



CARPENTER

**SINCE
1881**

OCTOBER 2017

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

**Skilled and Productive –
Union Carpenters Lead the Way
In New Fields of Work**

Inside:
**Victories Against Payroll Fraud
Fighting for UBC Values
News on Education & Training**

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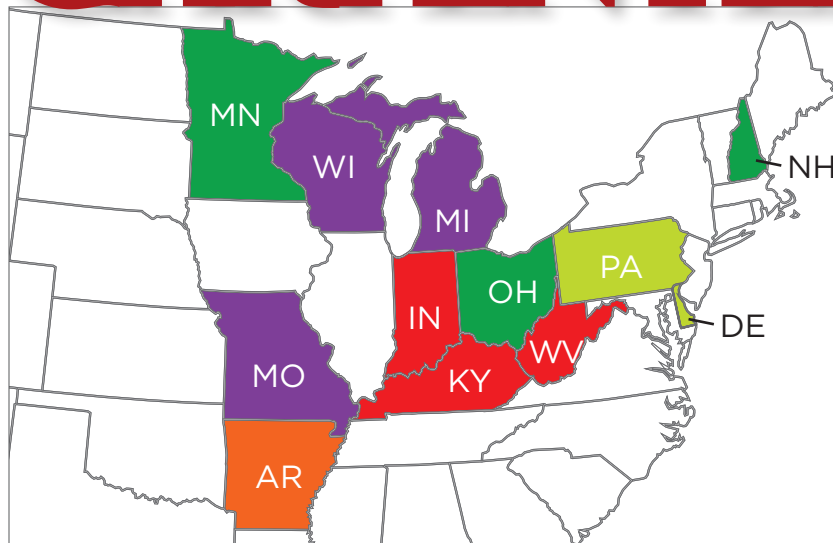
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ELECTIONS HAVE CONSEQUENCES... SEE PAGES 14-15

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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.



On the Cover

Global Wrap utilizes UBC Carpenters for their superior skill, safety and productivity. See pg. 21.



Being the Best, All Day, Every Day

Our work at the International Training Center is humming along. More than 15,000 participants are expected to participate in ITC programs in 2017. Whether it is members coming to leadership programs, professional instructors coming from regional training centers to learn about new curriculum, or company owners going through the Collaborative Leadership course, our programs are making a difference and changing the culture of the construction industry.

I am fortunate to get to speak to groups of members at the ITC almost every week. I talk to them about attitude - the attitude that it takes to be a success in this industry, and the attitude that it takes to go from 'good' to 'great.' We can't sit back and just be good. As Union Carpenters we must be the best all day, every day, because only then will our business partners be in a position to win more work and succeed.

The staff of the Carpenters International Training Fund (CITF) and the UBC's Department of Education and Training (DET) create and execute great programs, but it is up to those who participate in our programs to take what they learn home and put it into action in the field.

This is especially important for those who take part in our Journeyman Leader course. We like to refer to them as our .300-hitters because they are at the pivot-point

of the Brotherhood's mission. They are the ones that others look up to on job sites. It isn't easy, but by making a difference every day, these men and women can help us reach our goal of 70 percent or better market share.

There is a lot of divisiveness in our culture today, from politics to social media. Much of that is also true in our own ranks. However, as President John F. Kennedy said during an address to the Canadian Parliament in 1961, "What unites us is far greater than what divides us."

As UBC members we all want the same things. With our heads and our hands we want an opportunity to earn a good living, provide for our families and be productive. We all want to be treated with respect and to work on a site where safety is a priority. We all want to get to the end of a good career, to look back with pride on what we've built, and be able to retire in dignity.

This is what we've stood for since 1881 when the United Brotherhood of Carpenters and Joiners of America was founded. This is what we stand for today.

"What unites us is far greater than what divides us."



Siendo los mejores, todo el día, todos los días

Nuestro trabajo en el Centro de Capacitación Internacional, o ITC por sus siglas en inglés, está corriendo rítmicamente. Se espera que más de 15,000 participantes participen en programas del ITC en el 2017. Ya sea que los miembros vengán a programas de liderazgo, que sean instructores profesionales que vengán desde los centros regionales de capacitación para aprender sobre nuevo currículo, o que sean propietarios de empresas que están tomando el curso de Liderazgo Corporativo, nuestros programas están marcando una diferencia positiva y cambiando la cultura de la industria de la construcción.

Yo tengo la fortuna de poder hablar con grupos de miembros en el ITC casi todas las semanas. Yo les hablo sobre actitud - la actitud que se necesita para tener éxito en esta industria, y la actitud que se necesita para pasar de ser "bueno" a ser "maravilloso". No podemos sentarnos a descansar y solo ser buenos. Como Carpinteros de la Unión debemos ser los mejores todo el día, todos los días, porque solo entonces nuestros socios de negocios estarán en una posición para ganar más trabajo y tener éxito.

El personal del Fondo de Capacitación Internacional de Carpinteros (CITF, por sus siglas en inglés) y el Departamento de Educación y Capacitación (DET, por sus siglas en inglés) de la UBC crean y ejecutan maravillosos programas, pero los que participan tienen la responsabilidad de tomar lo que aprenden, llevarlo a casa y ponerlo en práctica en el campo laboral.

Esto es especialmente importante para los que participan en nuestro curso de Liderazgo para Jornaleros. Nos gusta llamarlos nuestro equipo de alto desempeño porque ellos representan el punto de cambio en la misión de la Hermandad. Ellos son a los que otros admiran en los sitios de trabajo. No es fácil, pero al marcar la diferencia cada día, estos hombres y mujeres nos pueden ayudar a alcanzar nuestra meta del setenta por ciento o más de participación de mercado.

Hay mucha división en nuestra cultura hoy en día, desde la política hasta los medios sociales. Esto también es cierto entre nuestros propios miembros. Sin embargo, como el Presidente John F. Kennedy dijo durante un discurso ante el Parlamento Canadiense en 1961: "Lo que nos une es mucho más grande que lo que nos divide".

Como miembros de la UBC todos queremos las mismas cosas. Con nuestras mentes y nuestras manos queremos la oportunidad de ganarnos una buena vida, de proveer para nuestras familias y de ser productivos. Todos queremos ser tratados con respeto y trabajar en un sitio laboral donde la seguridad sea la prioridad. Todos queremos llegar al final de una buena carrera, ver hacia atrás con orgullo de lo que construimos, y poder jubilarnos con dignidad.

Eso es lo que nosotros representamos y defendemos desde 1881, cuando la Hermandad Unida de Carpinteros y Ensambladores de América fue fundada. Es esto lo que representamos y defendemos hoy.

**"Lo que nos
une es mucho
más grande
que lo que nos
divide".**

**« Nous avons
plus de choses
en commun
que de choses
qui nous
divisent ».**

Donner le meilleur de soi, jour après jour

Notre travail au Centre international de formation avance bien. Plus de 15 000 personnes sont censées participer à des programmes du Centre en 2017. Qu'il s'agisse de membres intéressés par les programmes de leadership, de formateurs professionnels venant de centres de formation régionaux pour en savoir plus sur le nouveau curriculum ou de propriétaires d'entreprises suivant le cours de leadership collaboratif, les personnes qui suivent nos programmes font bouger les choses et changent la culture de l'industrie de la construction.

Presque chaque semaine, j'ai la chance de pouvoir parler à des groupes de membres au Centre international de formation. Je leur parle de l'attitude - l'attitude nécessaire pour réussir dans cette industrie et pour passer de « bon » à « excellent ». Nous ne pouvons nous contenter d'être bons. En tant que charpentiers syndiqués, nous devons être les meilleurs jour après jour, tout au long de la journée, car c'est la seule façon d'assurer que nos partenaires commerciaux seront en mesure de décrocher plus de contrats et de réussir.

Le personnel du Centre international de formation et le département d'éducation et de formation de la FUCMA créent et offrent d'excellents programmes, mais il appartient aux participants de profiter de ce qu'ils ont appris et de l'appliquer sur le terrain.

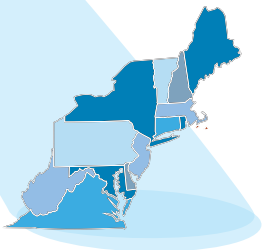
Ceci est spécialement important pour les personnes qui suivent notre cours de maître compagnon. Nous aimons les appeler nos « frappeurs .300 » parce qu'ils se trouvent au point pivot de la mission de la FUCMA. Ce sont eux qui inspirent les autres sur les chantiers. Leur tâche n'est pas facile, mais chaque jour, ces hommes et ces femmes font une différence et peuvent nous aider à atteindre notre objectif, à savoir une part de marché de 70 pour 100 ou plus.

Qu'il s'agisse de la politique ou des médias sociaux, il existe beaucoup de division au sein de notre culture aujourd'hui. Cela s'applique aussi largement à nos propres rangs. Toutefois, comme l'a dit le président John F. Kennedy lors d'un discours devant le Parlement canadien en 1961, « nous avons plus de choses en commun que de choses qui nous divisent ».

En tant que membres de la FUCMA, nous avons tous les mêmes souhaits. En utilisant notre tête et nos mains, nous voulons avoir la possibilité d'être productifs et de gagner notre vie pour subvenir aux besoins de nos familles. Nous voulons tous être traités avec respect et travailler sur un chantier où la sécurité constitue une priorité. Nous voulons tous être en mesure, à la fin d'une bonne carrière, de contempler nos réalisations avec fierté et de prendre la retraite avec dignité.

C'est ce que nous représentons depuis 1881, année de la fondation de la Fraternité Unie des Charpentiers Menuisiers d'Amérique. C'est ce que nous continuons à représenter aujourd'hui.

DISTRICT SPOTLIGHT



Councils, District Take Collaboration To the Next Level

District Vice President Mike Capelli is working on a number of collaborative efforts with the five Eastern District regional councils: the New England Regional Council; the Northeast Regional Council; the Eastern Millwright Regional Council; the Keystone Mountain Lakes Regional Council; and the New York City & Vicinity District Council.



Employers, staff and members are working together throughout the Eastern District.

Political Organizing

With help from the UBC General Office, the District is helping councils build on the political organizing they were already doing to allow better planning, implementation, and management of education and mobilization efforts. Already the councils have been working together to defeat anti-union interests at the local level before they grow into national issues of crisis.

Growing Trade Show Market Share

In March the District hosted the first ever Trade Show Summit at the ITC, where industry leaders were updated on UBC training and resources, and considered the UBC's new "Value-Added Initiative," focused on establishing the best environment for members and contractors to build market share and create jobs. A signing event took place in Washington, D.C. in June.

"We are dedicated to building strong partnerships with our employers and creating work opportunities for our members," said UBC Eastern District Vice President Mike Capelli. "This Value-Added Commitment will help us achieve that goal."

Concrete Polishing

Concrete polishing has been replacing traditional flooring materials in retail, corporate, healthcare, educational and residential jobsites. UBC signatories wanted to perform the work union, but needed a structure under which to bid. A pilot program was established to create an Eastern District Polished Concrete Agreement. John McGrath, the UBC's Executive Director of the INSTALL flooring program, is spearheading a committee to adopt and standardize training across the UBC and capture man hours in this market. Ten contractors have signed the agreement, which can be adopted in other Districts.

Millwright Collaboration

After this year's UBC International Millwright Conference, the Eastern Millwrights Regional Council, the New York City District Council and the Keystone Mountain Lakes Regional Council selected a labor-management committee, with V.P. Capelli chairing, to follow up on the work accomplished at the conference.

Topics at the committee's first meeting included the gap in foreman leadership; grooming the younger generation; encouraging delayed retirement; handling jurisdictional disputes; certification vs. qualification cards; light distribution conveyor agreement CBA; and a district-wide initiative around cement plants.



Apprentice Day Engages Legislators, Members

Union carpenter apprentices don't always understand the importance of political action and the impact it can have on them and their careers. But thanks to an innovative program in Pennsylvania, that is changing. More than 70 apprentices from the Keystone Mountain Lakes Regional Council recently participated in Apprentice Day in the state capital of Harrisburg.

The apprentices were given folders with information on their state representatives and senators, along with a map of the capital complex. They also learned about core UBC political and legislative issues. The goal was to have the apprentices make an attempt to meet with a legislator or a staffer in their office to discuss carpenter issues. This not only accomplished the goal of reaching out to legislators, but also of educating and engaging members.

The apprentices arrived at the capital in the morning and started with a tour, followed by heading out to meet with their legislators. During the lunch break Representatives Markosek (D), Marshall (R), Miller (D) and Mustio (R) addressed the group and discussed the legislative process, why it's important and how members can be involved.

Apprentices learning about the process and making a difference.





Thanks to a partnership welding students see a career path as Union Millwrights

UBC Millwrights Partner with Community College for Recruitment & Training

Leaders of the Eastern Millwright Regional Council (EMRC) knew they needed to provide welding certificate programs to their members because welding is an important component of their craft. The training is costly due to the need for

materials, machines and qualified staff. Fortunately, the council has found a better way by partnering with local community colleges.

The EMRC began collaborating with White Mountain Community College (WMCC) in New Hampshire in 2012. Representatives of EMRC and WMCC began by touring each entity's training facility and discussing how to create a cooperative curriculum.

By the Fall 2013 semester, students in the year-long WMCC Welding Certificate programs were being taught

basic millwrighting skills as part of a EMRC/WMCC pilot program. After completing the WMCC Welding Certification, students had the opportunity to join the EMRC as second-year apprentices and Certified Welders.

The first class to complete the WMCC welding program with basic millwright training graduated in 2015. By January 2016, the school had opened a Maintenance/Millwright Lab to enhance training of basic skills, including rigging, layout, pneumatics and hydraulics. WMCC reported the Welding Certification program saw a graduation increase of more than 36.5 percent from 2013 to 2016.

Local 1121 member Chelsea Hancock "did not know what millwrighting was" before she enrolled in the Welding Certification program at WMCC in 2014. Hancock joined the EMRC as a second year apprentice after completing the WMCC Welding Program in 2015. "Being a Certified Welder definitely helped me get more jobs," said Hancock, "and starting out

at the second year apprentice rate was a big incentive to join the UBC."

In 2015, the EMRC partnered with a second community college, Kennebec Valley Community College (KVCC). Using the model established with WMCC, representatives from the EMRC began working with instructors at KVCC to incorporate millwrighting skills as a part of the training to complete the KVCC program for Welding Certification.

Millwright apprentices from WMCC and KVCC have demonstrated a vested interest in their future as millwrights by funding the first year of training themselves. Apprentices joining from the community college partners will not require the EMRC to train or certify them as welders. As a result, apprentices from these programs will cost the EMRC less in overall training than a traditional member. These advantages make the EMRC partnership with community colleges an attractive option for increasing council membership.

"Being a Certified Welder definitely helped me get more jobs."

Making Ivy League

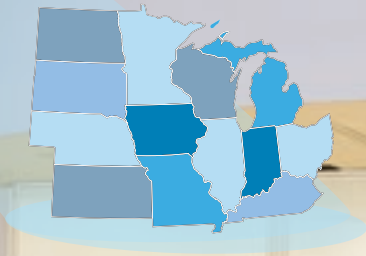


A group of Union Carpenters are going to Yale—because that's where they are putting their skills to work.

They're working on the Pauli Murray and Benjamin Franklin Colleges at Yale, led by Dimeo Construction. The project includes building new dorm and dining space for students, including multiple tower structures.

Building space that meets Yale standards isn't easy. It requires blending traditional materials and designs with the demands of a modern campus. And just like students, carpenters are expected to deliver the highest quality work.

DISTRICT SPOTLIGHT



Midwestern District ICRA Conference Shares Best Practices

The Indiana-Kentucky-Ohio Regional Council (IKORCC) hosted the Midwestern District ICRA Conference at the council's Greenwood, Indiana, facility in June. About 40 UBC representatives from all five Midwestern regional councils participated, including IKORCC, the Chicago Regional Council, the St Louis-Kansas City Regional Council, the North Central States Regional Council, and the Michigan Regional Council. Representatives of the Southwest Regional Council also participated.

Each council gave a report on how the ICRA program is implemented in their area. In addition, a panel of industry professionals shared why they support the program and how to strengthen partnerships and continue to prevent infection during construction.

Panelists included Stephanie Swanson, Infection Control Officer, North Memorial Hospital Group; Patricia Mancos, Infection Control Officer, Methodist Hospitals; Larry Ruben, Senior Director of Facilities Management, Cleveland Clinic; Pen Wolf, Owner Representative, Cleveland Clinic; and Steve Pangere, President and CEO, Pangere Corporation.

"Customers value construction with honest communication, little or no disruptions to hospital operations, projects completed on time within budget, and personnel with industry leading skills and capabilities. By implementing ICRA, we deliver these values to hospital staff, patients and visitors," Pangere said.

"Not only does ICRA protect patients, but it also creates jobs for our members," said IKORCC Executive Secretary-Treasurer Mark McGriff.

Cleveland Clinic is a notable example. The Brotherhood has forged an agreement with the prestigious medical center, which has targeted Nov. 1, 2017 for anyone working on a Cleveland Clinic construction project in the U.S. to be ICRA-certified.

Every year 99,000 people die from hospital infections in the U.S. The Clinic's goal is that all who work on their projects "become exemplary construction professionals on how to not be a part of these statistics."



In the Midwestern District, councils are using ICRA training to ensure more work for members.

UBC Model Project Bucks Arena Full Court Press

The more than 175 union carpenters who are at work on the new Bucks Arena in downtown Milwaukee are making this incredible project happen on a very tight schedule. Altogether more than 600 union tradespeople are on the job, which is scheduled to open summer of 2018 - just two years after breaking ground.

The project, with general contractor M.A. Mortensen, is being done under a Project Labor Agreement (PLA) and all parties involved are working together to make it an exceptional job. In order to cut as much time as possible out of the schedule, and eliminate any costly mistakes, all subcontractors are required to use Building Information Modeling (BIM) software, a skill taught by the UBC. In addition, everyone associated with the project from the ownership on down have set other goals that make this project unique. To ensure the highest standard of safety all 600 tradespeople on the project meet each morning for stretch and flex exercises and



to get important information, which has included information about the importance of core UBC issues like the prevailing wage, PLA legislation and training. In addition, this project is a model of diversity. Recruitment in the local community has helped the UBC grow and has ensured that the arena project has one of the highest percentages of women and people of color.



Steve Zukowski with fellow apprentices hanging drywall at Camp Liberty, a 137-acre campsite for veterans with PTSD as well as physical disabilities.

Service Above Self

Steve Zukowski – Medic and Carpenter

Growing up, Steve Zukowski always knew he wanted to serve his community. Right out of high school, Steve joined the Rockford Fire Department as a paramedic and then took those skills to Afghanistan, where he served our country as an Army Specialist Combat Medic.

While serving, Steve had been thinking about his next steps and whether he would continue in the Army or return to civilian life. One day, he found himself whittling a stick and thought: I could do this for the rest of my life. He returned to the states and soon became an apprentice in Local 100, in the Michigan Regional Council of Carpenters.

But in Local 100, Steve is much more than a member, a medic, a veteran, and a fire department volunteer. Last year, Steve Zukowski became a hero.

Steve was working in Grand Rapids on the 7-story MSU Research Center during the summer of 2016. His co-worker, Dean Hartsell, a journeyman, was using a boom lift for exterior framing, and he was getting measurements. After getting the measurements, Dean looked back and he thought he

“You never know what skills or training you are going to have to use on the job.”

was in the clear. However, he ended up hitting an I-beam and hurting himself quite badly. He had 12 broken ribs, a collapsed lung and a punctured artery.

After Steve saw Dean get hurt, he sprang into action. He took a deep breath to figure out the situation and immediately went to

work. Steve noticed that Dean was already purple and needed assistance. He checked for a pulse but he couldn't find one. Steve was at the point where he thought Dean might not make it. However, with quick thinking, he was able to clear Dean's airways, enabling him to breathe normally. Once Steve was able to get Dean breathing again, the fire department took over.

When asked about how he was able to save Dean, Steve said he took a deep breath and reset his brain so the shock didn't control him. He believes the best thing anyone can do to help when an accident happens on the jobsite is to call for help immediately and to pay attention in CPR class.

Steve wants to give credit to other workers on the site. Jeff Pace, Josh Peching and Rob Thomas were also on the scene to help with Dean. Steve said that without their help, Dean wouldn't have gotten the help he needed.

“You never know what skills or training you are going to have to use on the job,” said Steve. “That is why it is important to always be alert and to know your surroundings. Of course, the number one focus on the jobsite is safety. If the focus is on safety, the less likely worksite accidents will happen.”

BUD: Success and Diversity

Albert Thomas was a self-employed handyman but knew he wanted more. He earned enough to provide basic needs for his family but didn't have insurance for his two children. Then, Thomas heard about Building Union Diversity (BUD), a pre-apprentice training program aimed at introducing women, minorities and chronically unemployed to the construction trades.

Thomas enthusiastically enrolled.

Seven weeks later, he graduated with a job offer to work as a carpenter apprentice for Paric Construction in St. Louis. After 500 hours on the job, his union benefits kicked in, providing healthcare coverage for him and, more importantly, his entire family.

“I now have the financial stability

I lacked before,” said the 39-year-old, who enjoys working with his hands and has always aspired to be a carpenter. “I'm looking for a house now and was able to purchase a vehicle to get back and forth from work. The biggest thing, though, is that I got my kids off welfare. They can rely on me now.”

Stephen Sutler tells a similar story.

After having a difficult time as a young adult, including serving time in prison, Sutler learned about BUD. He qualified for the program as a socioeconomically disadvantaged individual.

After graduating from BUD, Sutler found work as a carpenter apprentice. “With the Carpenter's Union I can have a retirement, I have benefits, I'm home in the evenings to spend



Stephen Sutler (left) and Albert Thomas

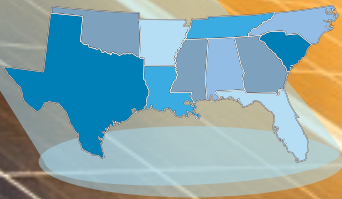
time with my kids,” he said. “My children see me as someone who is hardworking and I've been proud to show them some of the projects I've worked on as a carpenter.”

Success stories like these are hardly unique. Since its inception in 2014, the Building Union Diversity program has graduated dozens of

students, with the vast majority finding apprentice jobs in one of the seven participating trades: carpenters, laborers, electricians, bricklayers, pipefitters, ironworkers and operating engineers.

“We saw a problem and we didn't wait for someone else to tell us to solve it,” said John Gaal, Director of Training and Workforce Development for the St. Louis-Kansas City Carpenters Regional Council. “The trade unions launched the concept and we brought the management associations, faith-based and community organizations to the table.”

DISTRICT SPOTLIGHT



Sunshine State Members Shine in Solar Fields

Florida members' ability to get the job done with skill and 'UBC attitude' makes them a valuable part of the state's energy construction community.

Hundreds of UBC members in the Sunshine State are helping to create four massive new solar energy farms, thanks to hard work by the Florida Carpenters Regional Council (FCRC) and the UBC to secure a Project Labor Agreement.

Getting in on the ground floor was critical, as Florida Power & Light (FPL) recently dedicated resources to build many new farms over the next five years, said FCRC Executive Secretary-Treasurer James Banks. Each farm is 500 acres, with output of 73.5 megawatts. The farms being constructed with FCRC members are in Central and North Florida. Blattner Energy is the contractor.

FCRC members are installing solar panels onto racking structures that are fixed and non-rotating, Banks said. "The racking structures rest on driven piles that have mated up well with the soft soil here in Florida," he said. There is the potential that UBC millwrights could be called in to work on installed panels that need to tilt or rotate.

With about 1,100 UBC members on the job, working many man-hours, the project's success is a testament to the council's good relationship with FPL over

the years. FCRC members have regularly worked in power generation plants, and the council has a contract in place for rapid response for hurricane support and damage control. Florida members' ability to get the job done with skill and 'UBC attitude' makes them a valuable part of the state's energy construction community.

The UBC's union-wide reputation and its "very strong relationship" with FPL also played into the success of the solar farms projects, Banks said. General Vice-President Doug Banes has played a leading role in developing the UBC's relationship with FPL over the years. "FPL recognizes our resources," Banks said.

"In addition, District Vice-President Dennis Donahou was instrumental in leading pre-job conversations, assuring that Florida would have the manpower and skills to perform this work on all four farms, and the staff to help with logistics," Banks said.

In fact, solar work is picking up throughout the South, and the work in Florida could lead not only to more work in that state with Blattner, but to jobs in other areas of the South.



UBC Attitude Wins Praise, and a Prize

The Brotherhood's focus on developing an attitude of excellence and productivity is on view among countless UBC members, and Myron Myles is one of them.

A 13-year UBC member, Myles has been a member of Southeastern Carpenters Regional Council (SCRC) Local 318 for seven years. Now he is on the scaffold crew for Fluor at the Plant Vogtle Nuclear Plant in Burke County, Georgia. The project is building two new reactors, which will make Vogtle the largest U.S. nuclear station.

Through the Nuclear Trust Incentive Initiative, Fluor sponsored a drawing at Vogtle for members who met special criteria: 60 days with no unexcused absences, no late starts or early quits, no disciplinary actions, and no safety violations.

Prizes included several cash awards and the top prize of a 2017 Ford F150 fully-equipped truck. Myles won the truck and earned congratulations for setting his standards high and continually working toward them.

"Myron and all who met the criteria, separate from craft skills, embody the Carpenters' commitment to our contractor partners," said SCRC Executive Secretary-Treasurer Larry Phillips.

Southern District Vice-President Dennis Donahou said, "This wins gives back to someone who has given his time and energy to make the jobsite safer and more productive. This is what the UBC stands for and his attitude is something we aspire to every day."

Myles said he always wanted to learn a trade and stick with it. He credits the union with helping him "to be a better person. I'm passionate about building the world. I'm a hands-on kinda guy," Myles said.

When asked what this win meant to him and his family, Myron laughed, "It means that I won a truck!" More seriously, he added, "It's really a blessing to us. I was going to buy another truck and now I don't have to. Winning this pickup met a need that my family had."

Myron lives in Vyrant, Mississippi, with his wife and three children. He lists faith and family as his top priorities, and he has this message for fellow members:

"Focus on the task in front of you. Always be consistent in what you do. Let's get better at being good and let's get good at being great."



Southern Carpenters' Cemetery Members Restoring UBC Heritage in Florida

Inspired by UBC history, a group of members in Central Florida have been quietly working to restore the Carpenters' Cemetery in Lakeland, and honor the 1,262 Brotherhood members whose remains are buried there.

Calling themselves "Carpenters United," the group meets every couple of months to clean headstones, set them upright, and identify stones whose engravings have dimmed. The group includes members of Locals 1905 and 1820, and is led by Jeff Camacho, Humberto Hernandez, Jesse Gleason and Nate Warner.

The cemetery lies about a half-mile from the former Carpenters Home, which opened as a retirement home for Carpenters in 1929, before Social Security and pensions helped UBC members secure their retirements. The home closed in 1976, and the last burial at the cemetery took place in 1982.

Camacho came across the cemetery and began cleaning it a few years ago. About a dozen members typically show up on cleanup days, where work is combined with social time and UBC camaraderie. The group is trying to get approval for a historic marker for the cemetery, and street access to the site.

"It was awe inspiring to see that it is all UBC carpenters buried there," Camacho said. "It's part of history and there's nothing like it anywhere else. We're wanting other carpenters to come see this."

The groups efforts "make me

proud," said District Vice-President Dennis Donahou. "Not only are they paying respect to those who came before us, but they are strengthening the union. When we get together for activities such as this, we embody the UBC attitude that the men who are buried here dedicated their life to."

Hernandez added, "I feel I owe something to these brothers. They

paved the way for us." In honor of those whose final resting place he is helping to restore, Hernandez wrote this poem:

*In Florida 1262 Carpenters Lay
Paved the Future you have today
Side by side
Brothers rest with pride
Because they know
Our craft will never Die.*

**It's part
of history
and there's
nothing like
it anywhere
else.**

Wounded Warrior Gets Keys to a UBC-Built Home

The UBC continues its partnership with the Jared Allen Homes for Wounded Warriors (JAH4WW) foundation, with the latest success coming in Forney, Texas. There JAH4WW teamed up with members of the Central South Carpenters Regional Council (CSCRC) to purchase and remodel a mortgage-free, 100-percent handicapped-accessible home for Navy Corpsman Thomas Henderson and his young family.

JAH4WW founder and former Chicago Bears football star, Jared Allen, personally handed the keys to Corpsman Henderson. Allen was joined by CSCRC Executive Secretary-Treasurer Jason Engels at the key ceremony and final walk-through of the home with Corpsman Henderson, who was critically injured in an explosion on July 4, 2010, while on patrol in Afghanistan. It was a week before his 21st birthday.

Greater Dallas Construction handled general contracting services and East Star Design supplied the architectural services to transform the home. UBC member Will

McFarlin served as Lead Carpenter on the job, where work began in late December 2016 and was completed in May 2017.

The home includes 36-inch door openings; a master walk-in closet addition; removal and relocation of several windows and doors; installation of an accessible-height oven and range-top; bathroom modifications; front and rear entrance ramps; and landscape modifications.

"We are proud to be associated with this project, and are honored to help Corpsman Henderson attain the maximum potential for a great quality of life in a safe, supportive environment," Engels said.

Since its inception in 2009, JAH4WW has completed handicap-accessible homes for eight injured U.S. military veterans, and is in the process of building several more across the country in 2017. Several UBC regional councils have participated in JAH4WW projects, and the Brotherhood became an official ongoing partner with the foundation at the union's 2015 convention.

DISTRICT SPOTLIGHT



*UBC Local 1588
member installing new
insulation*



Growing Market Share in the 21st Century

Growing market share and expanding into new and innovative sectors requires openness to new concepts and willing partners. With the high cost of home heating, it should come as no surprise that homeowners and businesses are seeking alternatives to lower heating costs and improve energy efficiency.

The UBC in Cape Breton, Nova Scotia, has partners with Ecohome Insulation Systems, a family-run business specializing in a new spray foam product that provides several benefits that can reduce heat loss.

Although most of their work is currently in the residential sector, this contractor is keen to take on more commercial work. The company has worked on several large commercial projects

across Cape Breton, including the Hampton Inn, Cabot Links golf resort, Marine Atlantic North Sydney Ferry Terminal, and the Port Hawkesbury Courthouse, to name a few.

Proud to support union labour, the owner of the company says union members work on both residential and commercial jobs. Gord Jacobs, UBC Regional Manager in Cape Breton, says the company is one of three signatory insulation contractors with Local 1588 and the Local works closely with the company to supply any training needs the contractor requires.

This is an example of how the UBC is always growing and developing the necessary skills for its member's to taken advantage on new construction techniques and solutions in the 21st century.

New Hamilton Millwright Training Center Producing Results

The new state-of-the-art UBC Millwright Training Center in Hamilton, Ontario continues to provide the apprentices and journeypersons of Local 1916 with the competitive advantage. The 10,000 sq. ft. facility is the largest millwright training facility in Ontario, with classrooms, offices, meeting rooms and a large training area that provides UBC members with the hands-on training and instruction that distinguishes a UBC trained millwright in the field.

The facility offers UBC millwright apprentices a unique training opportunity. A seven-day training program has been developed for all new apprentices before



New Canadian Workers Monument Unveiled in Ottawa

It was a beautiful afternoon in Ottawa on May 16, 2017, for the unveiling of the Canadian Building Trades Monument – a testament to the work tradespeople do across our country and to honour those who lost their lives in the workplace.

Designed by renowned sculptor and long-time Nova Scotia College of Art and Design instructor John Greer, the monument was revealed to a crowd of government officials, invited guests, and union representatives from various trades, including Canadian District Vice-President Jim Smith (who has since retired) and the ACRC executive committee.

The monument features two 3-metre high plumb bobs – a building tool dating back to ancient times – standing atop a floor of Cambrian Black granite. Coined “Standing Together” the artwork is a tribute to the construction industry and a reminder of the detailed work of men and women who build incredible structures – all starting with a basic tool in their hands.

Canada's Building Trades Unions (CBTU) and its affiliated unions raised most of the funding for the \$1.3 million monument, which is situated in Major's Hill Park and overlooks the Ottawa River towards the Parliament buildings.

Robert Blakely, Chief Operating Officer of the CBTU, said the monument “is about men and women who build Canada today and [will] build it in the future” and is dedicated to the people of Canada.

“CBTU is proud to offer this monument as a gift to all



Canadian Prime Minister Justin Trudeau unveiling new workers monument on May 16, 2017.

Canadians,” Blakely said.

“This was a long time coming, we have worked hard and long to create a national monument in Canada's Capital that will celebrate the contributions made to society by the women and men who work in the building and construction trades and commemorates the losses they have endured in carrying out their work.”

Surrounding the site is a series of granite benches, each engraved with a tool that represents the trades.

Deb Romero, Executive Secretary-Treasurer of the ACRC, remarked it was a proud moment to bear witness to the unveiling and to honour the work of tradespeople across Canada.

“It was special to acknowledge how much skilled tradespeople do to improve the communities where they live and work every day,” Romero said. “I was proud to be part of that.”

they are dispatched to signatory contractors. These apprentices learn the significance of being a UBC millwright and the importance of providing UBC contractors with the best jobsite productivity and attitude.

The facility provides training in rigging and hoisting, preparing and management for work in confined spaces, slab/rough terrain forklift and propane handling. The facility has a new 10-ton overhead crane that will enable members to obtain crane certification for various industrial plants. The purchase of additional training equipment was made possible due to the training fund that the Millwright Regional Council of Ontario negotiated in recent collective agreements.

The training facility is also helping to increase UBC market share by offering training programs such as Hazard Analysis Critical Control Points. This program will certify UBC millwrights to identify possible food and safety hazards that would deem a good product unsafe for consumption. The program also teaches UBC millwrights to develop the action steps needed to address potential problems. Local 1916 recognized that it is very important that its millwrights are HACCP certified for our signatory contractors so they are able to pursue new opportunities and markets in the meat, poultry, dairy and bakeries sectors.

Profile Amanda Leggette – A Second Generation Carpenter and UBC Leader.

Growing up in Innisfail, Alberta, on an acreage gave Amanda Leggette an opportunity to be hands-on in tasks and chores around the yard. You could either find her riding horses or working on projects with her dad, a car-



pen-ter at trade. She was highly influenced as a child by her twin aunts – they showed her how women can be strong, independent

and successful in anything they put their minds to.

Amanda's dad, who has been a carpenter all his life, was the one who introduced her to the UBC. Shortly after she turned 18, he helped her join Local 2103 in Calgary, Alberta, and even loaned her his tools until she could purchase her own. She achieved her Journeyperson Scaffolder certificate while working in Northern Alberta, before coming to work at the CO-OP Refinery in Regina, Saskatchewan, in 2011. This job aided in making the decision to move to Saskatchewan permanently and join Local 1985.

Since moving to Saskatchewan, Amanda has been elected the first female executive position for Local 1985, elected as a Regional Council Delegate and has taken on the Saskatchewan co-chair role for the Sisters in the Brotherhood Committee. She has been a strong advocate for barrier elimination for women in trades, strength, unity and retention of all members. In April, 2017, Amanda took the next step in her career and became a Business Representative for the Prairie Arctic Regional Council. Her strong drive, positive attitude, industry experience and lessons learned from her father are an asset to the future of the United Brotherhood of Carpenters.



UBC Pile Drivers Impact Economic Development

When called upon, UBC Pile Drivers Local 2404 in British Columbia stepped up to help get a major economic driver in the local community quickly rebuilt.

Squamish Terminals is a deep-water, break-bulk terminal located 32 nautical miles north of the Port of Vancouver. With an intermodal transportation infrastructure (including access to rail, ocean and highway), Squamish Terminals efficiently handles cargo bound for North America and around the world.

On April 16, 2015, the Berth 1 creosote timber wharf (East Dock) caught fire. Pile Drivers, Divers Local 2404 members quickly mobilized to the site utilizing marine derricks and clam buckets to remove the deck so that firefighters could douse the flames.

Fraser River Pile & Dredge (GP) Inc., a UBC partner contractor, was then contracted by Squamish Terminals to build a steel and concrete replacement for the East Dock, including soil densification for the wharf footprint, installation of 124 pipe piles, supply and installation of 225 pieces of precast concrete, the cast-in-place deck structure and all of the support structures, such as tie-up dolphins, final gangways and catwalks. At peak 40 members of Piledrivers, Divers Local 2404 worked at the site.

In late 2016, Squamish Terminals opened its newly constructed East Dock with the headline, "New Dock Completed On-time and On Budget" thanks to the highly trained and professional pile drivers, whose hard work ensured that this important economic contributor to the Squamish area was able to quickly get back up to full operations.

Indigenous Partnerships Critical to Future Projects

The UBC in British Columbia has partnered with the Haisla First Nation and the Kitimat Valley Institute to provide introductory scaffold and scaffold apprenticeship training for the Haisla First Nation since 2012.

UBC signatory contractor Steeplejack formed a partnership with the Haisla First Nation. This partnership provided scaffolding and scaffold services on the KMP project requiring over 100 UBC scaffolders. The British Columbia Regional Council also committed to providing the pre-employment and safety training for the Haisla, helping to provide access to a career in scaffolding and become successfully employed on the project.

Two 'Introduction to Scaffolding' classes were conducted in conjunction with Steeplejack at the Kitimat Valley Institute (KVI), a non-profit organization that provides training opportunities for local First Nations and the community. Most participants had an opportunity to work on the project and approximately 50 percent became UBC scaffold apprentices.

The Kitimat Modernization Project employed an average of 500 UBC carpenters and scaffolders from numerous signatory contractors. "We met and maintained our target of 30 percent apprentices and 15 percent local and First Nation hires," says Mark Derton, President of the BCRCC. "The majority of First Nations were Haisla members working as scaffold apprentices for Steeplejack. These Haisla apprentices exceeded over 30,000 hours of combined work experience and earned more than \$1 million in wages and benefits." Building on this success, the BC Provincial Government in 2016 contributed nearly a quarter million dollars for a scaffolds training program to be delivered by the UBC at Kitimat Valley Institute.

"KVI is very excited for the opportunity to work with the Haisla Nation and the UBC to provide a place for the training to occur," says Sherrie Little, CEO of Kitimat Valley Institute. KVI also made a significant investment with the purchase of a separate facility on the campus site for scaffold training. In addition, Brock Canada (formerly Steeplejack) gave a substantial donation of scaffolding materials for the training program.

In March of this year, the UBC conducted an 'Introduction

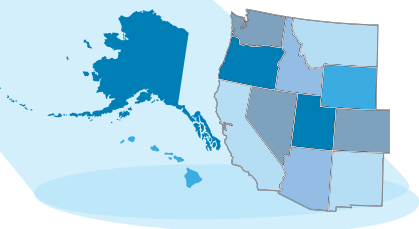


to Scaffolding' course and safety training at KVI to assist in identifying future scaffold apprentices in anticipation of LNG Canada making a positive announcement on their final investment decision for their proposed multi-billion dollar LNG export facility in Kitimat. Shell, an LNG Canada joint venture partner, said it still sees the project as an opportunity to bring Canadian gas resources to a global LNG market.

"We are ready to deliver the UBC scaffold apprenticeship program at KVI in Kitimat," says scaffold instructor and Local 1370 representative, Mike Andrews. "Recruiting, preparing, and providing ongoing training will best ensure that a local workforce will be available, making the LNG Canada project a true success." The project will employ thousands of trades people and hundreds of scaffolders during construction. Once in service, scaffolders will play a significant role in the upkeep and maintenance of these enormous facilities. Ongoing maintenance will provide local scaffolders with employment opportunities for decades to come.

With proposed industrial development planned for the Kitimat area, scaffolding will be a growth industry in need of qualified journeypersons and apprentices. By providing a trained and qualified local workforce, the BCRCC is positioned to meet the demands of industry, create employment and career opportunities, support local businesses, and sustain communities.

DISTRICT SPOTLIGHT



New Bridge Changing the Skyline At the Port of Long Beach

Members of the Southwest Regional Council in Southern California are a key part of the crew building the replacement for the Gerald Desmond Bridge in Long Beach. The five-year, \$1.5 billion project is set to complete in 2018.

UBC piledrivers have worked on the project and all post-tension layout is being done by UBC carpenters. Using five-man crews, 235 yards of concrete have been poured by UBC concrete carpenters every month at the site.

Some 300,000 cubic feet of concrete will be poured and 90 million pounds of steel will be erected upon completion.

The six-lane Desmond bridge deck will be the highest in the U.S., at more than 200 feet, to accommodate the biggest of the cargo ships that use the Port of Long Beach. In addition, with two towers reaching 515-feet, the 1.5 mile span will be one of the tallest cable-stayed bridges in the U.S. The contractor for the project is A Shimmick, FCC, Impregilo (SFI) Joint Venture.

In Northern California, a Perfect Trifecta

When horserace fans pick the top three finishers in a race, they win the trifecta. On the evening of June 13, members of Carpenters in Action (CIA) in the Northern California Regional Council went one-two-three, unanimously winning project agreements in three Bay Area communities.

Brentwood Library

Local 152 members and CIA activists were key to unanimous passage by the Brentwood City Council of a Project Stabilization Agreement (PSA) for construction of a new \$12.2 million public library. The agreement includes a commitment to hire locals, residents and veterans.

Brentwood Republican Mayor Bob Taylor was a staunch supporter—and Councilmember Erick Stonebarger voted for the agreement after having opposed a similar agreement when the town built a new City Hall in 2009. That project finished \$30 million under budget, with the savings used to pay for a new city parking garage.

Apprentice and local resident Jaime Rodriguez testified at the City Council meeting. A Marine Corps veteran who came through the Helmets to Hardhats program, Rodriguez told the city council the agreement “will bring good jobs into this community, especially for vets like myself.”

In Brentwood, “we deliberate and



we do things right,” Mayor Taylor said. “I’m proud of all these workers. We’re going to have a drop-dead gorgeous library.”

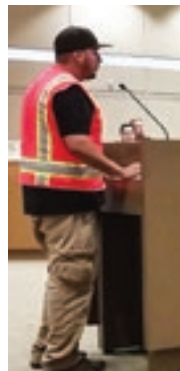
Concord Citywide PLA

Twenty-five miles away, the Concord City Council voted to build all city projects worth \$750,000 or more, over the next five years, under a PLA. The unanimous vote had widespread public support and came despite opposition from the anti-union Associated Builders and Contractors (ABC).

According to city staff, the PLA will cover three-to-five city construction projects every year. The big prize, which is excluded from this agreement because the City is in separate negotiations with the developer, will be the development of the old Concord Naval Weapons Station. “This PLA will be a great precedent for that project,” said Councilmember Tim Grayson.

Carpenter volunteers making a difference.

Below: Jaime Rodriguez, who came through the Helmets to Hardhats program, testifies before the Brentwood City Council



“Concord is composed of lots of hard-working men and women,” Grayson said. “It’s a labor town. I know that PLA stands for Project Labor Agreement, but for me, the P is for prevailing wages, the L is for local hire, and the A is for apprenticeship. That’s the way I understand it, and that’s what I want for Concord.”

Multi-Family Residential in San Francisco

The final horse to come in was a huge multi-family residential project in San Francisco’s Mission District, approved unanimously by the Board of Supervisors with a crowd of more than 40 CIA members in the audience. The project will provide 196 market-rate and 136 below-market rate units.

“The credit for this huge win goes to the members,” said Adrian Simi, Lead Organizer for Local 22. “We had aggressive organizing on the street long before this project got to the bidding process, which gave us a seat at the table. And as usual we were engaged with the Planning Commission and the Board of Supervisors from the beginning.

“This was an extremely complex process, involving a lot of community input, and the Carpenters are increasingly seen by developers and political leaders as problem solvers,” said Simi.

In Accident's Aftermath A UBC Spouse Straps on Her Tools

Twenty months ago, Jared and Heidi Dorsey and their four children were much the same as any UBC family. An active member of Local 547 in San Diego since 2002, Jared worked as a concrete foreman. Heidi ran the household and the kids' busy lives. In their mid-thirties, they weren't wealthy, but they managed with the help of a UBC wage and benefits.

That all changed when Jared was severely injured in a motorcycle accident in December 2015. His left leg was amputated below the knee, drastically changing his life and career.

Jared, a big, strong man whose nickname is Shrek, is still on a hard road, trying to return to health and regain the ability to fully support his family. He has had work as a jobsite safety supervisor, but his recovery has been slowed due to infections and he has been hospitalized numerous times. It took ten months instead of the usual three for his leg to be ready for fitting with a prosthetic.

"I went back to work as soon as I could, but it's so different now," Jared said. "Everything takes longer—getting dressed, walking, being on my feet and maintaining my leg and prosthetic through the day. As a father, I think about the future and I worry. I don't want my family to suffer."

Meanwhile, Heidi has stepped up—in a big way. Just under a year ago, in an all-out bid to keep the family afloat, she joined the UBC as an apprentice. She knew that a minimum wage job wouldn't cut it; nor would her training as a dental assistant.

"We've been fortunate to have help and contributions from the union, UBC members and our family since the accident," Heidi said. But with steady income suddenly unreliable, "I needed to work—and we needed to continue the benefits that the union had supplied us with all these years."

Southwest Regional Council Executive Secretary-Treasurer Randy Thornhill encouraged Heidi to find a

niche in Interior Systems, working as a drywall taper.

"I admit I was extremely scared at first," Heidi said. "But I know the union and what it provides. I've been taking

Jared to foreman meetings, so I began spending more time with him and his work buddies, and they have been the best mentors.

"I did this for my family because I had to, but in the process, I've become a different, stronger person."

Jared and Heidi continue to face daunting challenges. They weathered the 2008 recession, so they know that work and, now, health, are never guaranteed. What is sure is how central the UBC is in the Dorsey's lives.

"The union has been like a second family," Heidi said. "It's our way of living and our support."



The UBC is central to the lives of Heidi and Jared Dorsey.

Hawaii Carpenters Take Action To Secure Work at Ho'opili Project

Union carpenters played an integral part in an 11-year battle, fighting through countless debates and court challenges, until victory finally came when Hawaii's largest master-development project in decades began construction.

The project, named Ho'opili and developed by D.R. Horton on Oahu, is estimated at \$4.6 billion. When completed it will include 11,750 homes, five public schools and approximately 3.5 million square feet of commercial space.

The battle for Ho'opili went all the way to the Hawaii Supreme Court, where opponents claimed that the project's proposed land use was inconsistent with the Hawaii State Plan and violated the State Constitution.

The Supreme Court ruled that it was proper and valid for the state Land Use Commission to

reclassify 1,525 acres of land for the project from agricultural to urban.

The Hawaii Regional Council of Carpenters stood by Ho'opili during its marathon entitlement process. Members spoke passionately at countless hearings, held signs at rallies, and supported the union's political action activities to ensure that elected officials understood the importance of allowing the project to proceed.

"Tract home residential projects have been missing from our market for the past six years, and the ability we will now have to combine work hours from high-rise concrete construction with residential tract development will give our contractors and members more opportunities in the future," said Ron Taketa, Executive Secretary-Treasurer for the Hawaii Regional Council of Carpenters.

First Period Apprentice Larry Mays Saves a Life

Thanks to his UBC training, apprentice carpenter Larry Mays was ready to take action when an older man collapsed in a store where



Larry Mays

they were shopping. Mays, a member in the Pacific Northwest Regional Council, had just completed his first aid and CPR course the week before at the training center in Kent, Washington.

"I looked around and no one seemed to know what to do," said Mays, "So I did as I'd been taught."

Alert. Assess. Attend.

Mays quickly took charge of the situation. He asked someone to call 911, find a first aid kit, and then, as the man turned blue, he asked bystanders for help with CPR. Another customer stepped up and while Larry did chest compressions, she performed mouth to mouth resuscitation. As the man began to breathe on his own, Larry put him in the recovery position, but he had to start CPR two more times before the paramedics arrived. The paramedics motioned for him to continue CPR as they quickly set up their equipment and then took over.

Mays and the other Good Samaritan were recently presented with life saving awards from the Tacoma Fire Department, with the man whose life they saved in attendance.

Members Battle in the States Over Fair Wages, Union Rights



Missouri Carpenters gather petition signatures as part of the battle against right-to-work.

Elections have consequences.

That is why so many UBC members work hard during political campaigns and stay active in government, day in and day out. It is the best way to uphold the fair workplace standards, including decent wages and safety, that we and our communities need.

Construction workers in UBC regional councils, and members of our Carpenters Industrial Council, see the results all around us of the anti-worker tide that has rolled through our local, state and federal governments.

Bankrolled by special interests like the anti-union Associated Builders and Contractors (ABC) and others, state governments have turned more conservative—and are attacking the standards that helped build the middle class. In state after state the attacks are driven by anti-worker groups with an ideological “to-do” list, not by any factual demonstration of cost savings.

Prevailing Wage and Davis-Bacon

Prevailing wage laws at the state and local level ensure that construction workers on public projects are paid wages and benefits that “prevail” for similar work in a given area. The Davis-Bacon Act protects fair wage standards on federal construction projects. These laws uphold area standards and help prevent bottom-dollar contractors from producing unsafe public buildings without producing any economic benefits.

Right-to-Work

Anti-union employers and their supporters have always fought tooth-and-nail to try to roll back workers’ rights to form effective unions and negotiate wages, benefits and working conditions. “Right-to-work” laws do just that, and 28 states have them.

Right-to-work drives down wages and benefits, and worsens safety standards and poverty.

UBC members in many states have faced down attempts in recent years to repeal prevailing wage laws and

enact right-to-work. The results have been mixed, with battles won and lost (see map). Here are a few examples of recent and ongoing campaigns.

Victory in New Hampshire—for now

New England Regional Council members helped to beat a right-to-work effort when the New Hampshire House of Representatives soundly rejected a bill in February. Testimony was especially powerful from apprentices, who persuaded lawmakers by showing how union membership and training had turned their work lives into careers, said NERCC Political Director Steve Joyce.

The Council’s grassroots campaign included countless calls and visits to the State House by members, who helped turn a pessimistic outlook into victory—despite the fact that the entire state government went under Republican control in 2016. The issue is off the table for at least two years.

“A lot of people felt this was the year that right-to-work would finally win, but we and our members

resolved we weren’t going down without a fight,” said Joyce.

Double Threat in Missouri

Members of the St. Louis-Kansas City regional council face attacks in both the prevailing wage and right-to-work arenas—attacks that have intensified since the election in 2016 of Gov. Eric Greitens.

This year Greitens signed a bill passed in the legislature to enact right-to-work. The UBC council, along with the We Are Missouri coalition, has been gearing up to pass a ballot referendum that would let voters decide whether to overturn right-to-work.

TV ads, door-to-door canvassing and letter-writing have all been part of member action, according to Council Political Director Joe Hudson and Assistant Director Mark Dalton.

The council is also leading the Protect Missouri Families coalition in its effort to save the state’s prevailing wage laws. The legislature is expected to take up that issue in 2018. “Our

members have been so engaged,” Hudson said. They understand the seriousness of what is happening to them.”

West Virginia: Bitter Losses Lead to Surge in Involvement

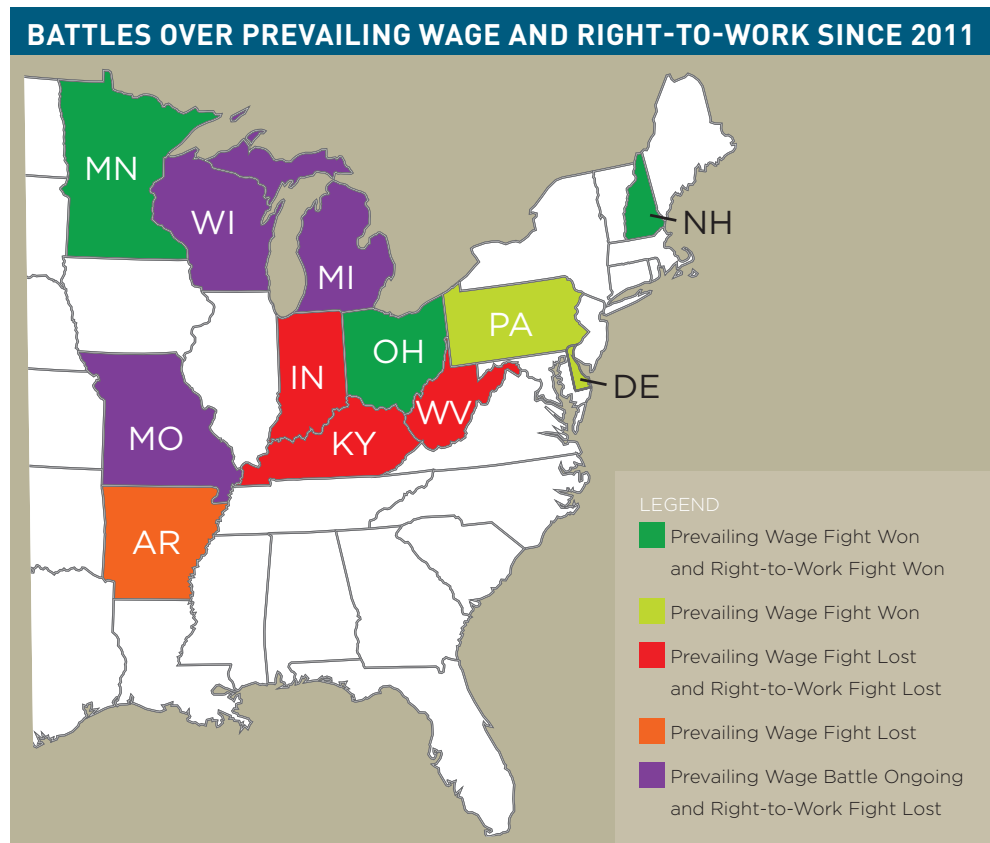
Members of the Keystone-Mountain-Lakes (KMLRC) regional council battled hard as part of a huge labor-wide campaign, but ultimately the state legislature passed right-to-work and repealed the state’s prevailing wage law in 2016.

Another anti-worker wave is expected in 2018, when the legislature will take up a “paycheck protection” bill to curtail dues check-off for political action. KMLRC members and the council’s Voter Activation Network will again deploy to knock on doors and make phone calls against this all-out campaign to try to silence workers’ voices.

“The good news is that these attacks on workers caused a huge surge in involvement and in union members deciding to run for office,” said Ian Heinz, the council’s deputy political director. Five UBC members ran, and two were successful: KMLRC Representative Scott Brewer was elected to the West Virginia House of Representatives, while Glenn Jeffries won a seat in the State Senate.

Wisconsin Faces Prevailing Wage Repeal

In 2015 the Wisconsin state legislature voted both to enact right-to-work and to abolish prevailing wage protections on local projects. The prevailing



wage provision took effect in January 2017. Now the Republican-majority legislature is considering a full repeal of the state’s prevailing wage law.

North Central States regional council members have made more than 6,000 calls in targeted districts, urging representatives to vote no on the repeal. In addition, a coalition of 500 contractors opposes repeal, and the Wisconsin branch of the American Legion veterans’ organization has come out against repeal, noting

that repeal would drive down wages for veterans working in construction. (see box).

“Before the national groups like Americans for Prosperity came in, there was no demand for changes to prevailing wage,” said Mark Reihl, North Central States Political Director for Wisconsin. “That is what tells you that this is driven by ideology. This is an issue where it seems that, for many of our representatives, facts don’t matter.”

How the Prevailing Wage Impacts Veterans

Vets make up 5.8 percent of the U.S. workforce, but 6.9 percent of blue-collar construction workers. Apprentices from the military will be an important source of construction labor as the industry grows. Good state prevailing wage laws help veterans by:

- increasing their annual incomes by seven to 10.7 percent;
- decreasing poverty by up to 31 percent among vets working in construction;
- supporting more than 7,700 veteran-owned construction firms that would go out of business if the laws were repealed.

Source: “The Impact of Prevailing Wage Laws on Military Veterans: An Economic and Labor Market Analysis.” 2016.



BRINGING UBC EXCELLENCE TO THE FRONT LINES

The UBC's Department of Education and Training (DET) is earning high marks for its newest program, UBC Excellence: Building Frontline Leaders. One of the first designed specifically for administrative personnel, the program focuses on the delivery aspects of customer service. The course helps participants understand the impact of the services they provide to UBC members, with the ultimate goal to deliver at such a high level that people are inspired to share their experience with others.

"UBC Excellence is focused on developing an attitude of personal responsibility and service excellence that goes above and beyond customary practices," said DET Executive Director Randy Eppard. "The program was created to support the development of a Constructive Culture throughout the UBC, as well as our industry."



Participants of the program:

- analyze their own "customer" base and why we serve those customers;
- discuss the "interconnectivity" of all parties in the UBC network; how the structure of the UBC and its affiliates' service are related;
- learn the essential elements of customer service to equip them with the skills necessary to provide top-level service in every situation;
- acquire and apply communication skills and practice bridging interpersonal communications through a series of innovative situational learning modules; and
- develop their own commitment to service by fashioning their individual branding guideline through analysis of their personal attributes and abilities while defining their own path to being essential to their customers, the organization, and themselves.



North Central States Executive Secretary-Treasurer John Raines said the Excellence program "has had a profound effect on the Regional Council. This program has helped Administrative staff understand that their role is essentially the face of the UBC at every level of contact they have. Staff members have come back with a new view on their importance to the UBC structure and its success. You do not get a second chance at first impressions!"

<p>"My whole perspective of the Carpenters has been changed. The experience at the training was rejuvenating, eye opening, motivating, and educational."</p> <p><i>Amelia Perez, Operational Service Supervisor, Carpenters' Benefit Plans, St. Louis-Kansas City Regional Council.</i></p>	<p>"Being able to know people around the nation that work for the UBC and hear their stories and experiences was very helpful in making me view my day-to-day duties in a different way."</p> <p><i>Priscyla Rodriguez, Administrative Assistant, Pacific Northwest Regional Council (PNWRCC)</i></p>	<p>"It wasn't at all like I expected. I not only learned more about myself, I learned how to deal with others. Along with that, I thoroughly enjoyed learning the dynamics of how to handle and understand different personalities."</p> <p><i>Kellee Voliva, Office Administrator, PNWRCC</i></p>	<p>"The most important thing that I took away from the training was that we matter. Time and time again, we get referred to as "the help." Our jobs are minimized and people (Reps, members, etc.) think our job is just paper pushing. This training helps reassure that this really isn't the case. That our jobs are just equally as important if not more since we are the first impression."</p> <p><i>Dani Plong, Administrative Assistant, PNWRCC:</i></p>	<p>"I enjoyed the training like no other. They made it fun. I took the experience back to work; I now answer the phone with a smile, and it has been great. Of course, you still have a few nasty people on the other end, but the smile makes it easier to deal with. It was also good to hear that we do matter."</p> <p><i>Yolanda Arce-Ramos, Administrative Assistant, PNWRCC</i></p>	<p>"UBC Excellence adds value - not only to our members, but our staff and all of the people they come in contact with; this program is a worthwhile investment in our people and our members."</p> <p><i>Jeff Skillman, Operations Manager, PNWRCC</i></p>
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DET INSTRUCTORS: BUILDING THE UBC'S FUTURE

With more than 15,000 UBC members participating in programs at the International Training Center each year, the DET's busy team of instructors is at the center of the union's effort to change the culture of the industry and maximize leadership skills among members at all levels of their careers.

Led by Senior Program Director Bob Jacobson, the team includes nine full-time and 52 part-time instructors, with 10 part-timers added in 2017 alone. DET instructors deliver a combined 136 programs per year.

Becoming an instructor is a long process that includes required observation, co-training and participation in various DET courses. Instructor Development Coordinator Steve Griffith leads this process, developing and coaching instructor candidates through a series of co-instruct observations, and giving feedback.

Once instructors are qualified to assist in DET programs, Steve continues to observe their presentation skills and provide feedback to help instructors develop to their full potential. To ensure they remain the crème de la crème, instructors participate each year in skill-building courses to learn the latest in technological advances and educational breakthroughs.

"Our instructors are committed to developing themselves and honing their skills in and out of the classroom," said DET Executive Director Randy Eppard.

Training and Technology

DET instructors have a wealth of resources at their disposal, from just-in-time learning on programmatic concepts to developing networks that allow for face-to-face coaching via videoconference. The DET's Learning Library is hosted online

and available to all instructors 24 hours a day, allowing them to develop their individual skills without interrupting other work assignments.

Instructor Resource Coordinator Odie Parkins works with instructors and instructor-candidates to develop their technological skills, both in and out of the classroom. Odie also works to improve current programs and materials, implement new programs, revise dated materials and determine ways to improve program outcomes.

Online Coaching

In 2014 the DET purchased state of the art video equipment and trained key staff on the its use. In 2015 the department produced several instructional videos of instructors presenting DET programs. The videos help new instructors keep abreast of the latest teaching techniques and have made instructor training more efficient and less costly. The use of videos has also expanded opportunities for instructors to provide effective feedback.

In 2017, DET began providing Web-Ex online training sessions on curriculum changes to all instructors, including recordings for future reference. This streamlined approach, which is expanding to new areas, brings everyone up to speed without the costs of an in-person meeting.

Veteran DET instructors coach, train, mentor and evaluate new instructors. The on-boarding process for new instructors includes internal evaluations and coaching, with special training on communication skills. Instructor Surveys have been incorporated into all major DET programs, asking participants to rate their breakout room instructor. Instructors use this data to focus on their performance and continually improve.

"The illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn, and relearn."

Alvin Toffler



FULL-TIME DET INSTRUCTORS

Bob Jacobson
Senior Program Director

Steve Griffith
Instructor Development
Coordinator

Odie Parkins
Instructor Resource
Coordinator

Karl Andraschko
Rick Eppard
Bryan Frise
Brent Jenkins
Brett Michael
Mark M. Brown
Hank Mroczowski
Chip White
Jim Leligdon

BUILDING ENVELOPE CERTIFICATION: Gaining Graduates and Recognition

The Carpenters International Training Fund's Building Envelope (BE) certification program is a prime example of the UBC's focus on preparing members for the most in-demand construction jobs.

"It is easy to see that this program will be a game changer for our industry."

Steve Harless,
Construction Manager,
Swinerton Builders
Healthcare

The program was launched by the CITF in 2013 and is becoming an industry leader. So far 218 UBC members have gone through BE certification programs.

The BE curriculum has been developed with help from top subject-matter experts from the industry—and Building Envelope principles are increasingly being incorporated into architectural plans and building specifications.

Members certified in BE skills are part of construction teams that enclose the interior spaces of buildings to protect the indoor environment and

support climate control.

Focusing on the roof, exterior walls, foundations, overhanging floors, and concrete slabs, BE professionals use specialized techniques that create and protect the building's air barrier, thermal barrier, water vapor barrier and moisture barrier. Properly installed, these barriers protect the building, improve energy efficiency, and provide a healthy and comfortable environment for those who live or work in the building.

The program reached a milestone earlier this year when the National Commission for Certifying Agencies (NCCA) granted accreditation to the first of the BE curriculum's five certification programs—the Certified Building Envelope Technician (CBET) program. CBET training and certification is the **Level 1: Technician** aspect of the BE program.

The program's three **Level 2: Certified Building Envelope Specialist (CBES)** programs—in Air & Moisture Barrier; Thermal

Barrier; and Spray Foam Barrier—are expected to be accredited before the end of 2017.

Level 3: Certified Master Building Envelope Specialist (CMBES) accreditation is expected by July 2018. CMBES certification can be reached only by members who are first certified and current in the three CBES specialties.

Each of the five programs requires a minimum of 36 total hours of classroom education and practical training, and each program culminates with a one-to three-hour written exam. Candidates who pass the exam are awarded a certificate from the Carpenters International Certification Council, as well as a wallet-sized verification card with a QR code, which helps them market themselves in the BE specialty.

BE programs are offered regularly at the UBC's International Training Center. Interested members should contact their local training center for information.



Career Connections

Getting high school students interested in UBC apprenticeships

The UBC's Career Connections program continues to grow as high school-level career and technical education options gain interest among educators, students and their families.

At the program's heart are 145 Outreach Specialists, who present the Career Connections program to schools, mentor teachers and students, and represent the program at public and community educational events. The Career Connections curriculum is used in more than 230 schools in the U.S. and Canada, as well as in UBC Job Corps programs.

This fall the Carpenters International Training Fund (CITF) will introduce two new student and teacher programs for Career Connections at the annual Association of Career and Technical Education (ACTE) national conference.

Introduction to Millwrighting familiarizes students with the millwright occupation and industries

that employ millwrights, and introduces millwright math and tools, with illustrations. The program includes an annotated teacher manual and a resource disk with Power Point presentations on this core UBC trade.

Oxyfuel Cutting and Shielded Metal Arc Welding provides an introduction to and practice in basic welding skills. Welding equipment and weld symbols are a focus of this program's curriculum, which meets a number of American Welding Society guidelines. Safety is a primary emphasis.

Both millwrighting and welding are in high demand in construction and related industries, so it's important to familiarize high-school teachers and students with these critical skills and the available career opportunities.

Other new additions to the Career Connections curriculum are PowerPoint presentations to accompany *One Trade, Many Careers*,

Project Books 1 and 2; Project Book 3 Residential Construction; and Project Book 3 Commercial Construction.

The ACTE national conference is a great opportunity for hundreds of administrators and teachers to learn about UBC apprenticeships and get detailed information about Career Connections. Last year's conference was held in Las Vegas, and 75 conference participants attended a special tour of the UBC's International Training Center to talk with CITF staff and have an in-depth look at Career Connections materials.

At this year's conference, CITF is taking advantage of the increased interest the educational community has shown in the apprenticeship as a viable option to college for many students. CITF's Executive Director Bill Irwin will make a presentation on The Apprenticeship: Lead-up to Lifelong Learning and Career Success.

ICRA Responds to Changing Fire Codes

The UBC's program for Infection Control Risk Assessment (ICRA) Best Practices in Health Care Construction has been highly successful. More than 17,000 members have completed the training since 2004—and kept themselves ready to roll in one of the most in-demand sectors of construction. In addition, 580 instructors have completed the train-the-trainer ICRA course.

ICRA program coordinators at the International Training Center have been working hard during the past year to respond to important changes in national fire codes. In 2016 the Centers for Medicare and Medicaid adopted the National Fire Protection Association's new codes regarding temporary construction barriers.

For ICRA, the changes have brought new connections with companies that manufacture

temporary wall-panel systems to contain dust at an acceptable level relative to the codes. McCain Walls, OES Equipment, and STARC Systems are all working with the CITF to supply regional training centers with the materials to train UBC members on installation of these wall systems. With the addition of the three companies, five different panel options are available.

"As always the goal is to stay on top of our contractors' needs as they perform at a high level in the healthcare construction industry," said CITF Technical Coordinator Jim Vodicka.

The ICRA program continues to broaden its reach by offering an ICRA Awareness course to instructors from other trades. In addition, many UBC instructors and agents teach ICRA principles to architectural professionals.



Scan the Card See the Skills

1. Scan the TVC

Use a QR code reader application on a smartphone to view the records. Don't have a scanner application? Download one for free from your mobile device's App or Play Store.

2. Access the Record

The TVC verifies all current training, certifications and qualifications for a Union Carpenter, which allows employers to verify current membership, and current training, qualifications and certifications by accessing:

- Member name
- Photo (if available)
- UBC ID
- Local Union
- Classification (Apprentice or Journeyman)
- Craft
- Dues paid through date
- Initiation date
- Union status
- Training, certifications and qualifications
- Welding certifications
- Additional certifications and qualifications acquired from a third party

3. Program Security

Our goal is keeping the records of our members accurate and ready for your review.

- All previously issued paper cards are now invalid.
- Once a member requests a replacement card, his or her current QR code is deactivated and a temporary card is issued with a new QR code that will work for 2 weeks. When the permanent card arrives, the temporary card is deactivated and the new QR code becomes active.
- The TVC is mailed to the member's home address with instructions on its purposes and use.
- Cards will not print if the member has an incorrect address in the CITF's records.
- Cards will not have a photo of the member if no photo is on file with the CITF.
- The TVC is more effective when the member's photo is on the card. However, the photo can only be displayed if the member has a photo on file with the CITF. Members can have their photo taken at their local training center.

The UBC's Carpenters International Training Fund (CITF) now provides real-time training, certification and qualification reports for UBC members. The Training Verification Card (TVC) system revolves around a single plastic card featuring a QR code. One scan of the code gives employers an up-to-the-minute report from a database that is updated as soon as a member completes a course or earns a certification/qualification.

4. Understanding the Message

- Training History Not Available** ➤ This is a non-member
- Invalid Code** ➤ Old card or expired temporary card (maybe it was found after receiving the replacement card)
- No Current Training History** ➤ All training has expired



Skill, Productivity, Safety: Global Wrap and UBC Carpenters Team Up to Grow a Trade

In most parts of the U.S. and Canada weather plays a factor in construction, but the shrink wrap product produced and installed by Global Wrap® can be a game changer to keep a project on track even in the harshest environment. And that product is installed by UBC Carpenters.

The shrink wrapping of buildings and scaffolding is a new trade for the Carpenters Union. Global Wrap is the inventor of the shrink wrap system and for over 36 years has led the way in environmental containments. Anthony Seraphin, President of Global Wrap, has been working with carpenter locals nationwide for over five years and is proud that Global Wrap is signatory with the UBC. The shrink wrapping of the scaffolding is now an addition to the erection of the scaffolding. Whether the scaffolding is for new construction, environmental abatements, or work in refineries, shrink wrapping is Carpenters' work. The company also installs temporary dust barrier walls to cordon off areas for concrete pours in the winter.

Global Wrap also developed the shrink wrapping of buildings and the installation of temporary curtain walls, floor by floor. These applications keep the heat in during the winter and the trades working. It is also used in the warmer climate regions to keep the AC in and the rain out. Unlike tarps blowing in the wind, Global Wrap lasts and stays drum-tight, so there are no hidden costs for clients and no need for tarp replacements.

Seraphin says, "Over the last three years I have seen people who have tried to compete with Global Wrap by copying our methods, working on some very high profile union sites, claiming to be a specialty trade... when in fact the Carpenters should be doing this work with Global Wrap."

Seraphin is convinced that the benefits of using union carpenters include their safety training, education, responsibility to the union, and know-how with power tools and their applications. People working out of pickup trucks don't offer the contractor these qualities and the low price tag can become very costly with only one accident.

Together, Global Wrap and the Carpenters Union are building this new trade together.



In today's competitive construction market schedules have to be met no matter the weather, and using Union Carpenters to install Global Wrap helps get the job done.





Carpenters Industrial Council Members See Benefits of UBC Leadership Programs

Just like for construction carpenters, leadership and collaboration make a difference for our industrial members.

The Carpenters Industrial Council (CIC) is the UBC's nationwide council representing members who work in industrial settings all across the United States. Some of the issues industrial workers face are different from those on construction sites. But all UBC members share a common goal: to achieve 70 percent or better market share.

Improving leadership skills is key, at the worksite and in the union. The UBC's Department of Education and Training (DET) created the Industrial Leadership program especially for CIC members.

"A real leader is someone who influences and inspires others to do the right thing, whether it's a couple of guys on the job or the entire organization" said UBC General President Douglas J. McCarron. "We call this

'Transformational Leadership,' and it's what we aim for at the UBC."

Those who participated at this year's Industrial Leadership program were identified by their fellow members as individuals with leadership potential. They included new members and union brothers and sisters with years of experience under their belts.

Sessions focused on the future of the union, but also educated participants on the history of the UBC. They discussed the rich heritage of the Brotherhood, and its dedication to inclusion and activism—to protect, defend, and provide a future for its members.

Learning this background helped initiate new members into the fold and gave them an understanding of

the depth and passion that comes with working in a union environment.

"My goal and the goal of the Carpenters Industrial Council is to use every resource available to us to train and equip a new generation of leaders. Strong leaders who will stop the race to the bottom that the working class in America has become trapped in," stated Tony Hadley, Executive Secretary of the Carpenters Industrial Council.

He continued, "The American Dream is not dead. With knowledge, training, strong determination, and the commitment to strive together, we can rebuild that dream and make it achievable again. I know it's possible because Americans have done it before. And to get it done, we will become Union Strong!"

Transformational Leadership in Action

ORION PRIM attended the UBC's Industrial Leadership program last year. "The whole experience was kind of overwhelming," he said. "I'm so used to big organizations conspiring against my success. For the first time I felt I had a large organization—the union—conspiring for me to succeed."

Prim is a member of Carpenters Industrial Council Local 2761 in McLeary, Washington. He works at Simpson Door, a 105-year-old company making handcrafted wood doors. This is Prim's first union job, though his parents and grandparents worked union in the Midwest before moving to the Southeast, where Prim grew up.

"I've worked in tech jobs for low-wage non-union companies in Florida and Atlanta," Prim said. "We moved to Washington State when my wife and I both lost our jobs in the recession.

"This is a great job for me because I love working with my hands—and I love having a union contract. There

is more mutual respect between management and the employees; what is expected is that you show up and you work hard and not play games. That is comforting."

In the Leadership program, "it was helpful to learn how Labor got from where it was when my grandparents were making their careers, to now, where unions have been losing market share and having to justify our existence."

The program helped Prim ask questions, listen to and understand his coworkers better—and open up discussions that changed the way people felt about their work and the union. On his own three-person window glazing team, the work product, and attitudes, improved thanks to those discussions.

"Without the program I wouldn't have had the cojones to have those conversations, or had the right touch to do them well," said Prim. Local 2761 sent two members to this year's Leadership program.

Prim became a shop steward after the training and serves on Local 2761's negotiating team.

"I'm here and committed to the cause, whatever form or function that takes."



Industrial Sisters Build the Union and Help Their Communities

Sisters in the Brotherhood (SIB) committees are growing throughout the union, including in the Carpenters Industrial Council (CIC), which represents U.S. industrial workers.

CIC-SIB committee members work to increase membership in their local unions by educating new employees at their worksites about the union, inviting them to join the union and mentoring new members.

The CIC-SIB committees also make the union's presence felt in their communities; volunteering at senior centers, helping out at nursing homes, and participating in events like Martin Luther King Day parades. They also raise funds for toy drives, school supplies, and meaningful causes such as "Bedz for Kids," and "Going Bald for the Cause".

Industrial SIB committees are up and running in several states

LOUISIANA
Florien, Local 3094
Lou Brown, Chair

Oakdale, Local 3101
Shanta Wilson, Chair

Haynesville, Local 2345
Julianka Robinson, Chair

MISSISSIPPI
Vicksburg, Local 2285
LaQuetta Brown, Chair

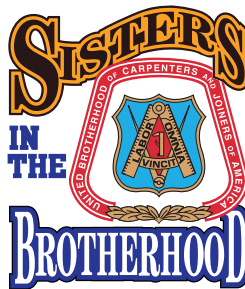
Taylorsville, Local 2086
Betty Harper, Chair

KENTUCKY
Louisville, Local 2501
Rebecca Wilson, Chair

OREGON
LaGrande, Local 2780
Brandi Dutton, Chair



Local 2780 Sisters Committee members Ann Copley and Kathy Zemke participate in community service work at a Senior Center in Elgin, Oregon.



Visit www.carpenters.org and click on About the UBC to learn more about Sisters in the Brotherhood.



SAVE THE DATE

AUGUST 26-29, 2018

SISTERS IN THE BROTHERHOOD CONFERENCE

INTERNATIONAL TRAINING CENTER, LAS VEGAS



More information is coming soon!

www.carpenters.org

facebook.com/UBCSisters





Grassroots Efforts Bring Results Against **PAYROLL FRAUD**

The fight against payroll fraud occurs at the federal, state, local and jobsite levels. Unscrupulous employers gain an unfair bidding advantage of up to 30 percent by misclassifying workers, paying off the books, and running other scams. They skirt rules on workers' compensation, unemployment insurance, payroll taxes, wages, and overtime.

The UBC leads the effort to give legislators and officials the tools to crack down on fraud. Nearly three dozen states have improved laws and enforcement, and recaptured tens of millions in lost revenue.

Some examples of how our members and regional councils are fighting fraud:

District of Columbia: Holding Contractors Jointly Responsible

Carpenters with the Keystone + Mountain + Lakes Regional Council worked with the D.C. City Council to enact a law, The Wage Theft Prevention Act, that holds contractors jointly responsible when their subcontractors and labor brokers engage in fraud.

The contractors try to use the subcontracting relationship to shield themselves against liability. When law enforcement takes action, contractors simply find another cheater to break the law.

Contractors are jointly liable under the new law, whose steep penalties include back pay and attorney's fees. The law also allows private lawsuits, including class actions.

Since 2015, upper tier contractors using law-breaking subcontractors have paid six figure settlements. Numerous other court cases are pending, with outcomes expected to get larger.



Hawaii: Big-Time Cheaters Slapped With Big Fines

When the swanky new wing of Ala Moana Shopping Center opened in 2015, the Hawaii Labor Department announced that 28 contractors and subcontractors on the project were violating the law by not paying unemployment taxes. Using information gathered by field staff of the Hawaii Regional Council of Carpenters (HRCC), the state slapped several contractors with fines totaling up to nearly \$100,000.

Acting on another tip from the HRCC, the state investigated a Waikiki hotel project. They found that Texas-based R&R Construction Services had misclassified 65 construction employees as independent contractors—and avoided paying unemployment contributions, workers compensation, temporary disability and prepaid health care insurances. R&R Construction Services was fined over \$1.1 million.

Keeping up the pressure, the HRCC persuaded the legislature and governor in 2016 and 2017 to increase penalties and improve procedures for fining law-breakers.



Juan Tavares stood up for justice for fellow carpenters.

Massachusetts: A Former Violator Goes Union

Force Corp. and its labor broker, AB Construction, first got the attention of the New England Regional Council when they were awarded the wood framing subcontract on two dormitory buildings at a private school near Boston. Problems emerged soon after construction started.

Workers were required to buy power tools and safety equipment from the company, and were paid monthly, with their first checks held for four weeks. Force Corp. compelled them to work 60-hour weeks, paid at straight-time rates of \$14 - \$17 with no payroll deductions.

A carpenter on the job, Juan Tavares, began talking with others at the site about how they were being treated and how to bring about change. He kept meticulous records of the number of workers on site, their hours, and the directions given them by Force Corp. foremen and superintendents. Eventually Tavares and four other workers signed wage and hour complaints with the U.S. Dept. of Labor (DOL).

DOL found that Force Corp. and AB Construction were "joint employers" and ordered them to pay \$2.4 million in back wages to 478 construction workers, along with other penalties.

The principals of Force Corp. later decided to change their business model, operate legitimately, and become union contractors.

Tennessee: Labor Broker Pays Stiff Penalty for Comp Abuses

Labor brokers often pay employees off the books to hide payroll from workers' compensation insurers to lower their premiums. The Mid-South Carpenters Regional Council, along with fair contractors, responded by helping to enact a law that imposes stiff civil penalties for workers' comp fraud.

At the University of Tennessee's taxpayer-funded Strong Hall project in Knoxville, JAC Jack Construction was the labor broker for interior systems subcontractor Proffitt & Sons. JAC Jack paid its workers by check, without tax deductions. UBC members exposed the abuse with a protest banner at the university.

The Bureau of Workers' Compensation investigated and applied the new law. They concluded that JAC Jack had concealed information "in an effort to avoid payment of proper workers' compensation insurance premiums." Faced with overwhelming evidence, JAC Jack agreed to a penalty of \$336,897.



see the video
at www.payrollfraud.net



INSTALL and Helmets to Hardhats: A Winning Team

After his stint in the Marines from 2006 to 2010, including a tour in Iraq, Derek Palase took odd jobs without much career promise. But that all changed for the New Jersey resident last year, when a fellow veteran clued him in about Helmets to Hardhats (H2H), the 15-year old program that connects vets with training and jobs in construction.

Palase filled out an H2H application and started a process that has changed his life. Thanks to the UBC's INSTALL flooring industry alliance and training program, Derek is halfway through his first year of apprenticeship and on his way to a solid career as a floorlayer.

Palase is now a member of Local 251, the Floorlayers local within the Northeast Regional Council of Carpenters. Council Representative Frank Koch helped Palase find work with NorthEastern Floors, based in West Berlin, New Jersey.

For Justin Snyder, a Marine from 2013 until earlier this year, the career-search process was even more seamless. He learned about H2H during his Marines transitioning course, and filled out his application even before his discharge.

"They make it easy," Snyder said. "You can search through the H2H referrals in the state where you want to work, and see what is available in different trades. I had always wanted to learn floorlaying; it's a good skill to learn and I don't like sitting behind a desk."

Snyder is a member of Local 1382, part of the North Central States Regional Council of Carpenters. He is a member of the floorlaying crew at Palmer Soderberg of Rochester, Minnesota, and has worked on projects in Wisconsin; at The Mayo Clinic in Rochester; and at a local elementary school.

"I'm enjoying the work and the company," Snyder said. "The people have a good work ethic and there is a lot of work to be done so I'm not looking for things to do; we're always busy."

Palmer Soderberg Superintendent Tom Sexton is happy with Snyder's work—and the military connection. "He is respectful and eager to learn, he's on time and ready to go," Sexton said. "I think it has a lot to do with what he learned during his time in the service."

The Brotherhood has long partnered with H2H, but INSTALL has taken a special interest in the program, said John McGrath, INSTALL's director.

"It's Helmet to Hardhats on steroids," McGrath said. "We started in April 2016 with the goal of bringing in one veteran per month for the year. That would have been eight vets—but we ended 2016 with 19, and we hope to go a lot higher this year."

McGrath receives H2H applications nearly every day. He reaches out among the applicants to recruit for INSTALL, and calls those who reply, to explain the program and offer help with the process.

"I wish I had known about it sooner," Palase said. "John McGrath had my back and told me exactly what to do. He is the bridge and he's good at what he does."

"I love it," Palase said. "Honestly, it reminds me of the military. Everyone is together." It doesn't hurt that, as a UBC member,

Palase is earning good money and has a career path. "You won't get that anywhere else," Palase said.

For a week every two months Palase trains at the UBC training center in Hammonton. The rest of the time he installs hardwood at venues like the historic Palestra arena at the University of Pennsylvania, and at Wells Fargo Arena, the home of the Philadelphia 76ers.

NorthEastern Floors, owned by Bob Fenton, has been a UBC signatory since 1998.

When Koch told Fenton about H2H, "it piqued my interest because my father was a Vietnam veteran and was later in the Operating Engineers. He got his first opportunity from another veteran. I've always had a lot of respect for guys who were both military and union."

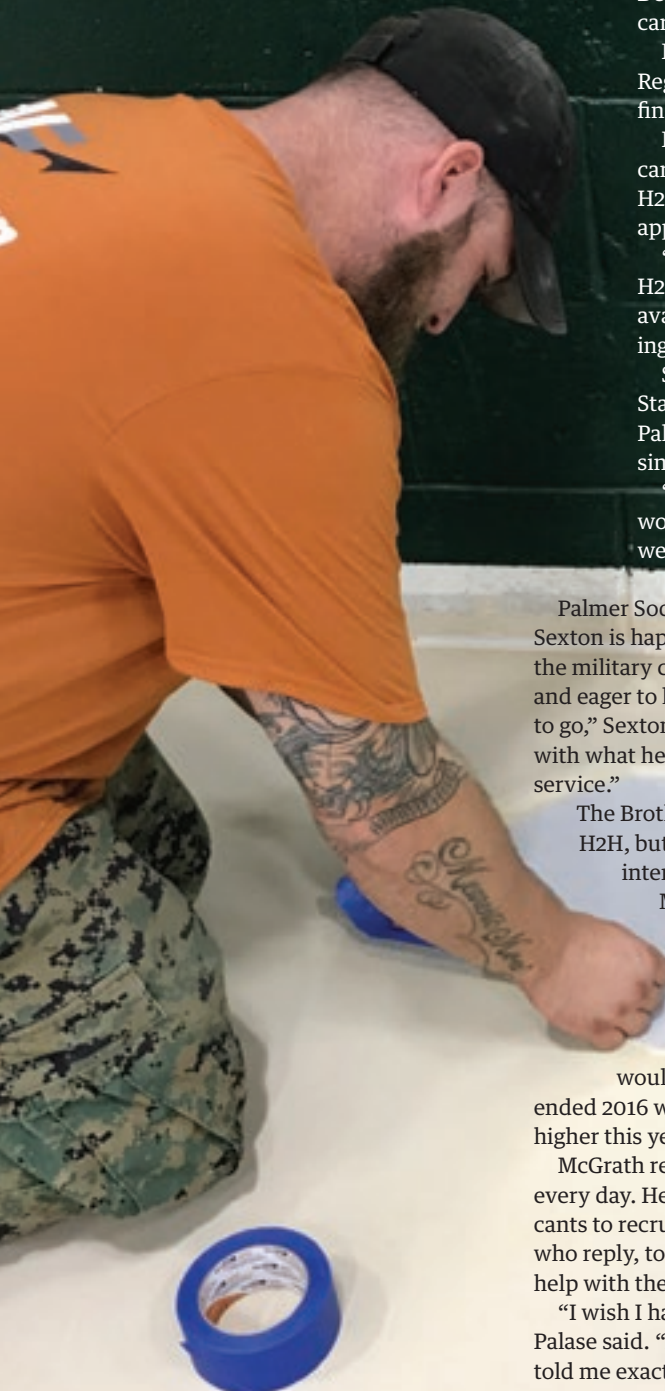
Derek Palase was the first H2H recruit to join the company; now NorthEastern has two crew members from H2H.

"Derek made one of the easiest transitions we've had into the company," Fenton said. "When he's exposed to a new system or skill, he acclimates right out of the gate. The foreman and other guys are very complimentary of his work ethic, which says a lot."

"If I have ten names of prospective employees on a list and one is from Helmets to Hardhats, I'll always give that guy a try," Fenton said. "H2H is a no-brainer for contractors."



Justin Snyder



Former Marine Derek Palase joined the UBC through INSTALL's partnership with Helmets to Hardhats.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Union Member Rights and Officer Responsibilities Under the LMRDA

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

Union Member Rights

Bill of Rights - Union members have

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

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

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

Officer Elections - Union members have the right to

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

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

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

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

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

Union Officer Responsibilities

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

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

Labor Organization Reports - Union officers must

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

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

Officer Elections - Unions must

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Derechos de los Miembros de la Unión

La Carta de Derechos: Los miembros de la unión tienen

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

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

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

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

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

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

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

de conducta impropia seria.

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

Prohibición En Contra de Disciplina Cierta:

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

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

Responsabilidades de los Oficiales de la Unión

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

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

Reportes de las Organizaciones Laborales:

Los oficiales de la unión deben

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

verificar los reportes por lo menos por cinco años.

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

Las Elecciones de los Oficiales: Las uniones deben

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

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

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

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

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

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

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

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