

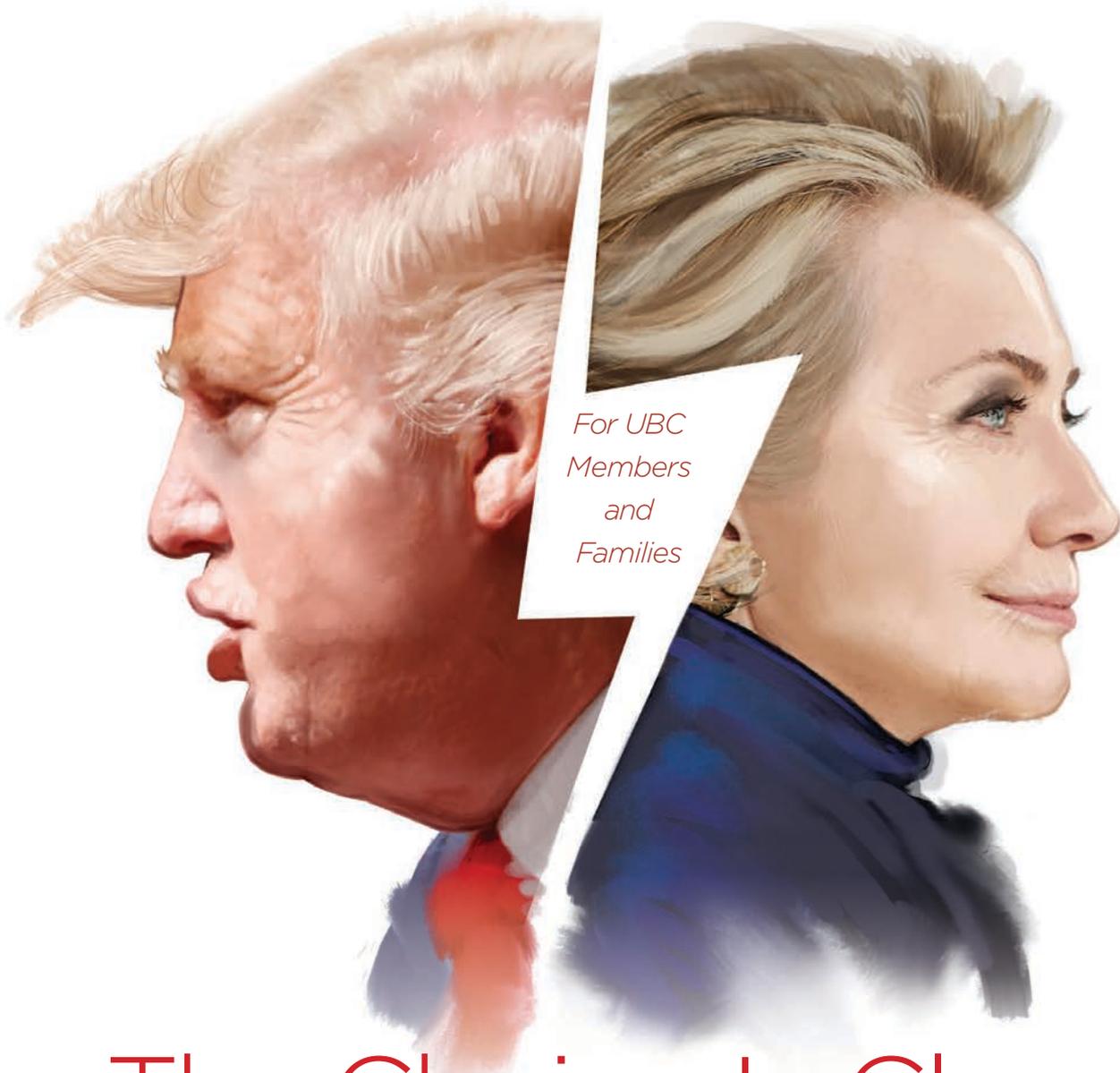
# CARPENTER

SINCE 1881



UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

OCTOBER 2016



*For UBC  
Members  
and  
Families*

## The Choice Is Clear

**Active Members Make the Difference  
In Every Election**

*See page 2*



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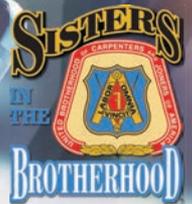


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# CARPENTER

SINCE 1881

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**LEADING ON THE JOB AND IN THE VOTING BOOTH.** SEE PAGE 2

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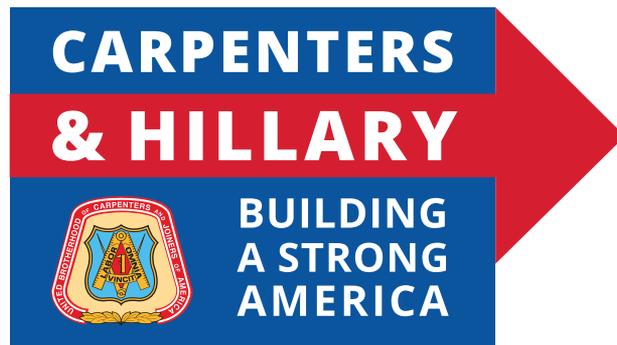


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**Carpenter Ad Policy**

*Carpenter* is a union publication and promotes union values, and its advertising must reflect that. It accepts advertising, as it has since its first issue in 1881, as a way to defray publishing costs for the members of the United Brotherhood of Carpenters and Joiners of America. Our policy is to accept advertising for products made in the U.S. or Canada. We do not accept advertising from companies involved in boycotts or other disputes with organized labor or from nonunion companies in industries that employ UBC members. The magazine reserves the right to decline any advertisement. Advertising in *Carpenter* does not imply endorsement or warranty by the magazine or the United Brotherhood of Carpenters. We welcome comments from members on our advertisers and our policies. Potential advertisers should contact: *Carpenter Magazine*, 101 Constitution Avenue, NW, Washington, DC, 20001 (702) 938-1111, or email us at [carpentermagazine@carpenters.org](mailto:carpentermagazine@carpenters.org).



**On the Cover**

There is much at stake for UBC members in this election. For special election coverage please see pages 14-17.

Special thanks to the following who contributed material to this issue:  
*Ben Basom, Derek Donahou, Bert Durand, Veronica Feyling, Liz McKenna and Tracy Madden.*  
Cover art designed by *Yordan Silvera*



## Leading On the Job and in the Voting Booth

Leadership. At our core that is what the United Brotherhood of Carpenters and Joiners of America stands for. Leadership is the centerpiece of our mission at the International Training Center (ITC) in Las Vegas – and it drives us daily as we work to make our communities, our states and our nation stronger.

It all begins at the job site, where UBC members lead the way because of their training, experience, productivity and attitude. On every shift, thousands of Union Carpenters excel as they run work, do layout, solve problems and drive productivity. Our members consistently display the results of our top-quality skills training programs – but they also show how our unparalleled leadership development programs are changing the culture of the construction industry.

This year more than 10,000 members will participate in training at the ITC. Whether they take the 18-month Superintendent Training Program or the four-day Third Year Apprentice class; the Rigger/Signaler certification course or the Journeyman Leader Program, each of these participants will be better equipped to ensure that the UBC maintains its standing as the leader of the pack.

Given the high standards we have set for ourselves, it's no surprise that UBC members are also leaders in the political arena. Many UBC members serve in elected positions and thousands of us volunteer each election cycle to help local and state candidates – and national candidates like Justin Trudeau and Hillary Clinton. We all know so well that political involvement affects our lives as workers and providers for our families.

This year, as always, too much is at stake to leave the future up to chance. Our leadership on the job will go only so far if the wrong people are elected and they take away our union rights and undercut our standard of living.

On the job and at the ballot box, the proud members of the United Brotherhood of Carpenters are leading the way. In every election make sure your voice is heard and your vote is counted.



**This year, as always,  
too much is at stake  
to leave the future  
up to chance.**

## Siendo líder en el trabajo y en las urnas de votación

Liderazgo. Esto es lo que representa la Hermandad de Carpinteros Unidos y Ensambladores de América en el núcleo mismo de lo que somos. El liderazgo es la parte central de nuestra misión en el Centro de Capacitación Internacional (ITC, por sus siglas en inglés) en Las Vegas, y es lo que nos motiva diariamente mientras trabajamos para hacer que nuestras comunidades, nuestros estados y nuestra nación sean más seguros.

Todo comienza en el sitio de trabajo donde los miembros de la UBC abren camino debido a su capacitación, experiencia, productividad y actitud. En cada turno de trabajo, miles de Carpinteros de la Unión sobresalen mientras trabajan, planean, resuelven problemas y derivan productividad. Consistentemente nuestros miembros muestran los resultados de nuestros programas de capacitación para habilidades de la mejor calidad, y a la vez también muestran que nuestros programas de desarrollo de liderazgo no tienen comparación y están cambiando la cultura de la industria de la construcción.

Este año más de 10,000 miembros participarán en los programas de capacitación en el ITC. Ya sea que tomen el Programa de Capacitación para Superintendentes de dieciocho meses, o la clase de Aprendices del Tercer Año de cuatro días, o el curso de certificación para Aparejador/Señalador, o el programa de Liderazgo para Jornaleros, cada uno de estos participantes estará mejor equipado para asegurar que la UBC se mantenga a la cabeza como líder en la industria.

Debido a los altos estándares que nos hemos fijado para nosotros mismos, no es sorprendente que los miembros de la UBC también sean líderes en la arena política. Muchos miembros de la UBC fungen en posiciones electas y miles de nosotros participamos como voluntarios en cada ciclo de elecciones para ayudar a los candidatos locales, estatales y nacionales, como Justin Trudeau y Hillary Clinton. Todos nosotros sabemos muy bien que involucrarnos de manera política afecta nuestras vidas como trabajadores y ayuda a nuestras familias.

Este año, como siempre, hay mucho en juego como para dejar el futuro al azar. Nuestro liderazgo en el trabajo solo permanecerá como está por poco tiempo si la persona incorrecta es electa y esta retira nuestros derechos de unión y recorta nuestro estándar de vida.

En el trabajo y en la casilla electoral, los orgullosos miembros de la Hermandad de Carpinteros Unida van a la cabeza. En cada elección debemos asegurarnos que nuestra voz sea escuchada y que nuestro voto cuente.

**Este año, como siempre, hay mucho en juego como para dejar el futuro al azar.**

**Cette année encore, les enjeux sont trop importants pour laisser le hasard décider de notre avenir.**

## Des leaders sur le chantier et au bureau de vote

Le leadership. À la base, c'est ce qu'incarne la Fraternité Unie des Charpentiers Menuisiers d'Amérique (FUCMA). Le leadership est au cœur de notre mission au Centre international de formation des charpentiers à Las Vegas – et c'est ce qui nous motive au quotidien, tandis que nous œuvrons pour renforcer nos collectivités, nos États et notre nation.

Tout commence sur le chantier, où les membres de la FUCMA ouvrent la voie grâce à leur formation, leur expérience, leur productivité et leur attitude. Chaque jour, des milliers de charpentiers syndiqués font preuve d'excellence alors qu'ils exécutent des travaux, dessinent des plans, résolvent des problèmes et favorisent la productivité. Les membres du syndicat démontrent constamment que nos programmes de formation professionnelle d'excellente qualité sont efficaces, mais aussi que nos programmes de développement du leadership incomparables sont en train de transformer la culture dans l'industrie de la construction.

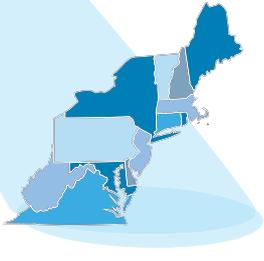
Cette année, plus de 10 000 membres participeront à des programmes de formation au Centre international de formation des charpentiers. Qu'il suive le programme de formation de directeur des travaux de 18 mois ou le cours pour les apprentis de 3<sup>e</sup> année de quatre jours, le cours menant à un certificat de compétence comme monteur/signaleur ou le programme de chef compagnon, chacun des participants en sortira mieux préparé pour s'assurer que la FUCMA maintient sa réputation de chef de file.

Compte tenu des normes élevées que nous nous sommes fixées, ce n'est pas étonnant que les membres de la FUCMA soient aussi des leaders dans l'arène politique. Bon nombre de membres de la FUCMA occupent des postes d'élus, et des milliers d'entre nous font du bénévolat dans le cadre de chaque cycle électoral pour aider des candidats au niveau local et de l'État – et des candidats au niveau national comme Justin Trudeau et Hillary Clinton. Nous savons tous très bien que la participation politique a un impact sur nos vies en tant que travailleurs et soutiens de famille.

Cette année encore, les enjeux sont trop importants pour laisser le hasard décider de notre avenir. Notre leadership professionnel ne suffira pas à lui seul si les mauvaises personnes se font élire, nous privent de nos droits syndicaux et réduisent notre niveau de vie.

Au travail et le jour du scrutin, les membres de la FUCMA montrent le chemin avec fierté. À chaque élection, assurez-vous de faire entendre votre voix et de voter.

## DISTRICT SPOTLIGHT



## Pittsburgh ACE Mentors Hands-On in High School Construction

For high-school students in the Greater Pittsburgh area of Western Pennsylvania, the ACE Mentor program is the top of the line when it comes to gaining exposure to the fields of Architecture, Construction and Engineering.

The Pittsburgh Training Center for the Keystone-Mountain-Lakes Regional Council of Carpenters has partnered with the ACE Mentor program for several years and regularly hosts area students for hands-on experience in carpentry and UBC related crafts.

“As the next generation comes in to the industry, whether they are working with their hands or in management, we want them to understand what we do and the value UBC training brings to the jobsite,” said Dave Plutt, Training

Director for the Keystone-Mountain-Lakes Regional Council.

In past years ACE Mentor participants, who come to the after school program from several high schools, gained practical experience in wood framing, bridge building and a stair project. This year the students were able to try their hand at welding using the training program’s virtual welding machines.

“This program helps engage the community and gives these students, who want to work in our industry, a feel for what it takes to actually build something,” said Executive Secretary-Treasurer Bill Waterkotte. “They really enjoy doing the projects and are always impressed with our center and the training program we have here.”



## In Boston, Uniting to Aid Rescue Training

**The Carpenters Union stepped up to build a structure that would provide a more realistic training environment.**

Union carpenters understand the difference high quality training makes. And so do the men and women of the Boston Fire Department. So it seemed like a natural fit when members of the Boston FD came to the New England Carpenters Training Center looking for help. They had ideas scratched on napkins and were looking for assistance building a structure that could be used for Rapid Intervention and Thermal Imaging Rescue training.

“What we do is train for low-frequency, high risk events, things like structural collapse,” explains John Forristall, Boston Fire Department Captain for Tech Rescue Special Operations. “One of the problems that we had in training was that we were forced to use a building that was designed to hold fire – a concrete building... it doesn’t do a good job for thermal imaging training. It’s not very realistic. We needed something more typical to a residential structure

that you’ll find in Boston.”

The Carpenters Union stepped up to build a structure that would provide a more realistic training environment. The final structure was done with the help of a local architect and under the guidance of



New England Carpenters Training Center instructor Ned Harubin, who guided apprentices on site for the duration of the project. It is a wood framed structure that is bolted to a large metal shipping container. It was done so that a barrel fire can be



See the video - [nercc.org/BFD](http://nercc.org/BFD)

contained and controlled in the lower metal area, allowing smoke to fill the entire wood structure without danger of the fire actually spreading. The design includes movable walls so the layout can be adjusted so that firefighters don’t always get the same training environment.



## Local 212 New Local Union Aims at NYC High-Rise Concrete

Last fall, the UBC could see that carpenters in New York City were facing a big problem. Contractors in the high rise concrete industry were terminating their agreements and going non-union. In what had traditionally been a strong market, our members were losing work. Something had to be done.

That's when an idea struck. In order to ensure the greatest possible leverage in the industry while better meeting the needs of the contractors, the UBC chartered a new local union for that industry. That is how Local 212 came to be.

"I think Local 212 speaks to the needs of the industry," said Second General Vice President Frank Spencer.

"The vertical concrete carpenters should have their own local; should have the ability to interact with members who do the same work they do every day, talk about job opportunities among themselves and how they can make the industry better and safer."

New York City District Council Executive Secretary-Treasurer Joseph Geiger noted, "it's something that's long overdue that they should have their own identity. We're trying to grow with the industry, get more people, recapture market share," but it was tough to do that without recognizing and adapting to the problems the Council was facing in that sector.

It quickly became clear that the contractors wanted experienced concrete

members onsite, and the Council was able to make that connection through its membership. "The way that it affected negotiations and the contractors is now when they call the out of work list, they'll get a true high rise concrete guy, which will give them a more productive worker," Geiger said. He noted that a key to recapturing the market was making sure the correct workers were in the market.

"What I think is most positive is that this demonstrates that the membership and the District Council are working together with our contractors to figure out solutions to problems in the marketplace," Spencer added. "I think the Council is going to be able to point to this and very quickly move the needle on the market share."

**Local 212  
speaks to the  
needs of the  
industry.**



## Northeast Council Pilots Effort to Build UBC Sisterhood



Women members work in every area of our trade and are an integral part of helping to build today's UBC. To strengthen efforts to increase participation by women, the Northeast Regional Council has launched a new program designed to improve work opportunities for and recruitment of women into the ranks of the UBC.

The innovative program includes community outreach, with actions such as job fairs and open house events at training centers, combined with mentoring, a pre-apprenticeship program for women and active Sisters in the Brotherhood Committees.

"We want more women to understand that the UBC is a viable pathway to a good career," said John Ballantyne, Executive Secretary-Treasurer of the Northeast Regional Council. "Our women members are pioneers in the industry and they've taken a real interest in making sure they share the benefits of being a union carpenter with other women."

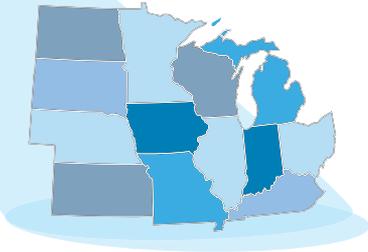
The program was developed with support from the International Sisters in the Brotherhood Committee and is being established as a pilot program for other councils.

"We've been making real progress in reaching out to new members and showing them how they can provide a better standard of living for their family with a career that has good wages and benefits," said Sue Shultz, Outreach Coordinator for the council. "And the work doesn't care if you are a man or a woman, as long as you have the skills and can work hard."

For more information about this program check out this video on a recent open house held in the Northeast Regional Council. Visit [https://carpenters.org/Todays\\_UBC\\_Top\\_Nav/Sisters/RegionalCommitteeUpdates/NortheastRegionalCouncilSIB/InspiringSIBVideo.aspx](https://carpenters.org/Todays_UBC_Top_Nav/Sisters/RegionalCommitteeUpdates/NortheastRegionalCouncilSIB/InspiringSIBVideo.aspx) to watch the video, or snap the QR code.



## DISTRICT SPOTLIGHT



## The Brotherhood and Notre Dame World-Class University Meets Its Match in Eighty-Year UBC Partnership

The story of the enduring partnership between the UBC and the University of Notre Dame (ND) shows that when two renowned institutions work well together, rewards multiply.

At ND's home in South Bend, Indiana, those rewards include at least 80 years of steady work for UBC members — and the foundations of a decent life for generations of families.

"Some of our members have worked their whole careers at Notre Dame," said Mark McGriff, Executive Secretary-Treasurer of the Indiana-Kentucky-Ohio Regional Council of Carpenters (IKORCC). "The 'gentleman's agreement' that we have with the university has been a win-win for a very long time."

Notre Dame takes a two-part approach to campus construction, according to Doug Schlagel, the university's Director of Construction and Quality Assurance.

First, ND requires that prospective bidders must prequalify by showing they are up to university standards regarding safety, quality and financial stability. When a ND project goes out for bids, the competition is among invited contractors that have proven records for providing the best quality and value.

"We want to make sure that the contractors that work with us can sustain themselves," Schlagel said. "If a contractor underperforms, it's not good for us or for them. Everything we build is meant to last 100 years, so we don't want things to go wrong."

It's no surprise that ND's invited bidders are union contractors, which brings us to the second part of ND's construction approach: As long as building trades unions can supply

the university with trained, qualified workers, ND will hire union contractors and their workers.

The formula has worked since at least 1935, when UBC members were on the union crews that built Knute Rockne's original Notre Dame Stadium.

"The UBC has stepped up," Schlagel said. "They've done a good job of staying on top of our needs and providing skilled people when we need them."

Like now.

Today the university is in the midst of an aggressive overhaul that includes new construction and extensive renovations — with hundreds of union workers on the job.

The stadium itself is the hub for the \$400 million Campus Crossroads project. With 800,000 square feet, Crossroads will house academic departments, performance space, recreational facilities, and premium stadium seating. The general contractor is Barton Malow.

When it is finished in 2017, more than 650 UBC members will have

worked at the Crossroads site, said IKORCC Senior Council Representative Christopher Springer.

"Because of the project's scale, the IKORCC is providing onsite training coordinators at Crossroads to keep our members ready for anything that arises," Springer said.

UBC members are also at work

*(Continued on next page)*



*Campus Crossroads is the largest building project in Notre Dame's history and includes massive structures abutting the stadium's south, east and west sides.*

*UBC members like these helped build Knute Rockne's original Notre Dame Stadium in 1935, and have worked on ND construction crews ever since.*

### Jobsite Leaders Boost On-Campus Excellence

Today's construction boom at Notre Dame University often has hundreds of UBC members on campus. Local 413 members Curt Plomb and Derek Stump help keep things humming.

Plomb has 28 years in the union; most of them on large ND projects. Now he is Manager of Field Operations for J.J. White, a contractor on the new McCourtney Hall project.

"I've worked on so many great projects — like the performing arts center, the Golden Dome administration building renovation, and Purcell Arena," Plomb said.

"The university has three fulltime construction administrators who are always there to help. The current ones are UBC retirees, and they're great to work with," Plomb said.

Stump joined the UBC in 1999. He is now Superintendent of ND's on-campus Carpentry Shop, operated under contract with J.J. White.

"I like the consistency and it's great to help with campus events and know you're a part of things," Stump said.

Plomb and Stump both have embraced the Brotherhood's emphasis on leadership. Plomb recently took part in a "very intense three days" at a Collaborative Leadership session led by the union's Department of Education and Training.

And Stump has been invited to participate in an upcoming Superintendent Training session at the ITC.

That fits well with the tradition of excellence that marks both Notre Dame and the UBC.



*Kids Build participants show off their projects, completed at a popular monthly session under the guidance of NCSRCC volunteers.*

## Building Joy North Central ‘Kids Build’ On a Roll

A small but ambitious idea for enhancing community relations in the Twin Cities area of the North Central States Regional Council (NCSRCC) has quickly grown into a tremendous council wide success. The idea was to hold a Kids Build workshop and invite children from the community to come to the local training center to work on a free carpentry project. Even up to the start time of the first session there were doubts about whether it would work - but as it turned out the response was nothing short of remarkable.

With just 30 slots advertised, 36 kids and their parents attended the first-ever Kids Build event at the Twin Cities Training Center in Saint Paul, Minnesota. Kids ate donuts, listened to instructions, put on safety gear and grabbed hammers. Once the projects were built, kids had time to paint and decorate them. The first project? A tool box, of course.

Registrations for the next St. Paul event filled in less than 24 hours. The following month, Executive Secretary-Treasurer John Raines expanded the program and scheduled

a Kids Build workshop in conjunction with an Open House at the Council’s new building in Papillion, Nebraska. That too, was a resounding success, and Kids Builds are now scheduled monthly in Papillion.

Since then, NCSRCC has rolled out Kids Builds in 11 more training centers, including a second location in Saint Paul – and now the program is spreading across the Brotherhood as other regional councils have begun sponsoring Kids Build programs.

In addition to the tool boxes, monthly NCSRCC projects included step stools, bookends, napkin holders, bird houses, treasure boxes, jelly bean dispensers, jewelry holders, picture frames and planters. Each project is branded with the council’s logo and web address. Sessions are staffed by UBC volunteers, including council staff, apprentices and retirees. Council-wide, more than 90 members volunteer each month to help with the 400 participants who attend.

“The main reason I volunteer is seeing the kids’ faces light up with joy and

accomplishment from building a project on their own,” said Kids Build lead Jim Hendricks. “It’s also great to see the parents get excited about watching their kids have so much fun.

“Everybody learns so many life lessons in the short two-hour span,” he added. “I can’t say enough great things about it. I’m glad to be a part of it.”

For more information, visit [www.northcountrycarpenter.org/kidsbuildworkshops](http://www.northcountrycarpenter.org/kidsbuildworkshops) or find us on Facebook at [www.facebook.com/KidsBuildworkshop/](http://www.facebook.com/KidsBuildworkshop/)



### UBC Members Volunteer in Flint

When a crisis struck their neighbors in Flint, carpenters from the Michigan Regional Council of Carpenters and Millwrights were ready to take action. Nearly 800 people turned out and volunteered to deliver water and install filters for residents.

“The people of Flint need to know that Michigan unions have their back. It’s unconscionable that this happened and we are going to make sure that every person in Flint has access to clean drinking water,” said Mike Jackson, Executive Secretary-Treasurer.

The volunteers helped deliver two 53-foot trailers of bottled water to Flint residents shortly after the serious problem with the town’s drinking water came to light. But the support didn’t end there. Recently the Council contacted members who were affected by the crisis and followed up with them. Those that were still in need had care packages delivered to their doorsteps, including gifts for any kids in the house.

“It’s hard to sit comfortably in my home, with a good conscience, and not do something,” said volunteer Tim Housley, a millwright from Local 1102.

### ND (Continued from previous page)

on new facilities for architecture; science and engineering research; international studies; and two new residence halls, as well as major renovations and infrastructure improvements.

That’s on top of the smaller renovations that occur every year – and the day-to-day maintenance that is handled by on-campus building trades crews. Employed by J.J. White, Inc., the current UBC Notre Dame shop crew includes seven Local 413 members.

Attention to skills, attitude and productivity define the UBC and fit well with Notre Dame’s world-class standing, said UBC Midwestern District Vice-President David Tharp.

“Both Notre Dame and our Brotherhood were born well over 100 years ago,” Tharp said. “One of the things we have in common is



*Local 413 members staffing Notre Dame’s Carpentry Shop include Jeremy Feltz, Tim Meers, Brian Guthrie, George Walters, Vance Welton, Derek Stump and Ted Hodowaniec.*

a devotion to developing the next generation of trained and educated individuals. We are proud that our partnership has helped to make this university great, kept our members working over many decades, and made our union stronger.”

## DISTRICT SPOTLIGHT



**U**BC members are making history in Waynesboro, Georgia, by being part of the first new nuclear construction in the U.S. in more than 30 years.

The Brotherhood has joined forces with Georgia Power, a subsidiary of Southern Company, to build Units 3 and 4 at the Alvin W. Vogtle Electric Generating Plant, also known as Plant Vogtle. Both carpenters and millwrights are hard at work on the project.

In early fall, the South Eastern Carpenters Regional Council (SECR) had about 800 form carpenters and scaffold builders on the job, with a potential for 100 more in the near future. More than 60 members of the Southern States Millwright Regional Council (SSMRC) have worked on the project; that number will increase to more than 150 members working full time.

With completion targeted for 2020, UBC members are assured of several years of steady work. And when Units 3 and 4 are up and running, members of the Brotherhood will be on hand to provide all maintenance needs that may arise. According to some estimates, this addition to Plant Vogtle will have created a total of 5,000 new construction jobs by completion, and is set to support 800 permanent jobs.

Because of our union's industry-standard training, UBC members were the obvious choice for work on the massive Plant Vogtle project. In both skills and safety, UBC carpenters and millwrights are trained at the most advanced training centers the industry has to offer, anchored by the International Training Center in Las Vegas, where an advanced scaffolding course as well as specialized turbine training draw hundreds of members each year. This training allows the UBC to provide a safe worker, and a knowledgeable one.

That's why highly-qualified SECR form carpenters and also the scaffold builders that constructed scaffolding to support a variety of workers, were



## Nuclear Plant Expansion Means Work for Carpenters, Millwrights

called upon to construct each cooling tower to an astounding height of 600 feet. And superior training is the reason the plant's owners brought in UBC millwrights. They're the best in the business at rigging, setting, and balancing a steam turbine, which can weigh several hundred tons, to within a few thousandths of an inch.

Even though erecting two cooling towers to 600 feet is a monumental task, it encompassed just part of the work the UBC did on the project. SECR Carpenters put their mark all over Plant Vogtle with their skills in concrete forms, embedding, and shoring. Carpenters Local 283 Business Representative Tom Jenkins said, "The SECR is proud of the carpenters working under extreme circumstances building the two new reactors with a combined operating license at Plant Vogtle."

The SECR has provided four million man hours at Plant Vogtle, with zero serious injuries. "We require that both new and existing members attain



*With help from UBC members, two new 600-ft. tall cooling towers are rising at Georgia's Plant Vogtle.*

the proper qualifications, including OSHA-10, before reporting to the jobsite," said Larry Phillips, Executive Secretary-Treasurer of the SECR.

Welding is also a major need at Plant Vogtle, and the SSMRC is up to the task. Certifying carpenter and millwright welders for the nuclear site is done at the carpenter and millwright training center in Augusta, GA, with an expert from Stone Webster serving as the certified welding instructor.

"We've taken great care to train and certify our millwrights so that they are ready for the work that's needed at Plant Vogtle," said SSMRC Executive Secretary-Treasurer Wayne Jennings. The SSMRC has logged well over 100,000 man hours, also without serious injuries.

Logan Brown, Business Representative for Millwright Local 1263, said, "This is the first new nuclear construction in over 30 years. I couldn't be more proud of the SSMRC millwrights and their contractors. We are truly shaping the future in energy production."

### Growing Population and Energy Demand Prompted New Construction

With power needs in the southeastern United States constantly increasing, Plant Vogtle's two new units are much needed. The company commissioned its first unit in 1987 and the second in 1989. Units 3 and 4 will add 2,200 megawatts of generating power to the current 2,430 megawatts currently being produced.

In Georgia alone, the population is expected to increase by 1.5 million people by 2025. By 2030, electrical demands are expected to increase by 27 percent. With nuclear energy being the most cost effective fuel source and the industry constantly evolving to produce more electricity, more environmentally-safely than ever, nuclear is seen by many as an obvious choice to meet future U.S. power needs.

And at Plant Vogtle, groundbreaking technology is a major feature. Units 3 and 4 will be the first in the industry to use the Westinghouse AP1000 advanced pressurized water reactor technology, which is described by Georgia Power as the safest and most economical available.



*UBC members stepped up to help.*

donations and building materials.

One difficult part of disaster relief is recognizing and fulfilling what is actually needed. But because of the UBC's presence on social media and member involvement via the internet, the Southern District councils were able to get the word out quickly when particular needs arose. Basics such as clothing, water, and food came first. With the well-orchestrated social media alert system, those requests changed to appeals for construction supplies and tools. Following that, people on the ground were asked to help rebuild.

With the help of the UBC's webpage and media presence, volunteer resources were more effectively deployed than in past disasters.

"The UBC, its regional councils, local unions, and individual members responded by providing monetary relief through an established Central

**A 1,000-year flood came, then came swift and generous help from UBC brothers and sisters.**

## In Louisiana After Massive Flooding, Members Help Members

It's a familiar sight when Carpenters arrive at the scene of a natural disaster or other hardship to help their communities and their fellow members. This summer, hundreds of UBC members felt the embrace of the Brotherhood as the state of Louisiana faced one of the greatest tragedies in its history.

Portions of the state endured more than 25 inches of rain in 48 hours. Livingston Parish alone saw 21 inches in a single day. A flood, whose level of devastation and severity is expected only once every 1,000 years, according to the National Weather Service, affected 845 UBC members.

Of those 845, 660 are members of the Central South Carpenters Regional Council (CSCRC), while 185 belong to the Southern States Millwright Regional Council (SSMRC).

Many of these members and their families suffered great losses, but once again we have learned that for the UBC, brotherhood goes farther than just the jobsite. Before our members affected by the flood had time to ask for help, relief funds and volunteer organizations were being set up across the United States and Canada.

Jason Engels, Executive Secretary Treasurer of the CSCRC, said, "following the flooding in Louisiana, I am

reminded of how great an organization the UBC is in terms of genuine heartfelt compassion towards members helping members. As soon as flood waters receded, members who fell victim to this tragedy were relieved by those members who sprung into action and volunteered to help meet the ever changing needs, including providing temporary housing, the removal of debris, and gutting of homes."

The CSCRC and the SSMRC immediately reached out. Thanks to social media, a cry for help went out instantly. Information about relief funds and volunteer opportunities popped up on social media platforms and websites, organized by Michelle Merlo of Michelle Merlo Communications.

Soon all Southern District councils followed suit. Text messages, phone calls, and Mix 20/20 broadcasts were used to raise awareness. Business Representatives John Edwards and Emanuel Mitchell coordinated the volunteers and a disaster relief committee was established to coordinate fund logistics.

Monetary donations were only the beginning. Member-volunteers from all over came out to help with the evacuation and get a fast start on rebuilding. The training department in Baton Rouge opened its doors to receive

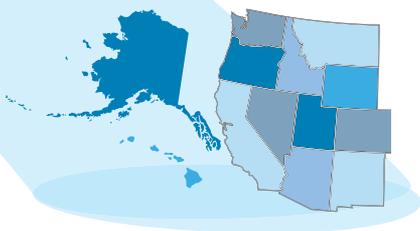


South Carpenters Regional Council Relief Fund," Engels said.

"Through these generous donations, the CSCRC and SSMRC were able to provide immediate financial assistance to help members put their lives and homes back together" Engels said. "These funds have enabled the councils to provide over 1,300 sheets of Sheetrock so far to the victims of this flood.

"In regards to the responses of our great organization, I remain eternally grateful, and I believe that there is compassion and love in the hearts of people, especially in the midst of overwhelming tragedy and need."

*Helping out in the East Baton Rouge Parish are Matt LaNasa, Robert Dial, EST Jason Engels, Danyel Engels and Leigh Gilly.*



# Student-apprentices Pioneer a Hands-on Partnership

When 12 construction management students from Cal Poly, San Luis Obispo buckled on their new tool belts last June, they were preparing for the summer of a lifetime – and the opportunity to add the title of carpenter apprentice to their resumes. But that isn't the only purpose of the program.

“Putting current union and construction leaders – journeymen, foremen, superintendents and employers – together with these students who will be tomorrow’s project managers and engineers, has the potential to build relationships that will strengthen our industry,” said Bill Feyling, Executive Director of the 46 Northern California Counties Conference Board and one of the program’s organizers. “We want the students to know the Carpenters are a valued partner, and for our members



*The group of student-apprentices and their company mentors during their tour of the Carpenters International Training Center in Las Vegas.*

apprenticeship class that included fall protection, OSHA 10 training, scaffold certification and power-tool instruction. They made membership in the Carpenters Union, and went off to their apprenticeships – and some serious fieldwork.

After a month on the jobsite, the students accompanied their employers to the Carpenters International Training Center (ITC) in Las Vegas. There, they sat in on classes in the Superintendent Career Training (SCT) program, learned the history of the union, attended a graduation ceremony for superintendents, and saw all that the ITC provides for Carpenters. And it was another chance to rub elbows and build relationships with Carpenters who are on track to become superintendents, and meet some of the UBC’s leaders.

The Superintendent Career Training classes are taught by university professors and offer company-sponsored mentoring as well as on-the-job training. These programs are delivered in four sessions at the ITC throughout the 18-month program. “I’ve had three Pankow foremen go through the superintendent program that I have personally mentored,” said Frank Murphy, Director of Operations

for Pankow Builders, which also hosted a Cal Poly student-apprentice. “It really is a top-notch program. It has a great staff who are dedicated to advancing the careers of the students as well as helping the mentors better understand what their role is and how they can help change people’s lives.”

From his view, the Cal Poly pilot program was a success. “The student we mentored at Pankow was enthusiastic after attending the union training,” Murphy said. “He was constantly looking to better understand the work we were doing and also asking questions about the union.”

*Both students and mentors were impressed by the ITC and the wide variety of training available through the UBC.*



*Sergio Vergara, Cal Poly and Gerrit Veneman, Assistant Superintendent and Union member at the Cahill site.*

to have a better understanding of college-track individuals and what they bring to our industry. It’s these relationships that will enable us to tackle the demanding and complex building projects of the future.”

After interviewing with employers and landing an offer on campus, the student-apprentices launched their summer with a one-week intensive



# High-Speed Rail Construction Now on Track in California



California Governor Jerry Brown and other officials at the kick-off event for the high speed rail project.

Construction on the High-Speed Rail system in California that will link the Bay Area with Los Angeles has finally gotten underway. And that is good news for the economy of California, but also for carpenters as the project is expected to generate 20,000 good construction jobs in the next five years and more than one million construction jobs before it is completed in 2029.

Reflecting on the years of studies, legislation, lawsuits and more lawsuits, California Governor Jerry Brown told the crowd of about 700 invited guests that “at the end of the day, it’s not about paper. You have to put something in the ground. You’ve got to get these building tradesmen and women doing stuff. That’s what makes the world go around.”

Of course, the project is about more than construction jobs. High-Speed Rail promises to “grow the economy,

expand opportunity and protect public health and the environment – all at the same time,” Environmental Protection Administrator Gina McCarthy told the crowd. By reducing automobile traffic through the Central Valley by as much as 10 million miles a day by 2040, she said, High-Speed Rail will dramatically reduce carbon emissions and reduce respiratory diseases like asthma, which now affects one in five children in the Valley.

Under a Community Benefits Agreement (CBA) between the Authority and the state’s construction unions, contractors and subcontractors will recognize the construction unions as the sole and exclusive bargaining representatives of all crafts. Wages, working conditions and benefits will be governed by current union contracts. Union hiring halls will be the primary source for all craft labor.



Member John Reyes turned out to support the project and is looking forward to the work it will bring UBC members across the state.



Governor Brown was instrumental in getting the work on the high speed rail project started.



## Queen of the Roller Derby

We all know UBC carpenters have to be tough on the job, but Jessica Rodriguez-Peiffer of Local 146 may have to be just as tough after her shift ends. Sister Rodriguez-Peiffer is a proud member of Portland’s Wheels of Justice roller derby team, which recently won the International Women’s Flat Track Derby Association championship.

Jessica has been a member of the UBC since 2011 and enjoys being a part of interior/exterior systems Local 146 in Portland, Oregon.

“Being a carpenter has kept me in great shape, and kept me motivated,” she says on how her career in the UBC keeps her ready for roller derby. “I think it is for anybody wanting to try something new. Just come to a roller derby bout and watch and I bet you will fall in love,” Jessica added for any other UBC Sisters interested in getting involved.

## DISTRICT SPOTLIGHT



## Alberta Carpenters



## Bouncing Back From 'The Beast'

*In May, 2016 a wildfire swept through Fort McMurray, Alberta forcing the immediate evacuation of 88,000 residents, destroying 2,440 homes and buildings, and costing \$3.58 billion USD.*

**The UBC International, Locals and Councils stepped up to contribute over \$200,000 to support Albertans impacted by the Fort McMurray fire.**

**N**orthern Alberta residents are no strangers to wildfires, but “The Beast” of 2016 will long be remembered for its severity. Fortunately, it will also be remembered for people uniting to help one another - even while scrambling to protect their own families.

One particular image lingers with Ted Remenda, Business Manager for Millwrights Local 1460. “Some of my members who had been volunteering in the relief effort saw children sleeping on the ground in one of the camps, and they promptly gave their parents the keys to their hotels and told them they would sleep in their trucks instead,” he says. “Not only that, but they went back into town, stocked up on fuel and drove it back to the camps so the people would be able to cook and have electricity. The Local forwarded \$10,000 to the Red Cross, and then we put our heads together to figure out other ways to help.”



This altruistic spirit galvanized Local 1460 members as well as the Alberta Regional Council of Carpenters and Allied Workers (whose Local 1325 covers Edmonton and northern Alberta). Together, they opened the doors of their own homes for Fort

McMurray evacuees; arranged for other free places to stay; and pooled together funds to provide an additional \$500 to each member, above and beyond the provincial government’s donation of \$1,200 per person. And yet, these aid workers reject any suggestion they went above and beyond the call of duty. “That’s what is remarkable about the entire ordeal,” says Martyn Piper, ARCCA’s Executive Secretary-Treasurer. Piper, who will only admit to helping to launch the relief process, singles out key co-ordinators for credit. “Those at the forefront of the relief efforts included Mike Dunlop, President of Local 1325; Crystal Bowen, who is 1325’s Treasurer; and two people who work for me: Robert Provencher, my Assistant Manager; and my Senior Dispatcher, Derrick Schulte. And then there was Kevin Hale, who anchored everything and worked tirelessly to aid as many of the displaced as possible.” Hale, a scaffolder and Local 1325 member, was working in Fort McMurray as a safety advisor. Hale joined the evacuation, but after reuniting with his wife in Edmonton, the realization he had made it out safe bothered him. “I didn’t feel good doing nothing, so the next morning I created a Facebook account in order to create a billeting system and keep track of people who were opening their doors to take in evacuees.”

ARCCA, as well as Local 1325, set up a fire relief liaison and made resources available in an effort to facilitate easier communication with members. Additionally, the Council

and Local 1325 donated \$75,000 to the Red Cross Fort McMurray Fire Relief Fund. For the next several weeks, Hale, Dunlop, Bowen, Provencher, Schulte and many others – did everything from sourcing food and money to ensuring that evacuees had a place to stay.

Supporting all this were the efforts of many other organizations. The Rebuild McMurray Hope Fund, which will be used to assist with the rebuilding of vital infrastructure, was supported by the provincial Building Trades Councils across Canada. The Atlantic Canada Regional Council of Carpenters, Millwrights and Allied Workers made a donation of \$133,000 to assist their fellow Brothers and Sisters. In a statement, the Atlantic organization explained: “Alberta, and particularly the Fort McMurray area, has been at times temporary homes to many of our members as they travel to work in the area, and we are pleased to be able to assist in its rebuilding.”

As of late June, a semblance of normalcy had returned to Fort McMurray and, true to the spirit of the city, its residents were too busy getting their lives in order to dwell on what they had lost.

As far as Hale is concerned, “Our members really stepped up to the plate and should be proud. But frankly, I think the real heroes were the everyday residents who, even when displaced, helped their friends and neighbours by getting gas and water, or sharing camp rooms so children would have beds to sleep in. These were gestures that kept everyone’s spirit up.”



Liberal Party Leader, and now Prime Minister, Justin Trudeau tours the carpenters training centre in British Columbia.

## Liberal Leader Tours UBC Training Facilities and Consults

On May 28th of 2015, the UBC hosted Justin Trudeau, the Leader of the Liberal Party of Canada, who would go on to become the Prime Minister of Canada at the United Brotherhood of Carpenters Training Centre in British Columbia. Mr. Trudeau toured the facility and met with UBC members, students and instructors to discuss issues and challenges that face our members and the construction sector in Canada.

The UBC also provided Mr. Trudeau with an opportunity to speak to the media in a press conference that used the Training Center as the backdrop. During his comments Mr. Trudeau thanked and commended the UBC for its work to prepare and train the next generation of carpenters, scaffolders, floorlayers, millwrights and pile drivers.

On October 8th, 2015, during the federal election campaign, Mr. Trudeau also toured UBC Local 27's Training Centre in Vaughan, Ontario committing to invest nearly \$60 billion new dollars in infrastructure over ten years. Following the announcement, Carpenters District Council of Ontario EST Tony Iannuzzi said, "job creation and building new infrastructure will not only benefit our union members, but the resulting economic growth will benefit all Ontarians."

Since the election, the new federal government has maintained contact with the UBC through a variety of consultations. For example, the

government recently announced funding of \$84.4 million over the next five years for Union Apprenticeship Training Centres in Canada. The Government has since sought input from the Union Training Centres to help develop the framework for which this money is distributed. The UBC responded through its National Apprenticeship Training Advisory Committee (NATAC) submitting a detailed response to this consultation process in the areas of Red Seal Apprentices, leveraging investments, increasing and enhancing partnerships, and increasing participation of key groups. The UBC will be well positioned to submit funding proposals in the future that will meet the mutual objectives of the UBC and the Canadian Federal Government.

**The Government has since sought input from the Union Training Centres to help develop the framework for which this money is distributed.**

## First Female EST Elected

On September 8th, the Atlantic Canada Regional Council (ACRC) elected the first female Executive Secretary-Treasurer of the United Brotherhood of Carpenters. Debbie Romero, who served as the Council's Director of Organizing, has taken over as EST, succeeding Gus Doyle. As the Director of Organizing for the new Council that was established in 2011, EST Romero was the driving force in developing a team of organizers that saw the Council gain over 250 new signatory contractors since she assumed her role as Director of Organizing.

Debbie's tireless efforts to create a cohesive and hard-working unit of



Newly elected ACRC Executive Secretary-Treasurer Debbie Romero

organizers throughout Atlantic Canada is just one example of her ability to provide leadership in the Brotherhood. As the first female EST in the UBC, Debbie will also be able to provide valuable insights and perspectives to the organization.

The UBC appreciates all the hard work and dedication former EST Doyle contributed to the ACRC, especially his management during the merger of three separate Atlantic Canadian Regional Councils and Cape Breton Local 1588 into the ACRC.

The ACRC covers the four provinces of New Brunswick, Nova Scotia, Prince Edward Island and Newfoundland and Labrador.

## Hugh Segal Granted Honourary UBC Membership

On April 19, 2016, the United Brotherhood of Carpenters granted honorary member status to the Honourable Hugh Segal, for his tremendous support for working men and women and leading a courageous fight against Bill C-377



Vice President Jim Smith (left) and Hugh Segal

in Canada. Throughout his career, Mr. Segal built a reputation based on the touchstones of fairness, decency and compassion. These core values were quite evident during his rousing speech delivered at the 41st UBC General Convention.

"There are times when we come across a political figure that makes us sit up and take note — that happened in Canada recently when Canadians witnessed a display of tremendous political courage. In early 2013, Senator Hugh Segal defied his own party and took a stand against a law that was unfair and unconstitutional," said Jim Smith, Vice President (Canada). In June, 2014, Senator Segal retired from the Senate and on October 19, 2015, a new federal government was elected. The new government is committed to repealing the Bill C-377 in the next sitting of the House of Commons.

"The courage and principles demonstrated by Hugh Segal throughout his career will ensure his place in the UBC as a champion of fairness and we are proud to consider him an honorary member," concluded Vice President Smith.



**It is critically important that the “political not partisan” philosophy is not written in stone**

## Protecting the Interest of the UBC

“Political not partisan” is an often used phrase to describe the philosophy that many organizations have adopted when it comes to politics. This allows the organization and its members the flexibility to support candidates from several different political parties during election cycle. With respect to the UBC in Canada, members were encouraged to build bridges with individual candidates and parties regardless of political strip. It is believed that this nonpartisan approach to politics would be beneficial in the long term as all political parties would be aware of our issues and we would also have members and leaders who have developed close relationships with various party leaders and senior officials to lobby on behalf of the UBC on issues that impact our members and their families.

However, it is critically important that the “political not partisan” philosophy is not written in stone. It cannot become a straightjacket that prevents us from protecting our best interest should we find ourselves being unfairly targeted by a political leader and his or her party. In such times it is important that we take the courageous step to stand up and declare that we will not only not support a political party but will openly campaign against a party that has deliberately and strategically developed policies and legislation that seeks to remove or diminish rights and

benefits that our members have fought so hard and paid so much to acquire over many years.

The UBC in Canada found ourselves in this position prior to the last federal election when the Conservative government under Prime Minister Harper passed Bill C-377. This Bill clearly demonstrated that the Conservative Party and its leaders were chartering a course that was becoming more and more anti-union. The Conservatives thought they were being clever by disguising Bill C-377 as an income tax measure that was clearly unconstitutional. I was invited to present the position of the UBC at the House of Commons Committee on Finance, where it quickly became obvious that the Conservative Government was pandering to its base and being greatly influenced by anti-union organizations such as the Merit Canada. Bill C-377 was just once example of a long list of anti-union policies that demonstrated the contempt that the Conservative Government was developing against working men and women in Canada.

At this point in time, it was clear that Prime Minister Harper and his Conservative colleagues had systematically put a target on our back and it was now time to put the target on his back. After consultation and discussions, the UBC in Canada made a conscious decision to openly campaign for the defeat of the Conservative Government. It was time

to temporarily suspend our “political not partisan” approach to politics by investing time, money and effort to ensure that the Conservative government was not returned for another term. The UBC engaged in the campaign prior to the date when the election writ was dropped by supporting an aggressive campaign that targeted key ridings. During and just prior to the campaign we hosted Justin Trudeau at our training centres in British Columbia and Ontario.

Fortunately, the Conservative government did not receive a fourth mandate and we currently have a union friendly government in office. The challenge for the UBC now is to continue to maintain and strengthen its relationship with the new government by offering to be available for consultation with evidence based research and opinions. It is also important for us to be proactive and not always wait to be consulted. This is our opportunity to be heard and to have an impact on the policy debate and decision making at the federal level.

While it is early days in the new government’s mandate and they have started off on the right footing, we must remain vigilant when it comes to issues that impact our members and their families. And as we enter this new political era in Canada, it is time we revert back to our “political not partisan” position and be willing to work with any political party that listens to and support our issues in a meaningful manner.

## Protéger les intérêts de la FUCMA

« Une philosophie non partisane », c’est une expression que l’on emploie souvent pour décrire la philosophie adoptée par de nombreuses organisations à l’égard de la politique. Cela donne à l’organisation et à ses membres la flexibilité de soutenir des candidats de plusieurs partis politiques différents durant un cycle électoral. En ce qui concerne la FUCMA au Canada, les membres ont été invités à établir des liens avec des candidats individuels et des partis quelle que soit leur tendance politique. On estime que cette approche non partisane à l’égard de la politique est bénéfique à long terme, car tous les partis politiques sont tenus au courant des questions qui nous préoccupent. De plus, certains de nos membres et de

nos leaders nouent des relations étroites avec divers chefs de parti et hauts fonctionnaires et peuvent exercer des pressions au nom de la FUCMA au sujet de questions qui ont un impact sur les membres et leurs familles.

Il est toutefois crucial que cette « philosophie non partisane » ne soit pas taillée dans la pierre et ne devienne pas un carcan qui nous empêche de protéger nos intérêts si nous étions injustement ciblés par un chef politique et son parti. Dans un tel cas, il est important que nous ayons le courage de réagir et de déclarer que non seulement nous ne soutiendrons pas un parti politique qui a établi de façon délibérée et stratégique des politiques et des lois visant à enlever ou à réduire les droits et les avantages

durément acquis par nos membres, mais aussi que nous ferons ouvertement campagne contre ce parti.

La FUCMA au Canada s’est retrouvée dans cette situation avant la dernière élection fédérale lorsque le gouvernement conservateur dirigé par le premier ministre Harper a adopté le projet de loi C-377. Ce projet de loi montrait clairement que le parti conservateur et ses dirigeants évoluaient vers une position de plus en plus antisyndicale. Les Conservateurs pensaient qu’il était habile de déguiser le projet de loi C-377 en mesure fiscale qui était clairement anticonstitutionnelle. J’ai été invité à présenter la position de la FUCMA

*Suite à la page 16*

**Il est toutefois crucial que cette « philosophie non partisane » ne soit pas taillée dans la pierre**

## Yukon's Premier Completes UBC Training As Yukon Local Grows

Two years ago, the UBC Local 2499 was a lonely enclave in Canada's far northwest managing one collective agreement as a non-council affiliated UBC local.

Today, just two years following their affiliation with the British Columbia Regional Council of Carpenters (BCRCC), Local 2499 is bigger and busier than it has been in decades. Current projects include high-profile commercial jobs like the \$72 million Whitehorse Hospital expansion and the \$150 million Whistle Bend Continuing Care facility with PCL Westcoast, important cultural projects such as the Carcross/Tagish First Nation Learning Centre with Ketzta Construction, and commercial, institutional, and industrial scaffolding jobs for Yukon Energy and the Yukon Government.

The affiliation with the BCRCC has given Local 2499 access to partner contractors, work opportunities, and perhaps most importantly, training. This past summer even the Premier of Yukon, Darrell Pasloski, took advantage of that opportunity - by putting on a hardhat and harness and taking the UBC's Fall Protection course.

"A big focus for me is about creating jobs for Yukoners," said the Premier, "but equally as important is having the awareness and skills necessary to do the job safely and correctly. I'm happy to support the efforts of UBC Local 2499 to make sure the job gets done right."

Premier Pasloski's UBC Fall Protection certification was one of 82 tickets issued by BCRCC trainer Derrek Autzen, who trained over 50 Yukoners in rough terrain forklift, aerial boom lift, scissor lift, and fall protection over six days. Autzen said that he really appreciated the chance to work in Canada's fabled land of gold, silver, and copper deposits - and of course in the near 24-hours of daylight on the summer solstice.

"The mountains, the rivers and lakes, and more importantly for evening training sessions - the endless midnight sun - really made the trip worthwhile," said Autzen. "It was a pleasure to work with skilled tradespeople from Whitehorse, Dawson City, and Carcross. Yukon is definitely well served by these carpenters."

Jeff Sloychuk, BCRCC representative for Local 2499, says the courses proved to be of crucial importance to both local contractors and carpenters alike. "We're focused on putting Yukoners to work - but more importantly, getting them home safely every day," said Sloychuk.



Yukon Premier Darrell Pasloski (centre) and UBC Business Representative Jeff Sloychuk (right) discussing UBC training opportunities in Whitehorse, Yukon.

Darrell Pasloski, premier ministre du Yukon (au centre), et Jeff Sloychuk, agent syndical de la FUCMA (à droite), discutent des possibilités de formation du syndicat à Whitehorse, au Yukon.

## Le premier ministre du Yukon suit une formation de la FUCMA tandis que la Section du Yukon ne cesse de croître

Il y a deux ans, la Section 2499 de la FUCMA était une enclave isolée au fin fond du Nord-Ouest canadien qui gérait une seule convention collective en tant que section de la FUCMA non affiliée à un conseil.

Aujourd'hui, juste deux ans après son affiliation au Conseil régional de la Colombie-Britannique pour les charpentiers, la Section 2499 est plus importante et plus occupée qu'elle ne l'a été depuis des décennies. Parmi les projets actuels, mentionnons des projets commerciaux médiatisés comme l'agrandissement de l'hôpital de Whitehorse (72 millions de dollars), le centre de soins continus de Whistle Bend (150 millions de dollars) avec PCL Constructors Westcoast, des projets culturels importants comme le centre d'apprentissage de la Première Nation Carcross/Tagish avec Ketzta Construction, et des travaux de montage d'échafaudages dans les domaines commercial, institutionnel et industriel pour Yukon Energy et le gouvernement du Yukon.

Grâce à cette affiliation au Conseil régional de la Colombie-Britannique, la Section 2499 a accès à des entrepreneurs partenaires, à des possibilités d'emploi et, fait peut-être le plus important, à des programmes de formation. L'été dernier, nul autre que le premier ministre du Yukon, Darrell Pasloski, en a bénéficié enfilant un casque et un harnais pour suivre le cours de protection contre les chutes de la FUCMA.

« Pour moi, un des principaux objectifs est de créer des emplois pour les Yukonnais, a indiqué le premier ministre, mais il est tout aussi important d'être sensibilisé et de posséder les compétences nécessaires pour faire le travail

correctement, en toute sécurité. Je suis heureux d'appuyer les efforts de la Section 2499 de la FUCMA pour s'assurer que le travail est bien fait. »

Le certificat en protection des chutes de la FUCMA remis au premier ministre Pasloski figurait parmi les 82 cartes de qualification délivrées par Derrek Autzen, instructeur du Conseil régional de la Colombie-Britannique, qui a formé plus de 50 Yukonnais au maniement d'un chariot élévateur à fourche tout terrain, d'un bras de levage aérien, d'une table élévatrice à ciseaux, et en protection contre les chutes pendant six jours. Derrek Autzen a déclaré qu'il avait vraiment apprécié de pouvoir travailler dans cette région canadienne légendaire pour ses gisements d'or, d'argent et de cuivre - et bien sûr, de profiter des 24 heures ou presque de lumière du jour lors du solstice d'été.

« Ce voyage était vraiment intéressant : les montagnes, les rivières et les lacs et, fait important pour les séances de formation du soir - le soleil de minuit, a indiqué Derrek Autzen. J'ai eu beaucoup de plaisir à travailler avec des gens de métier qualifiés de Whitehorse, Dawson City et Carcross. Le Yukon est assurément bien servi par ces charpentiers. »

Selon Jeff Sloychuk, représentant du Conseil régional de la Colombie-Britannique pour la Section 2499, les cours se sont avérés d'une importance cruciale aussi bien pour les charpentiers que pour les entrepreneurs. « Notre objectif est de donner du travail aux Yukonnais, et surtout, de faire en sorte qu'ils rentrent chez eux chaque soir, sains et saufs », a-t-il précisé.

## Quebec Regional Council Maintains Membership Numbers

Every four years, in the province of Quebec every unionized tradesperson is given an opportunity to either remain with their current trade union association or switch. The results of this process saw the Quebec Regional Council of Carpenters maintain its current membership numbers, while the Quebec Millwrights Local 2182 saw a slight increase.

The 2016 raiding period went very well for Local 2182. Several visits to sites and a well organized telephone campaign has allowed the Local to increase its representation to 88.8% of the unionized millwrights in the province of Quebec. Eric Ledoux, Business Manager with Local 2182 said after the results were announced, "I am very proud of my team's work. These gains consolidate our position as the majority union among the five existing ones and provide us with full power for all union decision-making for Quebec's millwrights in future."

The Quebec Regional Council targeted areas throughout the province, contacting its members several times and maintained high visibility on its jobsites. The Regional Council also developed a strategy that sought the assistance of other Regional Council's in Canada to assist with mobility. This helped to reinforce the UBC value proposition in the province.

Denis Fortin, EST of the Quebec Regional Council said "the staff worked hard during the period to promote the Council throughout the province. This work has allowed us to maintain our membership and thereby maintain our motivation to be present and active on jobsites." The Council is now analyzing the result of their 2016 campaign and will be putting in place a new strategic plan for the next raiding period that builds upon best practices and lessons learned from the 2016 campaign.

## Protéger les intérêts de la FUCMA

*Suite de la page 14*

devant le Comité permanent des finances, et il est vite apparu que le gouvernement conservateur cherchait à courtiser sa base et était grandement influencé par des organisations antisyndicales telles que Merit Canada. Le projet de loi C-377 n'est qu'un exemple dans une longue liste de politiques antisyndicales démontrant le mépris du gouvernement conservateur à l'égard des travailleuses et des travailleurs canadiens.

À ce moment précis, il était clair que le premier ministre Harper et ses collègues conservateurs s'en prenaient systématiquement à nous et il était temps de réagir. Après de nombreuses consultations et discussions, la FUCMA au Canada a décidé en toute connaissance de cause de faire ouvertement campagne contre le gouvernement conservateur. Le moment était venu de suspendre temporairement notre « philosophie non partisane » et de consacrer du temps, de l'argent et des efforts afin de s'assurer que le gouvernement conservateur ne serait pas réélu pour un autre mandat. Avant la date du déclenchement des élections, la FUCMA s'est lancée dans une campagne musclée ciblant des circonscriptions clés.

Au cours de la campagne et juste avant, nous avons accueilli Justin Trudeau dans nos centres de formation en Colombie-Britannique et en Ontario.

Heureusement, le gouvernement conservateur n'a pas été réélu pour un 4<sup>e</sup> mandat et le gouvernement actuel est favorable aux syndicats. Le défi que la FUCMA doit relever maintenant est de continuer à maintenir et à renforcer sa relation avec le nouveau gouvernement en se mettant à sa disposition pour des consultations et des opinions fondées sur des données probantes. Il est important également de ne pas toujours attendre d'être consultés et d'être proactifs. Nous devons saisir cette occasion de nous faire entendre et d'avoir un impact sur le débat politique et la prise de décisions au niveau fédéral.

Bien que le nouveau gouvernement en soit au début de son mandat et l'ait démarré sur de bonnes bases, nous devons rester vigilants pour ce qui est des questions qui affectent les membres et leurs familles. Tandis que nous entamons cette nouvelle ère politique au Canada, le moment est venu de revenir à notre position « non partisane » et d'être prêts à travailler avec tout parti politique disposé à écouter nos préoccupations et à nous soutenir d'une manière significative.

## Le Conseil régional du Québec maintient ses effectifs de membres

Tous les quatre ans, dans la province du Québec, chaque personne de métier syndiquée a la possibilité de rester dans son association syndicale actuelle ou de changer. Ce processus a abouti à un maintien des effectifs de membres actuels au sein du Conseil régional du Québec pour les charpentiers, tandis que la Section 2182 des mécaniciens-monteurs enregistrait une légère augmentation.

La période de maraudage de 2016 s'est très bien passée pour la Section 2182. Plusieurs visites sur des chantiers et une campagne téléphonique bien organisée ont permis à la Section de faire croître sa représentation à 88,8% des mécaniciens-monteurs syndiqués du Québec. Une fois les résultats annoncés, voici ce qu'a déclaré Éric Ledoux, directeur des affaires syndicales de la Section 2182 : « Je suis très fier du travail de mon équipe. Ces gains consolident notre position de syndicat majoritaire parmi les cinq qui existent et nous donnent davantage de pouvoir pour toutes les décisions à prendre concernant les mécaniciens-monteurs du Québec à l'avenir. »

Le Conseil régional du Québec a ciblé des secteurs dans toute la province, contactant les membres à plusieurs reprises et maintenant une visibilité élevée sur les chantiers. Le Conseil régional a également élaboré une stratégie qui sollicitait l'aide des autres conseils régionaux du Canada dans le domaine de la mobilité. Cela a permis d'améliorer la proposition de valeur de la FUCMA dans la province.

« Le personnel a travaillé fort pendant cette période afin de promouvoir le Conseil régional dans toute la province. Grâce à ce travail, nous avons pu maintenir nos effectifs de membres et par là, notre motivation d'être présents et actifs sur les chantiers », a indiqué Denis Fortin, secrétaire-trésorier exécutif du Conseil régional du Québec. Le Conseil régional est en train d'analyser les résultats de la campagne 2016 et mettra sur pied un nouveau plan stratégique en vue de la prochaine période de maraudage, lequel s'appuiera sur les pratiques exemplaires et les leçons tirées de la campagne 2016.

## Summer Awareness Campaign profiles the UBC in Atlantic Canadian communities

This summer, the Atlantic Canada Regional Council hosted a series of awareness events across Atlantic Canada to thank members for their support in the five years since forming a Regional Council in 2011, and to showcase the skills UBC members bring to the job every day. The Building Better Communities events took place in Fredericton, New Brunswick; St. John's, Newfoundland and Labrador; and Halifax, Nova Scotia, and featured skills demonstrations, prizes, vendor booths, and a barbecue lunch.

These events were extensively promoted and open to the community. They were a great opportunity for the residents to meet with representatives of the UBC and see the tremendous work that the men and women of the UBC do in their communities. Due to the turnout and success of this year's events, the ACRC is planning to expand them in 2017 to more locations.

## Une plus grande part de marché mène à de meilleures ententes

L'objectif stratégique de la FUCMA, à savoir une part de marché de 70%, est crucial pour la réussite future des membres, car il présente de nombreux avantages. Cet été, cela s'est manifesté de façon évidente dans la région du Grand Toronto (RGT) lorsque trois ententes clés se sont matérialisées en partie grâce à la robuste part de marché de la FUCMA dans trois secteurs. Dans le cadre des trois nouveaux contrats, on a obtenu une augmentation de 20% sur trois ans pour les poseurs de panneaux muraux secs (Section 675, lattage - panneaux muraux secs, carreaux insonorisants et isolation), de 15,5% pour les charpentiers spécialisés dans les boiseries (Section 27 - charpentiers et travailleurs assimilés) et de 30% pour les métiers du bardage fixé sur bois.

La Section 675 représentant environ 6 000 travailleurs (98% du secteur) dans les secteurs résidentiel des immeubles de faible et de grande hauteur à étages multiples et de la construction industrielle, commerciale et institutionnelle, cela lui a donné plus de poids au moment des négociations. Étant donné les changements survenus dans les conditions de travail et l'évolution de l'industrie, il était temps que les poseurs de panneaux muraux secs aient un contrat qui reflète les réalités actuelles.

La deuxième entente significative concerne les travailleurs spécialisés dans les boiseries dans le secteur résidentiel des immeubles de faible hauteur de la Section 27 de la FUCMA qui se sont vus accorder une augmentation de 15,5% sur trois ans dans le cadre d'un arbitrage. La Section 27 représente 650 à 700 charpentiers spécialisés dans les boiseries de la RGT, ce qui constitue environ 95% du

marché résidentiel des immeubles de faible hauteur. Là encore, ces travailleurs bénéficient d'une part de marché importante qui a renforcé la capacité de négociation de la Section au moment de plaider en faveur d'un contrat juste et équitable.

La troisième entente concerne les installateurs de bardage fixé sur bois de la Section 27 qui ont obtenu une augmentation de 30% sur trois ans, tandis que les installateurs de bardage non fixé sur bois recevaient une augmentation annuelle de 15%. On compte près de 750 membres spécialisés dans la couverture et le bardage dans la Section 27 qui représente environ 85% du secteur.

Selon Tony Iannuzzi, secrétaire-trésorier exécutif du Carpenters' District Council of Ontario, ces conventions collectives constituent une victoire pour les métiers du secteur résidentiel. Il attribue partiellement les ententes avantageuses au travail additionnel occasionné par la conception complexe des maisons, de nos jours. En outre, la part de marché a joué un rôle clé dans ces ententes importantes. « Le dévouement manifesté par les membres pour organiser le secteur a abouti à la part de marché qui nous donne du pouvoir à la table de négociation et mène à de meilleures ententes en général », a affirmé Tony Iannuzzi.

Enfin, Tony Iannuzzi reconnaît les compétences de l'équipe de négociateurs qui représentait ces travailleurs. Ils ont travaillé pendant un nombre incalculable d'heures dans les moments difficiles afin de défendre avec vigueur les intérêts des membres. Leurs efforts et leur capacité de profiter d'une part de marché robuste ont abouti à des conventions collectives qui constituent les nouvelles normes de référence dans l'industrie.

## Une campagne de sensibilisation dans des localités du Canada atlantique dresse le profil de la FUCMA

Cet été, le Conseil régional du Canada atlantique a organisé une série d'activités de sensibilisation dans toute cette région afin de remercier les membres de leur soutien au Conseil régional depuis sa création, en 2011, et de mettre en évidence les compétences démontrées par les membres de la FUCMA chaque jour, au travail. Les activités Building Better Communities (Bâtir de meilleures communautés) se sont déroulées à Fredericton, au Nouveau-Brunswick, St. John's, à Terre-Neuve-et-Labrador et Halifax, en Nouvelle-Écosse; elles comprenaient des démonstrations de compétences, des prix, des stands de fournisseurs et un dîner-barbecue.

Ces activités ont fait l'objet d'une vaste promotion et étaient ouvertes à la communauté. Ainsi, les résidents ont pu rencontrer des représentants de la FUCMA et constater le travail considérable accompli par ces femmes et ces hommes dans leur communauté. Étant donné le succès des activités et la participation de cette année, le Conseil régional du Canada Atlantique prévoit les étendre à plus de localités en 2017.

## Market Share Leads to Better Agreements

The UBC strategic goal of 70% market share is critical to the future success of our members as it has so many benefits. One obvious benefit was clearly demonstrated in the Greater Toronto Area (GTA) this summer when three milestone agreements were finalized partially due to the strong market share of the UBC in three sectors. Among the three new contracts, there is a 20% hike over three years for drywall installers (Drywall Acoustic Lathing & Insulation Local 675), a 15.5% increase for trim carpenters (Carpenters and Allied Workers Local 27) and a 30% increase for Local 27's wood-backed siding trades.

The fact that Local 675 represents about 6,000 workers (98% of the sector) in the residential multi-unit lowrise/highrise and ICI sectors in the GTA, gave the Local greater bargaining strength when it came to negotiations. With the change in the work conditions and the evolving industry, it was time for the drywallers to have a contract that reflected current realities.

The second significant settlement saw the lowrise residential trim workers from UBC Local 27 awarded a 15.5% increase over three years as the result of an arbitrated settlement. Local 27 represents 650-700 trim carpenters in GTA which makes up about 95% of the lowrise residential market. Once again, these workers enjoy significant market share that resulted in bargaining strength for the Local when it came to advocating for a fair and respectful contract.

The third agreement reached involves the installers of wood-backed siding from Local 27 who saw a 30% increase over three years, while installers of non-wood backed siding received a 15% annual increase. There are about 750 roofing and siding members in Local 27 representing about 85% of the sector.

Tony Iannuzzi, Executive Secretary-Treasurer, Carpenters' District Council of Ontario, sees the collective agreements as victory for the residential trades. He attributes the good deals in part to recognition for the extra work these workers face in the construction of today's complex home designs. Market share, too, played a key role in these significant agreements. "Our members commitment to organizing the non-union has given us the market share that leads to power at the bargaining table and better agreements overall," Iannuzzi says.

Finally EST Iannuzzi gives full credit to the team of negotiators that represented these worker. They worked countless hours during difficult times to advocate forcefully on behalf of their members. The result of their efforts and their ability to capitalize on a strong market share resulted in collective agreements that are the new benchmarks in the industry.

## News Travels Fast About

# Career Connections

Thanks to the UBC's Career Connections program, high school students are getting the chance to learn about the craft and trade of carpentry. Best of all, the program keeps growing and has been used to train hundreds of students at three skill levels. In addition to secondary schools, Career Connections is used in UBC Job Corps programs.

At the center of the program are UBC-trained and certified Outreach Specialists, who visit schools and present the Career Connections program for use in construction technology programs, said Carole O'Keefe, who coordinates the program for the UBC. The specialists back up the instructional program by mentoring, ensuring safe practices, speaking to groups and recruiting industry speakers.

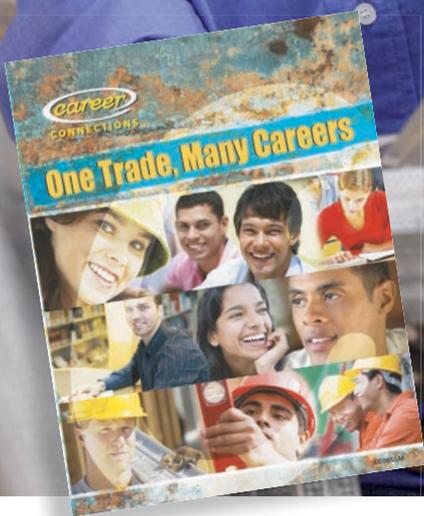
With the most recent training completed in September, "we now have about 125 Outreach Specialists covering the U.S. and Canada," O'Keefe said.

Teachers like Matthew Cupples, from Arlington County, Virginia, appreciate the comprehensive Career Connections approach. "I really like the way the plans are laid out. Once I teach my kids the basics of measuring, marking, and cutting they can do the project almost completely independently. The material is written at a level that is clear and easy to understand. I love it as a teacher," Cupples said.

This year the Association for Career and Technical Education will hold its annual convention in Las Vegas for 3,000 educators. The Carpenters International Training Fund has invited teachers, department heads and classroom construction technology teachers to tour the International Training Center and explore the great employment and lifelong learning opportunities the union offers students.



*Program gives students a head start on a career in carpentry.*



## CITF ONLINE LEARNING

### Take advantage of the options!

The CITF has created a new learning management system (LMS), allowing UBC members to complete courses online and receive relevant updates and notifications. Members who have created a login to the Members section of Carpenters.org will receive an email notification when they are eligible for courses on the LMS. Once a member logs

into the website and completes an online course, it will automatically post to their Training Verification Card. Initial courses include **Hazard Communication and Chemical Safety, Practical Test Proctor Training Online Refresher (CRS), Building Information Modeling Project Pretest, and Quick Tips: JSAs (Job Safety Analysis).**

## ICRA Training Gains Ground, Opens Doors

When we go to a hospital for treatment, highly-skilled medical professionals guide and perform the care we need. When it's time for hospital renovations and construction, it stands to reason that well-trained professionals should be chosen to do the work safely and according to the highest industry standards.

That is increasingly the case, thanks to the UBC's path-breaking program, Infection Control Risk Assessment (ICRA) Best Practices in Health Care Construction. Since the Carpenters International Training Fund (CITF) unveiled its ICRA curriculum in 2004, more than 16,400 members have completed the training, and 515 UBC

instructors have completed the train-the-trainer course.

ICRA teaches members how to contain pathogens, control airflow, protect patients, and work without disrupting adjacent operations. Members learn to classify work areas to minimize risks, understand and adhere to ICRA protocols, and communicate with a facility's ICRA team.

The curriculum was developed in consultation with leading construction-related infection control experts and is reviewed regularly to keep materials relevant to industry needs. The next revision is scheduled for early 2017, said CITF Technical Coordinator Jim Vodicka.

"When the Hospital and Outpatient Facilities Institute changes its guidelines, we change our curriculum to match," Vodicka said. As a result, "we are gaining a lot of momentum in this industry," he said.

A few examples of increased work opportunities due to ICRA training:

- **In Southern California**, Kaiser-Permanente has direct-hired some



- 600 ICRA-trained Carpenters for its regular renovation work;
- **In Ohio**, the UBC has signed an agreement with the Cleveland Clinic, which requires that its renovation carpentry crews receive our ICRA training;
- **In Pennsylvania**, the University of Pittsburgh Medical Center requires our 24-hour ICRA certificate.

The UBC's leadership in ICRA training is recognized in related areas. Our program has trained 116 instructors to teach an ICRA Awareness course to instructors from other trades, and 75 of our instructors and agents have been trained to teach ICRA principles to architectural professionals.



ICRA training gives UBC members hands-on skills for Best Practices in Health Care Construction.

## Technology Keeps Members Ready to Work

The Carpenters International Training Fund's (CITF) TRAIN software and Training Verification Card (TVC) programs are about one thing: strengthening each UBC member's ability to be ready for

work opportunities.

Both programs have been upgraded in recent months.

TRAIN software centralizes, maintains and tracks member training information in real time for use by all UBC-affiliated training centers. Local training programs use TRAIN to enter class completions and process journeyman certificates – and to enter qualifications and certifications from third-party training providers.

### TRAIN improvements

Business agents soon will be able to view TRAIN information on members' TVCs. Similar to 'Contractor View,' this 'TVC View' will help business agents identify members with the right skills, qualifications, and certifications for particular jobs.

In addition, local training programs can now run Custom Search reports for all CITF classes as well as classes offered by the UBC Department of

Education and Training (including the 3rd Year Apprentice and Journeymen Leadership programs), which will help in record-keeping and planning.

### Training Verification Card updates

The individualized wallet-sized plastic TVC includes a QR code, which, when scanned, displays your name, UBC ID number, Local Union, and Classification (Journeyman, Apprentice) along with a real-time record of all your training, qualifications, certifications and a notification about training available to you on CITF Online Learning.

The TVC is being updated to include your Union Status, Dues Paid-Through Date, and UBC Initiation Date. If you already have a card, scan it to see this additional information. If you have not yet received your card, watch your mailbox or contact your local union to make sure we have your current address.

**George Carpenter**  
 U-3432-4563    UBC06001  
**Class:** Journeyman  
**Paid Through:** Jul. 31, 2050  
**Initiated:** Mar. 20, 2007  
**Union Status:** GOOD STANDING

UBC TRAINING VERIFICATION

▶ TRAINING, QUAL/CERT

▶ WELDING CERTIFICATIONS

▶ ADD'L QUAL/CERT - 3rd PARTY

▶ LMS UPDATES/NOTICES

You are eligible for online courses or updates/notices through the CITF Online Learning System. Sign into the Members section of Carpenters.org, navigate to Training & Tips, and select the CITF Online Learning option.

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# UNITED BROTHERHOOD OF CARPENTERS DEPARTMENT OF EDUCATION AND TRAINING

## **Making Connections: Jobsite Leaders Are ‘Changing the Culture’**

**“TRANSFORMATIONAL  
LEADERSHIP AND  
A CONSTRUCTIVE  
CULTURE ARE  
ESSENTIAL TO  
SUCCEED IN TODAY’S  
CONSTRUCTION  
INDUSTRY.”**

*Randy Eppard  
DET Executive Director*

*Just as structures rise from the ground and carpenters point with pride to the tangible results of their hard work, UBC members throughout North America are showing how effective leadership skills can bring tangible change to jobsites, union halls — and individual lives.*

*It’s no small-scale effort. By the end of this year, more than 30,000 men and women will have participated since 2008 in the UBC’s five flagship leadership programs.*

*Developed by the union’s Department of Education and Training (DET), the programs are reaching members at pivotal moments in their careers — and helping them gain the skills to become transformational leaders.*

*“Being a transformational leader is far more than a title,” said UBC General President Douglas J. McCarron. “It’s having the right skills, attitude, and focus to bring about large scale change. I feel nearly all UBC carpenters have this potential.”*

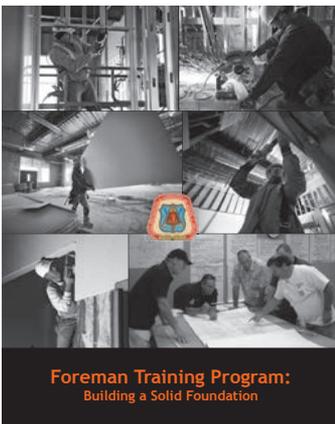
*President McCarron outlined the progression of the DET programs at the UBC’s recent Concrete Forming Conference at the International Training Center (ITC) in Las Vegas.*

**“I want to become a better leader to help move up the chain of command at work, and I want to be a better motivator to get more out of the people that work directly for me.”**

*Greg Malzac  
General Foreman  
Local 322  
St. Paul, Minnesota*

**“I really enjoyed the [Journeyman Leadership] panel and also having the opportunity to go over the scenarios after learning how to be a better communicator.”**

*Joseph Kim  
SCAL Kaiser Warehouse  
Southern California*



**“The direction the UBC is going and all the training, education, experience and potential for me and my family was life changing. I’ve never been prouder than to be a member of the UBC today.”**

*John Raimondo  
Local 254 member  
Oaklyn, New Jersey*

**“[At the Carpenters Industrial Council (CIC) Leadership Training session], one attendee that comes from an open shop signed up four new members his first day back in the shop!”**

*Tony Hadley  
CIC Executive Secretary-Treasurer*

### Third Year Apprentices

Third Year Apprentice Program: Helping Build our Industries began in 2008 to educate apprentices about the union, the industry and their role in both. More than 6,500 apprentices have completed the program. Early on, it was a young millwright apprentice in the program who set in motion the idea for the Journeyman Leadership program when she commented that bringing her new skills to the jobsite would only go so far if the more experienced members of the crew were not also educated.

### 300 Hitters

In 2011, the DET invited 81 members to help pilot UBC Journeymen: Building Leadership for a Strong Future. The program has grown by leaps and bounds, with 10,700 participating in 2016 alone, and more than 22,000 total. Nearly every weekend councils send large groups to the ITC to learn communication, coaching and mentoring, and transformational leadership skills that can help change the culture on every UBC jobsite by focusing on productivity and attitude.

A customized program was held this year for members of the Carpenters Industrial Council.

### Foremen

The Foreman Training Program: Building a Solid Foundation takes leadership training to the next level by focusing on the jobsite’s first-line supervisor. Since it’s beginnings in 2007, the program has trained 569 participants with a highly interactive and activity based five-day curriculum. The industry-specific sessions use actual projects, which gives foremen the chance to apply what they are learning in real time.

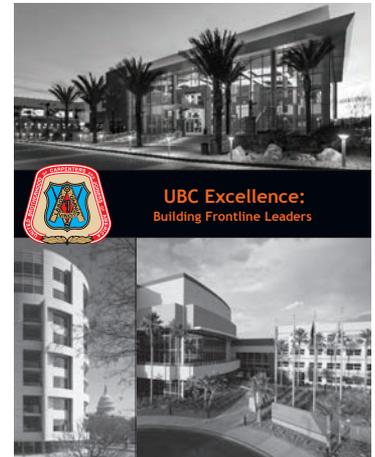
### Superintendents

By the end of this year, over 1,000 participants will have completed the Carpenters International Training Fund’s Superintendent Career Training program, which began in 2003 and integrates the technical aspects of construction jobsite management and the career development needs of the individual trainee.

### Collaborative Leadership

The DET’s Collaborative Leadership: Building Jobsite Leaders program began in 2015 after participants in the Journeyman Leadership program expressed concern that there was a disconnect between the field and the office. By the end of this year, more than 2,700 will have completed the program, which is “truly unique, in that it couples owners with jobsite leaders, increasing understanding between all levels of leadership,” said Randy Eppard, DET Executive Director.

“This groundbreaking program focuses on leadership, communication, entrepreneurship, coaching and collaboration, helping to build strong and cohesive teams by leveraging the leadership potential of all team members,” Eppard said.



## FOCUS: NEW ‘FRONTLINE LEADERS’ PROGRAM

Centered on world-class customer service, the newest DET program is designed for clerical and administrative staff at regional councils, benefit funds, health and welfare offices, dispatch centers, and JATC and apprenticeship and training fund offices.

UBC Excellence: Building Frontline Leaders is a three-day program that helps to enhance participants’ skill and ability to deal with difficult situations, improve communication skills and define their importance as essential parts of the UBC network. The program began in 2015 and is holding five sessions of 60 participants each in 2016.

**“I’ve been through several leadership training courses, but this one [Collaborative Leadership] by far exceeded my expectations. I left the weekend with a very optimistic outlook on the UBC’s future.”**

*Leanne Skuse  
Senior Project Manager  
River City Construction  
East Peoria, Illinois*



While on a USO tour, former Chicago Bears lineman Jared Allen was inspired to help wounded veterans. The UBC formalized its partnership with the Jared Allen foundation at last year's General Convention.

## Councils Join Forces With Jared Allen Foundation

### Help for Wounded Warriors

Jared Allen's Homes for Wounded Warriors was formed in October of 2009 by retired National Football League star defensive end Jared Allen. Jared Allen knows that a home means a "secure place in a vulnerable time." The Brotherhood teamed with this worthy non-profit because both organizations recognize patriotism and the values we stand for.

The UBC and Jared Allen's foundation are hard at work building a handicapped-accessible home for Corporal Kyle Moser in Chicago, Illinois. The Chicago Regional Council of Carpenters are proud to lend a helping hand. While in Afghanistan this brave soldier encountered an IED, losing both legs and suffering other life-altering injuries. He will be more comfortable with everyday tasks in his new home.



Kyle Moser



Thomas Henderson

Navy Corpsman Thomas Henderson was also injured by an IED during combat, which caused critical injuries to the left side of his body. Henderson lost a leg and motor function, and sustained a traumatic brain injury. The UBC recognizes Henderson's courage. Our member volunteers from the Central South Carpenters Regional Council in Texas are honored to be a part of this process.

"The amount of time and effort the UBC has put into these houses... that house does not happen without you guys," Jared Allen said. "Saving labor costs on that house allows us that strength, that dollar, and to help more veterans and their families."

With the UBC's help, Jared Allen's Homes for Wounded Warriors remodels existing homes or builds homes from the ground up for veterans who have mobility problems due to injuries sustained in combat.



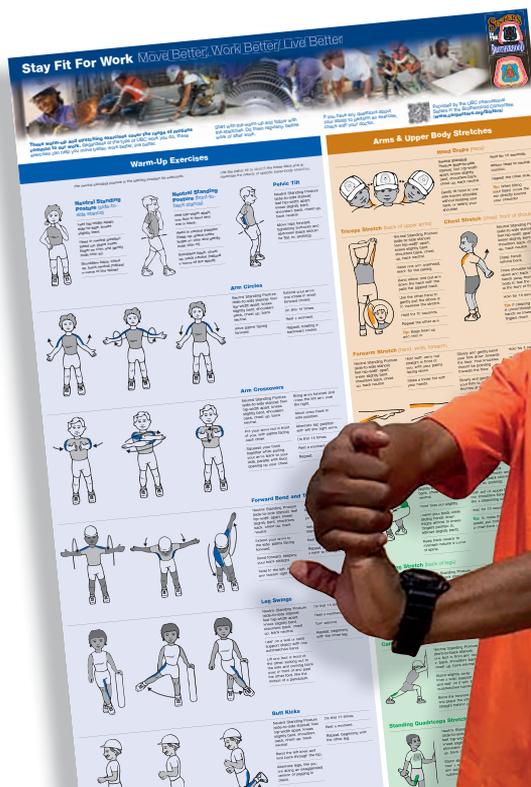
UBC training centers are putting Stay Fit for Work goals into practice.

## New Poster from UBC Sisters Spreads the Word on Staying Fit for Work

A new poster produced by the International Sisters in the Brotherhood Committee (ISIB) is helping all members "Stay Fit for Work." The goal is to help the men and women of the UBC have longer and more productive careers by getting in good shape, staying flexible and avoiding injuries. The slogan for the campaign is *Move Better. Work Better. Live Better.*

"We know that more and more trades men and women are starting their day with flex and stretch exercises on the job, but we want to spread the news about fitness even farther, throughout the UBC," said Bobbie Whitmore, a member of the International Sisters in the Brotherhood Committee. "We want to make sure all our members know they can stay fit for work just by doing a few basic exercises and stretches before they start their day. We are starting to implement the Stay Fit for Work goals at our training centers in the Southwest."

The fitness poster, along with a number of other resources that have been produced by the ISIB, is available for download at [www.carpenters.org/sisters](http://www.carpenters.org/sisters).



By staying fit you can have a longer, safer career.





## Keep Up the Pressure: No TPP!

Union Carpenters across the Brotherhood are keeping up the pressure against the Trans Pacific Partnership (TPP). This bad trade deal would ship more North American jobs overseas and undermine labor and environmental protections around the world.

Action by the anti-TPP coalition has helped stall progress on the secretly negotiated agreement, but opponents, including the UBC, want to make sure that TPP isn't brought up during the "lame duck" session of Congress that occurs between the U.S. Election Day in November and the beginning of the new congressional session in January.

"We need to keep lawmakers' feet to the fire," said Andy Silins, General Secretary-Treasurer of the UBC. "This unfair trade deal would further undercut working families."

U.S. members are urged to call their member of Congress and ask them to oppose the TPP and any attempt to pass it during the lame duck session. Dial the Capitol switchboard at 202-224-3121 to be connected to your representatives.

*Members who are part of the Pacific Northwest Regional Council's Portland Carpenters in Action turned out in force to stand against the Trans Pacific Partnership. They protested at a "special morning program" held by the World Affairs Council of Oregon and Nike with the U.S. Ambassadors to Malaysia and Brunei, as well as the Deputy Assistant Secretary of State for Trade Policy and Programs.*



# PAYROLL FRAUD

## LET'S STOP IT.

### Payroll Fraud: It's Time to Take Action!

**B**illions of dollars are lost every year because of Payroll Fraud in the construction industry. Corrupt contractors break the law by intentionally and falsely labeling employees as independent contractors when they clearly are not. Or, more often, by paying workers off-the-books.

Payroll Fraud makes it difficult for legitimate contractors to compete, which means fewer jobs for union companies and fewer work opportunities for UBC members. Additionally, off-the-books workers are denied basic middle-class safety net protections, face wage theft, are paid less than what they're worth, and are often forced to work in unsafe conditions. Payroll Fraud harms the integrity of the industry, making it difficult to recruit and retain skilled craftspeople. And it doesn't end there.

Payroll Fraud is a rampant problem, often challenging state and federal agencies, but Payroll Fraud can be stopped! From the jobsite to boardrooms and legislative chambers, there's something that can be done. Workers, general contractors, and legislators are obligated to report what they see, refuse to hire cheaters, support law enforcement and press the construction industry to eliminate the problem. It's time to stand up, and take action! Visit [payrollfraud.net](http://payrollfraud.net) today to see how you can help or follow us on your favorite social channels to see the latest updates @PayrollFraud.



**Watch  
the  
video!**

### El Fraude de Nómina: ¡Llegó el momento de tomar acción!

**M**iles de millones de dólares se pierden cada año en la industria de la construcción debido al Fraude de Nómina. Los contratistas corruptos rompen la ley al etiquetar a sus empleados de manera intencional y falsamente como contratistas independientes cuando, claramente, ellos no lo son. También, frecuentemente, les pagan a los trabajadores por debajo de la mesa.

El Fraude de Nómina hace que sea difícil para los contratistas legítimos competir, lo que significa menos empleos para las compañías de la unión, y menos oportunidades de empleos para los miembros de la UBC. Además, a los trabajadores que no se encuentran registrados en los libros contables se les niegan las protecciones netas de seguridad básicas de la clase media. Ellos enfrentan robo de salarios y reciben menos dinero de lo que valen. Además, frecuentemente se ven forzados a trabajar en condiciones inseguras. El Fraude de Nómina daña la integridad de la industria, haciendo que sea difícil reclutar y retener a trabajadores especializados con habilidades. Desafortunadamente, esto no termina ahí.

El Fraude de Nómina es un problema descontrolado que frecuentemente desafía a las agencias estatales y federales. Sin embargo, el Fraude de Nómina puede detenerse. En sitios de trabajo, en salas de juntas, y en las cámaras legislativas, hay algo que se puede hacer al respecto. Los trabajadores, contratistas generales, y legisladores están obligados a reportar lo que ven, a rehusarse a contratar a personas que hacen trampa, y a presionar a la industria de la construcción para que elimine el problema. ¡Es momento de levantarnos y actuar! Visite la página electrónica [PayrollFraud.net](http://PayrollFraud.net) hoy mismo y vea cómo usted puede ayudar. También síganos en sus canales sociales favoritos para mantenerse informado sobre lo último en @PayrollFraud.



## UBC Southern District Lays Solid Foundation with INSTALL

### District-Wide Flooring CBA Already Growing Market Share

The recent signing of a District-Wide Flooring Collective Bargaining Agreement for the entire UBC Southern District is already producing positive results for the Brotherhood: Signatory contractors are winning work across the District's 11-state jurisdiction, and UBC floorcovering specialists are completing projects beyond customer expectations.

The agreement is another product of the ever-expanding INSTALL program—the UBC's flooring arm that has become the standard-bearer for installation, training, and industry partnerships across North America.

The CBA is the first floorcovering agreement of its kind that stabilizes wages, benefits and conditions across an entire UBC District (in this case, 11 states). The agreement also provides access to regular INSTALL training, which can be delivered in Florida, Texas, Oklahoma and Tennessee.

With this agreement, the landscape has been changed for contractors, installers and customers alike:

- INSTALL contractors can now provide blanket proposals, making it easier and more efficient for them to bid work across a large portion of the southern US market
- UBC membership can now travel out of their Council's jurisdiction to remain with their steady employers
- Customers can budget for projects and rely on proven INSTALL contractors to service them seamlessly

Laying the foundation for the CBA is the Florida Regional Council and globally successful union contractor, Mr. David's Flooring International. When Mr. David's sought to open a new branch in the southeast so that it could enter Florida's booming construction market, management discovered that the labor pool was undertrained. They partnered with the Florida Regional Council and utilized the strengths of the INSTALL program to bring the workforce skills up to the level of

quality that Mr. David's expects.

"About 99% of the labor pool in Florida are subcontractors that operate on a low-quality standard," said Tony Troehler, president of Mr. David's SE LLC.

"Knowing the lack of trained installers prior to beginning work, we set the expectation that we needed to elevate the marketplace to allow us to work there. Pairing-up with the Florida Regional Council to begin INSTALL training in Florida was a match made in heaven for us," Troehler added. "Mr. David's is known for its high quality brand and INSTALL's entire program is based on producing quality people. Our interests truly fit hand in glove."

Mr. David's is now a regular employer in Florida, with up to 30 UBC members working for the company daily. It recently completed an installation at the Kennedy Space Center, which required highly skilled flooring professionals that only the UBC was able to provide.

UBC Southern District Vice President Dennis Donahou recognized the program's success and steady growth as a promising opportunity for the Southern District, given its' proven success despite challenging market conditions in Florida.

"We saw an opportunity to increase our market share in the southern flooring installation industry, and this collective bargaining agreement provides the platform to get the job done," DVP Donahou said. "It simplifies the conditions and mobility for UBC contractors, so that they can compete across the Southern District. That, in turn, will increase union membership, and increase work hours."

DVP Donahou, assisted by the Executive Secretary-Treasurers from the Florida, Southeastern, Central South, and Mid-South Carpenters Regional Councils, also addressed the challenge of recruiting installers and establishing INSTALL training to meet the contractors' needs. The result of

those discussions is the District-Wide Market Recovery Independent Flooring Collective Bargaining Agreement.

Florida's EST, James Banks, said: "Establishing this CBA has provided a tremendous opportunity for the whole Southern District and we are getting work now that we haven't had in years. I strongly believe what we started here in Florida to increase market share will be successfully and quickly carried throughout the Southern District."



*UBC Foreman training at the \$6.5 billion Keeyask Hydroelectric Project in Manitoba*

### On Manitoba Site, Prairie Arctic Council Brings Foreman Training to All Trades

In late 2015 officers and training staff of the UBC toured the \$6.5 billion Keeyask Hydroelectric Project site in Northern Manitoba to discuss project manpower requirements. The UBC was able to obtain a better understanding of what would be required to supply the necessary manpower but they also were given an opportunity to submit a proposal to provide the foreman training for the entire project including all of the other trades on site. James Smith, Vice President (Canadian District) gave the go ahead to the Prairie Arctic Regional Council to pursue this opportunity, and in early 2016, after consultation with EST Jason Rowe, Local 343 Business Representative Sean Ramsay and Mike Kuzyk, PARC's Training Director a proposal was submitted to the client and it was accepted.

The course is a 2 day program scheduled around peak man power needs by trade. During the months of February, April, and August this year, PARC provided 10 sessions that trained 118 foremen. There are plans to train 100 more by the end of 2016. There have been 4 instructors in total with three from PARC and one from the British Columbia Council of Carpenters. Two of these instructors are also working on site and are available to provide training as the need arises helping to keep costs down for contractor. This course contained customized examples to deal with Province of Manitoba specific legislation, additional trade specific scenarios and case studies and a section on leadership and communications. This is just one more example of the UBC leading the way.



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