attitude, and safety Union Carpenters bring to every job site.

*Built to Last*® is a 30-minute TV show that illustrates the skills of Union Carpenters and the practices involved in every level of construction, from foundation to rooftop. The show spotlights what it takes to execute construction projects using UBC knowledge, skill, precision, and the latest money-saving, environmentally friendly technologies.

"This series does an excellent job in illustrating the skills and crafts of the Union Carpenter and promoting our quality signatory contractors," said David Tharp, the UBC's Midwestern District Vice President.

"Viewers have the opportunity, from the comfort of their homes, to see some of the processes involved with the construction industry, including innovative technology and the importance of partnerships with industry experts," Tharp added.



## It's a Wrap!

### Chicago Carpenters Show that UBC Skills Are Built to Last



Click here to visit the show's web site



The show is produced by the Chicago Regional Council of Carpenters' Labor and Management Committee and partner Lakeshore Public Television. Though produced in Chicago, the show is reaching broader audiences in two ways. It has been picked up by public television stations in more than 50 markets nationally, and episodes are available online at [www.builttolasttv.com](http://www.builttolasttv.com). Programming reaches 30% of the nation with a potential audience of 89 million viewers.

Each half-hour episode offers a new perspective on carpentry from the inside out. Episodes have featured the Council's apprentice training programs, nail and drywall manufacturers, and millwright job sites.

Season 1 of *Built to Last* began airing in January of 2010, with new episodes airing weekly for 13 weeks. The program's first season also covered trade and union history and offered a detailed look at various UBC crafts.

Season 2, launched in January of 2014, focused on a "Made in America" theme to build a green home, designed and built to incorporate energy-efficient practices, environmentally friendly materials, and cost-saving, innovative products.

"Our goal with Season 2, which I believe we achieved, was to advance the green building industry, be at the forefront of the research and training for these energy-performance initiatives, and provide the marketplace with effective solutions," said Council President and Executive Secretary-Treasurer Frank T. Libby.

In addition, as with its many initiatives, the Chicago Regional Council emphasizes Innovation-Collaboration-Education (ICE) methodology in the show's production. "ICE is a value-based strategy that we use across our programs," said Libby. "This strategy enables us to deliver the greatest proficiency in the communities where we work; maintain, enhance and build our contractor and construction industry partnerships; and both inform and teach in a way that strengthens our public and private partnerships. With each airing of *Built to Last* the skills of our members, their dedication to the trade and commitment to the community, and the expertise of our contractors are reinforced across the land."

Season 3 of *Built to Last* is currently in development. Be sure to visit the show's web site, [builttolasttv.com](http://builttolasttv.com), to see full episodes from Seasons 1 and 2, and to learn more about the program.



## Standing Ovation!

### Southern Millwrights Steal the Spotlight in San Antonio Theater Project

**W**hat used to be a broken down municipal building in San Antonio, Texas, is now an elite, state-of-the-art events venue, thanks to the ability of UBC Southern District members to learn fast and produce stellar work. At the Tobin Center for the Performing Arts, a new seating technology, which has yet to infiltrate American theaters, needed to be successfully installed in the 1,750-seat, 8,200-square-foot performance hall.

Created by Gala Systems, the technology transforms seating arrangements using mechanical equipment housed below the hall into dozens of theater, flat floor, banquet, and cabaret configurations. The transfer is done within minutes. The company has completed more than 1,400 projects in 63 countries, but the Tobin project, which features telescopic technology, was different. It is the first of its kind in the country, according to the Tobin Center web site.

A Plus Industrial Installation brought a composite crew of millwrights from Locals 1421 and 2232 of the Southern States Millwright Regional Council (SSMRC).

“This type of job allows our members to show how versatile their skills are. They can respond to an ever-changing market with an eagerness to learn and yet maintain productivity,” said Executive Secretary-Treasurer of the SSMRC, Dennis Donahou.

“The special challenge was that it was the first of its kind, so nobody had experience in working with this engineering marvel,” said Dean Simonek, vice president of A Plus. “Gala Systems provided installation experts to train our crew onsite. The feedback we got was great. They said our guys performed very well. Since this is new technology, it

was a learning curve but they picked it up quickly and ran with it.”

Getting the right equipment in place for the installation required planning of its own. A Plus needed to use a Maeda mini-crawler crane for construction, since conventional equipment like a forklift or a carry-deck crane couldn’t gain access or was too heavy. A telescoping platform had to be built in the stage pit to get the mini-crawler crane down to floor elevation for assembly of the telescopic seating. The Maeda crane dealer in Houston sent a technical expert to San Antonio to qualify the millwrights in authorized operation of the crane.

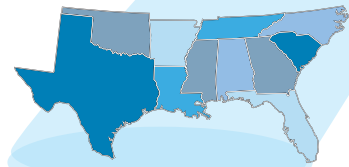
“The labor supplied by A Plus was qualified and hard working. The A Plus crew showed great pride in their work, and the end result reflects it,” said Guillaume Le Brun, the Gala Systems engineer who coordinated the project onsite.

“We faced a few challenges throughout the installation of the project, as we do on any construction site. But, the workers of A Plus were an integral part of overcoming these challenges through good communication and teamwork with the different trades,” Le Brun added.

UBC Southern District Vice President Danny Maples said the successful Tobin project is another example of how UBC members in the Southern District are able to convert training opportunities into productivity on the job site.

“The UBC’s combination of skill, communication, and leadership training is creating a total professional that can handle technical challenges, learn new skills quickly to keep the project on time, and communicate with others so that the project remains productive,” Maples said.

## DISTRICT SPOTLIGHT



# SOUTHERN DISTRICT

### Les Simonek Keeps a Steady Hand at A Plus Industrial Installation’s Wheel

A Plus Industrial Installation began when Les Simonek, the company’s founder and current vice president, saw an opportunity.

He chose “A Plus” as his company’s name because the term is synonymous with outstanding performance, service, and value.

“Our goal has been to build a company focused on providing exceptional value to our clients with a commitment to service that exceeds their expectations,” Simonek said.

For more than three decades, the family-owned business grew. With access to an unlimited pool of millwright manpower from the Southern States Millwright Regional Council (SSMRC), Simonek steered A Plus through successful projects year after year.

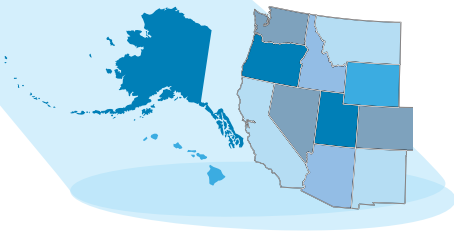
A Plus accepts assignments throughout the USA. Clients range from automotive, food and beverage, pharmaceutical, baggage handling and building products, to paper mills, aerospace, medical, bulk material handling, and packaging.

Simonek is a 29-year member of UBC Local 1421. His company has played a vital role in providing scores of jobs throughout the years for the local workforce. His son Dean is a 19-year member and has been working with his dad for several years now to run the family business.

“A Plus is one of our most successful contractors, and I believe that’s because of Les’ commitment to hiring skilled professionals to represent him on the job site,” said SSMRC Executive Secretary-Treasurer Dennis Donahou.

“Having the right mix of millwrights for any particular project is one key component for success,” Simonek said. “What I want more than anything is for a young millwright to want to learn and get better. That’s what creates opportunities.”

## DISTRICT SPOTLIGHT



**W**hen it opens for business in 2017, the new Wilshire Grand Tower in Los Angeles will own its share of superlatives: The tallest building west of the Mississippi will have a 70th-floor hotel lobby and 900 guest rooms, a rooftop pool—highest on the West Coast—and a spire that reaches 1,100 feet from street level.

By that time, hundreds of UBC members will have clocked thousands of hours at the massive work site in the heart of downtown Los Angeles, California. And also by that time, the skyscraper's foundation and core will hide within a sleek outer structure of glass and steel. But the building's less-flashy elements won't soon be forgotten: They've already turned heads throughout the industry with superlatives of their own.

"The productivity provided on this job site is the product of well-trained, team-work-oriented expert carpenters who not only

minutes ahead of the projected time. Guinness officials verified that Wilshire Grand beat the previous record-holding pour at the Venetian in Las Vegas in total volume, and that the flow remained continuous. Starting in late afternoon on a Saturday, it took 2,000 truckloads of concrete, choreographed with 208 trucks and 19 huge pumps, to fill the 17.5-foot-thick foundation.

"It was an electrifying atmosphere," said Teno Vasquez, UBC Local 409's steward at the project and a member of the layout crew for Conco, the concrete contractor on the job.

"The site looked like something out of RoboCop. I felt like a guy playing for the first time in the Super Bowl," Vasquez said.

"I was on the street level, and my partner was below on the mat," Vasquez said. "Using Total Station, we monitored four of the core's (formwork) panels, making adjustments so they wouldn't move during the pour. We also kept track of our benchmarks for the elevation of the rebar, to make sure the concrete was settling properly."

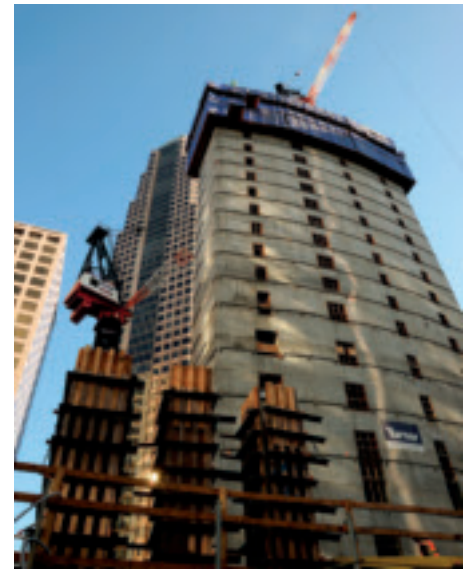
Led by general contractor Turner Construction, Conco and the Grand Pour's masterminds built several contingency plans into the process, including standby pumps. A near-flawless performance ensured that none of the backup pumps were put into service.

Rather than a typical wood-form system, the core is being built using the EFCO "jump system," with hydraulically attached panels that are unbolted for removal after concrete is poured.

"The building's height is what drives the decision on how to form and pour the concrete," said Bob French, a 34-year UBC member and Conco project manager. "We searched for carpenters that have used this type of system before. Some of the UBC concrete workers at the Grand Pour were Conco employees and others came out of the Union hall," French said.

#### Keeping Safety as the Top Priority

It's no small matter to maintain safety on a project of this scope. Conco's proactive approach includes a mandatory site-specific training session for all workers. An early job-wide meeting included refreshers on



the basics from L.A.-based UBC instructors. And, to keep the risk of injury as low as possible, the crews did daily stretching and warmup exercises, as well as paid attention to ergonomically focused work practices.

Conco's fulltime UBC crew of Safety Partners make sure, every day, that the equipment and the work environment are in optimal condition and the workers are performing safely.

"We are especially proud that our dedicated crew has worked 100% safe, with no injuries during the Grand Pour or since then," French added.

Maurice Murphy is a Conco Safety Partner and an 8-year member of Local 409. "It's a very dynamic situation and rightfully so; it's such a big job. When you are focused tightly on your tasks you can get tunnel vision and forget safety. We focus on the whole environment and are extra eyes in the field for the job site."

Murphy said he sees the Wilshire Grand as a learning experience unlike anything else. "It's like three or four different jobs in one," he added. "Separate crews work on the core, the decks, and the verticals (columns). Because of the square footage each group is dedicated to that one thing. But everyone's assignments intersect each other at some point, so it all has to be right."



understand their individual role, but also how their work contributes to the overall success of a project," said Western District Vice President Phil Newkirk. "We are extremely proud of our members who are part of this historic job site."

Start with a historic concrete pour. Certified by Guinness World Records as the largest-ever in the USA and dubbed the "Grand Pour," construction workers laid down 21,200 cubic yards of concrete in a continuous "mat slab" pour.

The Grand Pour's mat slab method produced one huge block of concrete, and is one of several strategies engineered to help the Wilshire Grand withstand earthquakes.

The marathon lasted 18.5 hours—90



## Pipelines: More Than Jobs

*UBC members with the Prairie Arctic Regional Council working on the 124-km Bakken pipeline project near Cromer, Manitoba. The project also includes the installation of new pumps and associated equipment, and utility upgrades. The pipeline will carry oil from Berthold, North Dakota, to a mainline in Cromer, Manitoba where it can be transported to the U.S. Midwest, Midcontinent, and eastern Canada.*

**D**ebate over pipelines increased recently with the issuance of criteria from the Premiers of Ontario and Québec on the Canadian Energy East pipeline, and with the issue surfacing in both houses of the U.S. Congress over the Keystone XL pipeline. While it is important to understand these projects and their benefits, it is also important to remember the role that pipelines play in our future.

Keystone XL is an \$8 billion project that will improve North American energy security, provide increased tax revenue, and minimize the environmental and safety impacts of moving Canadian oil to U.S. refineries. It will also provide opportunities for UBC members and their partner contractors by creating about 42,100 construction jobs. States along the route are expected to collect more than \$5 billion in property taxes—revenues for much-needed infrastructure projects, creating even more construction and infrastructure jobs for our members.

During construction, UBC members will be needed to build the 52 pump stations and outfit each with machinery. The development will create the need for new commercial buildings along the route to service the pipeline. Oil refining operations will also create jobs for upgrades to process the heavier crude extracted from Alberta. For example, more than 1,400 carpenters

and millwrights worked on modernizing BP's Whiting Refinery in Whiting, Indiana, so that it could process oil from Alberta.

Along with transporting Canadian oil, the pipeline will also support the significant growth of oil production in the United States by giving U.S. oil producers more access to the large refining markets found in the American Midwest and on the Gulf Coast.

The UBC job multiplier effect is significant for these pipeline projects.

In Canada, there are three major pipeline projects being reviewed or proposed: Energy East, Northern Gateway, and the Trans Mountain expansion. There is also a major overhaul planned for Canada's smaller natural gas lines that service hundreds of thousands of retail consumers in Ontario and Québec.

"The UBC in Canada and the United States will play its part in advocating for these pipeline projects, and we fully understand the need to address the concerns of the provinces and states where these pipelines are to be built," said UBC Canadian District Vice President James Smith.

"Local UBC Regional Councils can also play a part in encouraging their members to speak out in support of these critical projects. While we will certainly benefit from the jobs that these projects will create, there are other substantial local, national, and international benefits that should be highlighted," Smith added.

### Why Pipelines?

Pipelines deliver energy directly to consumers and industries and have operated safely in Canada for generations. Pipelines contain the raw goods people and industry demand to heat homes, operate businesses, maintain transportation systems, and keep

## DISTRICT SPOTLIGHT



construction and maintenance projects moving forward. Pipelines help run the North American economy.

Pipelines don't just create jobs—they connect jobs and lead to many more opportunities throughout North America. They connect extraction jobs in Alberta to construction jobs in New Brunswick and Montana. They link upgrading jobs in British Columbia and Texas to maintenance jobs in Ontario and Whiting. They link skilled UBC workers across North America to high-paying careers.

Pipelines also connect apprentices with journeypersons, providing opportunities to develop a superior workforce. If our Union is going to attract young people, we have to have job opportunities for them to pursue. Pipelines ensure employment opportunities during and after construction. Pipeline projects essentially guarantee generational jobs at all ends of the pipe.

Pipeline safety is a top priority for our members, who are as concerned with community safety and environmental performance as the people who live next to existing and planned pipelines. The UBC continues to advocate for clean communities where our members live and work. Our members are expertly trained to install and maintain these essential components of our energy system.

To advocate against such important and essential components of our daily lives and economic growth is counterproductive—to advocate for safe operations and continued community economic benefits from these projects is a much more realistic and practical approach.

### Energy East Pipeline = Opportunities for the UBC

The Energy East pipeline will transport about 1.1 million barrels of oil per day from Western Canada to refineries in the Provinces of Québec and New Brunswick.

The Energy East project could translate into hundreds of jobs for UBC members to build and maintain the pipeline. The Conference Board of Canada predicts nearly 14,000 direct and indirect jobs would be generated

during the seven-year development and construction phase of this project.

The top three provinces that are expected to see the highest employment numbers are Ontario, Québec, and New Brunswick, respectively. Once the pipeline is operational, with oil flowing across Canada, \$36 billion is predicted to be added to the Canadian economy over a 20-year period.

## CONVENTION CALL

December 29, 2014

TO THE OFFICERS AND MEMBERS OF LOCAL UNIONS AND COUNCILS OF  
THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

### GREETINGS:

You are officially notified that the Forty-First General Convention of the United Brotherhood of Carpenters and Joiners of America will be held at Paris-Bally's Las Vegas in Las Vegas, Nevada, beginning Monday, August 24, 2015, at 10:00 a.m. and will continue in session from day to day until the business coming before the Convention has been completed.

The basis of representation for Local Unions in the Convention, in accordance with Section 17-C of the UBC Constitution, is: one hundred (100) members or less shall be entitled to one delegate; more than one hundred (100) members and not more than five hundred (500), two delegates; more than five hundred (500) and less than one thousand (1,000), three delegates; one thousand (1,000) members and less than fifteen hundred (1,500), four delegates; fifteen hundred (1,500) members and less than two thousand (2,000), five delegates; two thousand (2,000) and less than twenty-five hundred (2,500), six delegates; twenty-five hundred (2,500) and less than three thousand (3,000), seven delegates; a Local Union with three thousand (3,000) or more members shall be entitled to eight delegates plus one additional delegate for every 500 members over three thousand (3,000). The number of members of the Local Union shall be the number in good standing in the month that the Convention Call is issued.

A Local Union owing two or more months' per capita tax to the General Office is not entitled to representation at the Convention. Local Unions must pay enough to reduce their arrearage below two months' per capita, prior to or at the Convention, in order for their delegates to be seated at the Convention.

State, Provincial, Regional, Industrial and District Councils and the Canada Council shall be entitled to representation by election of one delegate. Pursuant to Section 17-C of the UBC Constitution, Council delegates will not be entitled to vote in the election of General Officers. Council delegates will nonetheless be credentialed and seated as delegates to the General Convention in accordance with the UBC Constitution and will have full voice and vote on all Convention matters except the election of General Officers.

In accordance with Section 17-F of the UBC Constitution, all Local Unions and Councils are directed to issue notice of special called meeting(s) for the purpose of selecting delegates to the Forty-First General Convention by secret ballot. Section 17-F provides as follows: "The election of delegates and alternates shall be held by secret ballot within the time specified by the General Executive Board. All members shall be notified by mail to attend the meeting

at which the delegates and alternates are to be elected. To be eligible for nomination or election as a delegate or alternate to a General Convention, a member must meet the requirements of Section 31D."

Individuals who are automatically elected as General Convention delegates by virtue of proper election to another office in their Local Union or Council may qualify for credentials if such automatic delegate status is provided for in the Local Union's or Council's By-laws and the requirements of Section 31-J of the UBC Constitution are met. Under Section 31-J of the UBC Constitution, the notices of nominations and election, and the ballot, must advise members that the candidate elected to the office will be a delegate to the General Convention of the United Brotherhood. Documentation of the above criteria should be submitted with the Local's or Council's Delegate Designation Form.

Section 31-D of the UBC Constitution provides as follows: "A member cannot hold office or the position of Delegate or a Committee position, or be nominated for office, Delegate or a Committee position, if receiving a pension under the United Brotherhood of Carpenters Pension Plan, or unless present at the time of nomination, except that the member is in the anteroom on authorized business or out on official business, or prevented by accident, sickness, or other substantial reason accepted by the Local Union or Council from being present; nor shall the member be eligible unless working for a livelihood in a classification within the trade autonomy of the United Brotherhood as defined in Section 7 or in employment which qualifies him or her for membership, or is depending on the trade for a livelihood, or is employed by the organization as a full-time officer or representative; provided, further, that members who are life members shall not be eligible. A member must have been twelve (12) consecutive months a member in good standing immediately prior to nomination in the Local Union and a member of the United Brotherhood of Carpenters and Joiners of America for two consecutive years immediately prior to nomination, unless the Local Union has not been in existence the time herein required, and must remain a member in good standing at all times in order to remain in the position to which he is elected or appointed. A member who retires after being elected may complete the term for which elected unless receiving a pension under the United Brotherhood of Carpenters Pension Plan. Contracting members are not eligible to be nominated for or hold an officer, delegate, or Committee position, nor shall a member who has been a contracting member until six months have elapsed following notification by the member to his or her Local Union in writing that he or she has ceased contracting."



ANDRIS J. SILINS General Secretary-Treasurer  
101 Constitution Avenue, N.W. Washington, D.C. 20001

## NOMINATIONS AND ELECTIONS

Nomination and election of delegates shall be at special called meeting(s).

For nominations conducted by Local Unions for General Convention delegates, all members must receive notice by mail of the number of delegates to be elected and the time, place and date of the nominating meeting. This notice shall be by letter or postcard and shall be sent not less than fifteen (15) days prior to the date set for the nomination of delegates. Notice of nominations must be mailed to each member at his or her last known address as reported to the Recording Secretary under Section 44-F. No other form of notice is permitted (Notice in newspapers or similar publications shall not constitute proper notice, but may be used as a supplementary notice).

For elections conducted by Local Unions for General Convention delegates, all members must receive notice by mail of the time, place, and date of the election. This notice shall be by letter or postcard and shall be sent at least (15) fifteen days prior to the date set for the election of delegates. Notice of the election must be mailed to each member at his or her last known address not less than (15) fifteen days prior to the election. No other form of notice is permitted (Notice in newspapers or similar publications shall not constitute proper notice, but may be used as a supplementary notice).

A Local Union may use a combined notice of nomination and election if it contains all the necessary information, is mailed by letter or postcard to each member at his or her last known address, as indicated above, and is sent at least (30) thirty days before the election and at least (15) fifteen days prior to nominations. If a Local Union sends a combined thirty-day notice, nomination and election of delegates may be held at the same special called meeting. Furthermore, notices of nomination and election shall be mailed not more than sixty (60) days prior to the date of such nominations and/or election.

To be eligible to vote for delegates in a Local Union, a member must have held membership in the Local Union for at least twelve (12) consecutive months (unless the Local Union has not been in existence the time required) and be in good standing at the time of voting. Contracting members are not eligible to vote. The benefit status of a member shall not be considered in determining his or her eligibility as a candidate for delegate or his or her eligibility to vote for delegates.

It shall be the responsibility of the Financial Secretary to certify the eligibility of all candidates for delegate at the time of nomination.

Where two or more Local Unions have merged, the period of membership required as a condition of eligibility for nomination for delegate or voting in an election for delegates may be established by including continuous membership in any of the Local Unions whose merger resulted in the existing Local Union.

Each delegate will be entitled to one vote (except that delegates representing Councils will not be able to vote for General Officers). A delegate representing more than one chartered body will be entitled to only one vote. Proxy representation is not allowed. Each delegate establishes a claim to a seat in the Convention through official credentials supplied by the General Office which must be properly filled out and signed by the President and Recording Secretary of the Local Union or the President and Secretary of the Council he or she represents, with the Seal of the Local Union or Council he or she represents affixed thereto.

Delegates must present proper identification at the General Convention. Proper identification consists of a driver's license or other government issued photo identification. The expense of each delegate attending the Convention is to be paid by the Local Union or Council he or she represents.

A blank Delegate Designation Form with a self-addressed envelope, addressed to the General Secretary-Treasurer, is being provided to each Local Union and Council along with this Convention Call. This form is to be completed by the Recording Secretary immediately following the delegate election and mailed promptly to the General Secretary-Treasurer.

**Elections for delegates and alternates to the General Convention are to be conducted by April 30, 2015. Except for delegates by virtue of office, all delegates and alternates to the General Convention must be elected after December 29, 2014. The completed Delegate Designation Form containing the names and addresses of elected delegates, along with the Local Union's or Council's election notice and other required information, are to be returned to the General Office by May 8, 2015.**

When the information required, including the home addresses of the delegates, is received at the General Office and the elected delegates' membership status and eligibility are found to be in compliance with our Constitution and Laws, credentials and further information will be sent to the delegate's home address and not to the Local Union or Council.

All amendments to the Constitution and Laws proposed by Local Unions or Councils must be submitted separately, in triplicate, by June 25, 2015, in accordance with Sections 57-B and E of the UBC Constitution.

Fraternally yours,

*Douglas J. McCarron*  
GENERAL PRESIDENT

*Andris J. Silins*  
GENERAL SECRETARY-TREASURER

# United Brotherhood of

INSTITUTED AUGUST 12th 1881



## NOTICE OF UBC GENERAL OFFICER ELECTION

### General

Pursuant to the UBC Constitution, an election for General Officers will be held at the 41st General Convention in Las Vegas, Nevada at Paris-Bally's Las Vegas, 3655 Las Vegas Boulevard, South, Las Vegas, Nevada. As set forth in the Convention Call that has been issued, the 41st General Convention shall commence on August 24, 2015. In accordance with Section 9B of the UBC Constitution, nominations for General Officers shall be made on August 26, 2015, and the election for General Officers has been scheduled for August 27, 2015.

The officers will be elected by delegates to the General Convention. Delegates representing Councils, however, will not be able to vote for General Officers. The officers will serve a regular five-year term commencing 45 days following the completion of the election.

The election will be for the following General Officer positions:

- General President
- General Vice-President
- Second General Vice-President\*
- General Secretary-Treasurer
- District Vice-President, Eastern District
- District Vice-President, Midwestern District
- District Vice-President, Southern District
- District Vice-President, Western District
- District Vice-President, Canadian District

\*The General Executive Board will submit an amendment to the UBC Constitution for approval at the 41st General Convention that shall establish the position of Second General Vice-President.

The Districts are as follows:

**Eastern District:** Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont, Virginia, and West Virginia.

**Midwestern District:** Illinois, Indiana, Iowa, Kansas, Kentucky, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin.

**Southern District:** Alabama, Arkansas, North and South Carolina, Florida, Georgia, Louisiana, Mississippi, Oklahoma, Tennessee, Texas, Canal Zone, Virgin Islands, and Puerto Rico.

**Western District:** Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

**Canadian District:** Canada.

### Eligibility for Nomination and Election as a General Officer

Any eligible member may seek nomination and election for any available position. Incumbents seeking a new office will not be required to resign their present position in order to run for another position.

The eligibility requirements for nomination and election as a General Officer are set forth in Sections 9-D, 31-D, and 44-G of the UBC Constitution.

### Prohibited Campaigning

Section 401(g) of the Labor Management Reporting and Disclosure Act prohibits the use of union or employer funds to promote the candidacy of any person. No union resources including union publications, supplies or equipment may be used to promote any candidate.

# United Brotherhood of Carpenters & Joiners

## OF AMERICA

### UBC POLICY

#### Regarding Inspection of Membership and Delegate Lists and Distribution of Campaign Literature for the 41st General Convention

##### Inspection of Membership and Delegate Lists

Each bona fide candidate for a General Officer position may, once within 30 days prior to the date of the election of General Officers, inspect a list containing the names and addresses of members of the United Brotherhood of Carpenters and the most current list of the names and addresses of delegates to the 41st General Convention. The right of inspection does not include the right to copy the lists but does include the right to compare the lists with a personal list of members. No candidate is entitled to receive a copy of the lists during the thirty-day period or at any other time prior to the election.

The membership list and most current delegate list will be available for inspection at the General Office of the UBC located at 101 Constitution Avenue, N.W., Washington, D.C. 20001, between 9:00 AM and 4:30 PM, Monday through Friday, from July 28, 2015 through August 26, 2015. Any candidate who wishes to inspect the membership list during this period should contact Andris Silins, General Secretary-Treasurer at (202)546-6206 or send a written request to Andris Silins, General Secretary-Treasurer, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Avenue, N.W., 10th Floor, Washington, D.C. 20001.

Prior to actual inspection of a list, a bona fide candidate will be required to sign a form certifying that he or she is a bona fide candidate for a General Officer position.

##### Distribution of Campaign Literature

The UBC will honor any reasonable request of any bona fide candidate for a General Officer position to distribute his or her campaign literature to members at the candidate's expense. The UBC will use a professional mail service to assist with the distribution of literature.

Any candidate who wishes to have his or her campaign literature distributed by the UBC must submit a written request for such distribution to Andris Silins, General Secretary-Treasurer, at the United Brotherhood of Carpenters and Joiners of America, 101 Constitution Avenue, N.W., Tenth Floor, Washington, D.C. 20001. In such request, a candidate must: (1) certify in writing that he or she is a bona fide candidate for a General Officer position for

the 41st General Convention and specify the position such candidate is seeking; (2) clearly specify which members he or she wants his or her campaign literature distributed to (Example: delegates, membership at large, other, etc.); (3) specify whether he or she wants the campaign literature mailed by first-class mail or some other method; (4) provide an exact sample of the campaign literature he or she wishes to have mailed, along with a sample envelope, so that the mail service can provide an estimate of distribution costs.

After receipt of such request and information, the UBC General Office will notify the candidate of the estimated cost of such distribution after obtaining an estimate from the mail service. The total cost of the mailing will depend upon the size and weight of the piece(s) being mailed, the quantity mailed, and the postage used.

Example: For illustrative purposes only, the estimated cost of handling, processing, and mailing one 8½ by 11 sheet, 20 lb. bond (folded in thirds to fit a No. 10 envelope), in a No. 10 (standard business) envelope to 2000 members would be approximately \$800 plus the cost of postage.

As indicated above, the total cost of the mailing will vary depending on the size and weight of the piece(s) being mailed, the quantity mailed, and the postage used.

Candidates who wish to have their campaign literature distributed by the UBC will then be required to submit advance payment for such mailing, by check or money order payable to the mail service, to Andris Silins, General Secretary-Treasurer at the General Office, UBC, 101 Constitution Ave., N.W., Tenth Floor, Washington, D.C. 20001, along with their campaign literature (which must be folded so that it can fit in the envelopes provided, but not inserted into the envelopes) and the proper number of envelopes (without postage). The mail service will insert the campaign literature into the envelopes, seal the envelopes, attach the mailing addresses, apply postage, and mail the campaign literature to recipients. Again, all campaign literature must arrive at the General Office pre-folded to envelope size in order to be distributed.

Distributions to General Convention delegates will be made per the most current delegate list as of the date that the candidate's request for distribution of campaign literature is received at the UBC General Office.

# CAUTION: SHAKY GROUND UNDERFOOT

## UBC Helps Unveil Startling Evidence About Cheating Contractors and Payroll Fraud

It's not just earthquakes that cause uneven footing in California. Payroll fraud is also causing uneven footing for construction workers there—a problem that represents a national epidemic:

- **One out of every six** construction workers in California isn't paid a fair wage.
- The number of workers **not reported** on company payrolls or misclassified as independent contractors has **increased 400% since 1972**.
- **A quarter** of all specialty trades construction workers are **paid off-the-books or misclassified**.
- The widespread negative impacts of payroll fraud means that **hundreds of millions of dollars are lost** in state and federal tax revenues, **construction jobs are lost**, and the construction industry **struggles to attract and retain** skilled workers.

These facts are backed up with hard stats in a new report recently released by the California-based research firm, the Economic Roundtable, called *Sinking Underground: The Growing Informal Economy in California Construction*.

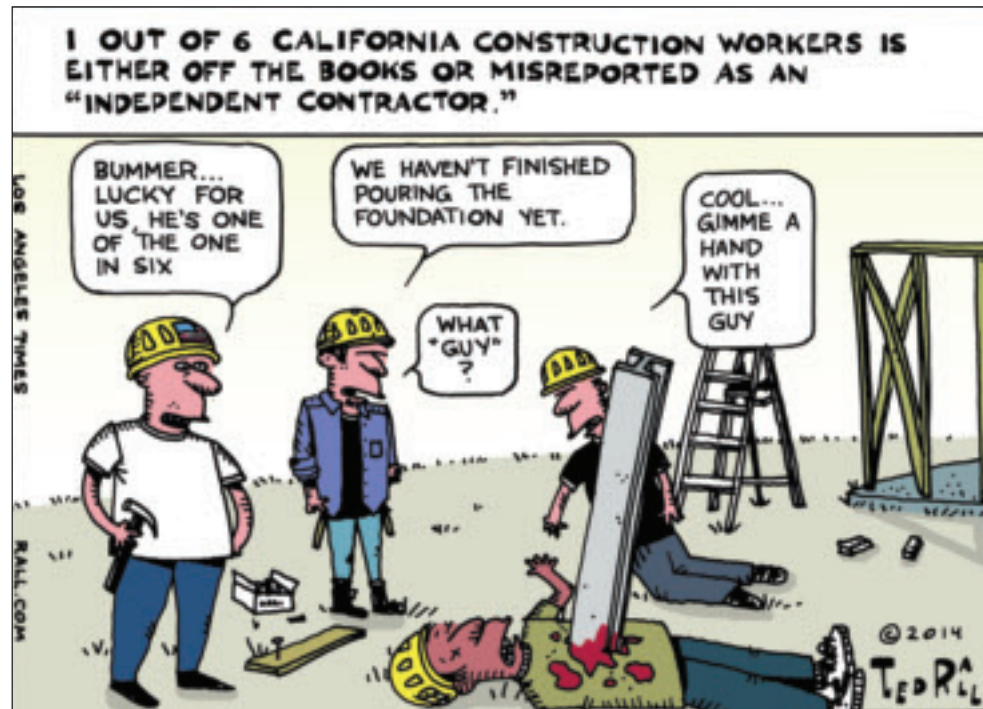
The study was underwritten by the United Brotherhood of Carpenters.

“Construction workers are being abused, and law-abiding employers are losing work to criminals. We know it’s happening, and we wanted to secure objective evidence to quantify the effects to the economy and American middle-class workers,” said UBC General President Douglas J. McCarron.

“The solution is for labor and tax laws to be vigorously enforced, and for developers, public agencies, and project owners to insist that subcontractors hired to work on their projects uphold the laws and play by the rules,” McCarron added.

Analyzing data over 40 years, the report charts how a significant share of construction employment has slid into the “informal economy,” also known as the “underground economy.”

In what could be one of the most telling findings of the report, payroll fraud victims are twice as likely to be paid off-the-books, usually with



cash payments, than misclassified as independent contractors instead of employees, meaning the problem centers on fraud—not confusion.

“Safeguarding working people and providing a level playing field for honest employers to prosper is essential for the vitality of California’s

economy,” said California Labor Commissioner Julie Su.

“A just day’s pay for a hard day’s work should be a reality in every workplace. Information from this report identifying abuses of the construction industry is a valuable tool for protecting workers as well as employers who

play by the rules,” Su added.

“The flagrant violator contractors don’t just steal from employees. They steal jobs from legitimate high-road contractors and their employees’ families,” said Bruce Wick, director of risk management at California Professional Association of Specialty Contractors.

“All parties suffer, except the bad-actor contractor and the project owner, who gets an unfairly low bid price. These wrongs must be made right, and this study helps point the way,” Wick added.

### It’s Not Just a California Problem

The study may be based in California, but it illustrates the payroll fraud epidemic that is sweeping North America. Hundreds of millions of dollars are lost every year throughout the country because of deceptive contractor payroll practices. Every state in the United States and every province in Canada is affected, and it is money that ultimately is being taken from the pockets of UBC members, their families, and friends, to subsidize the lost revenue to their local schools, municipality, county, state, province, and country.

In the United States, federal legislation introduced to curb payroll fraud is currently sitting before Congress:

- S 1687/HR 4611: **The Payroll Fraud Prevention Act:** The bill would amend the Fair Labor Standards Act by establishing a penalty for every worker who is not properly classified as an employee. The bill also requires workers classified as independent contractors to be notified of such.

### Payroll Fraud Gets Some Ink

*The global McClatchy news service—with critical help from the UBC—published a multiple-story special report called Contract to Cheat, which shined a glaring floodlight on the problem of payroll fraud.*

*A year-long investigation showed that roughly 10 million construction workers are being misclassified as independent contractors instead of employees—meaning they are deprived of benefits and the contractor side-stepped paying taxes. The report details how the scam cheats workers and taxpayers out of billions of dollars, while regulators have done nearly nothing about it.*



Astrid Westvang

- S 1706/HR 4503: **The Fair Playing Field Act:** The bill amends the Internal Revenue Code by phasing out safe-harbor rules that actually allow many employers to intentionally misclassify employees as independent contractors. The bill also lifts a prohibition on the IRS to issue clarifying regulations that would help employers to properly classify workers as either employees or independent contractors.

In Canada, there have been new attempts recently to combat the \$37 million underground economy on the national and provincial levels. In November, the federal government announced new measures to encourage greater levels of compliance—particularly in sectors of the economy where cash transactions are common. Also, a National Underground Economy Advisory Committee has been established.

In Ontario, the Minister of Finance launched an initiative to remove

\$700 million from the underground economy over the next four years.

“The UBC will continue to work with governments at all levels and our signatory contractors to combat and eliminate the underground economy in Canada,” said UBC Canadian District Vice President James Smith. “This is not only a tax issue for governments as it also denies workers basic rights and protections, such as workers’ compensation coverage and employment insurance.”

### What Can Be Done About It?

The report also includes a list of recommendations:

- Improve enforcement of labor and tax laws and coordination between enforcement agencies.
- Use modern technology and broader reporting of payments to contractors to better detect law-breakers.
- Educate the public and construction industry stakeholders.
- Pay construction workers a wage that allows them to care for themselves and their families.
- Adopt responsible contractor bidding policies.

### GET INVOLVED!

**Contact your government representatives and tell them to support law enforcement and improve existing law on the local, state, provincial and federal levels, especially bills currently before Congress.**



#### GET THE REPORT

Read the entire report by clicking this QR code to download it to your mobile device.

#### STAY IN THE LOOP!

Visit [payrollfraud.net](http://payrollfraud.net) or text “FRAUD” to 91990 to join our alert system.

## Southwest Carpenters Turn Harley-Davidson Project Into an Example of Cooperation and Teamwork



Frank Hawk, a representative for the Southwest Regional Council, is happy to talk about one of the Union's latest headliner projects: Building a showcase-style Harley-Davidson dealership and tourist destination on the Las Vegas Strip.

"Harley-Davidson is a part of Americana, and we believe the Carpenters Union is, too. The two go hand-in-hand, together," said Hawk.

Members of the Southwest Regional Council showed that persistence pays off when they secured not only work for scores of carpenters on the high-profile project, but also a new level of teamwork for the good of the community between the Brotherhood and the storied motorcycle maker.

Ground broke in January of 2014 for the 50,000-square-foot showcase, located at a prime spot across from the iconic "Welcome to Fabulous Las Vegas" sign. Several months before, a UBC signatory general contractor, Martin Harris, had been hired for the job by Las Vegas Motorsports, the franchise owner of the new facility. That should have been good news, but Motorsports carved the carpentry work out of the GC's contract, intending to direct-hire non-union subcontractors.

Over the past four years, Local 1977 had protested loudly and often when substandard contractors won bids for work at smaller Las Vegas Harley-Davidson stores. The local has an impressive record of fighting against substandard employers.

But the stakes were high at the new Harley-Davidson facility. So, in

addition to regular banner displays in front of the construction site, the Council planned to bring the protest's message to Harley-Davidson headquarters in Milwaukee and to huge cycling rallies in Sturgis, South Dakota; Daytona, Florida; and Laughlin, Nevada. In Local 1977's own backyard, the protest also would have commanded attention at the world-famous Harley-Davidson Café on the Las Vegas Strip.

"When the company learned about our plans they knew we meant business because of how much zeal and effort we had put in at the shops in past years," Hawk said.

It didn't take long for the parent company, Harley-Davidson, to take the reins and insist on the kind of positive approach that could bring benefits for the long haul. The company put about 60 Local 1977 members at the site for all of the concrete, framing, drywall, and finish work.

Then Harley-Davidson kicked

Watch a video about this project:



things up a notch by asking the Union to cooperate in posting banners highlighting its partnership with the Union. Southwest Council officials agreed, in part because Harley-Davidson is a well-regarded company that has constructed its facilities and built its bikes using union labor in many other cities.

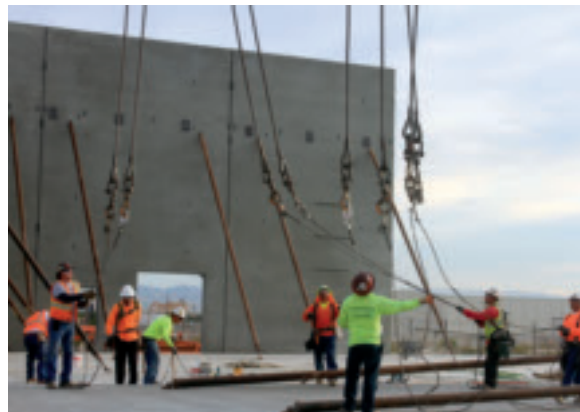
The banners include emblems of the UBC, Harley-Davidson, and Martin Harris—and the words, "Working Together to Build a Better Community."

"The partnership banners are a great way to let the public know that the whole community wins when a builder and the UBC work together to produce an excellent, affordable product," said UBC General Vice President Doug Banes.

"We wanted to make sure that the tradesmen can provide for their family. And when they can provide for their family, they truly are part of the community and the community gets stronger," said Guy Martin, vice president of Martin Harris Construction.

As the crew finished the punch list at the glittering new Vegas destination this fall, another benefit surfaced.

"Word got around. Others in the industry noticed the positive banners and are requesting banners for their job sites," Hawk explained. "We have work coming up at MGM Grand, and they want banners and building wraps highlighting the community partnership between the company and the Brotherhood."





## Ottawa UBC Members Jump Into Action During Parliament Shooting Crisis

(from left) Stu Talsma, Jim Botting, and Andre Roy.

**O**n October 22, 2014, in Ottawa, Ontario, chaos unfolded on Parliament Hill as a lone gunman shot and killed a young soldier guarding the Tomb of the Unknown Soldier at the National War Memorial, and then stormed into Parliament, dying in a hail of bullets.

In an era of instant messaging and 24-hour news coverage, word spread quickly across the country that something very bad was happening in the nation's capital. Many Canadians were glued to whatever electronic device delivered the fastest news updates.

During the crisis, UBC Carpenter Andre Roy and his colleagues weren't watching TV or listening to the radio or near their phones. They were busy erecting scaffolding behind the very building under attack. They had no idea that anything was amiss—that is,

until a woman several floors above them kicked a screen from a window and prepared to jump.

As reported in the *Ottawa Citizen* article "Heroes in Hardhats Helped Panicked Hill Staffers to Safety," the frightened woman shouted that a shooter was in the building and seemed determined to jump despite facing certain injury. Putting the carpentry skills learned as members of Local 93 of the Carpenters' District Council of Ontario to use in a way they had probably never imagined, Roy, Jim Botting, and Stu Talsma quickly constructed staging of sorts from scaffolding components.

Using the staging, Roy climbed up to where the woman and several others were hiding. He was able to help two women get to safety by using a harness and escorting each one down

the staging. Soon enough, police were on the scene ordering the evacuees to seek shelter, which they did in a job site trailer. Eventually, they were taken to a nearby hotel.

"By thinking quickly and not hesitating to help others in a potentially dangerous crisis situation, Andre, Jim, and Stu demonstrated a true spirit of generosity and caring—a spirit that the Carpenters' District Council of Ontario believes characterizes our membership as a whole," said Executive Secretary-Treasurer Tony Iannuzzi. "We are an organization of hardworking men and women who also care deeply about their communities, whether on or off the job."

The UBC congratulates Andre, Jim, and Stu for their courage and their dedication to helping their fellow citizens. They make us all proud.

## AT WORK

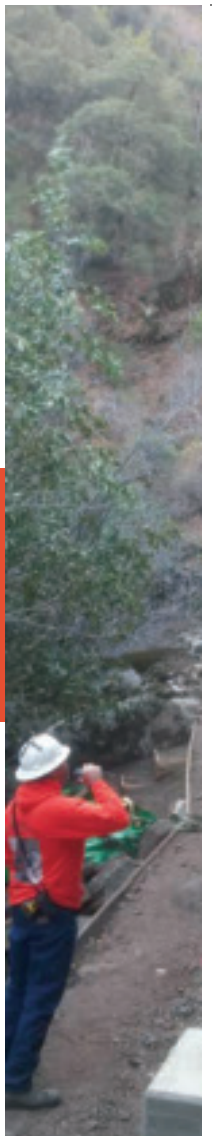


### No Mole Hills Here: Carpenters Take On Dangerous Mountain Project

*Northern California carpenters brave the elements and extreme heights to deliver superior work.*

#### Flume Facts

The flume was first built in 1898 when there was no road at all in these Sierra mountains. As each 1,000-foot section was completed, water was turned on and lumber from the pool behind the diversion dam was floated down to the carpenters. The head carpenter is reported to have ridden a bicycle every day from the construction camp up to the worksite, riding 2" x 12' planks in the center of the flume.



California general contractor Syblon Reid's motto is "Providing Solutions to Difficult Projects." Working on the side of the mountain to replace a century-old flume that carries Kaweah River water six miles to Southern California Edison's Kaweah #1 Powerhouse certainly qualifies.

UBC Carpenters are building the footings and bents, and building and installing the new metal Lennon flume sheets. On a typical day, carpenters at one site are building forms for the footing with a concrete pour from a helicopter. Farther up the hill, they're receiving and installing the 500-pound Douglas fir bents, built by carpenters at the Syblon Reid staging area and base camp, as they're lowered from the helicopter.

"It's a great crew," said Syblon Reid Project Manager Dane Christiansen. "They work hard, they're focused, careful, and they're precise. On a job

like this, an inch can make all the difference."

Christiansen holds daily safety meetings with the carpenter crew before they head up the mountain. There are warnings about working in this kind of environment—a steep mountainside where there's sometimes nothing to tie off to. There are cautions about hydration on a site where, as the sun bounces off the granite, temperatures can reach well over 100° by mid-day. To prepare for fall protection challenges, Syblon Reid provides specialized high-scale rope training.

"We hired Syblon Reid because of the quality of people they would bring in," said Southern California Edison Local Public Affairs Regional Manager Cal Rossi. "Their safety record and quality of work was fully aligned with our priorities for this project."

"The work is a little bit of everything," said Angelica Orozco, Local 1109. "It's not that different

from what we've all done before, as carpenters, just the setting is completely different, the uneven terrain and the fact that they're bringing everything in by helicopter."

"It's dangerous," she added, but



See a video  
about this  
project by  
visiting:



[www.nccrc.org/  
video-theater](http://www.nccrc.org/video-theater)



## Arkansas Charcoal Factory Workers Organize, Become Newest CIC Members

“The workers deserve a voice, and now we have it,” said Keith Barnes, an employee of Royal Oak Enterprises charcoal factory in Oxley, Arkansas.

“Workers deserve the power to sit at the table and negotiate. We deserve the dignity that comes from having a union at work. We earned it. Co-workers at Royal Oak faced the company scare tactics head-on, and we stuck together,” Barnes added.

Recently, plant workers voted overwhelmingly in favor of union representation in an election supervised by the National Labor Relations Board.

“This is an important union organizing victory,” said Tony Hadley, Executive Secretary-Treasurer of the

Carpenters Industrial Council (CIC).

“We welcome these new union members. They fought hard to form their union,” Hadley added. “I have nothing but respect for their courage and unity. The CIC will stand behind them and will support them 100% in their fight for an acceptable first contract that protects their rights and improves their working conditions. We will be with them for the long haul.”

CIC Representative Cliff Kerce provided critical support during the organizing campaign. “They were not afraid. The workers gave each other courage. People saw the strength in numbers and knew they would not be standing alone,” Kerce said.

## Muskrat Falls Project Powered by UBC Skills and Digital Communications

“we’re all taking care of each other. We have a safety meeting every day, and it makes a difference. So far, the only real problem is that two guys got poison oak. But it’s going well. No big deal!”

The UBC is playing a critical role in the construction of a project that will provide enough energy to keep our economies running and our members working for the next five years. UBC carpenters, heavy form workers, and construction millwrights are proudly building the Muskrat Falls hydroelectric project in Labrador.

With labour requirements expected to peak in 2015, about 350 UBC members will have worked on the project when it concludes. To ensure enough manpower to staff the work, the Atlantic Canada Regional Council (ACRC) used the new Canadian Traveller Referral Program (TRP) to access workers from outside Newfoundland and Labrador.

“The UBC has the talent to staff a project of this

magnitude, but those skilled professionals aren’t always in the right place at the right time. The TRP solved that issue by allowing our fellow Canadian members to learn about this work opportunity and by allowing our Council to access the numbers we needed to meet the staffing needs of our contractors,” said ACRC Executive Secretary-Treasurer Gus Doyle.

Muskrat Falls is the first of a two-phase Lower Churchill project that will provide stable and renewable energy to Canada and the United States for more than 100 years. Phase 1 includes construction of an 824-MW generating facility and a transmission connection from Labrador to the island of Newfoundland and then to North America. The second phase, the Gull

Island project, will provide much larger capacity to the grid. The combined capacity of both facilities will be 3,074 MW, providing almost 17 TW hours of electricity per year.

While the development of Muskrat Falls will meet the energy requirements for the Province of Newfoundland and Labrador, there will be surplus power available for export. As part of the Muskrat Falls project, a maritime transmission link will be built to supply power to eastern Canada and New England.

The plan will also benefit the environment by providing clean, renewable power to homes and businesses; having sufficient energy resources for future industrial and mining projects; and signaling an end to dependence on non-renewable resources.



## RED-HOT, AND YOU! Inspector Training Partnership Joins Welders with Soaring Opportunities



“Already I work a lot with contractors on specific certification needs, helping them determine the correct codes for their projects. The AWS/CWI course has taught me how to navigate the code books, and made me a better instructor.”

— T Vincent, Certified Associate Welding Inspector, Local 102 Millwright Apprentice Instructor, Carpenters Training Committee for Northern California

With the integrity of underwater bridge materials, steel-framed high-rises, power plant constructions, and all manner of metal fabrications at stake, ‘good enough’ is not even an option for UBC members, who strive for welding results that are as close to flawless as humanly possible.

The welding curriculum, presented by the Carpenters International Training Fund (CITF), is just the beginning of creating the unmatched skills and productivity of UBC welders.

Thanks to a partnership with the American Welding Society (AWS), the CITF continues to produce excellent welding inspectors by offering a Certified Welding Inspector (CWI) program to UBC welding instructors. Those with AWS/CWI certificates inspect welding processes recognized by the AWS and certify welders for jobs across North America. Canadian UBC instructors also can enroll in the UBC-based AWS/CWI course. Upon passing the exam, they are eligible to receive inspector credentials from the Canadian Welding Bureau by submitting an application and fee, and by passing an exam on a Canada-specific welding code.

More than 200 UBC instructors have become certified welding inspectors since the exam preparation course was created as part of a UBC-AWS partnership. All of these current inspectors are also full- or part-time instructors at local training centers.

Dale Shoemaker, senior technical

coordinator for the CITF, said, “Every UBC training center that offers welding classes should have at least one AWS/CWI onboard, to make sure our members can be deployed on jobs efficiently.”

Certified welders can be carpenters, millwrights, or pile drivers. UBC welders store records of their certifications on the Union’s TRAIN database and on their own wallet-size training verification cards, to make themselves instantly marketable. When Canadian UBC instructors complete the course, they are eligible to receive inspector credentials from the Canadian Welding Bureau.

“You have to want the certification and be willing to put in the work. The course helps you learn to read the codes and the different ways that codes can be interpreted. I learned how every welding process falls under different criteria, and the variables involved. A good welder knows a lot, but there is always something new to learn, and an inspector has to know how to find the right information.”

— Dallas Edwards, AWS/CWI, Welding Instructor and Turbine Training Coordinator, International Training Center

The newest program at the International Training Center (ITC) in Las Vegas to offer welding as a major focus is the underwater welding program taught at the ITC’s Commercial Diving Center. The 12-foot, 16,000-gallon tank, monitoring and operations deck, and closed-circuit television system create a great environment to train divers specifically for mechanical work, including welding. AWS/CWIs with a background in underwater welding can use their inspection credentials to certify welders trained by the Diving Center program.

More than ever, the industry demands top-level welding skills for construction of bridges, dams, treatment plants, freshwater pipelines,

steel stud panel fabrication, seawalls, tunneling, segmental fabrication, infrastructure, and wind energy and oil and gas sites. But the supply of welders and inspectors struggles to keep pace as the economy expands and baby-boomer retirements rise.

“As an AWS/CWI I can also help contractors interpret welding codes and determine the right processes for their jobs. The industry is more careful than ever, trying to prevent accidents and incidents; that’s one reason why employers are so stringent now about our members being certified.”

— Dan Ketchum, AWS/CWI, Local 2158 Millwright Apprenticeship Coordinator, ILLOWA Millwright Training Center, Bettendorf, Iowa

With the need so great, the UBC pursued its partnership with AWS to create a specialized course, offered once a year at the ITC, where UBC candidates for AWS/CWI can study and take the exam together.

“It’s very intense in the amount of material they need to absorb,” said AWS Instructor Ron Thiess, who has taught the UBC AWS/CWI course since its inception 15 years ago.

“The test evaluates the instructor candidate’s knowledge and understanding of a field that is a science and a craft unto itself,” said Robert Biddle, an AWS/CWI candidate and welding instructor for Local 1510 in Marquette, Michigan.

According to Dan Ketchum, an AWS/CWI and apprenticeship coordinator for Millwright Local 2158 in Bettendorf, Iowa, the complexity and sheer volume of material covered by the exam make prep work a necessity. “If a person has the background knowledge, this is a good prep course for taking the exam,” Ketchum said.

During Ketchum’s last two days of his session, Thiess focused on a final review and mock test, including a hands-on session using tools of the





May 2014  
graduating class of  
the SCT program.

## WHO DOES THAT? The Carpenters Do. 800 Times.

In the 13 years that the Superintendent Career Training (SCT) program has operated, hundreds of members have advanced their career and are now key assets to their company as excellent superintendents.

This past year, the SCT program graduated its 800th student.

“The concept of the SCT program is to closely integrate both the technical aspects of construction job-site management and the personal or career development needs of the trainee,” said Bill Irwin, executive director of the Carpenters International Training Fund, which administers the SCT program.

Over 18 months, the trainee—a foreman or journeyman—attends four sessions at the International Training Center, each one approximately six months apart. Between sessions, the trainee works with a job-site mentor.

Patrick Dees, of Local 510 in Denver, Colorado, is a superintendent for Saunders Construction in Centennial, Colorado. Dees graduated from the SCT

program in February of 2014.

“The training course helped me get to my new superintendent position within eight months of finishing the course. I could not have done it without the Union!” Dees said.

When the program launched in 2002, it held two sessions for 13 students. In 2014, the program ran six sessions for 137 students. There are currently 804 graduates.

Another graduate is Polo Lerma, of Local 14 in San Antonio, Texas. He is now a superintendent with Fulton Construction in Corpus Christi, Texas. “The superintendent training program changed my life forever by providing the education I needed to advance my career. I am so proud to

be a product of such an outstanding program,” Lerma said.

Irwin said plans are to continue growing the program to meet industry needs. Currently, the curriculum is being enhanced to increase focus on courses such as Building Information Management (BIM), Leadership in Energy & Environmental Design (LEED), and Green Building.

For more information about the program, visit [superintendent.carpenters.org](http://superintendent.carpenters.org).

inspector’s trade for a run-through of the practical exam section. The room gradually went pin-drop quiet as 22 students studied specifications and measured mock weldments to evaluate whether they could pass inspection.

As students studied topics like Weld and Base Metal Discontinuities; Metal Properties and Destructive Testing; and Ethical Requirements for the Welding Inspector, Thiess reminded participants of the importance of their work: keeping UBC welders at the top of their game and safe, productive assets for their employers, which keeps UBC members employed and signatory contractors competitive.

“If you are in the field and know the complexity of welding, you quickly understand the benefits of AWS/CWI. The course is challenging, but it’s like all UBC training—the best.”

— Keith Bally,  
Local 1809 Welding  
Instructor, South Florida  
Carpenters, Millwrights,  
and Pile Drivers Training  
Center,  
Fort Lauderdale, Florida

## Ontario SOLAR TRAINING Shines Bright on Work Opportunities

They say that when opportunity knocks, you’d be wise to answer the door. In Ontario, carpenters are taking that plan one step further: They’re building the door (we’re carpenters, after all), finding the opportunity, and then guiding it through the door and straight into the arms of our members.

The result is recent success in the solar energy section for the Carpenters’ District Council of Ontario. Today, hundreds of UBC members are working in the growing solar energy sector across Ontario, with many new job opportunities on the horizon.

Just a few years ago, UBC membership was virtually unrepresented on renewable-energy job sites. However, with the changing dynamics of Ontario’s energy industry towards more innovative and sustainable solutions, UBC leadership saw a golden opportunity, quickly opened the door, and let the sun come shining in.

“It started with seizing an opportunity, aggressively seeking industry partners, and working hard to fill the training gap to ensure our members could fully benefit,” said Council Executive

Secretary-Treasurer Tony Iannuzzi.

“Over the last two years, solar safety training sessions have been so popular that demand sometimes threatened to outstrip supply. At one point, we were training 100 people per day for five days straight, running classes back-to-back,” Iannuzzi added.

Thorough training benefits existing UBC members by allowing them to learn new skills and remain competitive in an ever-changing economy.

UBC training also helps attract new members who are eager to learn valuable skills and take advantage of job opportunities, particularly if these are close to home. Given the number of solar installation projects taking place across the province, many are able to do just that.

The Ontario Council’s growing success in the solar energy sector is just one example of the UBC commitment to grow market share using training as its core asset. With outcomes that are good for our members, good for local economies, and good for the environment, it is correct to say that some opportunities are indeed golden.

## MECHATRONICS: Up-to-the-Minute Training for a Booming Automation Industry

**Mechatronics technician training is providing more work opportunities for UBC Millwrights, simplified manpower needs for contractors, and reduced costs for customers.**

As robotics takes hold in North American manufacturing plants, most industrial and commercial processes that once relied on mechanical devices now involve computing and electronic systems that require a unique set of skills. Developing those specialty skills and turning those capabilities into additional man-hours for UBC Millwrights is the goal of the mechatronics training provided by the Carpenters International Training Fund (CITF) at the International Training Center (ITC) in Las Vegas.

The demand for millwrights skilled in mechatronics—a blend of mechanical, electronic, computing, and other technical skills—is soaring. For many UBC Millwrights, mechatronics is a logical step, since they already are involved in installing robots. The new cross-training program increases millwrights' skills to keep robotic systems running smoothly, both mechanically and electronically.

If selected by his or her employer to attend training, the millwright puts in two 58-hour weeks at the ITC, splitting the time between

the classroom and the shop floor. Members train using four robot "cells," which are integrated systems that include a robot, its electronic controller, and other peripherals. When they leave the ITC, the workers receive additional job-site hands-on training. The mechatronics program also includes training to help members absorb the vocabulary and understand the systems in order to communicate effectively.

"We have the equipment and training facilities in place to continue giving our members ways to upgrade their skills and stay primed for work opportunities," said UBC General Vice President Doug Banes.

Millwrights trained in mechatronics present a valuable, cost-saving asset for contractors and project owners by eliminating the need for a separate mechatronics tech.

"Those who hire UBC cross-trained millwrights can expect to see

improvements in efficiency—and on the bottom line," Banes added.

The program is also positioned to provide workers for an automation sector that needs a half-million mechatronics specialists in a number of industries. And, as companies consider "insourcing" manufacturing jobs back to North America, UBC Millwrights will be ready to step into those jobs.

"For the industry, the UBC is once again setting a gold standard," said CITF Executive Director Bill Irwin: "The mechatronics program is indicative of what we do throughout our training programs. We stay on top of industry needs and give companies new avenues to utilize our members' skills."

*If you are interested in learning more about mechatronics training, please let your employer know. Participants in the program are selected by their employer to attend training.*



## CAREER CONNECTIONS Lays a Strong Foundation for a Teenager's Future

The UBC's Career Connections program is successful, comprehensive, and effective. And while its reach can be found in schools across North America, the premise is simple and clear: It's a program created by today's professional carpenters for the benefit of tomorrow's professional carpenters.

Connections is designed specifically for high school students to introduce them to the craft and trade of carpentry. Students learn skills, but they also learn about the trade as a career choice.

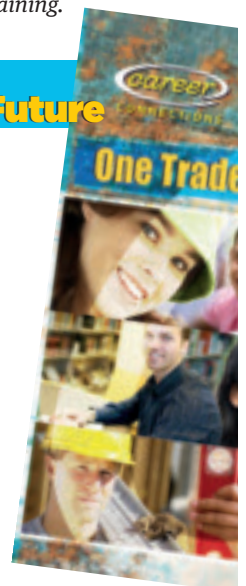
The Carpenters International

Training Fund (CITF) created the program when UBC leadership saw the need to provide young people with the knowledge and skills needed to choose wisely and prepare for advanced training in a registered apprenticeship program.

"Carpentry is a viable alternative to college, and our goal with this program is to give schools across North America the tools to present that option to their students," said Carole O'Keefe, coordinator of the program for the UBC. "As a result, Career Connections is one of the UBC's most valuable recruiting tools."

Career Connections authors are UBC carpenters from around North America who have both teaching and field experience. Before adding a project to the program, the projects are first built and tested in UBC training centers.

The program is presented to teachers by trained and certified outreach specialists—also veteran carpenters with teaching and field background. They support the instructional experience through mentoring, ensuring safe shop practices, speaking to groups, or arranging for professional speakers such as contractors or manufacturers.



## RIGGER AND SIGNALER Program Hoists Important Credential



One of the newer programs at the Carpenters International Training Center is also the latest to capture the attention of national experts. The National Commission for Certifying Agencies (NCCA) has accredited the UBC's Certified Rigger and Signaler (CRS) program for a 5-year period, through October 31, 2019.



Bill Irwin, executive director of the Carpenters International Training Fund (CITF), said that the CRS certification

exceeds all requirements for riggers and signalers in the United States and Canada by ensuring that UBC members who have earned the CRS certification possess the knowledge and skills of a competent professional.

"NCCA accreditation provides the UBC with a competitive advantage in the construction industry by raising awareness that jobs completed by CRS-certified UBC members will be done safely, efficiently, and with the highest level of quality," Irwin added.

The NCCA accreditation of the CRS program is the result of the CITF championing independent development of certification programs in compliance with NCCA requirements. The achievement is a huge milestone for the UBC and CITF because it is the

first certification program to be accredited by NCCA, an internationally recognized accreditation organization and the accrediting body of the Institute for Credentialing Excellence (formerly the National Organization for Competency Assurance).

The NCCA accredits certifying programs based on the highest quality standards in professional certification to ensure the programs adhere to modern standards of practice in the certification industry. The CITF joins an elite group of more than 120 organizations that have received and maintained NCCA accreditation and certify individuals.

"This achievement is due in large part to the support of UBC-affiliated local training programs," said Irwin. "This accreditation also could not have been realized without the dedication of UBC members participating in the CRS program."

Irwin also acknowledged subject matter experts, who developed and updated written and hands-on examinations to reflect the tasks, knowledge, and skills necessary for the rigging and signaling trade, and the CRS proctors, who fairly and impartially administered the exams.

With the assistance of CPS HR Consulting, the Carpenters International Certification Committee (CICC) successfully conducted a thorough job analysis and designed exams

and procedures to meet the highest standards in the credentialing industry. The CICC also developed, implemented, and managed the certification program to meet the needs of the construction industry, paving the way for UBC members to work in jurisdictions that require accreditation.



Certified UBC members receive personal recognition for their skills and expertise as rigger and signaler professionals, which may help increase their income and job opportunities. Certified members may state that they are certified riggers and signalers and may use the CRS designation to promote their credentials. The rigorous process required to achieve the CRS certification also helps UBC signatory contractors identify the right people for the job.

"Ultimately, this accreditation encourages contractors to recognize and require CRS-certified UBC members for all rigging and signaling projects throughout the United States and Canada, which means more work opportunities for our members," said UBC General President Douglas J. McCarron.



Components of the program include:

- One Trade, Many Careers—which focuses on skills that research shows employers value most: goal setting, good attitude, punctuality, teamwork, and taking initiative. It also introduces the typical construction job site.
- Basic carpentry skills
- Intermediate carpentry skills
- Residential construction
- Safety
- Blueprint reading
- Math review

A major feature of the program is teacher support. Lessons are accompanied by a teacher-annotated edition with rubrics for each project, grading guides, a safety operation checklist, a skills matrix, and estimated lesson times.

The program's Virtual Shop is an animated software program with step-by-step execution of projects. The disk also contains a safety tour of the shop and more than 1,600 objective questions.

Completing the four-year program provides graduates with a jumpstart

into their career as a professional Union Carpenter. Graduates receive advanced placement at UBC pre-apprenticeship and/or apprenticeship programs.

"It's a win-win for all facets of the construction industry," O'Keefe said. "Students are presented with a great opportunity, the UBC maintains a pipeline of professional carpenters, and the industry receives highly skilled professionals for their projects."



“IF IT’S C



### Keeping Training Top-of-the-Mind

A new Learning Management System (LMS) is currently under development and will be implemented in 2015 for some DET programs. The LMS will provide course graduates with e-learning opportunities. It also allows DET staff to use an e-mail coaching system to maintain post-work communications and provide ongoing support with UBC leaders in the field, to keep productivity and their skills sharp well after training.

The LMS will follow-up and offer staff coaching to graduates, once they return to their job sites.

“Leadership training is no longer a four-day event; it is a business process,” DET Director Randy Eppard said. “With the LMS, we are striving for leadership habits to be formed.”

The United Brotherhood of Carpenters (UBC) places a top priority on developing the total professional: men and women who are not only technical experts in their craft, but who also display effective communication and leadership qualities.

The UBC’s Department of Education and Training (DET) is the architect behind training UBC employees and members in skills to be successful on and off the job site. The DET Learning System includes specific training tools and programs to improve individual and organizational performance from apprentices and new staff members to superintendents and project owners. Most programs focus on communications, leadership, management, public speaking, and marketing, but the DET also provides technical assistance and internal consulting on education, training, and organizational development matters throughout the UBC.

“The Department of Education and Training plays a vital role producing a strong, informed, educated core of leaders and members for the future of the Brotherhood,” said UBC General President Douglas J. McCarron.

A challenge put to leadership training participants by the General President is to capture 70% or more market share across North America. The phrase “If it’s going to be, it’s up to me” has turned into a battle cry of sorts for leadership program participants in pursuit of this goal. The philosophy is ingrained in the students during training—General President McCarron has members repeat the phrase during his remarks on the final day, and those

words are etched onto keychains graduates get at the end of the course.

“We are building a tradition that parallels our high-quality craft training,” said DET Director Randy Eppard. “We believe our programming rivals an executive MBA program.”

One of the newest programs, UBC Leadership: Building Teams for a Stronger Future, builds off the momentum from journeymen leadership, mentoring, and 3rd Year apprentice programs. In the UBC leadership course, Council personnel such as business representatives and organizers learn about key principles from the three prior programs, and how to reinforce those concepts back home. Intense training develops leadership, communication, influencing, mentoring, building partnerships, and motivation skills. The goal is to ensure that Council representatives understand the key messages and are equipped to work with their members to achieve the 70% market share goal.

“We have a pretty hefty goal ahead of us. Everyone’s going to have to step up, and this



# GOING TO BE, IT'S UP TO ME."



## UBC DEPARTMENT OF EDUCATION AND TRAINING COURSEWORK INCLUDES:

- ✓ Collaborative Leadership: Building Job Site Leaders
- ✓ UBC Leadership: Building Teams for a Stronger Future
- ✓ UBC Journeymen: Building Leadership for a Strong Future
- ✓ 3rd Year Apprentice Program: Helping Build Our Industries
- ✓ Delegate Training: Building a Better, Stronger Union
- ✓ Communication Skills for Leaders
- ✓ Foreman Training: Building a Solid Foundation
- ✓ Mentoring Training
- ✓ Marketing Training
- ✓ Public Speaking/Presentation Skills (Basic & Advanced)
- ✓ New Staff Orientation

### How can you get involved?

Deciding who attends these programs is made by a Regional Council's Executive Secretary-Treasurer. The best way to get selected is to get noticed, based on performance and attitude. "We're looking for those people who already exhibit leadership qualities," said DET Director Randy Eppard. "We have a lot of former 3rd Year apprentices who also attend the journeyman leadership program because they are recognized as a leader."

To learn more about the UBC Department of Education and Training, contact Director Randy Eppard at 702-938-1111 or at [DET\\_info@carpenters.org](mailto:DET_info@carpenters.org)



## UBC leadership graduates had this to say about the new program...



**"It's not only going to help me communicate better with our members, but my family, also."**

**—Thomas Kavicky**



**"It's been a great experience. I wish we had this training 25 years ago."**

**—Mark Maher**

program is going to send it in the right direction," said Blake Wikoff from Local 106 of the North Central States Regional Council. Wikoff is a graduate of both the journeyman leadership and UBC leadership programs.

Collaborative Leadership: Building Job Site Leaders is new for 2015. This program trains foremen, general foremen, safety and project managers, estimators, superintendents, and owners in high-level communication, entrepreneurship, leadership-coaching, and collaboration skills.

"Leadership is most effective when practiced by the entire project team. By encouraging equal participation across all levels, a collaborative leader allows solutions to develop from the best ideas of the group, and take a team approach to problem solving," Eppard explained. "Due to the highly competitive nature of the industry, developing leaders with the character and competencies to lead collaboratively is an increasingly important priority."



**"It helps us understand exactly what 3rd Year apprentices and journeymen are going through."**

**—Tom Dorsey**



**"It's an excellent program that encompasses not just leadership and communication but also mentoring."**

**—Teresa Moore**



**"It's beneficial for us as the leaders back home to establish a bigger workforce to support what the Brotherhood is all about."**

**—Dan Slane**



**"It's really helped me, thinking back on some of the things I've experienced, to be able to take those situations and apply these skills."**

**—Ray Calica**



## Bob Hugh's Quest: Putting History on Hold

For decades now, Bob Hugh has been an unabashed lover of all things old, but especially old telephones and tools.

Bob, a senior business representative for Millwright Local 1460, has a garage full of hundreds of tools—maybe more than a thousand (he doesn't know for sure)—some of which are over 300 years old.

"I guess I started collecting in 1967 when my (millwright) father gave me a special monkey wrench he'd brought back from California. From there it led to an attraction to anything old, unique, or different," Bob said.

Well, that love fixed itself at one point on old telephones—the wall-mounted, boxy wooden kind with a transmitter to speak into and a Bakelite receiver held to the ear; the kind with a big battery (jars of acid)

in the lower portion of the phone.

Bob now has nearly 100 restored telephones on display in his basement or sitting in his garage in various stages of restoration. He made his first big purchase in 2003 when he bought 54 old phones from Arizona.

It takes Bob anywhere from 20 to 30 hours to restore a phone. He often starts by stripping several layers of kitchen wall paint to reveal the "exquisitely beautiful," quarter-sawn white oak grain pattern that lies beneath. He smooths and re-nickles the bells, hook switches, and transmitter faceplates, a process that can cost \$90 per phone. And then the fun really begins.

"A lot of these old phones were repaired along the way with non-original parts. Part of the challenge I enjoy is finding original parts, like ringer assemblies and receivers, to reinstall. One of the hardest original parts to find for any telephone is the

receiver, because so many of them got dropped and broken, and then replaced with another kind."

Two of Bob's phones are really special to him. There's an 11-digit Strowger dial phone, which Edmonton Telephones supplied in 1907 to customers who were part of North America's first automated dial exchange. His prize piece, valued at several thousand dollars, is a Vanity telephone built into a writing desk that would have been located in a hotel lobby or in a high-end private home.

"Not only does this work allow me to tinker with yesterday's technology, but it has put me in touch with a really wide network of people all over North America, from Pennsylvania to Oregon, who are doing the same thing," Bob said.

"It keeps my mind occupied when I'm back a century and working on something that's so beautiful. This is my escape."

## Teachable Moment

### St. Louis Sisters in the Brotherhood Reach Area Youth via Hammers and Nails

Sometimes, a simple wheelchair ramp can change life for an entire family. It's that impact that Carpenters' District Council of St. Louis and Vicinity's Sisters in the Brotherhood members provided for a young man recently, giving him new independence.

To double the impact, the Sisters leveraged the project as a teachable moment for students from Marian Middle School, the only all-girls Catholic middle school in St. Louis. On a fall Saturday, dozens of Marian students learned how to build a wheelchair ramp, understanding more about people with disabilities

and hearing a team of women carpenters explain career options in the construction field.

"Several women journeymen and apprentices showed the girls that we actually do the work ourselves, so maybe this is a career that some of them may consider," said Linda Mueller Drendel, an instructor at the Council's Nelson-Mulligan Carpenters Training Center.

Seventh-grader Chloe Clossum summarized the thoughts of her classmates: "I think it will mean a lot to this family because he's had a hard time in his life. His life will probably go a lot smoother now."



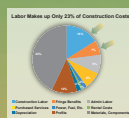
Cindy Frank of Local 945 and chair of the St. Louis District Council SIB Committee, works with a Marian Middle School student on the wheelchair ramp.

## BUILDING STRONG COMMUNITIES *through* PREVAILING WAGE

It's all about protecting the taxpayers' investment in public construction projects. Prevailing wage, also known as common construction wage, ensures that productive, skilled, local crews construct quality roads and buildings for our communities that are meant to last.

### Did you know:

Prevailing wage policies were implemented by state legislatures beginning in the 1930s at the request of local contractors who were being undercut by out-of-state contractors bringing in low-wage, low-skilled workers from outside the community.



Labor costs only account for less than a quarter of overall project costs. To make meaningful reductions in project costs by reducing wages is mathematically impossible without paying workers less than the minimum wage.

### Prevailing Wage Projects:

#### Protect Taxpayers

Prevailing wage projects use highly skilled workers who finish projects on time and build quality roads and buildings meant to last—avoiding costly delays, errors, budget over-runs and long-term maintenance costs that would all be at the expense of taxpayers.

#### Create Local Middle Class Jobs

Projects paying the prevailing wage attract quality, local, experienced construction workers because projects are bid on productivity and quality of work and not the lowest out-of-state wages. This keeps jobs local, providing a stable career for your family, friends, neighbors, and community members.

#### Drive Economic Development

Every \$1 spent on prevailing wage projects generates \$1.50 in local economic activity. That's money spent at local businesses such as restaurants, shopping malls, and grocery stores—spurring additional job creation that keeps local communities and businesses strong.

### Non-Prevailing Wage Projects

#### Damage the Economy

States without prevailing wage laws usually put out-of-town contractors on local projects. Not only is that taking jobs from local hands, but these crews spend their earnings in their hometown, not yours.

#### Make Government Bigger

Contractors bidding on prevailing wage projects help support \$42 million in private training programs. Without their participation, state government would be on the hook for funding these programs, increasing government spending in what has successfully been a private sector endeavor.

#### Increase Taxes

Workers not paid prevailing wages are eligible for thousands of dollars in public assistance, costing taxpayers for additional reliance on cash assistance, food stamps, and health care—taxpayers don't save with lower wages, they subsidize.



**BUILDING STRONG COMMUNITIES**  
PROTECT TAX DOLLARS. PROMOTE LOCAL JOBS.  
DRIVE THE ECONOMY.

The choice is clear—support prevailing wage to keep our communities strong

For more information, visit:  
[www.buildingstrongcommunities.org](http://www.buildingstrongcommunities.org)



## Carpenters Are Building Strong Communities in the Midwest

The Indiana/Kentucky/Ohio Regional Council of Carpenters (IKORCC) is seeing great results from a research-based effort created to teach audiences beyond the construction industry about the benefits of a prevailing wage. “Building Strong Communities” provides information, research, and education on how prevailing wage policies benefit taxpayers, working families, and local governments in the Midwest.

“We believe a strong understanding of how this policy contributes to entire communities is the best way to protect it against legislative attacks,” said IKORCC Executive Secretary-Treasurer Mark McGriff.

Based on current research and the political climate in the Midwest, Building Strong Communities

developed three main messages –

- 1) Prevailing Wage is the Best Deal for Taxpayers.** Typical workers not paid prevailing wage are eligible for thousands of dollars in public assistance, subsidized by taxpayers.
- 2) Prevailing Wage Creates Local, Middle Class Jobs.** Projects paying the common construction wage directly support local apprenticeship programs that provide training opportunities to the middle class.
- 3) Prevailing Wage Drives Economic Development.** Every dollar spent on a prevailing wage project generates \$1.50 in spending at local businesses, restaurants, shopping malls, and grocery stores. A Building Strong Communities web site and social media pages show

For more information on these efforts, visit  
[www.buildingstrongcommunities.org](http://www.buildingstrongcommunities.org)

current research on the topic. Letters and quotes outlining the benefits from bipartisan state lawmakers, local mayors, contractors, and apprenticeship participants are also posted to make the information relatable to viewers.

IKORCC staff, formally trained in delivering the prevailing wage message, meet with legislators, business leaders, city/county council members, school board officials, and various associations to explain prevailing wage and how it uniquely benefits each group. McGriff said the goal is to build a political support base for prevailing wage.



## New England SIBs

### Earn the Presidential Treatment

The New England Regional Council of Carpenters' (NERCC) Sisters in the Brotherhood (SIB) Committee is a formidable, well-organized crew, laser-focused on its objectives. Recruiting more women into the trade is one of those goals, and they are so successful at it—women's employment has risen from 3 to 6% in Boston over the last few years—that they earned presidential treatment right at the presidential address.

NERCC partners with the Policy



Group on Tradeswomen's Issues (PGTI) in the initiative. Under the plan, key industry representatives bring key members of the regional construction industry together to share expertise and identify and implement solutions. The group includes city, state, and federal officials; general and subcontractors; academics; compliance officers; tradeswomen; and union leaders.

The group published *Unfinished Business*, an analysis of research done on tradeswomen in the last 25 years in the US, with policy recommendations, and *Finishing the Job*, a how-to manual for meeting hiring goals on

specific construction projects.

The project caught the attention of the National Task Force on Tradeswomen's Issues, which named the NERCC/PGTI work as one of two best-practice projects for getting more women into the trades in the country.

NERCC Business Representative Liz Skidmore (pictured above second from the right) represented the Council and the PGTI recently to accept the recognition on behalf of the project at the White House Summit on Working Families. The event was hosted by the White House, the Department of Labor, and the Center for American Progress.

## Ontario Members

### Lend Helping Hands to Renovate War Vet Homes

Every November 11th we pause to pay tribute to our soldiers and veterans, and to remember those who made the ultimate sacrifice for our country. For many, the annual observance is deeply felt but fleeting, as we move on with our busy lives, thankful for peace but not mindful of war. For others, the desire to honour those who continue to give so much—and to give something back to them—is a year-round effort.

That's the case for members of the Carpenters' District Council of Ontario (CDCO), who donate their time and skill to the Renos for Heroes (R4H) foundation, which provides home renovations to wounded Canadian Armed Forces personnel and their families. The

CDCO also supports the foundation by leading the annual Run for Heroes Walk. For two years now, UBC Carpenters have hit the pavement to raise money for R4H, fundraising \$110,000 so far.

And plenty of help is needed. Since the Afghan mission began in 2002, more than 100 Canadian military personnel have lost limbs, while hundreds of others have been seriously wounded. Along with coping with the trauma of injury, wounded veterans also endure lengthy and painful rehabilitation, finally returning to homes that are unable to accommodate their new reality.

That's where R4H comes in. R4H helps wounded veterans, some of whom have been injured catastrophically, regain mobility in their own homes. UBC Carpenters work to help modify the homes of wounded

soldiers to create barrier-free access. The results are transformative as homes that were once as restrictive as prisons are renovated to meet the specific needs of wounded soldiers, allowing them improved mobility and renewed independence.

The CDCO is used to supporting worthy causes and giving back to the community, but members say there is something special about lending a hand to help those whose lives are devoted to protecting our freedoms.

"As carpenters, drywallers, and floor coverers, we fix many things, but we can't fix broken bodies. We can, however, help to lift shattered spirits by lending our time and expertise to a worthy cause that allows us to say thank you to those who have given us so much more," said CDCO Executive Secretary-Treasurer Tony Iannuzzi.



# Time to Show UBC Pride



## Men's Sport Watch

This watch features a black bezel with screw detail accents, a textured black and red dial and date window. Luminous dial hands make it easy to tell time in any light. The watch features a durable rubber adjustable strap, and is water resistant up to 100 feet. Includes a one-year limited warranty. Engraving with the recipient's name and presentation date is also available.

**(FS433) \$105.00 ea.**

## Men's/Ladies' Black and Silver Dial Watch

This stylish watch features a brushed and highly polished stainless steel case and adjustable link bracelet. Water resistant up to 600 feet, the watch also features a date window and rotating time elapsed bezel. Available in men's and ladies styles, the watch also comes with a one-year limited warranty. Packaged in a padded gift box. Engraving with the recipient's name and presentation date is also available.

**(Ladies FS435) (Men FS434) \$105.00 ea.**



See more UBC products at  
**ubcstore.org**  
Or call (703) 378-9000

**Official UBC  
International  
Training Center  
Merchandise  
Now Available**



## ITC Carpenters Hooded Sweatshirt

Black 9 oz. 80/20 cotton poly blend with draw cord and kangaroo pockets. A rich full front decoration in an embroidery/felt applique combination.

**(TC129)**

**S-XL \$65 ea.**

**2XL-4XL \$72 ea.**



United Brotherhood of Carpenters  
and Joiners of America

101 Constitution Avenue, NW  
Washington, DC 20001



## Get in the Loop!

Get news and information about the Carpenters Union delivered straight to your mobile phone.

The United Brotherhood of Carpenters (UBC) has launched a texting program to make sure all members can stay in the loop when news about our Union is available.

**See it first. See it fast.**

## ¡Manténgase al tanto!

Obtenga noticias e información sobre la Unión de Carpinteros directamente en su teléfono celular.

La Hermandad Unida de Carpinteros (UBC) ha lanzado un programa de mensajería de texto para velar por que todos los miembros puedan mantenerse al tanto sobre las noticias de nuestra unión, una vez que éstas se encuentren disponibles.

**Véalas primero. Véalas rápido.**

## Restez branchés!

Recevez directement des nouvelles et de l'info sur le syndicat des charpentiers sur votre téléphone mobile.

La Fraternité Unie des Charpentiers Menuisiers d'Amérique (FUCMA) a lancé un programme de textage pour s'assurer que tous les membres puissent être au courant des dernières nouvelles du syndicat.

**L'info. Rapido presto.**

**Text UBC to 91990 (US)**

**Text UBC to 52267 (Canada)**

**Envíe la palabra ESP al número 91990 (Estados Unidos)**

**Envíe la palabra ESP al número 52267 (Canadá)**

**Textez avec la FUCMA à 91990 (États-Unis)**

**Textez avec la FUCMA à 52267 (Canadá)**

While the UBC will never charge you for text messaging, your carrier's message and data rates may apply.

Si bien la UBC nunca le cobrará sus mensajes de texto, su proveedor de servicios podría cobrarle la tarifa respectiva por el envío de mensajes y de datos.

La FUCMA ne vous facturera jamais pour l'envoi de textos, mais il se peut que les tarifs d'envoi de messages et de données de l'entreprise de télécommunication s'appliquent.