WELCOME TO THE

UNITED BROTHERHOOD OF CARPENTERS

A Guide to Your Union and How You Can
IMPROVE YOUR SKILLS
ADVANCE YOUR CAREER
BE PART OF A PROUD UNION
MAKE A DIFFERENCE
On behalf of our elected leaders, staff, and all of your fellow members, welcome to the United Brotherhood of Carpenters and Joiners of America (UBC).

Our union has a long history of standing up for skilled men and women who work in the crafts we represent across the United States and Canada. Things have certainly changed since our union was founded in 1881, but we have always stood for the same principles:

• The right of workers to organize and join a union that can negotiate with employers for a decent contract
• A fair day’s work for a fair day’s pay
• Retirement and health benefits
• Safety on the job
• Top-level training and skills
• Dedication to helping one another and our communities

The UBC is proud to offer the best training available, in all our UBC crafts. But what you bring to the table is just as important. I am convinced that you will have a successful career if you work hard on the job, apply yourself during training, and bring a positive attitude to work every day.

I hope this Welcome Packet helps you to understand what the UBC is about, and how you can become more involved.

I’m proud to welcome you to our union family.

Douglas J. McCarron

A MESSAGE FROM GENERAL PRESIDENT DOUGLAS J. MCCARRON

WELCOME TO THE UBC FAMILY

BIENVENIDOS A LA FAMILIA DE LA UBC

A nombre de nuestros líderes electos, de nuestro personal, y de todos nuestros miembros, les damos la bienvenida a la Hermandad de Carpinteros y Alisadores Unidos de America (UBC).

Nuestra unión tiene una larga historia de unirse para apoyar a los hombres y las mujeres con habilidades que trabajan en los oficios que representamos en todos los Estados Unidos y Canadá. Las cosas han cambiado mucho desde que nuestra unión fue fundada en 1881, sin embargo, siempre hemos conservado los mismos principios:

• El derecho de los trabajadores a organizarse y formar parte de una unión que puede negociar buenos contratos con los empleadores
• Un día de trabajo justo por una paga justa
• Beneficios de salud y de jubilación
• Seguridad en el trabajo
• Habilidades y capacitación de primer nivel
• Dedicación para ayudarnos los unos a los otros, y a nuestras comunidades

La UBC está orgullosa de ofrecer la mejor capacitación posible, en todos nuestros oficios en la UBC, pero lo que usted aporta tiene la misma importancia. Estoy convencido de que usted tendrá éxito en su carrera si trabaja arduamente, participa activamente durante la capacitación, y mantiene una actitud positiva en el trabajo todos los días.

Espero que este Paquete de Bienvenida le ayude a entender de lo que se trata la UBC, y a saber cómo usted puede involucrarse más.

Estoy orgulloso de darle la bienvenida a nuestra familia de la unión.

Para más contenido en español visite la página http://bit.ly/2X4HZUa
HOW OUR UNION WORKS

THE UBC DEMOCRACY

Local Union Members elect Delegates to the Council, who elect: The Executive Secretary-Treasurer of the Council

Delegates to the General Convention, who elect: The Officers of the Council

Local Union Officers

The General President Douglas McCarron
The General Vice-President Frank Spencer
The General Second General Vice-President Vice-President David Tharp
The General Secretary-Treasurer Secretary-Treasurer Michael Capelli

The Five District Vice-Presidents

Canadian District Eastern District Midwestern District Southern District Western District
Jason Rowe Bill Waterkotte Mark McGriff Dennis Bonahou Randy Thornhill

THE STRUCTURE OF THE UBC

The UBC prides itself on being a representational democracy. Members elect their leaders, and each member has a say in how the UBC operates.

As a UBC member, you are responsible for voicing an opinion and attending meetings so that you can make informed choices about your UBC leadership.

Leaders at all levels of the union approach decision-making using one simple rule:

Does it help the UBC grow or hold it back?

If it helps the union grow and creates opportunities for members, the leadership works to make it happen.
ONE VISION: TO MAKE LIFE BETTER

Led by Peter J. McGuire, working carpenters founded the United Brotherhood of Carpenters and Joiners of America (UBC) in 1881. They organized for the same reasons many join today. They wanted safety, decent working conditions, a wage they could live on and a better life for their families.

The UBC did not come out of nowhere. It took decades of organizing for carpenters to create a union that could last through good times and bad. By 1903 the union had grown from about 4,800 members to more than 167,000 members across North America. McGuire’s legacy lives on in Labor Day, a holiday he proposed.

Union carpenters were an important part of the labor movement that brought about major change for workers. Early on they fought for a 10-hour day; later the struggle was for the eight-hour day. Their slogan was, ‘8 for work. 8 for rest. 8 for what you will.’

Efforts like these early struggles show why a strong labor movement is important to the well-being of North America’s middle class.

A lot has changed over the UBC’s history of more than 135 years. But helping carpenters and their families build a good life is still our number-one mission.

THANKS TO THE LABOR MOVEMENT

Eight-Hour Workday
Weekends Without Work
Child Labor Laws
Breaks at Work
Overtime Pay
Social Security
Medicare
Davis-Bacon Act (Federal Prevailing Wage)
State Prevailing Wage laws
Equal Pay Act
Civil Rights Act
Occupational Safety and Health Act
Family and Medical Leave Act
OUR STORY IS STILL BEING WRITTEN

Today the UBC is all about organizing and growth, service to our members, professionalism and leadership in the construction industry. Our goal is 70 percent market share—which means we are working to see that at least 70 percent of the work being done is being done union.

Our Washington, D.C., headquarters opened in 2001 at 101 Constitution Ave. NW, just across from the U.S. Capitol. We coordinate much of our public and governmental affairs from this prestigious address.

Also in 2001, we began a new era of training and education at the International Training Center (ITC), at 212 Carpenters Union Way in Las Vegas. This is the hub of our state-of-the-art skills training programs.

The ITC also houses our leadership development programs, where thousands of UBC members dig deep to learn more about themselves and get ready to lead on their jobsites and in their union halls.

In D.C. and Las Vegas, 21st-century buildings are physical symbols of our union’s strength. That strength shows up at UBC jobsites, local union halls, regional councils and area training centers throughout North America.

But what gives these places life and intensity are the hard work and spirit of each and every UBC member. That means you.

You are the heart and soul of this union. You learn your trade and earn your pay on the job and at the training center. You give up hours of your time and contribute your talents at union meetings and events. You volunteer and improve your community. You are politically active to make sure that elected officials are looking out for your best interests.

YOU MAKE YOUR UNION STRONGER EVERY DAY.

Learn about the UBC http://bit.ly/2UvZsTc
THE UBC EMBLEM

We hope you wear it proudly on your hardhat or jacket. But what does the UBC emblem mean?

Today’s emblem was adopted in 1884 by the delegates at the UBC’s Fourth General Convention. (It was originally designed in 1864.)

While some of the tools depicted in the emblem are no longer common on job sites, all of the design elements and the values they represent remain vital to the Brotherhood:

**Motto:** Inscirted in Latin, “Labor Omnia Vincit.” It means “Labor Conquers All Things.”

**Rule:** Signifies the UBC’s commitment to live by the Golden Rule: “Do unto others as you would have them do unto you.”

**Compass:** Represents the union’s commitment to the social, moral, and intellectual well-being of its members.

**Jack plane:** A tool emblematic of the trade.

**Colors:** Pale blue represents our ideas as pure, clean, and lofty as the skies. The dark red symbolizes the blood that flows through the veins of those whose labor is honorable.

**Shield or base of the emblem:** Indicates that those legally wearing the emblem are morally bound to safeguard and protect the interests of the organization and its members.

Similar elements and symbols appear on our union label, which is affixed to quality products made by UBC members.

UBC CRAFTS

The UBC represents one trade with many crafts. Our members touch every aspect of a construction project, from foundation to finish.

**General Carpenters** build concrete foundations, exteriors, roofs, infrastructure, scaffolding, fine trim and finish work.

**Floor Coverers** lay out and install carpet, resilient, wood, laminates, sport surfaces and more.

**Interior Systems Carpenters** specialize in assembling acoustical ceilings, computer-access flooring, metal framing, wall partitions, and office furniture.

**Lathers** build structural frameworks for plaster and other materials, creating such wonders as theme park attractions and ornamental ceilings.

**Millworkers and Cabinetmakers** craft and install trim and molding, cabinetry, ceiling treatments, doors, windows, exposed columns and beams, displays, mantels, staircases, and more.

**Millwrights** install, maintain, diagnose, and repair equipment such as compressors, pumps, conveyors, gas and steam turbines, monorails, and extruders. They work at power plants and in many industries.

**Pile Drivers** drive steel, concrete, or wood piling into the earth during excavations and for skyscrapers, highways, and bridges, docks and wharfs. Some pile drivers are also commercial divers.

**Residential and Framing Carpenters** install flooring, windows, doors, interior trim, cabinetry, roofing, siding, insulation, drywall, and more.
HOW MEMBERS ENGAGE IN POLITICAL ACTION

Elections have consequences, and politics affects you—every day! Who gets elected decides how money is spent, what projects are approved and funded, how safety regulations are enforced, and whether the government enforces the rules to stop cheating contractors from stealing your work.

That is why the union needs your activism and involvement. We urge you to register, vote and volunteer. Our members walk precincts, staff phone banks and text-banks, and attend rallies to help the candidates who stand with us on Carpenter issues.

We show up at planning boards and town councils to support infrastructure and construction projects that will bring us work—and to protest against efforts that would harm workers.

We are a nonpartisan union—we support candidates who support our issues. Our actions make a difference, year after year.

FIGHTING AGAINST TAX FRAUD

The UBC is a leader in the fight against the tax fraud epidemic that threatens our industry and our families.

A minimum of one in five contractors commit federal tax fraud in order to win low-ball bids and steal jobs from tax-paying businesses and their employees. It happens all the time in construction.

Corrupt contractors pay workers off the books—or sometimes classify them as independent contractors when they clearly shouldn’t. That allows them to evade taxes, so they can illegally lower their labor costs to underbid law-abiding competitors.

Legislators and government agency leaders increasingly understand the issue and, with help from the UBC, are cracking down on criminals and cheating contractors.

JOIN THE FIGHT

stoptaxfraud
stoptaxfraud
stoptaxfraud

Text FRAUD to 91990

www.stoptaxfraud.net

SISTERS IN THE BROTHERHOOD

Every day, thousands of women play a critical role in making the UBC strong, on the job and in their union. Sisters in the Brotherhood (SIB) supports female members by helping them obtain craft training and leadership skills; by advocating on women’s issues; and by mentoring new members and potential members.

The International SIB Committee publishes a newsletter, SIB Tips, to help SIB committees in regional councils be more effective.

Resource materials are available to help committees set goals and develop strategies for career advancement and leadership.

GET INVOLVED

UBCSisters
UBCSIB
ubcsisters
UBC Sisters

www.carpenters.org/sisters-in-the-brotherhood/

CARPENTERS ON SOCIAL MEDIA

Be the first to learn what is happening with your union by jumping on our social media channels, signing up for text alerts, visiting Carpenters.org and downloading the UBC Mobile App.

The App gives instant access to your Training Verification Card (a list of your training, certifications and qualifications and much more), our ‘For Our Members’ Resource Hub; an interactive scanner; and other cool features.

To get the App:
• Open the “App Store” or “Google Play Store”
• Search for “UBC Mobile”
• Select “Install”/“Get” to download

For UBC news via text:
• In the U.S., text UBC to 91990
• In Canada, text UBC to 52267

FOLLOW US

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ubcj
United Brotherhood of Carpenters

www.carpenters.org
7
THE GOLD STANDARD – UBC SKILLS TRAINING

Our instructors transfer skills and knowledge to union members at more than 200 regional training centers throughout North America. Our cutting-edge curriculum is developed at the Carpenters International Training Center (ITC) in Las Vegas.

The four-year UBC apprenticeship teaches the core skills carpenters need to excel. Apprentices learn through a combination of on-the-job training at UBC jobsites and coursework performed at the regional training centers.

By the time you finish your apprenticeship and become a journey-level carpenter, you have mastered the skills to perform at a high level on the job. In addition to intensive basic skills, the apprenticeship includes introductions to UBC craft areas.

We also offer lifelong career training through our journey-level upgrade courses. By upgrading your skills and earning certifications that are demanded in many sectors of the industry, you open doors for advancement in new and growing fields. Upgrades and advancement are the keys to staying employed in construction over the life of your career.

A SAMPLING OF UBC TRAINING PROGRAMS

Aerial Lift—learn safe and proper operation of scissor lifts, boom lifts and other equipment that hoists personnel and equipment.

Building Envelope—learn to install all the components that enclose the interior space of a building to protect the indoor climate and environment.

Powered Industrial—learn safe and proper operation of heavy, powerful industrial trucks.

Riggers and Signalers—earn a certification in the all-important skill of rigging, hoisting, moving and placing of heavy objects.

Scaffolding—become an expert in the safest methods of constructing and assembling all types of construction scaffold systems.

Solar—learn the standards and operation of technologies for residential, commercial and large solar installations in this fast-growing industry.

SUPERINTENDENT CAREER TRAINING

Superintendent Career Training (SCT) is an 18-month classroom and on-the-job program. Graduates of SCT are equipped to oversee and manage productive work sites that keep projects on time and within budget.

Watch a video on our training
http://bit.ly/2HKb7fD
SKILL, SAFETY, PRODUCTIVITY, ATTITUDE
The mission of the Carpenters International Training Fund (CITF) is to provide state-of-the-art training for UBC members.

IT’S ALL IN THE TVC
Keeping Track of Your Training History

Training Verification Cards (TVC) help UBC members track their current training and stay eligible for future training. This individual, wallet-sized plastic card includes a QR code which, when scanned, displays your training record, certifications and qualifications. The TVC also displays your name, UBC ID number, local union, classification (journeyman, apprentice), craft, union membership status and dues paid-through date.

You can also access the information on your TVC card by logging in to the UBC Mobile App. That way you have the information anywhere you have your mobile device.

TVC’s are linked to the CITF’s TRAIN software, which tracks apprentices through training and records certifications and qualifications. UBC training centers can add photos in TRAIN, view the card, reprint the card and issue a temporary PDF card.
The UBC places a top priority on developing the total professional. We are dedicated to helping our members become technical experts—and to develop as great communicators and effective leaders.

When you increase your leadership skills, you can contribute at a high level on any jobsite, as well as in your union hall. As more members become transformational leaders, we all help to improve the union and the industry.

The UBC’s Department of Education and Training (DET) leadership programs include:

**3rd Year Apprentice: Helping Build Our Industries**
Apprentices play an important role in the union and the industry. Learn how professionalism, productivity, skill and attitude contribute to your success.

**UBC Journeymen: Building Leadership for a Strong Future**
Journeymen and journeywomen develop leadership, mentoring, coaching, and communication skills—and learn to lead by example.

**212 Journeymen: Next Level UBC Leaders**
For those who pursue high-level communication skills and leadership characteristics, and have been active in the development of their brothers and sisters in the field.

**Collaborative Leadership: Building Jobsite Leaders**
Participants at the Foreman level and above learn how to take a team approach to problem solving and allow solutions to develop from the best ideas of the crew.

**Foreman Training: Building a Solid Foundation**
Learn the importance of productivity and develop plans to improve jobsite performance.

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**GOOD UNION LEADERSHIP MEANS**

**BELIEF** - in the merits and purpose of unionism, and in the Brotherhood.

**RESPONSIBILITY** - Willingness to meet the daily obligations of being a member.

**PARTICIPATION** - Willingness to give personal time and energy in service to the union.

**LOYALTY** - Pride in being a part of the union; commitment to the Brotherhood and to each other.
THE MISSION OF THE DET

To develop the total professional: Carpenters who are not only technical experts in their craft, but who also demonstrate effective communication and leadership qualities.
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 at www.dol.gov.
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 adición 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.

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: Ní 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.

Finanza: 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 conciencia y voluntaria de la Ley de Notificación y Divulgación Obrero-Patronal.

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

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

Under Section 8(a)(3) of the National Labor Relations Act, 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 generally accepted principles of majority rule, and it ensures that everyone who benefits from union representation has a responsibility of providing that benefit.

Consistent with this principle and the law, membership agreements between employers and UBC Local Unions and Councils (“affiliates”) of the United Brotherhood of Carpenters and Joiners of America (the “UBC”) require a member to pay his or her share of the costs of maintaining the union in order that the benefits of the union membership be available to the entire membership.

Under the law, a union affiliate may not charge for work of a character that is incidental to collective bargaining or contract administration.

The UBC shall adopt and implement procedures for collectivizing the rates of dues charged for nongermane expenditures.

It is illegal for an employer to require a worker to join a union as a condition of employment, to keep a worker from resigned their union membership, or to 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.

In this section, “collective bargaining” means activities directly 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 change of address as described above, the UBC shall send the nonmember affiliate a notice that the UBC will honor the nonmember affiliate’s written statement to the effect that the objector is continuing to support the union in accordance with the principles and procedures specified herein.

The nonmember objector is obligated to pay the regular rate of dues for the current year, as fixed by the union.

Nonmembers filing a proper and timely notice of objection pursuant to Section 4 shall be entitled to receive 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 amount to be paid by the nonmember objector shall be calculated based on the percentage of chargeable and nonchargeable expenditures indicated in the review.

The most current available audit report 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 must be sent to the objector as soon as practicable, a description of the charges and expenditures shall be mailed to each nonmember who has filed a timely and proper objection under this procedure.

The UBC shall establish an independent mechanism to resolve challenges in the best interests of the UBC.

Upon receipt of the arbitration award, the escrow fund shall be distributed in accordance with the arbitrator’s decision.
Procedimientos para Objetores que No son Miembros para Presentar a la Unión sus Objetiones sobre los Gastos de Cuotas para Propósitos que no son Pertinentes a la Negociación de Convenios Colectivos

SECCIÓN 1: Los objetores que no pertenecen a la unión pueden interponer una objeción contra de las cargas que se deben pagar por el tipo de cuotas que son impagados, y que no sean utilizados para negociar los convenios colectivos.

SECCIÓN 2: Los objetores que no pertenecen a la unión pueden interponer una objeción contra los cargos que no son pertinentes a la negociación de los convenios colectivos.

SECCIÓN 3: Los objetores que no pertenecen a la unión pueden interponer una objeción contra los cargos que no son pertinentes a la negociación de los convenios colectivos.

SECCIÓN 4: Los objetores que no pertenecen a la unión pueden interponer una objeción contra los cargos que no son pertinentes a la negociación de los convenios colectivos.

SECCIÓN 5: Los objetores que no pertenecen a la unión pueden interponer una objeción contra los cargos que no son pertinentes a la negociación de los convenios colectivos.

SECCIÓN 6: Los objetores que no pertenecen a la unión pueden interponer una objeción contra los cargos que no son pertinentes a la negociación de los convenios colectivos.

SECCIÓN 7: Los objetores que no pertenecen a la unión pueden interponer una objeción contra los cargos que no son pertinentes a la negociación de los convenios colectivos.

SECCIÓN 8: Los objetores que no pertenecen a la unión pueden interponer una objeción contra los cargos que no son pertinentes a la negociación de los convenios colectivos.

SECCIÓN 9: Los objetores que no pertenecen a la unión pueden interponer una objeción contra los cargos que no son pertinentes a la negociación de los convenios colectivos.

SECCIÓN 10: Los objetores que no pertenecen a la unión pueden interponer una objeción contra los cargos que no son pertinentes a la negociación de los convenios colectivos.

SECCIÓN 11: Los objetores que no pertenecen a la unión pueden interponer una objeción contra los cargos que no son pertinentes a la negociación de los convenios colectivos.

SECCIÓN 12: Los objetores que no pertenecen a la unión pueden interponer una objeción contra los cargos que no son pertinentes a la negociación de los convenios colectivos.

SECCIÓN 13: Los objetores que no pertenecen a la unión pueden interponer una objeción contra los cargos que no son pertinentes a la negociación de los convenios colectivos.

SECCIÓN 14: Los objetores que no pertenecen a la unión pueden interponer una objeción contra los cargos que no son pertinentes a la negociación de los convenios colectivos.

SECCIÓN 15: Los objetores que no pertenecen a la unión pueden interponer una objeción contra los cargos que no son pertinentes a la negociación de los convenios colectivos.

SECCIÓN 16: Los objetores que no pertenecen a la unión pueden interponer una objeción contra los cargos que no son pertinentes a la negociación de los convenios colectivos.

SECCIÓN 17: Los objetores que no pertenecen a la unión pueden interponer una objeción contra los cargos que no son pertinentes a la negociación de los convenios colectivos.

SECCIÓN 18: Los objetores que no pertenecen a la unión pueden interponer una objeción contra los cargos que no son pertinentes a la negociación de los convenios colectivos.
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