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UNITED BROTHERHOOD OF CARPENTERS & JOINERS OF AMERICA

JULY 2015

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

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Freedom Tower Rise**

**Inside:**

**Proposed  
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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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## In This Issue

- 2** General President's Message *(con Español, en français)*
- 3** General Vice President's Message *(con Español, en français)*
- 4** General Secretary-Treasurer's Message *(con Español, en français)*
- 5** District Spotlights
- 10** Proposed Constitutional Amendments
- 18** Hawaii Carpenter Carries the Torch at the Drywall Olympics
- 22** Meeting of the Minds at the 2015 Leadership Conferences
- 25** The Meaning Behind the Shield
- 26** Loud and Proud: Protesting Fast Track/TPP

## 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 September 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 soffitos. 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

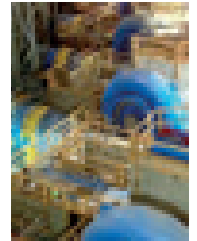
despite the fact that the majority of the other work on the site was non-union. Andritz realized that this job would require a highly skilled workforce in order to complete on time and on budget. Andritz is a signatory to the Millwrights Union 2736, and it was their position that in order to warranty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

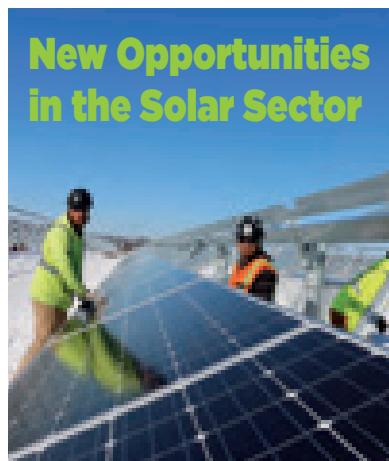
This competitive advantage enabled Local 2736 to negotiate travel provisions that allowed members from anywhere in the country to fly in and out on company expense. Local 2736 was also able to negotiate work schedules that would allow members to be flown back to their place of residence every 20 days,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

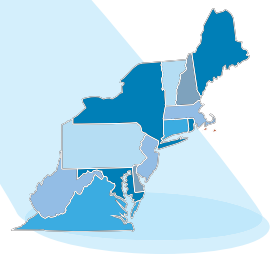
Before long, the Kingston UBC Local hiring hall was calling for an additional 200 members for other solar farms and had exhausted the nearby Ottawa UBC Local hiring hall. Honouring its commitment to supply workers, the CDCO rented busses and,

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.

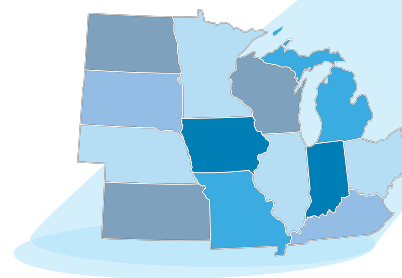
Eight miles upstream, the new **East End Crossing** will connect Prospect, Kentucky, with Utica, Indiana. Led by the Indiana Department of Transportation, the project includes a 1,700-foot tunnel, a Kentucky freeway extension, and four miles of new highway in Indiana. The general contractor is WVB East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

### DISTRICT SPOTLIGHT



## MIDWESTERN DISTRICT



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



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

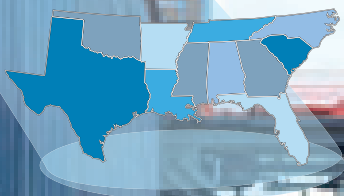
### St. Louis Contractors Test-Drive Emerging Safety Technology

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.*

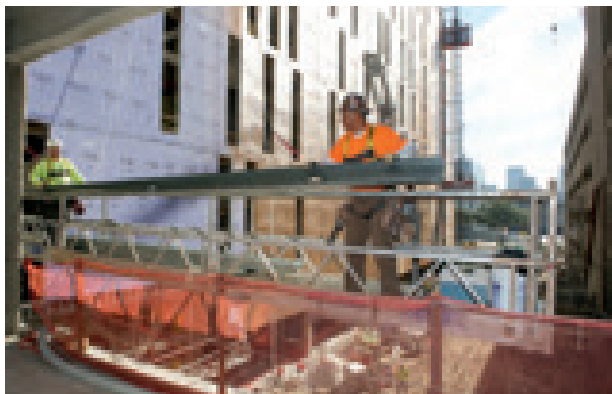
### Digging Into History Miami Pile Drivers Expertly Handle Record-Setting Project

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.

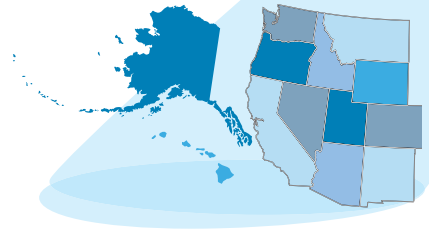
“Even though this is such a high-profile project and despite knowing that their work is acknowledged as a world record by the Deep Foundations Institute, our members remained focused and productive to keep this project on track and safe,” said James Banks, Executive-Secretary Treasurer of the Florida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



## Ala Moana Expansion

# Pride in the Islands:

## Historic Hawaii Development Showcases UBC Skills



**U**BC 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

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.*

## 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.



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

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

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

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

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

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

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

Like most unions, the UBC spends a great amount of its funds on activities that even the courts agree are directly related to

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



# Union Member Rights and Officer Responsibilities Under the LMRDA

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

## Union Member Rights

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**Bill of Rights** - Union members have

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

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

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

**Officer Elections** - Union members have the right to

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

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

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

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

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

## Union Officer Responsibilities

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

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

**Labor Organization Reports** - Union officers must

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

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

**Officer Elections** - Unions must

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**SECCIÓN 3:** Los objetores que no son miembros deberán pagar por todas las actividades pertinentes al convenio colectivo, incluyendo los gastos por las actividades de la unión o proyectos que normalmente, o de manera razonable, lleva a cabo la unión para avanzar los intereses relacionados con el empleo de aquellos que representan en el convenio colectivo. No se cobrará a aquellos objetores que no son miembros por los gastos que no son pertinentes al convenio colectivo. El término “pertinente” se considerará según el marco más amplio de acuerdo con la ley.

**SECCIÓN 4:** El Secretario General-Tesorero revisará los documentos auditados de la UBC para determinar la cantidad de gastos incurridos en el año fiscal previo que se le cobrarán o no cobrarán al objetor, lo que quiere decir, todos aquellos que son pertinentes al convenio colectivo y aquellos que no lo son. El Secretario General-Tesorero debe designar los gastos de la unión en

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

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

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

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

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

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

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

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

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

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

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

## Derechos de los Miembros de la Unión

**La Carta de Derechos:** Los miembros de la unión tienen

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

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

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

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

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

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

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

de conducta impropia seria.

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

**Prohibición En Contra de Disciplina Cierta:**

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

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

## Responsabilidades de los Oficiales de la Unión

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

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

**Reportes de las Organizaciones Laborales:**

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

verificar los reportes por lo menos por cinco años.

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

**Las Elecciones de los Oficiales:** Las uniones deben

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

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

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

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

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

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

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



## 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:





## Who Needs BIM?



**Journeyman** 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.

# Meeting OF THE

**F**or 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).

## FLOORCOVERING



## MILLWRIGHTS

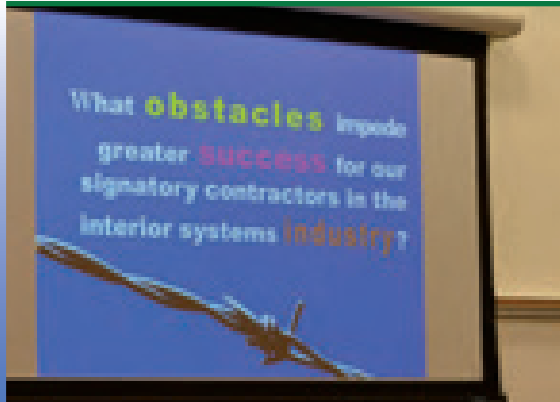




# MINDS

## 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.*

# The Meaning Behind the Shield

## 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.

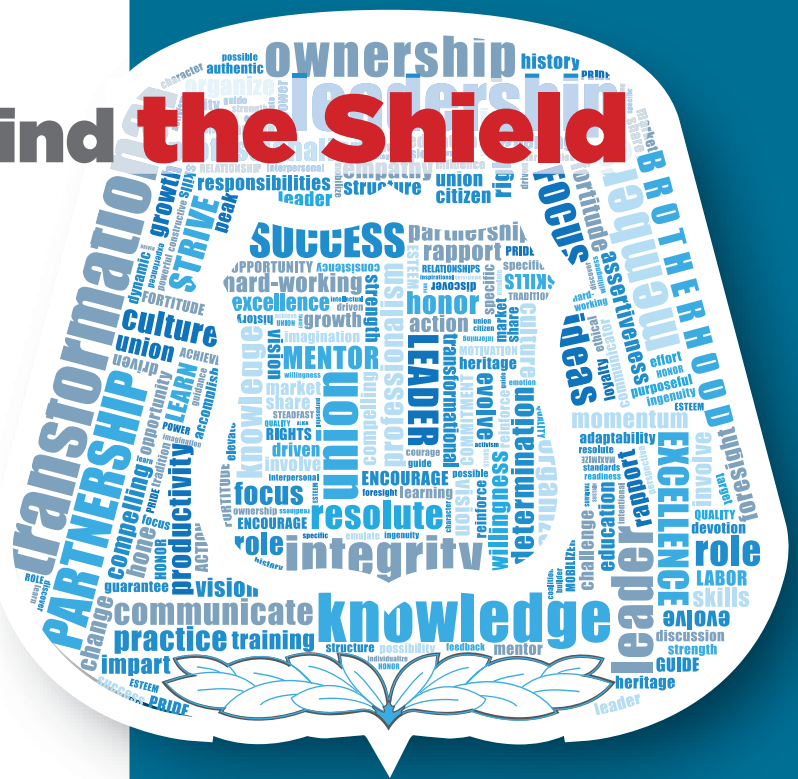
“But really, the words and sentences don’t need explanation, they speak for themselves, and that is intentional.”

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  
101 Constitution Avenue, NW  
Washington, DC 20001

Postmaster, please send address changes to:  
4801 Viewpoint Place  
Cheverly, MD 20781

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OF CARPENTERS &  
JOINERS OF AMERICA

## 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.

