



# **CARPENTER**

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UNITED BROTHERHOOD OF CARPENTERS & JOINERS OF AMERICA

JULY 2015

## **BUILDING STRONG. LEADING THE WAY.**

**Carpenters Help NYC's  
Freedom Tower Rise**

**Inside:**

**Canadian Carpenter**

**Proposed  
Constitutional  
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**Drywall Olympics  
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**COLLABORATIVE LEADERSHIP TRAINING  
SETS OUT TO BUILD JOBSITE LEADERS. SEE PAGE 24**

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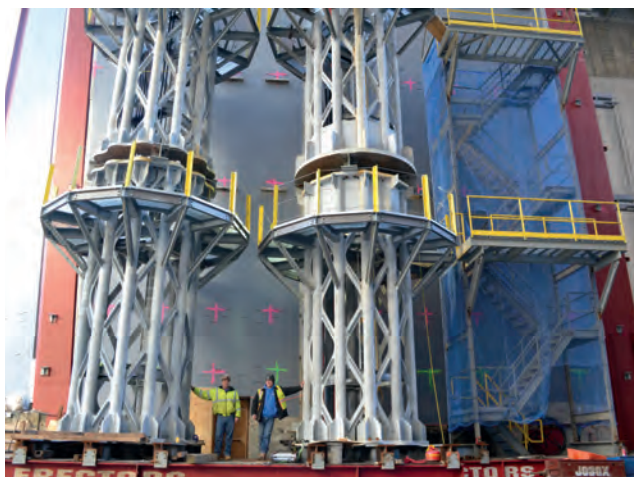


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## Carpenter Ad Policy

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## On the Cover

Nowhere is the UBC's legacy of excellence and fortitude more meaningful than at the NYC World Trade Center site, where we lost 18 brothers on Sept. 11, 2001. Hundreds of New York City District Council of Carpenters go there every day to build the bigger, stronger Freedom Tower. Learn more by turning to page 6.

## Living Up to Our Reputation of Building Strong and Leading the Way

Our members have a reputation. They are known for their expert work, attention to safety, and unmatched productivity. They are also regarded as leaders on the job site, at the union hall, and in their community.

It's that unique mix of technical and leadership skills that defines the men and women of our Brotherhood. And it's that commitment to excellence that I was honored to witness, firsthand, in recent months.

For the first 90 days of 2015, the International Training Center saw nearly 3,000 members, trainers, contractors, and industry partners come through its doors for four leadership conferences, each setting a new record for attendance and each providing personal and professional development opportunities for participants and the UBC as a whole.

The final conference, focusing on the Interior/Exterior systems industry, featured five of North America's top UBC drywallers going head-to-head in the UBC's Drywall Olympics. The highly competitive event attracted more than 600 spectators, who watched one representative from each UBC district install a difficult drywall course while being timed and judged for quality and precision.

Our Department of Education and Training recently launched a program specifically designed for developing collaborative leadership skills in our members. Construction leaders are calling for more collaborative-based leadership and the creation of a partnership culture. Achieving that takes a special kind of professional, and the UBC is again leading the way by honing a skill set of collaborative leadership in our members.

Our members are building strong job sites. And because of that, the UBC's organization-wide goal of capturing 70% or better market share across North America—so that we can significantly influence wages, benefits, and working conditions—is an achievable goal.

The men and women at the conferences, in the Drywall Olympics, and enrolled in leadership training are doing their best to live up to the UBC reputation. They are living examples of what the UBC stands for. I congratulate and thank every participant for leading the way.



## Cumpliendo con las expectativas de nuestra reputación para construir mejor y marcar la pauta

Nuestros miembros tienen reputación. Se les conoce por sus labores expertas, por su atención a la seguridad y por una productividad sin igual. También se les considera como líderes en el lugar de trabajo, en las oficinas sindicales y en sus comunidades.

Es esa combinación tan singular de destrezas técnicas y de liderazgo lo que define a los hombres y las mujeres que pertenecen a nuestra hermandad, al igual que ese compromiso con la excelencia, el cual tuve el honor de presenciar de primera mano en meses recientes.

En los primeros 90 días de 2015, pasaron por las puertas del Centro de Capacitación casi 3.000 miembros, capacitadores, contratistas y socios de la industria para participar en cuatro conferencias sobre liderazgo. Cada una de éstas estableció un nuevo récord de asistencia, ofreciendo así oportunidades para el desarrollo personal y profesional de los participantes y de la UBC en general.

La conferencia final, la cual se centró en la industria de sistemas interiores/exteriores, incluyó a cinco de los principales mamposteros de la UBC en Norteamérica, los cuales van mano a mano en las Olimpiadas de Mampostería de la UBC ("Drywall Olympics"). Esta actividad altamente competitiva atrajo a más de 600 espectadores, los cuales observaron cómo un representante de cada distrito de la UBC instalaba difíciles paneles de yeso, mientras los jueces tomaban el tiempo y juzgaban su calidad y precisión.

Recientemente, nuestro Departamento de Educación y Capacitación lanzó un programa que está diseñado específicamente para desarrollar destrezas de liderazgo colaborativo entre nuestros miembros. Los líderes en la rama de la construcción están haciendo un llamado a un liderazgo que se base más en la colaboración, así como al establecimiento de una cultura para forjar alianzas de trabajo. Para lograr esto, es necesario contar con cierto tipo de profesionales, y nuevamente la UBC se está situando a la cabeza al perfeccionar una serie de destrezas para un liderazgo colaborativo entre nuestros miembros.

Nuestros miembros están estableciendo lugares de trabajo más sólidos y fuertes. Y debido a eso, el objetivo organizacional en general de la UBC de captar el 70 por ciento o más de la cuota de mercado en toda Norteamérica—para que podamos incidir considerablemente en los salarios, los beneficios y las condiciones laborales—está siendo realizable.

Los hombres y las mujeres que se hicieron presentes en las conferencias, en las Olimpiadas de Mamposterías, y que se inscribieron en la capacitación sobre liderazgo están haciendo el mejor esfuerzo posible para cumplir con las expectativas propias de la reputación de la UBC

## Une réputation de bons bâtisseurs et de leaders

Nos membres se sont taillés une réputation. Ils sont connus pour leur travail expert, leur souci de la sécurité et leur productivité inégalée. On les considère aussi comme des leaders sur le chantier, au local syndical et dans leur communauté.

C'est cette combinaison unique de compétences techniques et en leadership qui définit les hommes et les femmes de notre Fraternité. Et c'est cet engagement envers l'excellence dont j'ai eu l'honneur d'être témoin, directement, au cours des derniers mois.

Pendant les 90 premiers jours de 2015, près de 3 000 membres, formateurs, entrepreneurs et partenaires de l'industrie ont franchi le seuil du Centre international de formation des charpentiers pour quatre conférences sur le leadership, chacune établissant un nouveau record de participation et offrant des possibilités de perfectionnement personnel et professionnel au personnel et à l'ensemble de la FUCMA.

Lors de la dernière conférence, qui portait sur l'industrie des systèmes intérieurs/extérieurs, cinq des meilleurs poseurs de panneaux muraux secs de la FUCMA en Amérique du Nord se sont affrontés dans le cadre des jeux olympiques de la pose de panneaux muraux secs du syndicat. L'événement hautement compétitif a attiré plus de 600 spectateurs, qui ont observé un représentant de chaque district de la FUCMA alors qu'il installait un ensemble complexe de panneaux muraux secs tout en étant chronométré et jugé au niveau de la qualité et de la précision.

Récemment, notre service de l'éducation et de la formation a lancé un programme conçu spécialement pour développer des compétences en leadership collaboratif chez les membres. Les leaders en construction réclament un leadership plus collaboratif et la création d'une culture de partenariat. Pour y parvenir, cela exige un certain type de professionnel, et une fois de plus, la FUCMA montre la voie dans ce domaine en inculquant aux membres un ensemble plus pointu de compétences en leadership collaboratif.

Les membres de la FUCMA jouissent d'une réputation solide sur les chantiers. Par conséquent, l'objectif de la FUCMA à l'échelle du syndicat de saisir 70% ou plus de la part de marché—de façon à pouvoir exercer une influence importante sur les salaires, les avantages sociaux et les conditions de travail—est réaliste.

Les hommes et les femmes qui ont participé aux conférences, aux jeux olympiques de la pose de panneaux muraux secs, et sont inscrits à une formation en leadership font de leur mieux pour être à la hauteur de la réputation de la FUCMA. Ils sont des exemples vivants de ce que la FUCMA représente. Je félicite et remercie chaque participant qui contribue à montrer la voie.

*Douglas J. McCarron*

## Achieving a Good Quality of Life Takes Carpenters to Unusual "Job Sites"

When one thinks about the working environment of a professional carpenter, usually a busy job site—with plenty of equipment, blueprints, and tight schedules—comes to mind. But, one of the busiest and most important job sites we maintain is not in a pile-driving pit or inside a steam turbine: It's in the halls of Congress and Parliament.

Construction-related laws enacted or ignored by the American and Canadian governments affect each and every one of our members. And members from all over North America are stepping up and protecting their rights. They are leading the way by fighting for the middle class through political activism.

In this issue, be sure to read about our work to stop the federal Fast Track and Trans-Pacific Partnership (TPP) legislation. It's a tough battle, and there are some formidable opponents, including the White House. But, dedication and tenacity is propelling our members into spirited rallies, demonstrations, and protests from coast to coast. Regional Council and international political staff members are fixtures in their halls of justice to educate lawmakers about the ill effects that Fast Track and TPP will have on the American worker.

Our fight against payroll fraud is also going strong. It's another uphill battle, but a completely different war. Fighting payroll fraud isn't about stopping legislation; it's often a struggle to get federal, state, and local governments to enforce laws that are already on the books.

The UBC's promise to every member is to give him or her every opportunity for a great quality of life. Our political efforts are an integral component in delivering upon that promise. I encourage you to help us to help you. Get involved in your local political program today.



## El logro de una mejor calidad de vida hace que los carpinteros deban ir a "lugares de trabajo" poco usuales

Cuando se piensa en el entorno laboral de un carpintero profesional, por lo general nos viene a la mente un lugar de trabajo con mucha actividad y movimiento —con una gran cantidad de equipo, planos y horarios muy exigentes. Pero uno de los lugares de trabajo más importantes y de mayor actividad que tenemos no es precisamente en una cantera con martinetes o dentro de una turbina de vapor, sino que se encuentra en los pasillos del Congreso y del Parlamento.

Las leyes sobre construcción que promulga o ignora el gobierno de los Estados Unidos y de Canadá repercuten en todos nuestros miembros. Por ello, nuestros miembros en toda Norteamérica se están pronunciando y protegiendo sus derechos. Asimismo, ellos están marcando la pauta para luchar por la clase media a través del activismo político.

En esta edición, cerciórense de leer acerca de nuestros esfuerzos para detener la legislación de vía rápida ("fast track" en inglés) y sobre el Acuerdo Estratégico Transpacífico de Asociación Económica (TPP, por sus siglas en inglés). Esta es una ardua lucha en la cual hay oponentes muy grandes, incluida la Casa Blanca. Sin embargo, la dedicación y la tenacidad están impulsando a nuestros miembros a participar en protestas, manifestaciones y mítines solidarios de costa a costa. Los miembros del Consejo Regional y del personal político internacional son elementos fijos en los salones de justicia, a fin de educar a los encargados de formular las leyes sobre los efectos adversos que tanto el TPP como "Fast Track" generarán en los obreros estadounidenses.

Nuestra lucha contra el fraude en las planillas también se está fortaleciendo. Esta es otra batalla muy ardua pero es diferente. La lucha contra el fraude en las planillas no se relaciona con los esfuerzos dirigidos a detener la aplicación de una legislación, sino que por lo general es una lucha para lograr que el gobierno en el ámbito federal, local y estatal haga cumplir las leyes que ya existen.

La promesa que ha adquirido la UBC con cada uno(a) de sus miembros es ofrecerles todas las oportunidades posibles para que logren una mejor calidad de vida. Nuestros esfuerzos políticos representan un componente integral para poder cumplir esa promesa. Los animo a que nos ayuden. Participen en su programa político local.

## La lutte pour la qualité de la vie amène les charpentiers sur des « chantiers » inhabituels

Lorsque l'on pense au milieu de travail d'un charpentier professionnel, c'est souvent un chantier animé avec une abondance de matériel et de plans, et des échéanciers serrés qui vient à l'esprit. Or, l'un de nos chantiers les plus occupés et les plus importants n'est pas un puits de fondation ni l'intérieur d'une turbine à vapeur : il s'agit des halls du Congrès et du Parlement.

Les lois liées à la construction promulguées ou ignorées par les gouvernements américain et canadien touchent chacun et chacune de nos membres. Dans toute l'Amérique du Nord, les membres redoublent d'efforts pour protéger leurs droits. Ils montrent la voie en se battant pour la classe moyenne par l'activisme politique.

Dans ce numéro, assurez-vous de lire ce que nous faisons pour bloquer la loi fédérale sur le processus accéléré et le Partenariat transpacifique (PTP) [Fast Track and Trans-Pacific Partnership (TPP)]. Il s'agit d'une rude bataille, car nous nous heurtons à quelques adversaires de taille, notamment la Maison-Blanche. Mais les membres font preuve de dévouement et de ténacité en participant à des manifestations et à des rassemblements animés d'un océan à l'autre. Les membres des conseils régionaux et du personnel chargé des politiques au syndicat international font partie du mobilier dans les palais de justice; ils informent les législateurs des effets néfastes que le processus accéléré et le PTP auront sur le travailleur américain.

Nous poursuivons également notre lutte contre la fraude salariale. C'est un autre combat difficile, mais complètement différent. Il ne s'agit pas de bloquer une loi, mais plutôt de se battre pour que les gouvernements fédéral, de l'État et local appliquent les lois qui ont déjà été promulguées.

La FUCMA promet à chaque membre de lui donner toutes les occasions possibles de profiter d'une grande qualité de vie. Nos efforts politiques font partie intégrante de cette promesse. Je vous invite à nous aider à vous aider. Impliquez vous sans tarder dans le programme politique de votre section.



## Embracing Industry Advances Keeps Members Ahead of the Technology Curve



Consider how far the construction industry has come over the last several years. Advancements in tooling, installation, safety, and architectural services have increased our ability to imagine and then launch construction projects faster and safer than ever.

Such innovations can only be properly used if construction professionals understand the new technology's capabilities, embrace its potential, and then leverage its possibilities.

The UBC has been, and continues to be, at the forefront of research and development into new training programs for our members, so that industry improvements quickly become a part of our skill set. As a result, our members are not only building strong, they are leading the way on job sites across North America.

In this issue of *Carpenter Magazine*, several stories illustrate our commitment to staying ahead of the curve.

We've partnered with the best and brightest minds in construction to create a curriculum for building information modeling (BIM), which creates computer-generated 3D models of a project during the planning stages. UBC members are learning to speak "BIM" on a job site, communicate effectively with project leaders, access vital information, and work even more efficiently.

Our interior/exterior systems training is benefitting from a partnership with Armstrong, which has revolutionized drywall grid installation and how soffits are constructed. The partnership is the foundation for a new curriculum aimed at creating members who are well trained in this new framing technique.

There's a common saying, "Lead, follow, or get out of the way." You can be sure that by keeping ahead of the construction technology curve and training our members to remain at the top of their game, the UBC will always lead the way.

## La adopción de los avances de la industria permite que los miembros se sitúen al frente de la "curva tecnológica"

Piensen en los grandes avances que ha logrado la industria de la construcción durante los últimos años. Los avances realizados en la creación de herramientas, en aspectos de instalaciones, en la seguridad y en los servicios arquitectónicos han incrementado nuestra habilidad de imaginar y posteriormente lanzar proyectos de construcción de una forma más rápida y segura que antes.

Estas innovaciones sólo pueden utilizarse de forma adecuada si los profesionales de la construcción comprenden las nuevas capacidades de la tecnología, aceptan su potencial y aprovechan sus posibilidades.

La UBC se ha situado y continúa situándose al frente de las investigaciones y del desarrollo de nuevos programas de capacitación para nuestros miembros, con el propósito de que las mejoras realizadas en la industria pronto formen parte de nuestro conjunto de destrezas. Como resultado, nuestros miembros no sólo están construyendo de forma más sólida y fuerte, sino que también están marcando la pauta en sus lugares de trabajo en toda Norteamérica.

En esta edición de *Carpenter*, hay varias historias que ilustran el compromiso que hemos adquirido para mantenernos al frente en estos procesos.

Hemos establecido una alianza de trabajo con las mentes más brillantes en la rama de la construcción para desarrollar un plan de estudios para la modelación de información sobre construcción (BIM, por sus siglas en inglés), la cual crea modelos en tercera dimensión generados por computadoras durante la etapa de planificación de los proyectos. Los miembros de la UBC están aprendiendo a hablar "BIM" en sus lugares de trabajo, al igual que a comunicarse eficazmente con los líderes de los proyectos, a tener acceso a información vital y a trabajar de forma aún más eficiente.

Nuestra capacitación sobre sistemas de interiores/extteriores se está beneficiando de una alianza que hemos establecido con la empresa Armstrong, la cual ha revolucionado la instalación de rejillas para paneles de yeso y la forma en que se construyen los soffits. Esta alianza de trabajo representa la base de un nuevo plan de estudios dirigido a formar miembros que estén muy bien capacitados en la aplicación de esta nueva técnica de enmarcado.

Hay un dicho que dice: "Lidera, sigue o quítate de en medio". Pueden estar seguros de que al mantenernos al frente de la curva tecnológica y desarrollar las mejores capacitaciones posibles, nuestros miembros se encuentran en las mejores condiciones para realizar su trabajo y la UBC podrá seguir marcando la pauta.

## Épouser les progrès de l'industrie pour que les membres restent dans la course

Songez au chemin parcouru par l'industrie de la construction au cours des dernières années. Les avancées dans l'outillage, l'installation, la sécurité et les services d'architecture ont augmenté notre capacité d'imaginer et de lancer ensuite des projets de construction plus vite et de façon plus sécuritaire que jamais.

De telles innovations peuvent seulement être utilisées de façon adéquate si les professionnels de la construction comprennent les capacités des nouvelles technologies, sont ouverts à leur potentiel et exploitent ensuite les possibilités qu'elles offrent.

La FUCMA a été, et continue d'être, à la fine pointe de la recherche et du développement tels qu'en témoignent les nouveaux programmes de formation pour les membres, de façon à ce que les améliorations de l'industrie soient rapidement intégrées dans leur ensemble de compétences. Par conséquent, nos membres ne sont pas seulement des bons bâtisseurs, mais ils montrent la voie sur les chantiers dans toute l'Amérique du Nord.

Dans ce numéro du magazine *Carpenter*, plusieurs articles illustrent notre engagement de prendre une longueur d'avance.

Nous nous sommes associés aux personnes les plus éminentes en construction afin de créer un curriculum pour la modélisation des données du bâtiment (BIM), qui consiste à générer des modèles 3D par ordinateur au cours des différentes phases de planification d'un projet. Les membres de la FUCMA apprennent à utiliser le langage « BIM » sur un chantier, à communiquer efficacement avec les chefs de projet, à accéder à de l'information vitale et à être encore plus productifs.

Notre formation en systèmes intérieurs/extérieurs bénéficie d'un partenariat avec Armstrong, qui a révolutionné l'installation de treillis pour panneaux muraux secs et la construction de soffites. Le partenariat est le fondement d'un nouveau curriculum visant à produire des membres bien formés à cette nouvelle technique pour la charpente.

Il y a une expression qui dit : « Ou tu conduis, ou tu suis, ou tu t'ôtes du chemin. » De toute évidence, en prenant une longueur d'avance en technologie de la construction et en formant les membres pour qu'ils continuent à exceller, la FUCMA sera toujours un leader.

## British Columbia Millwrights Meeting the Challenge

**T**he Millwrights in British Columbia have once again demonstrated that when it comes to skills, supply and work ethic—they can't be beat.

The Forrest Kerr Hydroelectric Project in Northern British Columbia is the largest run-of-the-river project in North America to date and posed many challenges to Millwrights Local 2736 in British Columbia. In 2013, Turbine Pros' Rotating Equipment Services was awarded the contract to install nine Andritz hydro turbines.

"A project like this takes a lot of specialized tools; it also takes a lot of expert manpower. We worked closely with BC business agents to develop the millwright workforce within just three weeks of award notice," said John Loubier, vice president of Turbine PROs.

When it came to hiring millwrights for this job—the supply and install contractor (Andritz) said that they would only hire UBC millwrights

despite the fact that the majority of the other work on the site was non-union. Andritz realized that this job would require a highly skilled workforce in order to complete on time and on budget. Andritz is a signatory to the Millwrights Union 2736, and it was their position that in order to warranty the equipment and work, Millwrights Local Union 2736 would have to be utilized.

Mobilizing members for the Forrest Kerr project, which peaked at 70 millwrights, became even more challenging when it overlapped with another much larger project: The Kitimat Modernization project, which required 260 UBC millwrights at peak. As a Local of 400 members, with approximately 900 millwrights working in the province over the last two and a half years, Local 2736 was able to successfully handle these jobs with the help of sister Locals from across Canada.

"The success was due to the fact that the BC Millwrights were able to provide a highly skilled workforce in such a short time by reaching across the country to their counterparts in other Locals," said Jim Smith, vice president of the Canadian District. "This network has given Local 2736 an advantage that cannot be replicated by its competition."

This competitive advantage enabled Local 2736 to negotiate travel provisions that allowed members from anywhere in the country to fly in and out on company expense. Local 2736 was also able to negotiate work schedules that would allow members to be flown back to their place of residence every 20 days, which assisted in mobilizing workers to the jobsites.

Local 2736 is now pursuing the future maintenance work on the turbines.



*When it came to hiring millwrights for this job—the supply and install contractor said that they would only hire UBC millwrights.*

**The CDCO acted quickly and committed that, if given the chance, they would not only get involved in the solar sector but they would do it better and faster than anyone else.**



At the 2015 UBC Canadian Leadership Conference, the Carpenters District Council of Ontario (CDCO) presented the growth opportunities for the UBC in the renewable energy sector. The CDCO provided a case study on how to identify and capture a new sector for the UBC.

Along with renewable industry partners, the CDCO is working with government and industry partners to go "green." The Liberal government in Ontario has started building natural gas powered cogeneration stations, employing many UBC members to work on

those sites. Simultaneously, the wind and solar markets are blooming with many opportunities for our members.

Several years ago, other than a few solar sites and one or two wind turbines, the CDCO was not in the solar energy market. However, this changed at a 2013 UBC Canadian Leadership Conference when a large Canadian contractor gave a presentation on the emerging solar market. The CDCO acted quickly and committed that, if given the chance, they would not only get involved in the solar sector but they would do it better and faster than anyone else.

Meeting the challenge was not always easy, as projects were hundreds of kilometers apart and the requirements for skilled and semi-skilled labour were enormous. However, within weeks the Kingston UBC Local, with assistance from the CDCO and the Ottawa UBC Local, drafted and signed the first of many project labour agreements for all employees in the solar sector.

Before long, the Kingston UBC Local hiring hall was calling for an additional 200 members for other solar farms and had exhausted the nearby Ottawa UBC Local hiring hall. Honouring its commitment to supply workers, the CDCO rented busses and,

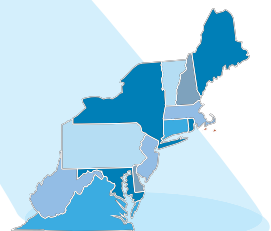
with help from the Oshawa UBC Local, the busses were loaded with UBC members to assist with the construction. This commitment led to the CDCO's and the province's largest solar initiative in Ontario's history. The CDCO had solar farms in virtually every area of the province, employing over 1,200 UBC members with multiple employers at one time.

The efficiency and skill of the UBC journeymen and apprentices continues to set new industry standards. Now with over 500 megawatts of solar work completed, the UBC is leading the way into a brighter, greener future.





## DISTRICT SPOTLIGHT



## Every UBC Member Shares Pride in Freedom Tower Construction

Nowhere is the UBC's legacy of excellence and fortitude more meaningful than at the World Trade Center site. The New York City District Council of Carpenters (NYCDCC) lost 18 members who were on the job at the Twin Towers on Sept. 11, 2001.

More than two years ago NYCDCC members helped raise One World Trade Center (the Freedom Tower, or Tower One) to its highest point, 1,776 feet above Lower Manhattan.

"There is still plenty of work to be done and our members will be there to check-off the last punch-list item," said Joe Geiger, Executive Secretary-Treasurer of the NYCDCC.

Work remains on the interiors of Towers One and Four, Tower Three construction, the underground rail stations and garages. Carpenters are also ready to work on Tower Two when that begins.

NYCDCC crews include dock-builders, timbermen, concrete, hod-hoist carpenters, framing and drywall, ceilings, flooring, interiors and furniture installation. Tower One interiors include dramatic glass-front walls and doors, and the Council sent a team to Italy for training on the installation techniques needed. Working at the site requires background checks and SWAC security cards—and strict safety compliance is at the forefront.

"We still have a large presence at the site. It's been very emotional for all of us," said Council Representative Jeremy Milin, who represents

workers at the WTC site and who lost his cousin, a firefighter, on 9/11.

Workdays were especially poignant at the National September 11 Memorial and Museum, where UBC members set up displays and mounted artifacts. "Some days it was very hard to be there," Milin said, "but the job meant so much to us as a union."

"Every UBC member deeply understands the magnitude of completing the Freedom Tower," said Eastern District Vice President Frank Spencer.

"Our Eastern District members have played a huge role in post-9/11 construction," Spencer said, "But at every airport, train station, shipping port and federal complex, UBC members across North America have built the infrastructure and installed the equipment to make things work in a world that has changed forever."

**Every UBC member deeply understands the magnitude of completing the Freedom Tower.**



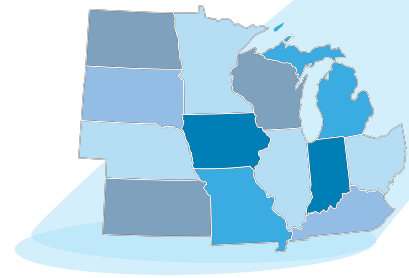
### Eastern SIBs Walk the Talk in Recruitment Video



Sisters from New Jersey and New York are having great success in a pilot program designed to recruit females into the UBC. In addition to some terrific print advertisements, an outstanding new recruitment and marketing video was made, featuring Sisters from the Northeast Regional Council. While the focus is on women, it serves as a positive testimony for being a Union member in general. Visit [carpenters.org/sisters](http://carpenters.org/sisters) to watch the video, or snap this QR code!







## Ohio River Bridges Project Two Spans, Many Rewards

**E**ven among the biggest jobs, bridges stand apart. They dramatically transform our skylines and become instant landmarks.

A major bridge job may come once in a construction worker's lifetime, and that is why hundreds of members of the Indiana/Kentucky/Ohio Regional Council of Carpenters (IKORCC) are so proud to have worked on the **Louisville-Southern Indiana Ohio River Bridges Project**.

"IKORCC members also exerted years of effort in the political action needed to bring the projects to ground breaking," said Midwestern District Vice President David Tharp. He was appointed in 2009 by Indiana's governor to the Louisville and Southern Indiana Bridges Authority, which crafted the financing plan and conducted public hearings.

"It's a perfect example of the UBC's commitment to leveraging political relationships and fully engaging in the process, with the leadership of our members," Tharp said.

The massive job includes not one, but two new cable-stayed bridges. The six-lane Downtown Crossing parallels the existing Kennedy Bridge, linking Louisville with Jeffersonville, Indiana, on Interstate 65. The new and old bridges will split the load of north- and southbound traffic and

help alleviate bottlenecks on the I-65 journey from Chicago to Florida.

The project also reconfigures many roadways, including the triple-Interstate "Spaghetti Junction" in Louisville. The Kentucky Transportation Cabinet is overseeing Downtown Crossing construction, with Walsh Construction as general contractor.

Eight miles upstream, the new **East End Crossing** will connect Prospect, Kentucky, with Utica, Indiana. Led by the Indiana Department of Transportation, the project includes a 1,700-foot tunnel, a Kentucky freeway extension, and four miles of new highway in Indiana. The general contractor is WVB East End Partners.

IKORCC has been dispatching pile drivers and concrete carpenters for the design-build projects since ground broke in 2013. The Council enhanced its top-level training by bringing EFCO panels to its training center so members could practice on the "jump system" with hydraulically attached panels.

Training centers also secured specialized equipment to help welders update the certifications needed for the projects.

"Our members were diligent in coming in on their own time to earn those certifications," said IKORCC Senior Council Representative Dan Hogle.



*Above left:  
Downtown  
Crossing links  
Louisville to  
Jeffersonville.*



*Above right and  
at left: East End  
Crossing work  
includes both  
bridge and tunnel  
construction.*

## St. Louis Contractors Test-Drive Emerging Safety Technology

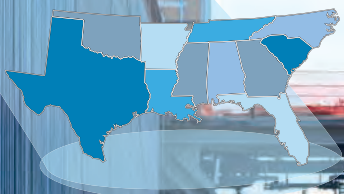
Contractors signatory to the Carpenters District Council of St. Louis & Vicinity are staying a step ahead of safety standards thanks to a safety equipment loaning program provided by the Council's Joint Apprenticeship Program.

Heightened requirements in fall protection for residential construction caused many new strategies—such as reducing falls from heights and preventing musculoskeletal injuries—to enter the market. The loaner program gives signatory contractors an opportunity to work with equipment to evaluate if it fits their specific needs.

For example, fall prevention equipment that is available includes a truss-mounted spreader safety bar, a hanging scaffold system, and a motorized pump-jack scaffold.

Union contractors who borrow the equipment also agree to train UBC members to use it. Learn more about the program at the Carpenters District Council's web site: [www.carpdc.org](http://www.carpdc.org).





## Building “Project Legacy”

### A Beacon for New Orleans Vets

Ten years after Hurricane Katrina, a beautiful new Veterans Affairs medical center rises along Canal Street in the mid-city section of New Orleans. Named “Project Legacy,” the site is a fitting capstone to the city’s reconstruction efforts after one of America’s worst-ever disasters.

Proudly taking part in the construction are members of the Central South Carpenters Regional Council—and that is also fitting, given the important role UBC members have played in helping to restore New Orleans.

“Our Southern District members were joined by their UBC brothers and sisters from all over the U.S. and Canada to help rebuild after Katrina. From restoring firehouses to building modular homes for displaced New Orleans residents, we were there and proud to contribute,” said Southern District Vice President Danny Maples.

At the peak of the VA project, 120 Central South members were onsite erecting metal studs and drywall and installing doors and hardware under

a project labor agreement (PLA) with Component Assembly Systems. Central South Council members who are military veterans themselves helped lobby for the PLA. In addition, UBC signatory Boh Bros. employed five 4-man pile-driver crews during a four-month period at the site.

“Top-of-the-line UBC training prepared the workforce for the project,” said Jason Engels, Central South’s Executive Secretary-Treasurer.

“To bring everyone up to speed for this market-recovery job, we created a six-hour framing and drywall class, given over two nights for less-experienced members,” Engels said. “We also sent an instructor to the job site to observe both the contractor’s processes and the crew’s productivity. He suggested improvements for both sides, which have been incorporated.”

The 30-acre complex will replace the old VA medical center, which was heavily damaged during Hurricane Katrina. The new facility’s design accommodates all critical healthcare functions at a minimum of 20 feet above grade.

“The hospital will be able to double its 200-bed capacity during disaster situations,” Engels said.

Officially called the Southeast Louisiana Veterans Health Care System, the \$1 billion facility will serve some 70,000 veterans who live in the region and employ 1,250 healthcare employees. The medical center will become operational in stages and is scheduled for completion in 2016.

*At the peak of the VA project, 120 Central South members were onsite. Top-of-the-line UBC training prepared the workforce.*

### Digging Into History Miami Pile Drivers Expertly Handle Record-Setting Project

It’s not every day at work that you set a world record, but in Miami, Florida, it’s all in a day’s work for UBC pile drivers. In March, 2015, the HJ Foundation began drilling the largest augercast piling in the world, using only UBC pile drivers.

Being built under the general contracting of Plaza Construction is the One Thousand Museum, located at 1000 Biscayne Boulevard in the heart of Miami. More than 300 piles were driven for this site; each pile ranges from 156 to 177 feet long and 30 inches wide. This drive breaks a record set a week earlier at the same museum project. That pile was 170.6 feet long.

UBC members Kelsey Oliver and Al Cover are the project’s foreman and superintendent, respectively.

“Even though this is such a high-profile project and despite knowing that their work is acknowledged as a world record by the Deep Foundations Institute, our members remained focused and productive to keep this project on track and safe,” said James Banks, Executive-Secretary Treasurer of the Florida Regional Council.

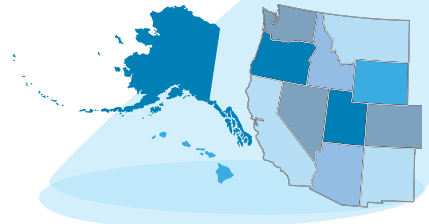




## Ala Moana Expansion

# Pride in the Islands:

## Historic Hawaii Development Showcases UBC Skills



development), HRCC has deployed carpenters with expertise in rigging and concrete form building, as well as those certified in scaffold erection and welding,” Taketa said.

Ala Moana Center’s expansion will increase the mall’s 2 million square feet by more than 20%. Two department stores, three levels of restaurant/retail space, and five parking levels are under construction.

ACK crews have completed One Ala Moana, a 23-story luxury condominium, and now are on the job at Park Lane Ala Moana, which includes seven 6-story buildings with 215 residences each.



“Ala Moana is indicative of the economic turnaround finally showing evidence in the construction industry and turning up in our councils,” said Western District Vice President Phil Newkirk. “It’s been a gradual climb, but the work hours are finally moving in the right direction.”

One reason for optimism, Newkirk said, is that the union hasn’t seen the exodus of signatory contractors that we did in previous downturns.

“That speaks to the ability of our Regional Council leaders to recognize the importance of the strategic relationships we have with our contractors—and to the industry’s recognition of both our skills training and leadership programs. The Brotherhood is in a great position to capitalize on an economic rebound,” Newkirk said.

*Carpenters with expertise in rigging and concrete form building, as well as those certified in scaffold erection and welding, have contributed to the Ala Moana Center project.*

UBC pride and skills are on display at the extensive Ala Moana Center project in the heart of Honolulu. Hundreds are working on a major expansion and redevelopment of the historic shopping destination, which first opened in 1959—about one week before Hawaii became a state.

“The project is unfolding on a

massive property owned by developer General Growth Properties (GGP),” said Ron Taketa, Executive Secretary-Treasurer of the Hawaii Regional Council of Carpenters (HRCC).

“HRCC is proud of our longstanding relationship with GGP,” Taketa said. “We have a history of working together to secure land use entitlements and approvals. It’s a productive partnership that has resulted in GGP having access to the best signatory contractors in the state of Hawaii.”

“Working with general contractors Hawaiian Dredging Construction Co. (mall expansion) and Albert C. Kobayashi, Inc. (ACK) (residential

## Freeway Flashback

UBC members Chris Torres and Nellis Young of Local 2375 in Southern California were on top of their work 26 years ago when this photo was taken at a heavy highway project site. The two bridge carpenters worked for Kasler Corporation at the time. Torres (left) and Nellis (right) are shown here erecting a 98-foot column for the I-105/I-605 freeway interchange in 1989. Unfortunately, we are unable to ID the third young man, below.





# UNITED BROTHERHOOD OF CA

## PROPOSED AMENDMENTS TO THE UBC CONSTITUTION, 2015

AMENDMENTS TO THE CONSTITUTION AND LAWS OF THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA PROPOSED BY THE GENERAL EXECUTIVE BOARD, AND AFFILIATED, SUBORDINATE BODIES TO THE 41ST GENERAL CONVENTION LAS VEGAS, NEVADA - AUGUST 24-27, 2015

### PRESENT SECTION 6 D

D Section 6. The United Brotherhood of Carpenters and Joiners of America shall have the right to establish supervision over and to conduct the affairs of any subordinate body (including the removal of any or all officers of such subordinate body) to correct financial irregularities or to assure the performance of collective bargaining agreements and the responsibility of the subordinate body as a bargaining agent or to protect the interests and rights of the members or whenever the affairs of the subordinate body are conducted in such a manner as to be detrimental to the welfare of the members and to the best interests of the United Brotherhood, subject, however, to the provisions of Paragraph H of Section 10. The authority granted to the United Brotherhood herein includes the authority to establish supervision to prevent secession or disaffiliation by any subordinate body or bodies.

### PROPOSED SECTION 6 D

(Proposed by the General Executive Board)

The United Brotherhood of Carpenters and Joiners of America shall have the right to establish trusteeship over and to conduct the affairs of any subordinate body (including the removal of any or all officers of such subordinate body) to correct financial irregularities or to assure the performance of collective bargaining agreements and the responsibility of the subordinate body as a bargaining agent or to protect the interests and rights of the members or whenever the affairs of the subordinate body are conducted in such a manner as to be detrimental to the welfare of the members and to the best interests of the United Brotherhood, or for reason(s) set forth in § 302 of the Labor Management Reporting and Disclosure Act of 1959, as amended ("LMRDA"), 29 USC 462, subject, however, to the provisions of Paragraph H of Section 10. The authority granted to the United Brotherhood herein includes the authority to establish trusteeship to prevent secession or disaffiliation by any subordinate body or bodies.

### PRESENT SECTION 10 H

H Section 10. Whenever it appears to the satisfaction of the General President that any Local Union or member thereof, or any Council is acting contrary to the welfare of the United Brotherhood of Carpenters and Joiners of America, or that supervision should be established over the conduct of the affairs of any subordinate body as set forth in Section 6D, the General President may appoint a committee to hold a hearing, after due notice to such subordinate body or member. Upon completion of the hearing, the committee shall report its findings and recommendations to the General Executive Board and to the member or subordinate body involved. The General Executive Board is empowered to take such action as is necessary and proper for the welfare of the United Brotherhood of Carpenters and Joiners of America, subject, however, to the right of appeal to the next General Convention, to the extent permitted by Section 53G. If the General President determines that an emergency situation exists, the General President may appoint a representative to assume supervision over any Local Union or Council pending the holding of a hearing and the completion of the proceedings as provided for in this Section.

### PROPOSED SECTION 10 H

(Proposed by the General Executive Board)

Whenever it appears to the satisfaction of the General President that any Local Union or member thereof, or any Council or member thereof, is acting contrary to the welfare of the United Brotherhood of Carpenters and Joiners of America, or that trusteeship should be established over the conduct of the affairs of any subordinate body as set forth in Section 6D, the General President may appoint a committee to hold a hearing, after due notice to such subordinate body or member. Upon completion of the hearing, the committee shall report its findings and recommendations to the General Executive Board and to the member or subordinate body involved. The General Executive Board is empowered to take such action as is necessary and proper for the welfare of the United Brotherhood of Carpenters and Joiners of America, subject, however, to the right of appeal to the next General Convention, to the extent permitted by Section 53G. If the General President determines that an emergency situation exists, the General President may appoint a representative to assume trusteeship over any Local Union or Council pending the holding of a hearing and the completion of the proceedings as provided for in this Section.

### PRESENT SECTION 9 E

E Section 9. No General Officer or Representative of the United Brotherhood shall be subject to charges or trial in any Local Union or Council.

### PROPOSED SECTION 9 E

(Proposed by the General Executive Board)

No General Officer or Representative of the United Brotherhood, or member in their capacity as an appointee serving under § 14 (D) or § 10 (H), shall be subject to charges or trial in any Local Union or Council.

### PRESENT TABLE OF CONTENTS

"11. General Vice President".

### PROPOSED TABLE OF CONTENTS

(Proposed by the General Executive Board)

"11. General Vice President and Second General Vice President".

### PRESENT SECTION 1 B

B Section 1. "G.V.P.-General Vice President.  
G.S.T.-General Secretary-Treasurer."

### PROPOSED SECTION 1 B

(Proposed by the General Executive Board)

"G.V.P.-General Vice President.  
2nd G.V.P.-Second General Vice President.  
G.S.T.-General Secretary-Treasurer."

### PRESENT SECTION 9 A

A Section 9. General Officers of the United Brotherhood shall consist of a General President, General Vice President, a General Secretary-Treasurer, and one District Vice President from each district of the United Brotherhood, who shall be exempt from all duties in their respective Local Unions.

### PROPOSED SECTION 9 A

(Proposed by the General Executive Board)

General Officers of the United Brotherhood shall consist of a General President, General Vice President, Second General Vice President, a General Secretary-Treasurer, and one District Vice President from each district of the United Brotherhood, who shall be exempt from all duties in their respective Local Unions.

### PRESENT SECTION 11 HEADING

General Vice President

### PROPOSED SECTION 11 HEADING

(Proposed by the General Executive Board)

General Vice President and Second General Vice President

### PRESENT SECTION 11 B

B Section 11. The General Vice President shall maintain headquarters at the General Office. The duties of the office shall be to examine and approve or disapprove of all Local Union and Council Laws. The General Vice President shall have charge of and issue the Label and keep a record of same in accordance with the Constitution and Laws of the United Brotherhood, also keep a record of all union and nonunion shops, mills and factories, their wages, hours and conditions for the General Office. This information shall be made available to Local Unions, Councils, Representatives, and Business Representatives. The General Vice President shall perform such other duties as may be assigned by the General President. In the event of a vacancy in the office of General Vice President, the General President may appoint a member to fill the vacancy by consent of a majority of the General Executive Board.

### PROPOSED SECTION 11 B

(Proposed by the General Executive Board)

Deleted the last sentence.

The General Vice President shall maintain headquarters at the General Office. The duties of the office shall be to examine and approve or disapprove of all Local Union and Council Laws. The General Vice President shall have charge of and issue the Label and keep a record of same in accordance with the Constitution and Laws of the United Brotherhood, also keep a record of all union and nonunion shops, mills and factories, their wages, hours and conditions for the General Office. This information shall be made available to Local Unions, Councils, Representatives, and Business Representatives. The General Vice President shall perform such other duties as may be assigned by the General President.

### PRESENT SECTION 11, SUBPARAGRAPHS C AND D

None.

### PROPOSED SECTION 11, SUBPARAGRAPHS C AND D

(Proposed by the General Executive Board)

C The Second General Vice President shall render such assistance to the General President as may be required and in case of a vacancy in the office of the General Vice President, shall assume that office and perform the duties of same.

D The Second General Vice President shall assist the General President in the discharge of the duties of that office. In the absence of the General President and General Vice President from the General Office, the Second General Vice President shall perform the duties of the General President and when not engaged at the General Office shall devote full time to the interest of the United Brotherhood under the direction of the General President. In the event of a vacancy in the office of Second General Vice President, the General President may appoint a member to fill the vacancy by consent of a majority of the General Executive Board.

### PRESENT SECTION 12 A

A Section 12. In the absence of the General President and the General Vice President from the General Office, the General Secretary-Treasurer shall perform the duties of the General President under the direction of the General President and when not engaged at the General Office shall devote full time to the interest of the United Brotherhood under the direction of the General President.

### PROPOSED SECTION 12 A

(Proposed by the General Executive Board)

In the absence of the General President, the General Vice President, and the Second General Vice President, from the General Office, the General Secretary-Treasurer shall perform the duties of the General President under the direction of the General President and when not engaged at the General Office shall devote full time to the interest of the United Brotherhood under the direction of the General President.

### PRESENT SECTION 13 A

A Section 13. The General President, General Vice President, General Secretary-Treasurer, and the six (6) District Vice Presidents shall by virtue of their office constitute a Board of Trustees for the management and control of the Headquarters and real estate of the United Brotherhood of Carpenters and Joiners of America in the City of Washington, D.C. and elsewhere.

### PROPOSED SECTION 13 A

(Proposed by the General Executive Board)

The General President, General Vice President, Second General Vice President, General Secretary-Treasurer, and the District Vice Presidents shall by virtue of their office constitute a Board of Trustees for the management and control of the Headquarters and real estate of the United Brotherhood of Carpenters and Joiners of America in the City of Washington, D.C. and elsewhere.

### PRESENT SECTION 14 C

C Section 14. The General Executive Board shall be composed of the General President, General Vice President, General Secretary-Treasurer, and one District Vice President from each of the above districts of the United Brotherhood, who between Board meetings shall devote their entire time to the interest of the United Brotherhood, under the supervision of the General President. The General President shall chair the General Executive Board and the General Secretary-Treasurer shall be its Secretary; they shall hold quarterly meetings, or when required, and shall hold special meetings at the call of the Chair. All correspondence and appeals for the General Executive Board shall be sent to the General Secretary-Treasurer, who shall present same at the next regular meeting of the Board. No General Officers shall vote on decisions rendered by themselves. Proceedings of the General Executive Board shall be published in pamphlet form and sent directly to Local Unions, District, Regional, Industrial, State and Provincial Councils.

### PROPOSED SECTION 14 C

(Proposed by the General Executive Board)

The General Executive Board shall be composed of the General President, General Vice President, Second General



# CARPENTERS & JOINERS OF AMERICA

Vice President, General Secretary-Treasurer, and one District Vice President from each of the above districts of the United Brotherhood, who between Board meetings shall devote their entire time to the interest of the United Brotherhood, under the supervision of the General President. The General President shall chair the General Executive Board and the General Secretary-Treasurer shall be its Secretary; they shall hold quarterly meetings, or when required, and shall hold special meetings at the call of the Chair. All correspondence and appeals for the General Executive Board shall be sent to the General Secretary-Treasurer, who shall present same at the next regular meeting of the Board. No General Officers shall vote on decisions rendered by themselves. Proceedings of the General Executive Board shall be published in pamphlet form and sent directly to Local Unions, District, Regional, Industrial, State and Provincial Councils.

## **PRESENT SECTION 10 B**

B Section 10. The General President may personally, or by deputy, take possession for examinations of all books, papers and other records, including all financial records, of any Local Union, Council, or other subordinate body, summarily when necessary, and the same shall remain in possession of the General President within the jurisdiction of the Local Union, Council, or other subordinate body until a complete report has been made and filed. During said examination a representative of the Local Union, Council, or other subordinate body may be present.

## **PROPOSED SECTION 10 B**

*(Proposed by the General Executive Board)*

The General President may personally, or by deputy, take possession for examinations of all books, papers and other records, including all financial records, of any Local Union, Council, or other subordinate body, summarily when necessary, and the same shall remain in possession of the General President within the jurisdiction of the Local Union, Council, or other subordinate body until a complete report has been made and filed. During said examination a representative of the Local Union, Council, or other subordinate body may be present. The General President may direct that an affiliated subordinate body have a proper audit performed by a qualified professional. All affiliated subordinate bodies shall be required to develop "best practices" procedures regarding expenditures, and use of union resources. Each affiliated subordinate body shall be required to send appropriate member(s) and representative(s) to attend training provided by the UBC on such matters as best practices or on any other matter or issue as may be directed by the General President.

## **PRESENT SECTION 31 H**

H Section 31. Where required or permitted by law, a qualified candidate for office shall be permitted to examine the membership list containing the names and addresses of all the members once within thirty days prior to the election, and a Local Union or Council shall honor reasonable requests from candidates to have their campaign literature mailed by the Union at the candidates' expense. A candidate for office may designate a member in good standing as an observer at the poll and tabulation of the ballots. More than one observer may be appointed by each candidate as needed to adequately observe the polls and tabulation. Observers must be members in good standing. The Election Committee shall determine the number of observers permitted in each election.

## **PROPOSED SECTION 31 H**

*(Proposed by the General Executive Board)*

Where required or permitted by law, a qualified candidate for office shall be permitted to examine the membership list containing the names and addresses of all the members once within thirty days prior to the election, and a Local Union or Council shall honor reasonable requests from candidates to have their campaign literature mailed by the Union at the candidates' expense. A candidate for office may designate a member in good standing as an observer at the poll and tabulation of the ballots. More than one observer may be appointed by each candidate as needed to adequately observe the polls and tabulation. Observers must be members in good standing. The Election Committee shall determine the number of observers permitted in each election. All subordinate bodies and members shall comply with the election procedures set forth in § 401 of the Labor Management Reporting and Disclosure Act of 1959, as amended ("LMRDA"), 29 USC 481, and regulations issued thereunder.

## **PRESENT SECTION 32 B**

B Section 32. When vacancies occur in any elective office of a Local Union or in the position of delegate to a Council from a Local Union, the President of the Local Union may appoint a qualified member to a fill the vacancy pro tem, until such time as an election is held to fill the vacancy.

## **PROPOSED SECTION 32 B**

*(Proposed by the General Executive Board)*

Deleted the word "a" in the third line before the word "fill".  
When vacancies occur in any elective office of a Local Union or in the position of delegate to a Council from a Local Union, the President of the Local Union may appoint a qualified member to fill the vacancy pro tem, until such time as an election is held to fill the vacancy.

## **PRESENT SECTION 44 A**

A Section 44. The General President shall authorize the use of a Membership Application form containing the Obligation. Where an applicant signs such an application, and makes a payment, thereby becoming bound by the Obligation, action of the investigating committee or approval of the membership shall not be required for admission to membership. A candidate qualified and who desires to become a member of any local union of the United Brotherhood must fill out and sign the regular application. The Financial Secretary shall forward completed membership applications to the General Secretary-Treasurer and shall enter the names and addresses of all applicants and new members into the UBC membership processing system.

## **PROPOSED SECTION 44 A**

*(Proposed by the General Executive Board)*

The General President shall authorize the use of a Membership Application form containing the Obligation. Where an applicant signs such an application, and makes a payment, thereby becoming bound by the Obligation, action of the investigating committee or approval of the membership shall not be required for admission to membership. A candidate qualified and who desires to become a member of any local union (and thereby a member of the relevant Council and UBC) of the United Brotherhood must fill out and sign the regular application. The Financial Secretary shall forward completed membership applications to the General Secretary-Treasurer and shall enter the names and addresses of all applicants and new members into the UBC membership processing system.

## **PRESENT SECTION 44 F**

F Section 44. Each member is required to keep the Recording Secretary and Financial Secretary properly notified of correct place of residence and any change of same, and shall be assessed administrative costs of One Dollar (\$1.00) if this information is not kept current.

## **PROPOSED SECTION 44 F**

*(Proposed by the General Executive Board)*

Each member is required to keep the Recording Secretary and Financial Secretary properly notified of correct place of residence, and electronic mail address if available, and any change of same, and shall be assessed administrative costs of One Dollar (\$1.00) if this information is not kept current.

## **PRESENT SECTION 26 B**

B Section 26. When there are two or more Local Unions located in one city, they must be represented in a District Council or Regional Council unless otherwise determined by the General President. District Councils and Regional Councils shall be composed of Delegates from Local Unions of the United Brotherhood. They shall be governed by applicable uniform Bylaws and have the power to make laws and trade rules which in no way conflict with the Constitution and Laws of the United Brotherhood and which are approved by the delegates of the Council and the General Vice President. The General President shall have power to order such Local Unions to affiliate with such District or Regional Council, and to determine the jurisdictional area and trade autonomy of such District or Regional Council subject to appeal. No Local Union may withdraw from such a District Council or Regional Council without approval of the General President.

## **PROPOSED SECTION 26 B**

*(Proposed by the General Executive Board)*

When there are two or more Local Unions located in one city, they must be represented in a District Council or Regional Council unless otherwise determined by the General President. District Councils and Regional Councils shall be composed

of members of the affiliated Local Unions represented by Delegates from Local Unions of the United Brotherhood. They shall be governed by applicable uniform Bylaws and have the power to make laws and trade rules which in no way conflict with the Constitution and Laws of the United Brotherhood and which are approved by the delegates of the Council and the General Vice President. The General President shall have power to order such Local Unions to affiliate with such District or Regional Council, and to determine the jurisdictional area and trade autonomy of such District or Regional Council subject to appeal. No Local Union may withdraw from such a District Council or Regional Council without approval of the General President.

## **PRESENT SECTION 45 C**

C Section 45. Any Local Union, District Council or Regional Council may establish working dues, dues checkoff, supplemental work dues or work fees payable to the Local Union or Council by members working in its jurisdiction. If a member who owes such dues or fees fails to pay them as provided by the Local Union, District Council, or Regional Council, such dues or fees shall be charged to the member by the Financial Secretary by notice in writing that same must be paid within 30 days to entitle the member to any privilege, rights or donations. If the member does not make payment of arrears within the time prescribed, the member shall not be in good standing and he or she shall be notified in writing by the Financial Secretary that unless the amount owing is paid within thirty (30) days thereafter his or her name shall be stricken from membership. Notices shall be sent to the last known address of the member as reported by the member to the Local Union. In cases of such assessments, working dues or fees owed to a District or Regional Council, notice to the member by the District or Regional Council shall satisfy the requirements of this Section. No officer or Business Representative, and no member receiving benefits of a collective bargaining agreement, shall be exempted from paying dues or fees established pursuant to this Section, nor shall the same be remitted or canceled in any manner.

## **PROPOSED SECTION 45 C**

*(Proposed by the General Executive Board)*

Any Local Union, District Council or Regional Council may establish working dues, dues checkoff, supplemental work dues or work fees payable to the Local Union or Council by members working in its jurisdiction. If a member who owes such dues or fees fails to pay them as provided by the Local Union, District Council, or Regional Council, such dues or fees shall be charged to the member by the Financial Secretary by notice in writing that same must be paid within 30 days to entitle the member to any privilege, rights or donations. If the member does not make payment of arrears within the time prescribed, the member shall not be in good standing and he or she shall be notified in writing by the Financial Secretary that unless the amount owing is paid within thirty (30) days thereafter his or her name shall be stricken from membership. Notices shall be sent to the last known address of the member as reported by the member to the Local Union. In cases of such assessments, working dues or fees owed to a District or Regional Council, notice to the member by the District or Regional Council shall satisfy the requirements of this Section. Any notice required to be provided under this Section may be sent to the member by electronic mail instead provided that the member has furnished to the Local Union or Council a valid electronic mail address. No officer or Business Representative, and no member receiving benefits of a collective bargaining agreement, shall be exempted from paying dues or fees established pursuant to this Section, nor shall the same be remitted or canceled in any manner.

## **PRESENT SECTION 45 K**

K Section 45. A member who owes the Local Union two months' dues shall be notified by mail, in an Address Correction Requested envelope, at last known address by the Financial Secretary, not later than the fifteenth (15th) day of the second month that such dues are late and that payment should be made immediately. A member who owes the Local Union three months' dues shall be notified by mail, in Address Correction Requested envelopes, at last known address by the Financial Secretary, not later than the fifteenth (15th) day of the third month of said delinquency, that if said arrearages are not paid before the last day of the third month that the member will no longer be in good standing, will not be entitled to vote on union matters, will not be entitled to the Password,

# PROPOSED AMENDMENTS TO THE UBC CONSTITUTION, 2015

or a seat, or office in any meetings of any Local Union or Council, and will be suspended from benefits of funeral donation, until the member squares up entirely all of the indebtedness (including dues for the month in which the member squares up the arrearages). Such member shall further be notified that he or she will not be entitled to any donations during the time of such arrearages or for a three-month period from the date of squaring all arrearages.

## PROPOSED SECTION 45 K

*(Proposed by the General Executive Board)*

Given the recent advances in technology, it is critical that the UBC and its affiliates keep pace and use such technology to communicate with its members on important matters. For example, by communicating electronically, at least as far as regarding dues arrearages, affiliates should be able to save resources, including postage costs, etc.

Also, with respect to Section 45-K, and the elimination of language regarding the "Password" this is a housekeeping matter as the Password is no longer utilized.

A member who owes the Local Union two months' dues shall be notified by mail, in an Address Correction Requested envelope, at last known address by the Financial Secretary, not later than the fifteenth (15th) day of the second month that such dues are late and that payment should be made immediately. A member who owes the Local Union three months' dues shall be notified by mail, in Address Correction Requested envelopes, at last known address by the Financial Secretary, not later than the fifteenth (15th) day of the third month of said delinquency, that if said arrearages are not paid before the last day of the third month that the member will no longer be in good standing, will not be entitled to vote on union matters, or a seat, or office in any meetings of any Local Union or Council, and will be suspended from benefits of funeral donation, until the member squares up entirely all of the indebtedness (including dues for the month in which the member squares up the arrearages). Such member shall further be notified that he or she will not be entitled to any donations during the time of such arrearages or for a three-month period from the date of squaring all arrearages. Any notice required to be provided under this Section may be sent to the member by electronic mail instead provided that the member has furnished to the Local Union or Council a valid electronic mail address.

## PRESENT SECTION 45 M

M Section 45. A member who owes a Local Union five months' dues shall be notified by mail, in Address Correction Requested envelopes, at the last known address by the Financial Secretary not later than the 15th day of the six month of said arrearage. Unless dues are paid by the end of the sixth month, the member's name shall be stricken from the list of membership without a vote of the Local Union.

## PROPOSED SECTION 45 M

*(Proposed by the General Executive Board)*

A member who owes a Local Union five months' dues shall be notified by mail, in Address Correction Requested envelopes, at the last known address by the Financial Secretary not later than the 15th day of the six month of said arrearage. Unless dues are paid by the end of the sixth month, the member's name shall be stricken from the list of membership without a vote of the Local Union. Any notice required to be provided under this Section may be sent to the member by electronic mail instead provided that the member has furnished to the Local Union or Council a valid electronic mail address.

## PRESENT SECTION 45 O

O Section 45. All fines imposed and assessments legally levied including strike assessments, and working dues, dues checkoff, supplemental work dues or work fees duly established under Section 45C, shall be charged by the Financial Secretary to the member from whom due, and the member shall be notified in writing that same must be paid within thirty (30) days to entitle the member to any privilege, rights or donations. If the member does not make payment within the time prescribed, the member shall not be in good standing and he or she shall be notified in writing by the Financial Secretary that unless the amount owing is paid within thirty (30) days thereafter his or her name shall be stricken from membership, except in case of a fine where an appeal is pending. Notices shall be sent to the last known address of the member as reported by the member to the Local Union. In cases of fines, assessments or such dues or fees owed to a District, Industrial or Regional Council, notice to the member by the District, Industrial or Regional Council shall satisfy the requirements of this Section.

## PROPOSED SECTION 45 O

*(Proposed by the General Executive Board)*

All fines imposed and assessments legally levied including strike assessments, and working dues, dues checkoff, supplemental work dues or work fees duly established under Section 45C, shall be charged by the Financial Secretary to the member from whom due, and the member shall be notified in writing that same must be paid within thirty (30) days to entitle the member to any privilege, rights or donations. If the member does not make payment within the time prescribed, the member shall not be in good standing and he or she shall be notified in writing by the Financial Secretary that unless the amount owing is paid within thirty (30) days thereafter his or her name shall be stricken from membership, except in case of a fine where an appeal is pending. Notices shall be sent to the last known address of the member as reported by the member to the Local Union. In cases of fines, assessments or such dues or fees owed to a District, Industrial or Regional Council, notice to the member by the District, Industrial or Regional Council shall satisfy the requirements of this Section. Any notice required to be provided under this Section may be sent to the member by electronic mail instead provided that the member has furnished to the Local Union or Council a valid electronic mail address.

## PRESENT SECTION 49 A

A Section 49. The person applying for donation shall present to the Local Union concerned a certificate of death, and, if approved by the Local Union, the same shall be forwarded by the Financial Secretary to the General Secretary-Treasurer, with the United Brotherhood's donation application form properly completed and with all other papers required.

## PROPOSED SECTION 49 A

*(Proposed by the General Executive Board)*

The person applying for donation shall present to the Local Union concerned a certificate of death, and, if approved by the Local Union, the same shall be forwarded by the Financial Secretary to the General Secretary-Treasurer, with the United Brotherhood's donation application form properly completed and with all other papers required. Should the General Executive Board, in its sole discretion, determine that the Local Union is negligent in processing or approving the application for the donation, the Local Union shall be liable for the amount of the funeral donation. Decisions of the General Executive Board shall be final.

## PRESENT SECTION 52 B

B Section 52. A member must be charged and tried within the jurisdiction of the Local Union, District Council, Regional Council, or Industrial Council where the offense was committed. Where a District Council, Regional Council or Industrial Council exists, all charges shall be filed in and tried by the District Council, Regional Council, or Industrial Council. Provided, however, that the General Executive Board shall have jurisdiction to initiate and conduct trials pursuant to the provisions of Section 14D. Where a District Council, Regional Council or Industrial Council is under supervision, the General President may authorize the filing and processing of charges in an affiliated Local Union. Furthermore, no charges may be filed in or tried by an Industrial Local Union or Industrial Council unless the member charged is an officer of a Local Union or Council or was an officer of a Local Union or Council at the time of the alleged offense.

## PROPOSED SECTION 52 B

*(Proposed by the General Executive Board)*

A member must be charged and tried within the jurisdiction of the Local Union, District Council, Regional Council, or Industrial Council where the offense was committed. Where a District Council, Regional Council or Industrial Council exists, all charges shall be filed in and tried by the District Council, Regional Council, or Industrial Council. Provided, however, that the General Executive Board shall have jurisdiction to initiate and conduct trials pursuant to the provisions of Section 14D. Where a District Council, Regional Council or Industrial Council is under trusteeship, charges shall continue to be processed by the Council unless the General President authorizes the filing and processing of charges in an affiliated Local Union. Furthermore, no charges may be filed in or tried by an Industrial Local Union or Industrial Council unless the member charged is an officer of a Local Union or Council or was an officer of a Local Union or Council at the time of the alleged offense.

## PRESENT SECTION 52 D

D Section 52. When charges are filed in the Local Union, District Council, Regional Council or Industrial Council, they shall be referred promptly to the Executive Committee of the Local

Union, District Council, Regional Council or Industrial Council.

1) The Executive Committee shall dismiss any charge alleging a violation described in Section 51A that is filed more than six (6) months after the date the violation occurred or reasonably should have been discovered; any charge alleging a Bylaw or Trade Rule violation that is filed more than thirty (30) days after the violation occurred or reasonably should have been discovered; and any charge that the Committee determines is without sufficient foundation or does not conform to the provisions of Paragraphs B and C above.

2) If the Executive Committee determines that charges conform to the provisions of Paragraphs B and C above, the member shall be notified in writing to appear before the Executive Committee. The charge shall then be processed according to one of the following alternatives:

a) The Executive Committee may dismiss the charges for a reason stated in Paragraph 1 above or because the accuser fails to appear before the Executive Committee after being notified in writing to appear before the Committee.

b) The Executive Committee may refer the charges for trial to the Local Union or District or Regional Council, or to the Trial Committee of the Industrial Council.

c) A Local Union, District Council, Regional Council, or Industrial Council may adopt a procedure whereby an accused may plead guilty to specific charges, agree to pay a fine or to a reprimand acceptable to the accused and Local Union or Council and waive trial and all appeals (other than an appeal alleging violation of the waiver agreement). The waiver agreement must recite the Sections allegedly violated and the specifications for the charges.

## PROPOSED SECTION 52 D

*(Proposed by the General Executive Board)*

When charges are filed in the Local Union, District Council, Regional Council or Industrial Council, they shall be referred promptly to the Executive Committee of the Local Union, District Council, Regional Council or Industrial Council.

1) The Executive Committee shall dismiss any charge alleging a violation described in Section 51A that is filed more than six (6) months after the date the violation occurred or reasonably should have been discovered; any charge alleging a Bylaw or Trade Rule violation that is filed more than thirty (30) days after the violation occurred or reasonably should have been discovered; and any charge that the Committee determines is without sufficient foundation or does not conform to the provisions of Paragraphs B and C above. The Executive Committee may dismiss charges for reasons stated under Section 52 (D)(1) without first having the member appear before the Committee under Section 52 (D)(2).

2) If the Executive Committee determines that charges conform to the provisions of Paragraphs B and C above, the member shall be notified in writing to appear before the Executive Committee. The charge shall then be processed according to one of the following alternatives:

a) The Executive Committee may dismiss the charges for a reason stated in Paragraph 1 above or because the accuser fails to appear before the Executive Committee after being notified in writing to appear before the Committee.

b) The Executive Committee may refer the charges for trial to the Local Union or District or Regional Council, or to the Trial Committee of the Industrial Council.

c) A Local Union, District Council, Regional Council, or Industrial Council may adopt a procedure whereby an accused may plead guilty to specific charges, agree to pay a fine or to a reprimand acceptable to the accused and Local Union or Council and waive trial and all appeals (other than an appeal alleging violation of the waiver agreement). The waiver agreement must recite the Sections allegedly violated and the specifications for the charges.

## PRESENT SECTION 53 E

E Section 53. When an appeal is filed, the Local Union, District Council, Regional Council, or Industrial Council shall file an answer which shall include the following:

(1) A copy of the charges.

(2) A copy of the minutes and/or transcript of the Trial Committee setting forth the evidence submitted at the trial.

(3) The report of the Trial Committee.

(4) The penalty placed against the appellant, the vote thereon, and the date imposed.

(5) The Council's or Local Union's response to the appeal filed by the accused.

(6) If the charges alleged violations of Bylaws or Trade Rules, a copy of the applicable Bylaw or Trade Rule provisions.

The answer must be sworn to before a Notary Public and



must be filed with the General Secretary-Treasurer within thirty (30) days after notice that the appeal has been accepted. A copy of the answer, together with a complete record of the Trial Committee proceedings, shall be served upon the appellant by the Local Union or Council that approved of the penalty.

#### **PROPOSED SECTION 53 E**

*(Proposed by the General Executive Board)*

When an appeal is filed, the Local Union, District Council, Regional Council, or Industrial Council shall file an answer which shall include the following:

- (1) A copy of the charges.
  - (2) A copy of the minutes and/or transcript of the Trial Committee setting forth the evidence submitted at the trial.
  - (3) The report of the Trial Committee.
  - (4) The penalty placed against the appellant, the vote thereon, and the date imposed.
  - (5) The Council's or Local Union's response to the appeal filed by the accused.
  - (6) If the charges alleged violations of Bylaws or Trade Rules, a copy of the applicable Bylaw or Trade Rule provisions.
- The answer, which must be sworn to before a Notary Public, and two (2) copies of the Answer, must be filed with the General Secretary-Treasurer within thirty (30) days after notice that the appeal has been accepted. A copy of the answer, together with a complete record of the Trial Committee proceedings, shall be served upon the appellant by the Local Union or Council that approved of the penalty.

#### **PRESENT SECTION 54**

A. The General Funds or property of a Local Union or Council shall be used only for such purposes as are specified in the Constitution and Laws of the United Brotherhood and as may be required to transact and properly conduct its business, viz.: Payment of salaries and donations to sick members; purchasing stationery, books, cards, printing, payment of rent, or any legally authorized bill against the Local Union or Council. But under no circumstances shall any of the General Funds be used for loans or donations to members, Contingent Funds, credit union sponsored by the Local Union or Council, or for political or religious purposes, except as approved by the General President. Violation of this Section subjects the offending Local Union or Council to the penalty of suspension. Funds to be used for any other purpose must be handled through a Contingency Fund.

B. No donation for any purpose, except sick donations, shall be given except by a majority vote of members present, and cannot be declared valid at the meeting of its introduction, but must lay over to the next meeting (except in case of appeals for aid from Local Unions on strike with sanction of the General Executive Board).

C. The funds or property of a Local Union cannot be divided in any manner among the members individually, but shall remain the property of the Local Union or Council for its legitimate purpose.

D. All moneys paid out of the funds of a Local Union with the exception of per capita tax, cost of bonds of financial officers and payments required under Section 59B must be by majority vote of the members present. No appropriation of money can be voted after 10:30p.m.

E. Any Local Union charging more than the minimum dues as prescribed in Section 45A or any Council may create a special Relief and Contingent Fund for use aside from the General Fund. Local Unions may use all dues in excess of the above dues, proceeds of entertainments, and may levy an assessment for said fund in accordance with the provisions governing special assessments. Councils may use any revenue in excess of that required for proper operation of the Council for such Contingency Fund.

F. This fund may be used for the relief of aged members, organizations, or for any other purpose the Local Union may decide, except to support a dual organization, for partisan politics, religious purposes, or investments in a credit union sponsored by the Local Union, or for any purpose that may be inimical to the interests of the United Brotherhood; provided, however, if property is purchased with said fund the property shall be held in the name of the Local Union or Council of the United Brotherhood of Carpenters and Joiners of America, as specified in the Constitution of the United Brotherhood. The term partisan politics does not include support of or financial contribution to a candidate for state, provincial or local office provided such support or contribution is not contrary to law, is approved by vote of the members or delegates to the body, and is based not on party politics or the candidate's political affiliation but is based on the candidate's position as a supporter and advocate of objects, principles and legislative goals of our organization.

#### **PROPOSED SECTION 54**

*(Proposed by the General Executive Board)*

A. The General Funds or property of a Local Union or Council shall be used only for such purposes as are specified in the Constitution and Laws of the United Brotherhood and as may be required to transact and properly conduct its business, viz.: Payment of salaries and donations to sick members; purchasing stationery, books, cards, printing, payment of rent, or any legally authorized bill against the Local Union or Council. But under no circumstances shall any of the General Funds be used for loans or donations to members, Contingent Funds, credit union sponsored by the Local Union or Council, or for political or religious purposes, except as approved by the General President. Violation of this Section subjects the offending Local Union or Council to the penalty of suspension. Funds to be used for any other purpose must be handled through a Contingency Fund.

B. No donation for any purpose, except sick donations, shall be given except by a majority vote of members present, and cannot be declared valid at the meeting of its introduction, but must lay over to the next meeting (except in case of appeals for aid from Local Unions on strike with sanction of the General Executive Board).

C. The funds or property of a Local Union or Council cannot be divided in any manner among the members individually, but shall remain the property of the Local Union or Council for its legitimate purpose.

D. All moneys paid out of the funds of a Local Union or Council with the exception of per capita tax, cost of bonds of financial officers and payments required under Section 59B and Section 43C must be by majority vote of the members, or delegates, present. No appropriation of money can be voted after 10:30p.m.

E. Any Local Union charging more than the minimum dues as prescribed in Section 45A or any Council may create a special Relief and Contingent Fund for use aside from the General Fund. Local Unions may use all dues in excess of the above dues, proceeds of entertainments, and may levy an assessment for said fund in accordance with the provisions governing special assessments. Councils may use any revenue in excess of that required for proper operation of the Council for such Contingency Fund.

F. This fund may be used for the relief of aged members, organizations, or for any other purpose the Local Union or Council may decide, except to support a dual organization, for partisan politics, religious purposes, or investments in a credit union sponsored by the Local Union or Council, or for any purpose that may be inimical to the interests of the United Brotherhood; provided, however, if property is purchased with said fund the property shall be held in the name of the Local Union or Council of the United Brotherhood of Carpenters and Joiners of America, as specified in the Constitution of the United Brotherhood. The term partisan politics does not include support of or financial contribution to a candidate for state, provincial or local office provided such support or contribution is not contrary to law, is approved by vote of the members or delegates to the body, and is based not on party politics or the candidate's political affiliation but is based on the candidate's position as a supporter and advocate of objects, principles and legislative goals of our organization.

#### **PRESENT SECTION 45 N**

Local Unions may impose an assessment not to exceed Five Dollars (\$5.00) for each notice mailed pursuant to the requirements of Paragraphs K and M, above, to be paid by the members to whom such notice is sent.

#### **PROPOSED SECTION 45 N**

*(Proposed by the North Central States Regional Council of Carpenters)*

Amend to impose an assessment in an amount equivalent to one (1) month of local union window dues, instead of the current Five Dollars (\$5.00).

Local Unions may impose an assessment not to exceed an amount equivalent to one (1) month of local union window dues for each notice mailed pursuant to the requirements of Paragraph K and M, above, to be paid by the members to whom such notice is sent.

#### **PRESENT SECTION 25 E**

E Section 25. A Local Union cannot dissolve itself. A Local Union cannot withdraw from the United Brotherhood so long as two members in good standing object thereto.

#### **PROPOSED SECTION 25 E**

*(Proposed by Carpenters Local Union No. 491)*

Proposed amendment is for a local who can dissolve itself or withdrawal from the UBC if the majority of members in good standing are in favor of the dissolution or withdrawal.

#### **PRESENT SECTION 31 B**

Where Local Unions are affiliated with a District, Industrial or Regional Council, the services of any Business Representatives, Assistant Business Representatives, and Organizers shall be provided by and through such Council and such Business Representatives, Assistant Business Representatives, and Organizers shall be appointed by the Executive Secretary-Treasurer of the Council, subject to approval of the Executive Committee of the Council, and shall be employees of the Council. All Business Representatives and Assistant Business Representatives shall be required to participate in any training program for Business Representatives which shall be established by the United Brotherhood, and all Organizers shall be required to participate in any training program for Organizers that may be designated by the General President. Local Union officers shall be required to participate in any training program established by the United Brotherhood for the Local Union officer position they hold. Council delegates shall be required to participate in any training program for Council delegates established by the United Brotherhood. An appointed Business Representative, Assistant Business Representative, or Organizer shall serve at the discretion of the District, Industrial, or Regional Council. No member may be appointed to or hold the position of Business Representative, Assistant Business Representative or Organizer while receiving a pension under the United Brotherhood of Carpenters Pension Plan.

#### **PROPOSED SECTION 31 B**

*(Proposed by Carpenters Local Union No. 491)*

Proposed amendment is for the Business Agents and Organizers to be voted into their position by the Local verses being appointed by the Executive Secretary-Treasurer of the Council.

#### **PRESENT SECTION 31 K**

None

#### **PROPOSED SECTION 31 K**

*(Proposed by Carpenters Local Union No. 491)*

Proposed addition, as members are subjected to drug testing the Business Agents and Organizers should be drug tested also.

#### **PRESENT SECTION 44 H**

H Section 44. An ex-member desiring to rejoin the United Brotherhood may be readmitted only as a new member, subject to such readmission fee as provided for in the Bylaws of the Local Union or Council where application for membership is made. The Local Union or Council readmitting the ex-member shall ascertain the reason he or she was dropped from membership and if dropped for nonpayment of dues, shall collect an additional sum of Fifty Dollars (\$50.00). Also if said ex-member owed any fines or assessments at the time of being dropped from membership in the Brotherhood, the Local Union or Council readmitting such ex-member shall collect the amount of the indebtedness and forward it to the Local Union or to the Council to which it is due. If an ex-member does not pay any such indebtedness, the ex-member may not be accepted for readmission unless dispensation is granted by the General President. An ex-member desiring to rejoin a Local Union in the same subdivision of the trade in which he previously held membership shall not be required to take an examination with respect to his qualifications in that subdivision of the trade.

#### **PROPOSED SECTION 44 H**

*(Proposed by Carpenters Local Union No. 165)*

An ex-member desiring to rejoin the United Brotherhood may be readmitted only as a new member, subject to such readmission fee as provided for in the Bylaws of the Local Union or Council where application for membership is made. The Local Union or Council readmitting the ex-member shall ascertain the reason he or she was dropped from membership and if dropped for nonpayment of dues, shall collect an additional sum of Fifty Dollars (\$50.00) and double the amount for each additional re-admittance. Also if said ex-member owed any fines or assessments at the time of being dropped from membership in the Brotherhood, the Local Union or Council readmitting such ex-member shall collect the amount of the indebtedness and forward it to the Local Union or to the Council to which it is due. If an ex-member does not pay any such indebtedness, the ex-member may not be accepted for readmission unless dispensation is granted by the General President. An ex-member desiring to rejoin a Local Union in the same subdivision of the trade in which he previously held membership shall not be required to take an examination with respect to his qualifications in that subdivision of the trade.



**Just as the UBC is working hard to ensure that our members have the competitive advantage, it is incumbent upon all of our members to work hard to ensure that they have a personal competitive advantage.**

## Seize the Opportunity to Get the UBC Competitive Advantage

**M**any believe that there is a silver lining in every cloud and that every crisis brings an opportunity. The recent fall in the price of oil has impacted many of our members directly and indirectly. For the first time, many of our younger members are experiencing the cyclical nature of our work. It is also the first time that this generation of members is faced with uncertainty. For those not impacted by falling oil prices, this period should serve as a reminder of earlier times when work was not as plentiful.

The questions that we must all ask are: How do we respond, and are we equipped to withstand difficult times?

Several years ago, the UBC started to plan for periods when economic growth decreased. We knew that we had to build a union that could weather difficult times. We restructured the organization to be leaner and more efficient, and we ensured that our Regional Councils were on strong financial footing. These steps were necessary if we were to survive major economic downturns and be well positioned for the recovery.

Proactive measures meant that the UBC was able to remain focused on organizing, training, and growing our market share. We were also able to maintain our full complement of organizers and business representatives dedicated to attracting more signatory contractors who will ultimately hire more of our members. While others were forced to scale back, the UBC has been able to

maintain a growth agenda that is focused on our primary goal of achieving at least a 70% market share.

Along with organizing and restructuring, we also focused on training. Millions of dollars have been invested to build and maintain a network of state-of-the-art training facilities throughout the United States and Canada. These facilities offer the highest quality of training to our members, who are able to increase their skill set and thus increase their employability during challenging times.

Just as the UBC is working hard to ensure that our members have the competitive advantage, it is incumbent upon all of our members to work hard to ensure that they have a personal competitive advantage. This can be done in four ways:

- **Personal inventory.** Assess your own situation. Ask yourself what measures you need to take to eliminate or reduce the things that are preventing you from improving your career and livelihood. Develop a personal action plan to ensure that any negative impacts are minimized.
- **Training.** Your success will be increased by the level of training that you acquire through the UBC. Become familiar with the many and diverse training opportunities that your Local and Regional Council offer. Go online or visit a UBC Training Center and ask about the next available courses. Remember that each skill set you acquire is added to your UBC file, and when contractors call for a specific skill

set, only those with the required skills are considered for dispatch.

• **Attitude.** Employers today are not only looking for the right skill set, they are also looking for a productive attitude. The UBC has developed a series of leadership training programs for 3rd-year apprentices, journeymen, and superintendents. These programs teach a number of valuable jobsite skills. The UBC is recognized as a leader in this field of training, and the members that have completed leadership training are recognized as key and valuable workers on the jobsite. Call your union representative and inquire if you qualify for the next training session at the International Training Center.

• **Union.** Develop a closer connection with your Local Union. During difficult times it can be easy to drift from your Union. However, it is critically important for you to remain committed and involved in Union activities during this period. Union involvement will give you an opportunity to stay informed and get access to jobs in other regions. As in life, maintaining a relationship takes work and effort. It is important that you attend Union meetings and assist your Local in its many activities.

These are just four ways that the UBC can work with you so that you acquire and maintain the UBC competitive advantage. It is up to you to decide if you want to seize these opportunities for a better future.

## Profitez de l'avantage concurrentiel de la FUCMA

**Alors que la FUCMA travaille dur pour s'assurer que ses membres aient un avantage concurrentiel, il incombe à tous les membres de travailler dur pour s'assurer d'obtenir un avantage concurrentiel personnel.**

**B**on nombre de personnes sont d'avis qu'« à quelque chose malheur est bon » et que chaque crise est synonyme de possibilités à exploiter. La chute récente du prix du pétrole a eu un impact sur beaucoup de nos membres, que ce soit directement ou indirectement. Pour la première fois, une bonne partie des membres plus jeunes découvrent l'aspect cyclique de notre travail. C'est aussi la première fois que cette génération de membres est confrontée à l'incertitude. Pour les personnes qui ne sont pas affectées par la chute du prix du pétrole, cette période devrait servir de rappel d'une époque antérieure où le travail n'était pas aussi abondant.

Les questions que nous devons tous nous poser sont les suivantes : Comment réagissons-nous dans les périodes difficiles et sommes-nous armés pour y faire face?

Il y a plusieurs années, la FUCMA a commencé à planifier en prévision des périodes de baisse de la croissance économique. Nous savions que nous devions bâtir un syndicat capable de surmonter des temps difficiles. Nous avons restructuré l'organisation pour qu'elle soit plus efficace. Nous nous sommes également assurés que les conseils régionaux reposaient sur des assises financières solides. Ces étapes étaient nécessaires si nous

voulions survivre à des ralentissements économiques importants et être bien positionnés pour la reprise.

Grâce à ces mesures proactives, la FUCMA a pu continuer à se concentrer sur le recrutement, la formation et l'augmentation de notre part de marché. Nous avons également été en mesure de conserver notre effectif complet d'organiseurs et d'agent syndicaux se consacrant à attirer davantage d'entrepreneurs signataires qui vont, en fin de compte, engager plus de membres. Alors que d'autres étaient obligés de limiter leurs activités, la FUCMA a pu maintenir un programme

*Suite à la page 17*



## Leading by Example

**M**ark Beardsworth is a proud member and Business Representative of the Toronto Millwrights Local 2309, and on April 14, 2015, he received one of the highest awards in Canada for his work as a volunteer.

Beardsworth was recognized for his ongoing contributions to charitable initiatives in Toronto, and was one of 49 volunteers from various sectors of society presented with a Governor General's Caring Canadian Award.

Beardsworth is an active member of The Beach Group, a Toronto-based unit involved in contributing to, sponsoring, and supporting local charitable initiatives. He is involved in all organizational aspects of the annual fundraiser for the Hospital for Sick Children/SickKids Foundation, from event planning and ticket sales to obtaining donations for the event.

Created in 1995 by the Right Honourable Roméo Leblanc, the Caring Canadian Award recognizes living Canadians and permanent residents who have made a significant, sustained, unpaid contribution to their community, in Canada or abroad. The award also aims to bring to light the example set by volunteers, whose compassion and engagement are a part of our Canadian character.

The event marks the 20th anniversary of the award's creation and was part of the Governor General's program to highlight National Volunteer Week from April 12 to 18. The event was held at Rideau Hall in Ottawa.



*The Right Honourable David Johnston, Governor General of Canada, right, presents Mark Beardsworth with the Governor General's Caring Canadian Award during a ceremony held April 14 at Rideau Hall in Ottawa.*

*Le très honorable David Johnston, gouverneur général du Canada, à droite, remet le Prix du Gouverneur général pour l'entraide à Mark Beardsworth au cours d'une cérémonie qui s'est déroulée le 14 avril à Rideau Hall, à Ottawa.*

## Diriger par l'exemple

**A**gent syndical et membre fier de la Section 2309 des mécaniciens-monteurs de Toronto, Mark Beardsworth s'est vu remettre le 14 avril 2015 l'un des prix les plus prestigieux au Canada pour son travail de bénévole.

M. Beardsworth a été reconnu pour ses contributions continues à des initiatives de bienfaisance à Toronto et se trouvait parmi les 49 bénévoles de différents secteurs de la société à qui on a remis le Prix du Gouverneur général pour l'entraide.

M. Beardsworth joue un rôle actif au sein de The Beach Group, chapitre torontois qui contribue à des initiatives de bienfaisance locales, les parraine et les soutient. Il est impliqué dans tous les aspects de l'organisation de la collecte de fonds annuelle de la Hospital for Sick Children/

SickKids Foundation, de la planification des activités et de la vente de billets à l'obtention de dons pour financer la campagne.

Créé en 1995 par le très honorable Roméo Leblanc, le Prix du Gouverneur général pour l'entraide reconnaît les Canadiens et les résidents permanents vivants qui ont apporté une contribution bénévole soutenue à leur communauté, au Canada ou à l'étranger. Le prix vise aussi à mettre en évidence l'exemple donné par des bénévoles, dont la compassion et le dévouement font partie de notre caractère national.

L'événement, qui marque le 20<sup>e</sup> anniversaire de la création du prix, entrait dans le cadre du programme du gouverneur général visant à souligner la Semaine de l'action bénévole du 12 au 18 avril. Il s'est tenu à Rideau Hall, à Ottawa.

## UBC Pile Drivers: Living Up to Their Tough, Hard-Working Reputation

**M**embers of the Pile Drivers, Divers, Bridge, Dock and Wharf Builders Local 2404, working for design-build contractor Ruskin Construction, completed the Fort Hills Raw Water Intake (RWI) project near Fort McMurray, Alberta, at the end of April 2015.

280 Local 2404 members worked more than 550,000 man-hours over the duration of the project, in all weather conditions.

As the project neared completion, Kirby Burt, construction manager, Suncor Energy, had this to say about the Local 2404 Pile Drivers. "Those guys are the toughest, hardest working guys I have ever seen in my life and all of Suncor recognizes that."

Crews mobilized to the site on December 1, 2012. The year-round project included foundation construction, bank stabilization, installation of the permanent deck, and construction of a temporary raw water intake structure, including a 22m deep x 50m wide x 20m long cofferdam, 300+ large diameter socketed soil stabilization piles, a 140m long combi-wall, access bridge, and a 3,000+ cubic meter tremie pour for the water intake structure.



## Les batteurs de pieux de la FUCMA à la hauteur de leur réputation de durs travailleurs

**D**es membres de la Section 2404 des batteurs de pieux, plongeurs, bâtisseurs de ponts, de quais et de docks, travaillant pour l'entrepreneur de conception-construction Ruskin Construction, ont achevé le projet de prise d'eau brute de Fort Hills près de Fort McMurray, en Alberta, à la fin avril 2015.

Deux-cent quatre-vingts membres de la Section 2404 ont effectué plus de 550 000 heures-personnes pendant toute la durée du projet, et par tous les temps.

Alors que le projet touchait à sa fin, voici ce que Kirby Burt, directeur des travaux à Suncor Énergie, a déclaré à propos des batteurs de pieux de la Section 2404 : « Ces gars sont les travailleurs les plus acharnés que j'ai jamais rencontrés dans ma vie, et toute l'entreprise Suncor le reconnaît. »

Les équipes sont arrivées sur le chantier le 1<sup>er</sup> décembre 2012. Le projet à l'année comprenait la construction de fondations, la stabilisation des berges, l'installation d'une plate-forme permanente, et la construction d'une structure temporaire de prise d'eau brute, avec notamment un batardeau de 22 m de profondeur x 50 m de largeur x 20 m de longueur, plus de 300 pieux forés de stabilisation des sols de grand diamètre, un combi-mur de 140 m de longueur, un pont d'accès et le bétonnage d'une trémie de plus de 3 000 mètres cubes pour la structure de prise d'eau brute.

## Starting the New Year as a Hero

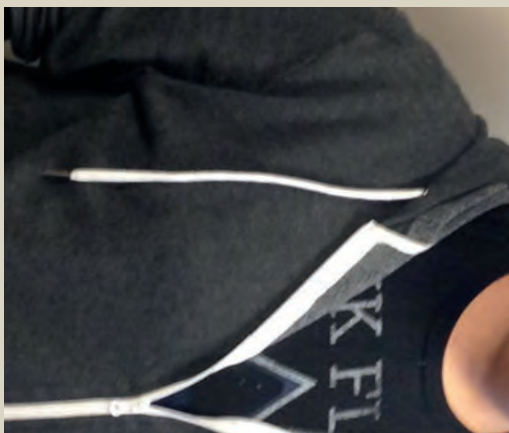
UBC member Robert Keno started off 2015 by saving the life of a 22-month-old girl who had been abandoned in freezing temperatures.

Keno was heading home following a New Year's Eve party in Winnipeg when he heard a child crying. He searched for the child and found her in a nearby recycling bin. When he lifted the top of the bin and saw the little girl, "My heart dropped," he said. "She was looking up at me and I went and grabbed her and pulled her out."

The toddler was immediately rushed to the hospital in life-threatening condition, but has since recovered. The girl's mother has expressed her tremendous gratitude to Keno, saying: "I'm so grateful that he saved her. I don't know where I'd be right now if he didn't find her."

Keno's quick action in -13 °C weather that night meant the difference between life and death.

Keno is currently a first-year apprentice with UBC Local 1999 in Winnipeg, working on the Pointe du Bois hydro electric dam in Manitoba.



## Un acte héroïque pour commencer l'année

Robert Keno, membre de la FUCMA, a débuté l'année 2015 en sauvant la vie d'une petite fille de 22 mois qui avait été abandonnée dans des températures glaciales.

M. Keno rentrait chez lui à Winnipeg après avoir réveillé la veille du jour de l'An lorsqu'il a entendu les pleurs d'un enfant. Il a cherché l'enfant et l'a trouvé dans un bac de recyclage à proximité. Il a soulevé le couvercle et aperçu la petite fille. « Mon cœur battait à tout rompre, a-t-il déclaré. Elle me regardait; je l'ai prise et je l'ai sortie du bac. »

Le bambin dont la vie était en danger a été immédiatement amené à l'hôpital et s'est rétabli depuis. La mère de l'enfant a exprimé son immense gratitude à M. Keno par ces mots : « Je suis si reconnaissante qu'il l'ait sauvée. Je ne sais pas ce que je ferais maintenant s'il ne l'avait pas trouvée. »

La réaction rapide de M. Keno par une température de -13 °C ce soir-là était une question de vie ou de mort.

À l'heure actuelle, M. Keno est un apprenti en 1re année à la Section 1999 de la FUCMA, à Winnipeg; il travaille sur le barrage hydroélectrique de Pointe du Bois au Manitoba.

## Les fusions de régimes ont un impact positif

Le Conseil régional du Canada Atlantique a vu le jour en 2011 dans le cadre du mandat du président général de la FUCMA, M. McCarron, et du vice-président du district canadien, Jim Smith. Ce regroupement a réuni trois conseils provinciaux régionaux et une section locale de l'est du Canada. Depuis, le conseil régional a avancé à pas de géant en offrant de la valeur ajoutée aux membres et en étendant son réseau d'entrepreneurs grâce à des initiatives innovantes, telles que la fusion de ses nombreux régimes de soins médicaux et d'aide sociale.

Dans l'année qui a suivi la formation du conseil régional, ce dernier a pris des mesures pour accroître l'efficacité pour les entrepreneurs et lutter contre les menaces croissantes posées par les ateliers qui pratiquent la rémunération au mérite et la CLAC en fusionnant ses régimes de soins médicaux et d'aide sociale pour aboutir à un régime commun.

Malgré le scepticisme initial manifesté par certains membres et fiduciaires au sujet de l'utilité d'une telle entreprise, la fusion a été acceptée par la majorité, qui considère cette initiative comme une occasion pour le conseil régional de faire preuve d'une plus grande responsabilité fiscale à l'égard des membres en économisant de l'argent, en remplissant ses obligations fiduciaires et en offrant des avantages plus complets aux membres.

À l'origine, le conseil régional avait huit régimes séparés de soins médicaux et d'aide sociale, de même que plusieurs bureaux de fiducie composés de 28 membres. Un tel nombre de bureaux n'a pas la souplesse ni la réactivité nécessaires pour prendre des décisions de gestion efficaces et rapides. À présent, nous avons un bureau de 12 membres : six fiduciaires représentant les entrepreneurs et six fiduciaires représentant le syndicat. La fusion des régimes et la reconfiguration pour passer à un bureau plus petit ont inévitablement permis de réduire les coûts, d'améliorer l'efficacité et de mieux gérer le régime à l'avenir.

Les membres de la FUCMA constateront qu'une série d'améliorations ont été apportées au régime en conséquence de la fusion, notamment un regroupement des prestations pour la plupart des traitements (jusqu'à concurrence de 1 500 \$), une augmentation de la prestation de décès et de la couverture des soins dentaires (désormais à 100 % alors que dans le cadre de certains régimes, elle était de 80 %), et une uniformisation du coût horaire par personne (désormais à 2 \$ alors qu'auparavant, il fluctuait entre 1,70 \$ et 2,45 \$).

Outre la fusion du régime de soins médicaux et d'aide sociale, le conseil régional va également de l'avant avec ses projets de fusion de ses fonds de pension séparés pour atteindre son objectif d'optimiser l'efficacité dans tous ses portefeuilles. Grâce à la fusion des fonds de pension, le conseil régional est censé économiser près de 1 million de dollars en frais de placement par an et ouvrir des possibilités de placement avec des taux de rendement plus élevés. Un effort ciblé sur la gestion et le contrôle de ces coûts se traduira par une valeur accrue pour les membres.

De plus, une commission va gérer à la fois le régime de soins médicaux et d'aide sociale et le régime de pension, ce qui contribuera à simplifier et à rationaliser le processus de vérification du conseil régional à l'avenir.

L'uniformisation et la fusion des régimes de soins médicaux et d'aide sociale, et de pension se sont faites en plusieurs étapes, notamment les suivantes : obtenir l'approbation initiale du projet de fusion, fusionner les différentes commissions concernées, satisfaire aux exigences législatives de chaque province de l'Atlantique, engager des conseillers pour travailler avec les fiduciaires et contempler ce à quoi les régimes allaient ressembler à l'avenir.

« Globalement, la fusion des régimes de pension, et de soins médicaux et d'aide sociale va améliorer l'efficacité pour les entrepreneurs tout en rivalisant avec les régimes des ateliers ouverts en proposant des régimes à valeur accrue aux membres dans tout le Canada atlantique », a déclaré Gus Doyle, secrétaire-trésorier exécutif du Conseil régional du Canada Atlantique.



## Plan Mergers are Having a Positive Impact

**U**nder the mandate of UBC General President McCarron and Canadian District Vice President Jim Smith, the Atlantic Canada Regional Council (ACRC) formed in 2011. This consolidation brought together three provincial regional councils and one local union in Eastern Canada. Since then, the Council has made great strides by providing value to members and expanding its contractor network through new and innovative initiatives, such as the merger of its many health and welfare plans.

Within one year of forming the Council, the ACRC took steps to improve efficiencies to contractors and combat the increasing threats from merit shops and the CLAC by merging its health and welfare plans into one common plan.

Despite initial skepticism among some members and trustees as to the value of such an undertaking, the health and welfare plan merger was agreed upon by the majority, who view this initiative as an opportunity for the Council to exercise greater fiscal responsibility to their members by saving money, fulfilling fiduciary duties, and providing better and more comprehensive benefits to members.

Originally, the ACRC maintained eight

separate health and welfare plans along with several boards consisting of 28 trustees. A challenge with this number of boards is the lack of flexibility and responsiveness to make effective and timely management decisions. As a result, we now have one board with 12 members: six management trustees and six labour trustees. The move to one plan and the reconfiguration to a smaller board has inevitably reduced costs, improved efficiencies, and helped to better manage the plan going forward.

UBC members will see a host of improvements to the plan as a result of the merger, including benefit bundling of most treatments (up to \$1,500), an increase in the death benefit and dental coverage (now at 100% as some plans were at 80%), and a standard per-person hour cost (now at \$2 whereas previously it was fluctuating between \$1.70 and \$2.45).

In addition to the health and welfare plan merger, the ACRC is also moving forward with plans to roll its separate pension funds into one plan to further its goal of maximizing efficiencies across all its portfolios. The pension fund merger is expected to save

nearly \$1 million in investment fees annually and open up greater investment opportunities with higher rates of return. A focused effort on managing and controlling these costs will translate into increased value to members.

One board will also manage both the health and welfare and pension plans. This will help simplify and streamline the audit process for the Council going forward.

The move to standardize and merge the health and welfare and pension fund plans was done by using a multi-stage approach. This included seeking initial approval for the merger plan, merging of the health and welfare and pension boards, addressing legislative requirements in each Atlantic province from a legal perspective, hiring consultants to work with trustees, and looking ahead to what the plans would look like in the future.

“Altogether, the merger of pension and health and welfare plans will improve efficiencies to contractors, while at the same time compete against open shop plans with plans that bring greater value to members across Atlantic Canada,” said Gus Doyle, EST of the Atlantic Canada Regional Council.

## Profitez de l'avantage concurrentiel de la FUCMA

de croissance axé sur notre objectif premier, à savoir obtenir une part de marché de 70% au moins.

Parallèlement au recrutement et à la restructuration, nous avons également concentré nos efforts sur la formation. Des sommes d'argent considérables ont été investies dans la construction et le maintien d'un réseau d'installations de formation ultramodernes dans l'ensemble des États-Unis et du Canada. Ces installations offrent une formation de la plus haute qualité qui soit à nos membres, qui peuvent renforcer leur ensemble de compétences, augmentant ainsi leur capacité d'être embauchés sur le marché du travail à une époque difficile.

Alors que la FUCMA travaille dur pour s'assurer que ses membres aient un avantage concurrentiel, il incombe à tous les membres de travailler dur pour s'assurer d'obtenir un avantage concurrentiel personnel. Voici quatre moyens d'y parvenir :

• **Inventaire personnel.** Prenez le temps d'évaluer votre situation. Demandez-vous quelles mesures vous pouvez prendre pour éliminer ou réduire l'impact des facteurs qui vous empêchent d'améliorer votre carrière et

vos gains. Élaborez un plan d'action personnel pour vous assurer que tout impact négatif soit minimisé.

• **Formation.** Votre réussite sera accrue par le niveau de formation acquis par l'entremise de la FUCMA. Familiarisez-vous avec les possibilités de formation nombreuses et diverses offertes par votre section ou votre conseil régional. Prenez le temps d'aller en ligne ou de visiter un centre de formation de la FUCMA et renseignez-vous sur les prochains cours proposés. Souvenez-vous que chaque nouvel ensemble de compétences est ajouté à votre dossier de la FUCMA et que lorsque les entrepreneurs demandent un certain ensemble de compétences, seules les personnes possédant les compétences exigées font l'objet d'un examen aux fins de jumelage.

• **Attitude.** De nos jours, les employeurs ne sont pas seulement à la recherche de personnes qui possèdent un certain ensemble de compétences; ils cherchent aussi des gens qui ont une attitude productive. La FUCMA a élaboré une série de programmes de formation en leadership pour les apprentis en 3e année, les compagnons et les chefs de chantier. Ces programmes inculquent un certain nombre

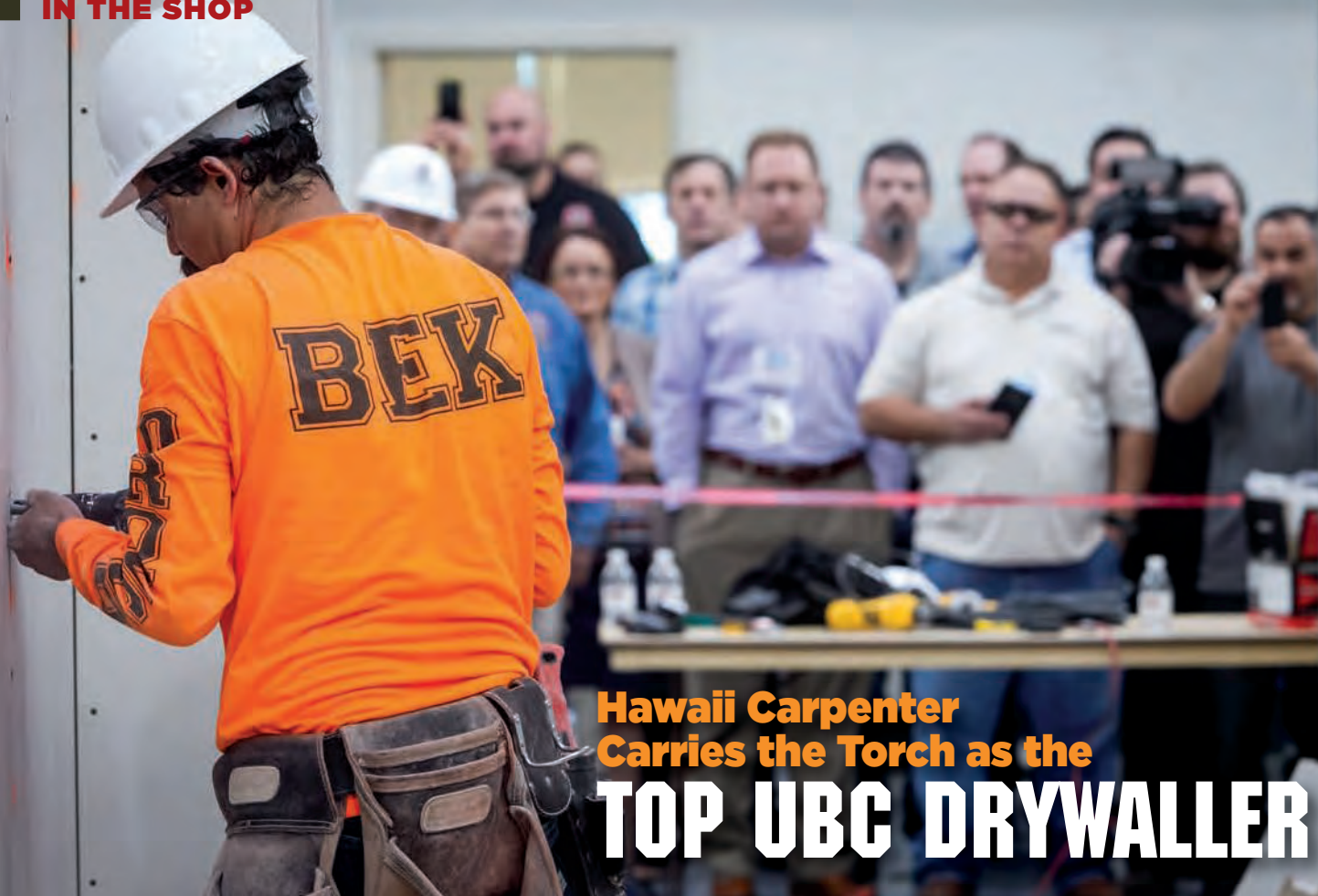
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de compétences précieuses pour le chantier.

La FUCMA est reconnue comme un chef de file dans le domaine de la formation, et les membres qui ont suivi une formation complète en leadership sont des travailleurs appréciés sur le chantier. Contactez votre représentant syndical et demandez-lui si vous remplissez les conditions requises pour suivre la prochaine session de formation au Centre international de la formation.

• **Syndicat.** Maintenez des relations plus étroites avec votre section. Lors de périodes difficiles, il est facile de s'éloigner de son syndicat. Il est cependant d'une importance cruciale que vous participiez aux activités du syndicat durant cette période. Cela vous donnera la possibilité de rester informé et d'avoir accès à des emplois dans d'autres régions. Comme dans la vie, le maintien d'une relation exige travail et efforts. Il est important que vous assistiez aux réunions syndicales et que vous aidiez votre section dans ses nombreuses activités.

Il ne s'agit là que de quatre moyens que la FUCMA peut utiliser pour vous aider à obtenir et à maintenir un avantage concurrentiel. À vous de décider si vous voulez saisir ces nombreuses possibilités d'améliorer votre avenir.



## Hawaii Carpenter Carries the Torch as the TOP UBC DRYWALLER

*Above: Hawaii Regional Council's Edgar Orozco-Torres of Local 745 and representing the Western District shows his winning skills.*

*Below: A crowd of more than 600 gathered at the ITC to watch.*

**W**ithin less than an hour, five of North America's top union drywallers showed hundreds of industry colleagues exactly why their work earned them a spot in the UBC's 2015 Drywall Olympics.

The much-anticipated and highly competitive event was held as part of the UBC's Interior/Exterior Systems Leadership Conference at the International Training Center in Las Vegas this spring. More than 600

people watched as competitors, each representing their UBC District, were timed and then judged for quality and precision in installing 60 feet of inspection-ready drywall on a course that included tricky corners, a window, a door, a column, electric boxes, and a plumbing cut-out. Each contestant hung 17 drywall sheets in a typical commercial office framing.

Judging was strict. Penalties were assessed based on a host of specifications. Work had to show no broken edges on the drywall. Screws needed to be set and spaced properly. The door had to be plumbed, and the board was to be tucked into the doorframe. The drywall opening was to be wrapped on all four sides. Pipes were to be cut-in at no greater than 3/8" circumference from pipes.

"The focus, skills, and determination of each competitor clearly represented what the UBC stands for—productivity as a result of superior training," said Andy Silins, General Secretary-Treasurer of the UBC. "This event is a snapshot of the work

product we are placing on jobsites across North America every day."

Hawaii Regional Council's Edgar Orozco-Torres of Local 745 and representing the Western District won the event, earning bragging rights as the best UBC drywaller in the Brotherhood.

Orozco-Torres topped fellow competitors David Losko, Jr., Local 142, Keystone Mountain Lakes Regional Council, Eastern District; Jose Delacerda, Sr., Local 80, Chicago Regional Council, Midwestern District; Carlos Valdez, Local 1809, Florida Carpenters Regional Council, Southern District; and Marek Wiedro, Local 675, Carpenters District Council of Ontario, Canadian District. Besides recognition as North America's best drywallers, the participants received cash prizes, and their efforts will be permanently honored at the International Training Center.

Orozco-Torres, a 23-year member and drywall installer for BEK, Inc., said his cash prize will be put to good use in fixing up his home.







*Inset, top left: Champion Edgar Orozco-Torres is congratulated by Western District Vice President Phil Newkirk (left) and General President Douglas McCarron (right). Center: The five talented competitors are (left to right) Carlos Valdez, Southern District, Florida Carpenters Regional Council, Local #1809; David Losko Jr., Eastern District, Keystone Mountain Lakes Regional Council, Local #142; Edgar Orozco-Torres, Western District, Hawaii Regional Council, Local #745; Marek Wiedro, Canadian District, Carpenter District Council of Ontario, Local #675; Jose Delacerda Sr. Midwestern District: Chicago Regional Council, Local #80*







# ARMSTRONG CEILINGS PARTNERSHIP

## Raises Training Excellence to New Heights

Brother Doug Derie, a foreman at KKS&S Contractors, trains on Armstrong DC Flexzone installation.

*Inset: Armstrong's John Dose (far right) takes the latest class of UBC members through the cutting-edge system's training.*

*Below: Instructors across North America learn right from Armstrong experts in ceiling drywall grid installation technology.*

A continuing partnership between the UBC and one of the construction industry's leading interior systems manufacturers is preparing members to be productive and ready for cutting-edge jobs.

Since 2013, about 75 instructors from across North America have participated in the UBC-Armstrong train-the-trainer program at the International Training Center in Las Vegas. These instructors bring Armstrong's innovations back to thousands of UBC members at the jobsite level.

All UBC Regional Council training centers are able to participate in the Armstrong strategic account program to obtain discounted materials for instruction with Armstrong products.

CITF technical coordinators and instructors typically are among the

first to test Armstrong product lines, and they help the company's innovation team with refinement.

"We always have to be on our toes to keep up with industry trends," said ITC Training Coordinator Jim Vodicka. "Through our Armstrong partnership we have a direct pipeline to learn their latest techniques and incorporate them into our curriculum and training."

"The company's work in improving drywall grid installation, for example, is revolutionizing how soffits are constructed," Vodicka said.

"We have added a new chapter to our metal framing curriculum manual, based on Armstrong's new suspended-soffit method," he said. "It will help make our members even more competitive in this fast, productive framing technique."

Other new Armstrong product lines that are included in CITF training are as follows:

- The DC Flexzone™ Suspension System, which improves sustainability by distributing low-voltage electrical power through the ceiling grid.
- Axiom® pre-engineered trim options,

which enhance design flexibility in creating ceiling systems.

- The Prelude® XL Max™ suspension system, which improves air flow management, load-carrying capacity, and adaptability for data center ceilings. The systems are hung from 3/8" threaded rods rather than the typical wire-hung suspensions. Scores of UBC members have been working on a major Armstrong data center job in the Chicago area recently.

The CITF-Armstrong bond is strengthened by the people involved. John Dose, an Armstrong technical sales specialist, is the company's main link with the UBC—and is a longtime UBC member himself. As a former ceiling installer, he understands the work as well as the level of expertise that resides within the UBC membership.

"At Armstrong," Dose said, "we strive for the jobs of today and tomorrow. Our goal is to make contractors more productive without sacrificing quality."

"The scope of ceiling work is so much more complicated than it was when I was coming up. Because of the CITF and UBC training," he said, "UBC Armstrong installers are getting trained the right way."

Check out a video about Armstrong's curved-grid installation training by snapping this QR code:



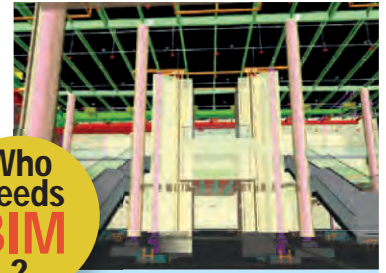
BEING THE BEST  
THROUGH TRAINING







## Who Needs BIM?



**Journeymen** They can leverage BIM skills earlier in the building process by getting involved in the construction and refinement of 3D models.

**Apprentices** They can also learn how BIM technology affects their job on a day-to-day basis.

**Foremen** By using BIM, foremen can plan their daily work activities and easily retrieve information on quantities, production rates, and material tracking.

**Superintendents** They can analyze constructability issues using a 3D building model instead of 2D paper drawings. Changes are also made in real time, which speeds up the approval process and eliminates confusion, common to 2D revised prints.

**Other Trades** The BIM process helps all trades collaborate and communicate more effectively.

## Promoting Proficiency in Prototypes: BIM TRAINING TAKES SHAPE AT THE ITC

**B**uilding information modeling (BIM) is one of the hottest and newest technologies in the construction industry, and the UBC is again leading the way by getting members trained to work efficiently and productively with this new tool.

BIM is a process of creating digital models of the physical and functional characteristics of a project. The models are excellent resources to support decision making from a project's earliest conceptual stages through design and construction, and into its operational life—and even its eventual demolition. Architectural designs and construction details are created in 3D models on computers, which are then used to generate drawings and other required documents.

"Customers are demanding that contractors employ BIM. We are responding by staying ahead of the curve and getting our members proficient in BIM technology," said General Vice President Doug Banes. "If a carpenter can speak BIM and use it efficiently in the construction process, he or she just became much more employable."

One of those companies, DPR

Construction, regularly hires UBC members who are trained in BIM.

"BIM can rapidly increase comprehension of the work-at-hand, which then provides benefits in productivity and safety, as workers can better plan for their work and environment ahead of time," said Justin Schmidt of DPR Construction in Redwood City, California.

"The CITF's BIM training program is critical to ensuring that Carpenters are the labor force of the future," said Connor Christian, lead designer of virtual design and construction for Kiewit Infrastructure Engineers. "Tapping into this resource will ultimately help them sharpen their competitive edge."

Schmidt and Christian are two of 15 subject matter experts the Carpenters International Training Fund hired to create the BIM curriculum, a process that took more than two years.

The CITF's curriculum is divided between two courses: BIM Concepts and BIM Projects.

BIM Concepts helps members understand the BIM language so that they can converse with the BIM expert on the job and learn how the model can be



navigated. Just recently, the first BIM Projects class was held for graduates of the Concepts class.

The International Training Center's West Building houses the BIM lab, which features 12 stations, each with two monitors, and offers all of the leading BIM software products on today's job sites.

Training UBC members will be done via the CITF's signature "train-the-trainer" method. Instructors from UBC affiliates across North America will train and then must pass a proficiency exam before getting the nod to teach BIM at their home training center.

For the first three months of 2015, the International Training Center saw nearly 2,000 members, trainers,

contractors, and industry partners come through its doors for four leadership conferences, each setting a new record for attendance. Taking center stage were the millwright, floorcovering, and interior/exterior system crafts, as well as the Sisters in the Brotherhood (SIB) program.

"Despite the diverse subject matter, it's clear that each conference achieved its goal of providing fresh, relevant information and promoting an atmosphere of teamwork and collaboration among all participants," said General Secretary-Treasurer Andy Silins.

"The Future in Flooring" Conference attendees were issued a call to arms to raise the bar in installation by increasing participation in the installation certification and Warranty on Labor programs. Participants heard from guest speakers, participated in workshops and panel discussions, observed the certification process, and attended a vendor exhibition of manufacturers who are partners in the UBC's International Standards and Training Alliance program.

At the SIB Conference, programming revolved around a "Bridging the Way" theme, which featured a guest appearance by Amy Klobuchar, the first woman elected Senator in Minnesota. A full agenda of district caucuses and workshops helped encourage, inspire, and motivate attendees in everything from personal fitness and financial management to working within generational differences on a jobsite.

"I was incredibly energized after attending," said Jessica Lokey of Local 1000 in Tampa, Florida. "It's so important for Sisters to understand that we can create a stronger UBC by getting involved locally and going to work with the intent of giving our best, everyday. This conference gave us great strategies on how to do both."

A steady stream of industry expert speakers, topic-specific workshops, and labor-management panels hammered home the need for keeping pace with technology and the booming refinery industry during the Millwright Leadership Conference. UBC General Vice President Doug Banes also encouraged attendees to help local recruitment efforts so that the UBC can continue to meet demands for unprecedented manpower needs along the Gulf Coast region.

Rounding out the conference series was another packed house, this time for the Interior/Exterior Systems Leadership Conference. Like the others, a full slate of guest speakers and workshops kept attendees busy, but the highlight of the event was the Drywall Olympics. Five of the best drywallers in the UBC competed their way through local and regional contests to make it to Vegas for the Olympics (see page 18 for the story).

# Meeting

OF THE

## FLOORCOVERING



## MILLWRIGHTS

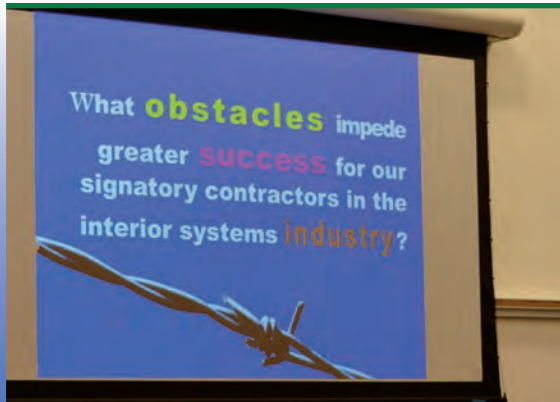




# MINDS

## Thousands Gather for Leadership Conferences

INTERIOR/EXTERIOR SYSTEMS



## SISTERS IN THE BROTHERHOOD







# Collaborative Leadership

## Training Sets Out to Build Jobsite Leaders

**T**oday's leaders need an expanded repertoire of skills and a new mindset to succeed in the increasingly fast-paced, chaotic, and highly competitive construction industry.

High in demand on today's jobsites is a more collaborative-based leadership, and the creation of a partnership culture—one that can harness the knowledge and expertise of all levels of manpower on a jobsite.

Achieving that takes a special kind of leader, and the UBC is again on the leading edge, this time developing collaborative leaders for jobsites across North America.

At the UBC's International Training Center, the Department of Education and Training recently launched a program specifically designed for developing jobsite leaders who understand the value of collaborative leadership and how it can turn a good jobsite into a great jobsite.

"The UBC's goal of capturing 70% market share can only be realized if our members have the tools to maximize productivity," said UBC General President Douglas J. McCarron. "This collaborative leadership approach recognizes that leadership is greatest in a collective team. By encouraging equal participation across all levels, a collaborative leader allows solutions

**By encouraging equal participation across all levels, a collaborative leader allows solutions to develop from the best ideas of the group, and takes a team approach to problem-solving.**

to develop from the best ideas of the group, and takes a team approach to problem-solving."

Participants will learn how their own leadership style impacts others. They will develop strategies to build strong collaborative relationships on the jobsite, and they will learn to build a strong, cohesive team by leveraging the leadership potential of all members. Students leave the program with an action plan to make them more effective and accountable once they return to the jobsite.

This spring, the UBC hosted its first-ever collaborative leadership course for nearly 100 superintendents,

foremen, contractors, and project managers from across North America.

One of those participants was Kevin Kidwell from Local 34 of the Northern California Carpenters Regional Council. Kidwell is a general superintendent for Flatiron Construction who changed his management approach after completing the training. "There were some great exercises that proved the value of collaboration," Kidwell said. "When I got back I gathered my team and told them we wanted to get everyone involved in planning and management. It raised a few eyebrows, but they were pretty receptive."



*Participants in the UBC's first-ever collaborative leadership course came away inspired.*



## New West Building Exhibit is a Message to Every Brother and Sister

**Responsibility. Consistency. Effort.**

These words are used every day by millions of people. Inside the United Brotherhood of Carpenters and Joiners of America, concepts such as responsibility, consistency and effort are part of a collection of key words that represent the vision of the Brotherhood.

This collection is constructed primarily from the messages of General President Douglas J. McCarron. Each word symbolizes the significant attributes of a strong, successful and professional carpenter, one who builds strong and leads the way on and off the jobsite.

To illustrate both the vision and the values of the UBC, each word has been incorporated into a special UBC shield developed and used by the Department of Education and Training (DET) to reinforce this message.

In the West Building at the International Training Center, a new display in the lobby provides visitors with a deeper look into the meaning behind the shield.

The General President's motto: "If it's going to be, it's up to me" stands above the exhibit, setting the tone for the inspirational material, below. The most symbolic of the words are highlighted and described further – again with the General President's vision ringing through.

For example, the UBC defines “Responsibility” as this:  
 “Leadership is about being responsible. The responsibility rests on your shoulders to be dependable and accountable for yourself and for those who rely on you.”

“The quotes were derived from the input of several people, starting with General President McCarron, and are meant to complement our learning points and objectives,” said DET Executive Director, Randy Eppard.

“But really, the words and sentences don’t need explanation, they speak for themselves, and that is intentional.”

The overall goal is for the UBC to be the most productive workforce in North America, and to capture a 70% market share. The DET is charged with developing leaders who are dedicated to transforming the UBC by continuously strengthening their own skills, and further developing partnerships with contractors and owners.

Which brings us back to the word shield. These words are synonymous with the UBC's strategic priorities, and define the values and commitment of a transformational leader and a constructive culture. In the classroom, we use these words and quotes to talk about the "how and why" in developing effective partnerships.

“Leaders drive culture, and the lessons in the classroom are highly successful in changing behaviors in the field to meet the challenges we face in the construction industry,” Eppard added.

The word shield represents what it feels like to be a part of the UBC, while the West Building exhibit sends a personal message to each and every member. Together, the two become a blueprint for creating the most productive workforce, the most productive culture, and the best trade organization we can be.



*In the West Building at the International Training Center, a new display in the lobby provides visitors with a deeper look into the meaning behind the shield.*





# Loud and Proud

## UBC Members Get Vocal to Protest Fast Track/TPP Legislation

Union Carpenters don't hesitate to fight for the middle class, and that power is being put to good use from coast to coast in the relentless protest of Fast Track/ Trans-Pacific Partnership (TPP) legislation.

President Obama wants Congress to give him Trade Promotion Authority—commonly called “Fast-Track Authority”—which would allow him to “fast-track” the TPP and would give Congress the ability to only vote agreements in or out without any option of adding amendments. The legislation, which is being considered right now, is a plan that will most certainly drain countless middle-class construction jobs from the United States.

From coast to coast, UBC members are hitting the streets, calling their representatives, and doing anything they can to voice strong opposition to this harmful legislation.

In Portland, Pacific Northwest Carpenters stepped out in force recently to protest at a Democratic Party fundraiser attended by President Obama. A week later, their Brothers and Sisters in southern California staged a protest at the California Democratic Convention in Anaheim. Area Carpenters Industrial Council and the Association of Western Pulp and Paper Workers also were heavily involved in the protests.

Pacific Northwest and California are represented by congressmen who are still undecided about Fast Track and TPP. It's a crucial battleground because of the number of ports and manufacturers that would be directly affected by the legislation.

“We are in the initial steps of a multi-pronged fight,” said General President Douglas J. McCarron. “Our brothers and sisters have done a great job so far, and I encourage all members to become involved in this critical issue.”

While parts of Fast Track may have moved towards passage, there is still a lot of work to be done to battle against the TPP itself. Members should take advantage of any public comment periods to have their voices heard. Members should be sure their local representative understands how bad Fast Track/TPP would be for the American worker.

Go to [Carpenters.org](http://Carpenters.org) and click on the Fast Track/TPP section on the home page to learn more about this issue.

## Keep Your Motors Running for HIGHWAY CONSTRUCTION JOBS

The UBC is still battling Congress to keep funding in place and keep our members on the job, building and maintaining highways, roads, and transit systems. A long-term Highway Trust Fund is still not established. Eventually, money will run out if a permanent plan is not created.

**Did you know that for every billion dollars allocated to highways, 10,000 construction jobs are created?**

Help save UBC jobs. Visit [hardhatsforhighways.org](http://hardhatsforhighways.org) and send a letter to your Congressperson telling them to support the Highway Trust Fund. Or, visit [Carpenters.org](http://Carpenters.org) for more information.

**Watch a video about this issue and how UBC members are stepping up to the fight**







## All for One and One for All: In the Payroll Fraud Fight Together!

### Interior/Exterior Systems Conference Set the Stage for New Battle Strategies

**M**ore than 400 contractors and union representatives at the UBC's Interior/Exterior Systems Conference in March spent a good bit of time working to address the widespread problem of payroll fraud.

A payroll fraud panel, consisting of a UBC representative, a contractor association representative from Ontario, Canada, and law enforcement officials from Oregon and the U.S. Department of Labor, led a discussion on this important topic.

A new video meant for contractors was also debuted. It defines how they and their employees are harmed, and how they can join the battle against payroll fraud. The video also clearly demonstrates the negative effects payroll fraud has on the construction industry and general community.

The contractor video is the first in a series that will be released by the

UBC. Others will be coming out soon for the general public, legislators, developers, carpenters, and union members.

Honest contractors are fleeced by dishonest competitors who knowingly misclassify employees as independent contractors or pay their workers completely off the books.

That's why we call it payroll fraud.

Breaking the law gives dishonest businesses a leg up when competing against law-abiding employers because they cheat on employment taxes, unemployment insurance, workers' compensation premiums, and overtime pay.

There are many contractors who are fed up with losing work to law-breakers, and they can be a big help in fighting payroll fraud. Download a copy of the video and pass it along.



### BE ACTIVE

in the battle against  
payroll fraud.

Access the UBC's  
**payroll fraud  
news network**  
and stay in the loop:

Go to  
**payrollfraud.net**  
for news, reports, enforcement  
rulings, and more.

**Get text messages**  
on breaking events.  
Just text the word **Fraud** to the  
phone number **91990**.  
You'll get a return message  
asking for your zip code.  
Enter your home zip code  
and you're in.

Follow  
**@NixPayrollFraud**  
on twitter



### Download the video

#### HERE'S HOW:

**Click on the QR code** (at right):  
or

**Go to [www.payrollfraud.net](http://www.payrollfraud.net)**

Scroll down to the  
"Payroll Fraud Let's Stop It" tile.



## Click. Watch. Share.

Together, with responsible contractors and the government, we can beat back payroll fraud.



## ACRC Drops Pants to Fight Prostate Cancer

Attending the Halifax Pants Off event on April 16 included UBC members with the ACRC: Gus Doyle, EST; Ray Mitchell, General Counsel; Dennis Potharst, Communications Manager; Vern Rowe, Business Representative; Farrel Huculak, Business Representative; Linda Zwicker, Office Manager; and Scott Keeping, Business Representative.

The Atlantic Canada Regional Council (ACRC) pledged \$20,000 to support research and programs in the fight against prostate cancer by dropping their pants and sporting their new ACRC boxers on April 16 in Halifax, Nova Scotia.

Stanfield's Pants Off for Prostate Cancer is a fundraising effort from Prostate Cancer Canada Atlantic Region to raise awareness of a cancer that affects 1 in 8 men. The organization estimates that more than 23,000 Canadian men and their families will be impacted by prostate cancer this year alone.

The ACRC will be participating in events that are planned throughout Atlantic Canada. The first Pants Off party was held at the Halifax Waterfront on April 16. More than 300 people partied in their underwear—all to support a good cause. Events are also planned for Cape Breton, Moncton, NB, and St. John's, NL.

### UBC Members Welcome!

Attention UBC members: You now have the opportunity to capture a great rate at the Homewood Suites-Las Vegas Airport. UBC members can get 15% off the best available rate and a host of amenities such as a breakfast buffet, shuttles to the Strip, Internet, kitchenettes, a pool, putting green, and more.

Reservations are only accepted online. No reservations will be taken by telephone.

Access the reservation link and learn more about the offer by logging-in to the member's section of [www.carpenters.org](http://www.carpenters.org)



### Cleveland Clinic is the Latest to Leverage UBC Healthcare Construction Training

Medical industry giant Cleveland Clinic is the latest in a growing list of midwest healthcare facilities signing with the UBC to leverage the ICRA Best Practices in Healthcare Construction training program. Cleveland Clinic joins 11 Indiana and 7 Ohio healthcare facilities in the region to leverage the UBC program.

The Indiana/Kentucky/Ohio Regional Council of Carpenters is aggressively marketing the ICRA program, which

teaches carpenters how to work in an occupied healthcare facility without releasing dust and toxins, or spreading contaminants. And a second program is now available that teaches other construction and hospital professionals about ICRA awareness.

Cleveland Clinic Foundation (CCF) officials agreed to new bid specification language starting in 2016. Part of that agreement reads: "CCF will require all construction carpenters performing work in its health care facilities located on its main campus in Cleveland,

Ohio to complete an Infection Control Training and Certification Program," the agreement reads. "CCF recognizes the twenty-four (24) hour UBC Construction ICRA Best Practices in Healthcare Program as an acceptable training and certification course. CCF recognizes the UBC Construction ICRA Best Practices in Healthcare eight (8) hour awareness as acceptable training."

Learn more about the program. Scan the QR code or visit [www.ikorcc.com/ICRA](http://www.ikorcc.com/ICRA)





# HARD-WORKING



## **Carhartt Duck Detroit Jacket in Black**

**UBC Logo embroidered on the front right chest**

One hard-working garment, Carhartt's duck Detroit jacket is constructed of rugged 12-ounce, 100% cotton duck, and features a blanket lining in the body and quilted nylon lining in the sleeves. There's a corduroy top collar with under-collar snaps to attach an optional hood. Inside, there's a welt pocket and outside there are two large front pockets and a zippered left-chest pocket. The waist and cuffs are snap adjustable, and the bi-swing back makes for easier movement.\*12-ounce, heavyweight, firm-hand, 100% ring-spun cotton duck \*Blanket lining in body, quilted-nylon lining in sleeves \*Triple-stitched main seams  
Regular Sizes: Small - 5XL \$84.70      Tall Sizes: Large - 2XL \$89.70

See more UBC products at  
**[ubcstore.org](http://ubcstore.org)**



United Brotherhood of Carpenters  
and Joiners of America  
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Washington, DC 20001

Return undeliverable copies to:  
Toronto Station A  
P.O. Box 640  
Toronto, ON, M5W 1G2

## 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.**

**Text UBC to 91990 (US)**  
**Text UBC to 52267 (Canada)**

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



## ¡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.**

**Envíe la palabra ESP al número  
91990 (Estados Unidos)**  
**Envíe la palabra ESP al número  
52267 (Canadá)**

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.

## 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.**

**Textez avec la FUCMA  
à 91990 (États-Unis)**  
**Textez avec la FUCMA  
à 52267 (Canadá)**

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.

