

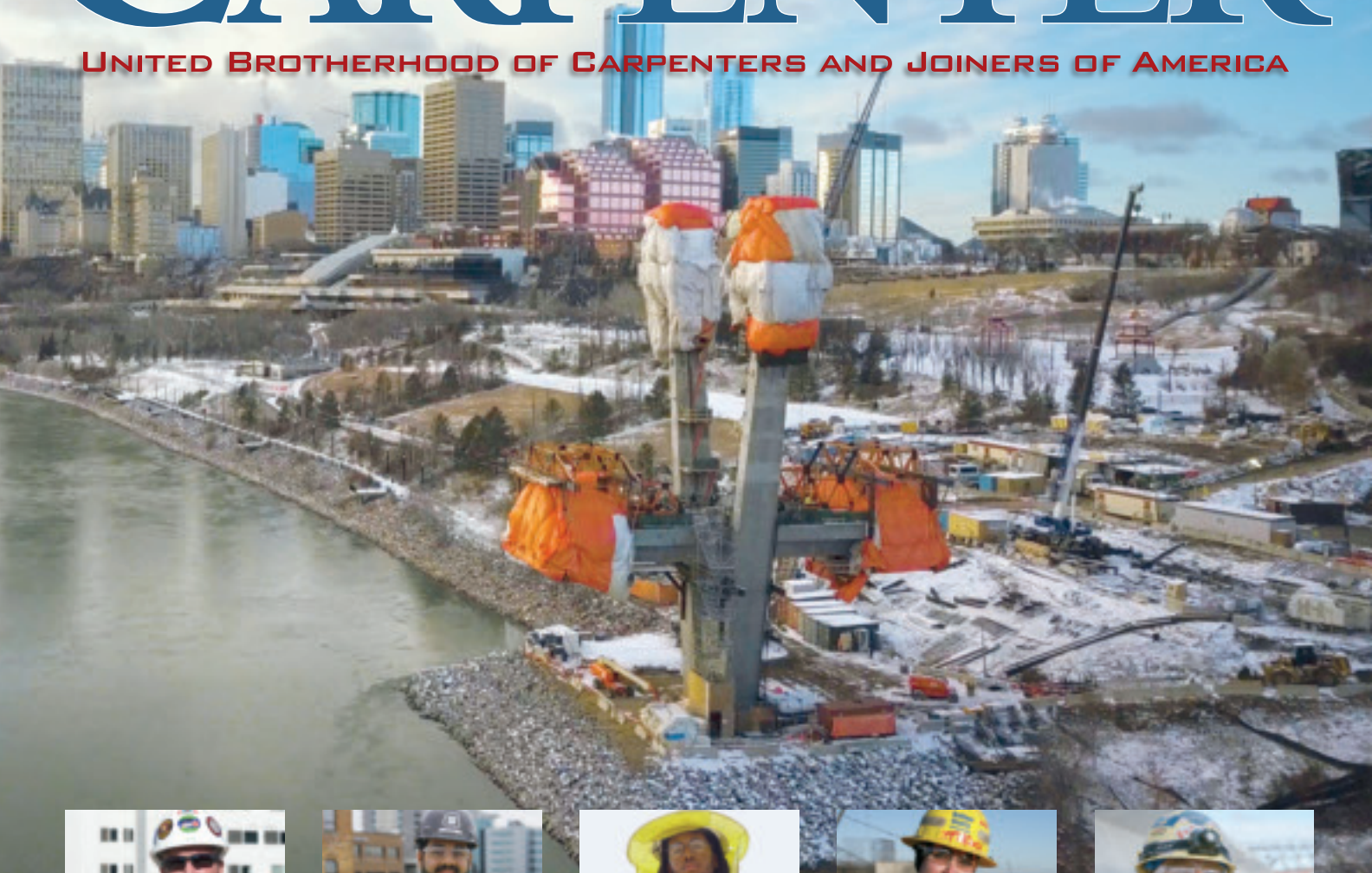
# CARPENTER

SINCE  
1881

MARCH 2020



UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA



## AT THE FOUNDATION **CONCRETE CARPENTERS** **BUILD STRONG**

INSIDE

**42nd General Convention Call    ICRA Sweeps the US and Canada**  
**2020 Tax Fraud Days of Action!**



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# SINCE 1881 CARPENTER

VOL. 140 No. 1 2020



**IN ALABAMA, MILLWRIGHTS ON THE JOB  
AT MAZDA-TOYOTA PLANT** SEE PAGE 10

## In This Issue

**Get UBC news on  
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**2-4 General President's Message** (con Español, en français)

**7 District Spotlights**

**12 42nd General Convention Call**

**16 A Carpenter's Diary**

**17 Canada Election Analysis**

**22 Work Opportunities Through ICRA**

**23 Solar Success in Alaska, Chicago**



## On the Cover

Tens of thousands of UBC members work on concrete projects every day. Among them are, left to right, Edward Twiford, Philadelphia, Pa.; Raymond Rivera, Kalamazoo, Mich.; Devin Turner, New Orleans, La.; Tiffany Paulson, Sacramento, Ca.; and Greg White, Edmonton, Alberta. In Edmonton, UBC members are helping to build the new Valley Line Light Rail Transit project (pictured), which will pass through the city's downtown as part of its 27-kilometre route.

For a look at the UBC's strong presence at the World of Concrete trade show, see page 19.



## Our Stake in Saving the Middle Class

**A**s members of the United Brotherhood of Carpenters, we own a proud legacy. By standing strong together for more than a century, we have protected our members, upheld high standards of training and quality work, raised conditions for construction workers and their families, and helped create the middle class in the U.S. and Canada.

We must all work to protect that legacy because it affects UBC members who come after us, as well as our children and grandchildren.

That's why I'm dismayed when I read about the declining state of the middle class. The evidence is clear:

According to the Economic Policy Institute, from 1979 to 2018 the top one percent of income-earners in the U.S. saw their wages grow by 157.8 percent. Those in the top one-tenth of one percent had wages grow more than twice as fast, up 340.7 percent. Those in the bottom 90 percent had annual wages grow by just 23.9 percent from 1979 to 2018.

And in 2018, for the first time in history, the richest 400 U.S. families paid a lower rate of taxes than the lower half of households. This huge imbalance is unacceptable, in part because it is not leading to real economic growth.

In the U.S., gross domestic product (GDP) - the value of all goods and services produced across the economy - grew 2.3 percent in 2018. According to the Wall Street Journal, this growth is in line with the average pace that began in mid-2009. The problem is, the U.S. national debt is higher than it has been since the end of World War II and is projected to climb from 78 percent of GDP to 96 percent in 2028, according to CNBC.

Where does this leave the middle class? Research by the Pew Research Center shows how, in every decade since the 1970s, the percentage of adults living in middle-income households has fallen. By 2016 the share stood at 50 percent, compared with 61 percent in 1971.

That's the definition of middle-class squeeze.

How do we fix it? We all know that union members earn more and receive benefits not seen in the non-union sector—so protecting and expanding the right to unionize is one important answer. That has never been easy, and workers' rights are under attack once again.

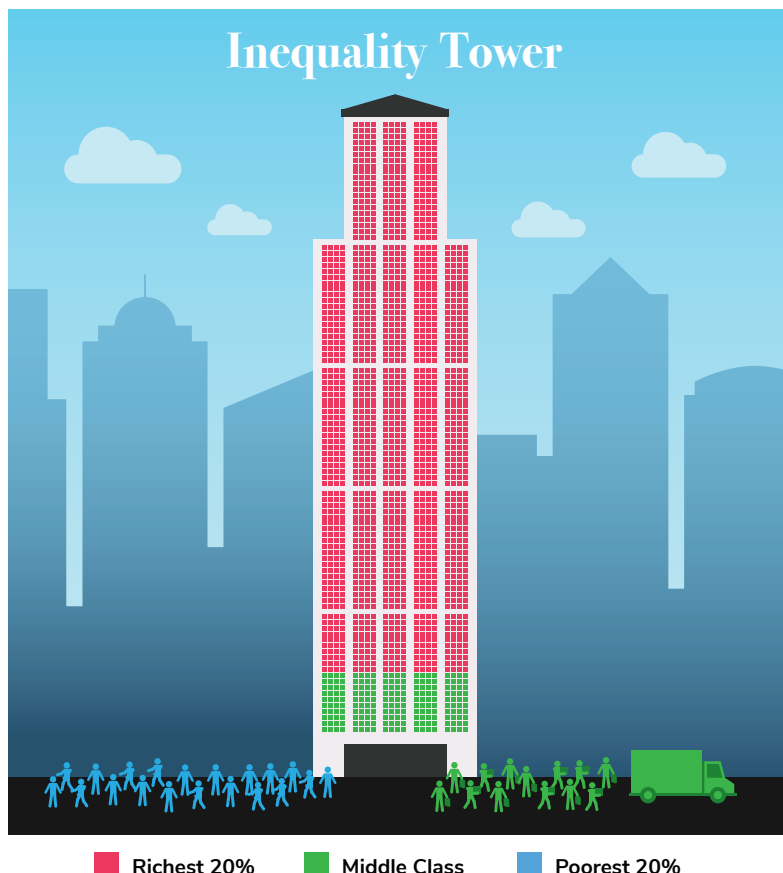
In the U.S., deregulation, court decisions, policy changes and rulemaking by the Department of Labor (DOL) and the National Labor Relations Board (NLRB) have reversed long-held precedents as well as recent standards that governed union representation and the right to organize.

In Canada, UBC members had to fight hard to reverse anti-union, anti-worker measures passed by the previous Conservative Party government—and to defeat a far-right candidate in the recent federal elections.

We do not have to sit by and watch the destruction of the middle class. When union carpenters see a job that needs to be done, we put on our tools and get to work. For this job, we stay informed on the issues, register, and vote. Then we hold accountable the officeholders we help to elect by questioning them on how they will vote on our core carpenter issues.

We also need to talk to unrepresented workers. Carry one of your paychecks with you and when you meet carpenters who are working non-union, show them proof of the difference it makes when we stand together.

In other words - Educate, Agitate and Organize! Let's preserve our legacy and fight to save the middle class.

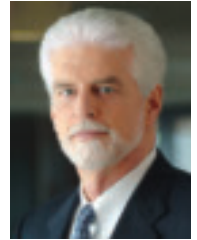


The richest 20% of Americans own 90% of the nation's wealth.

Visit [action.carpenters.org/tower](http://action.carpenters.org/tower) to learn more about how carpenters can protect the middle class.

*Douglas J. McCarron*

## Nuestro interés ensalvar a la clase media



**C**omo miembros de la Hermandad de Carpinteros Unidos, nosotros somos dueños de un legado honorable. Al estar unidos con fuerza por más de un siglo, hemos protegido a nuestros miembros, mantenido estándares altos de capacitación y de calidad de trabajo, mejorado las condiciones para los trabajadores de la construcción y sus familias, y ayudado a crear la clase media en los Estados Unidos y Canadá.

Todos tenemos que trabajar para proteger ese legado porque este afecta a los miembros de la UBC que nos siguen, así como a nuestros hijos y nietos.

Es por esto que me preocupa cuando leo acerca del estado de decline de la clase media. La evidencia es clara:

De acuerdo al Instituto de Políticas Económicas, del año 1979 al 2019 el uno por ciento de los generadores de ingresos en los EE.UU. vieron sus salarios crecer un 157.8 por ciento. Aquellos en la cima de ingresos, representando solo el uno por ciento tuvieron salarios que aumentaron dos veces más rápido, subiendo 340.7 por ciento. Aquellos en la escala menor de ingresos, los demás en el noventa por ciento tuvieron salarios que crecieron solo 23.9 por ciento de 1979 al 2018.

Además, en el año 2018, por primera vez en la historia, las 400 familias más ricas en los EE.UU. pagaron una tasa más baja de impuestos que los hogares en la mitad con menores ingresos. Este desequilibrio inmenso es inaceptable, en parte porque no lleva a un crecimiento económico real.

En los Estados Unidos, el producto doméstico bruto (GDP, por sus siglas en inglés), es decir, el valor de todos los productos y servicios producidos en toda la economía, creció 2.3 por ciento en el 2018. De acuerdo al diario Wall Street Journal, este crecimiento se alinea con el crecimiento promedio que comenzó a mediados del 2009. El problema es que la deuda nacional de los EE.UU. es más alta que lo que ha sido desde el final de la 2da Guerra Mundial, y se proyecta que crecerá del 78 por ciento del GDP al 96 por ciento para el 2028, de acuerdo a CNBC.

¿A dónde deja esto a la clase media? Investigaciones del Centro de Investigación Pew muestran cómo, en cada década desde los setenta, el por ciento de adultos que viven en hogares con ingreso medio ha disminuido. Para el 2016, la tasa del mercado estaba en 50 por ciento, comparada con el 61 por ciento en 1971.

Esa es la definición de un apretón a la clase media.

¿Cómo podemos arreglarlo? Todos sabemos que los miembros de la unión ganan más y reciben beneficios que no se ven en el sector que no pertenece a la unión, por lo

que protegiendo y expandiendo el derecho a las uniones es una respuesta importante. Eso nunca ha sido fácil, y el derecho de los trabajadores está bajo ataque una vez más.

En los Estados Unidos, la desregulación, las decisiones de los juzgados, los cambios de políticas, y la creación de reglamentos del Departamento del Trabajo (DOL, por sus siglas en inglés) y de la Junta Directiva Nacional de Relaciones Laborales (NLRB, por sus siglas en inglés) han revisado precedentes que se habían sostenido por mucho tiempo, así como estándares recientes que gobernaban la representación de la unión y el derecho a organizarse.

En Canadá, los miembros de la UBC han luchado arduamente para reversar las medidas contra la unión y contra los trabajadores que fueron aprobadas por el gobierno anterior del Partido Conservador, así también los miembros han luchado por derrotar a candidatos que se inclinan a la derecha en las recientes elecciones federales.

**Cuando los carpinteros de la unión ven un trabajo que necesita realizarse, sacamos nuestras herramientas y nos ponemos a trabajar.**

No tenemos que sentarnos y observar la destrucción de la clase media. Cuando los carpinteros de la unión ven un trabajo que necesita realizarse, sacamos nuestras herramientas y nos ponemos a trabajar. Para este trabajo, nos mantenemos informados sobre asuntos que nos afectan, nos registramos y votamos. Después, hacemos responsables a los oficiales públicos que ayudamos a ser elegidos cuestionándolos sobre cómo ellos votarán en los asuntos fundamentales para los carpinteros.

También tenemos que hablar con los trabajadores no representados. Lleven con ustedes uno de sus cheques de pago y cuando vean a un carpintero que no trabaja en la unión, muéstrenle la prueba de la diferencia que hace el que estemos unidos.

En otras palabras: ¡Educar, Agitar y Organizar! Preservemos nuestro legado y luchemos por salvar a la clase media.



## Nous avons un rôle à jouer pour préserver la classe moyenne

**E**n tant que membres de la Fraternité Unie des Charpentiers Menuisiers d'Amérique, nous sommes fiers de notre héritage. En faisant front commun depuis plus d'un siècle, nous avons protégé nos membres, maintenu des normes de formation et de travail élevées, amélioré les conditions des travailleurs de la construction et de leur famille, et contribué à la création de la classe moyenne aux États-Unis et au Canada.

Nous devons tous voir à protéger cet héritage, parce qu'il servira aux futurs membres de la FUCMA ainsi qu'à leurs enfants et leurs petits-enfants.

C'est pourquoi je suis consterné d'apprendre le déclin de la classe moyenne. La preuve est faite :

Selon l'Institut de politique économique, entre 1979 et 2018, les revenus du 1 pour cent le plus fortuné aux États-Unis ont augmenté de 157,8%, et l'élite se situant dans le dixième supérieur de ce 1 pour cent a vu son salaire augmenter au moins deux fois plus rapidement, parfois même jusqu'à 340,7%. Quant aux 90 pour cent des salariés au bas de l'échelle, ils ont vu leur salaire annuel augmenter de seulement 23,9% entre 1979 et 2018.

Qui plus est, en 2018, pour la première fois dans l'histoire, les 400 familles les plus riches des États-Unis ont eu un taux

d'imposition moins élevé que celui des ménages de la moitié inférieure. Cette énorme inégalité est inacceptable, en partie parce qu'elle empêche la croissance économique.

Aux États-Unis, le produit intérieur brut (PIB) - la valeur de tous les biens et services produits au sein de l'économie - a augmenté de 2,3% en 2018. Selon le Wall Street Journal, cette hausse est conforme à la croissance moyenne qui a débuté au milieu de 2009. Or, aux États-Unis, la dette nationale est plus élevée qu'elle ne l'a jamais été depuis la fin de la Deuxième Guerre mondiale, et la dette du PIB devrait passer de 78% à 96% en 2018, selon la chaîne CNBC.

Qu'en est-il de la classe moyenne? Une étude du Pew Research Center démontre que d'une décennie à l'autre depuis les années 1970, le pourcentage d'adultes issus de familles de classe moyenne a chuté. En 2016, le total s'élevait à 50%, contre 61% en 1971.

C'est ce qu'on appelle la compression de la classe moyenne.

Comment y remédier? Nous savons tous que les membres de syndicats gagnent plus cher et reçoivent des prestations qui seraient inconcevables dans le secteur non syndiqué. Par conséquent, le droit à la syndicalisation doit être protégé et élargi - une tâche toujours ardue, mais nécessaire, parce que les droits des travailleurs sont encore une fois menacés.

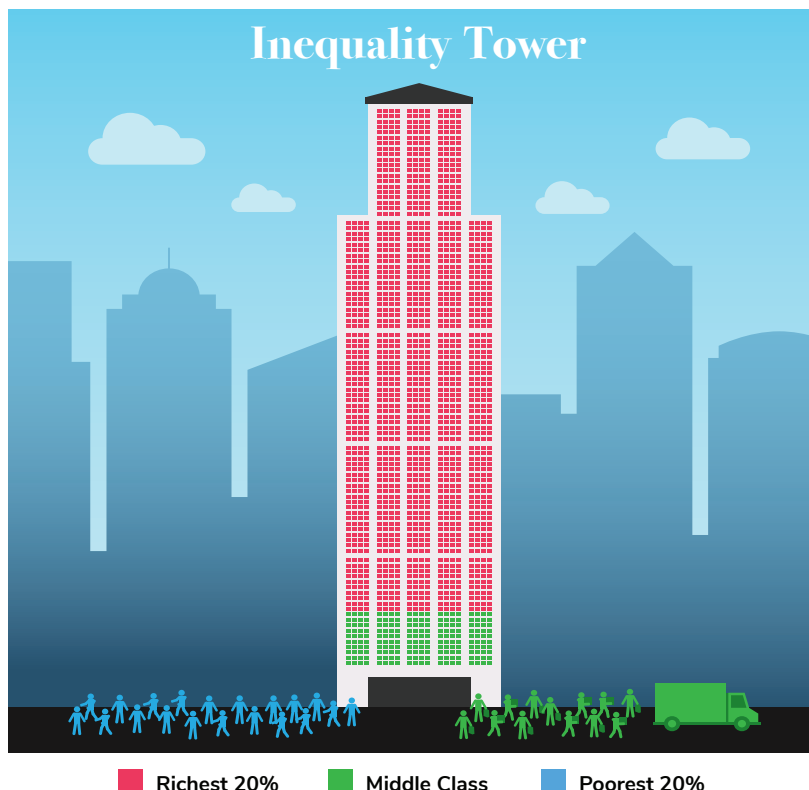
Aux États-Unis, la déréglementation, les décisions judiciaires, les changements de politique et l'établissement des règles de la part du ministère du Travail (Department of Labor) et de la Commission nationale des relations de travail (National Labor Relations Board) ont eu comme effet d'inverser des précédents mis en place depuis longtemps ainsi que des normes récentes qui régissaient la représentation syndicale et le droit d'association.

Au Canada, les membres de la FUCMA ont livré un dur combat pour inverser les mesures antisyndicales hostiles aux travailleurs adoptées par l'ancien gouvernement conservateur - et pour vaincre un candidat d'extrême droite lors des dernières élections fédérales.

Nous n'avons pas à assister passivement à la destruction de la classe moyenne. En tant que charpentiers syndiqués, nous nous redressons les manches et nous nous attelons à la tâche lorsqu'il le faut. Alors, restons informés des enjeux, inscrivons-nous et votons! Exigeons des comptes aux représentants que nous avons élus en leur demandant comment ils exerceront leurs droits face aux enjeux fondamentaux des charpentiers.

Nous devons aussi échanger avec les travailleurs non syndiqués. Ayez toujours un talon de chèque de paye avec vous, et quand vous rencontrez des charpentiers ou des menuisiers non syndiqués, prouvez-leur qu'en se serrant les coudes, on peut changer les choses.

Voici notre mot d'ordre : Formation, mobilisation et association! Assurons notre héritage et luttons pour préserver la classe moyenne.



Visit [action.carpenters.org/tower](http://action.carpenters.org/tower) to learn more about how carpenters can protect the middle class.

*Douglas J. McCarron*



# 2020

## Days of Action April 14 – 18

**ONCE AGAIN** It's time to Stand Up and Speak Out!



UBC Regional Councils will hold events throughout North America to tell elected leaders and the public:

Construction Industry Tax Fraud harms workers, legitimate contractors, taxpayers and our communities. It happens when employers fraudulently classify workers as independent contractors to avoid paying payroll taxes. It happens when crooked labor brokers and subcontractors pay workers under the table – or steal their pay. It happens when employers underreport on insurance forms and evade their duty to report injuries to avoid paying workers' comp premiums.

The bad actors underbid to win projects and take work away from contractors who play by the rules.

STANDING UP TO  
**TAX FRAUD**  
SPEAK OUT. TAKE ACTION.

Construction Industry Tax Fraud

**It's gone on long enough –  
let's end the fraud epidemic!**

**Visit [StopTaxFraud.net/StandUp](http://StopTaxFraud.net/StandUp)  
See you in April!**



# HOLDING AMAZON ACCOUNTABLE

## Council Investigates Fraud, Members Take Action



*An Amazon worksite in Northern Virginia.*

UBC vigilance and political action proved critical when Amazon.com, Inc., began a massive project last year to bring its new headquarters to Northern Virginia. The company is fitting out leased warehouse and data center space and renovating temporary structures until its permanent headquarters is built.

Several contractors, subcontractors and labor brokers have been involved at the Amazon locations. When the UBC's Eastern Atlantic States Regional Council of Carpenters (EASRCC) began investigating allegations of fraud and exploitation at the sites, they already had the support of their members.

"Our members from Locals 197 and 205 in the D.C. and Virginia area have been educating elected officials and the public for years on workers' rights and the harms tax fraud, misclassification, and human trafficking create in the community," said UBC Eastern District Vice President William Waterkotte. "The years of commitment from our members in promoting the union

is evident by the support they are receiving publicly from the Arlington County Board."

The EASRCC found nonpayment of Social Security, Medicare, state and federal unemployment insurance and income tax payments—all due to misclassification. EASRCC also found workers' comp violations and failure to pay overtime.

Recently the council released a 24-page report detailing the fraud schemes. Workers testified they were paid in cash or told to cash checks through a labor broker, who would charge a fee. These and other practices hurt the workers and gave the cheating subcontractors "a considerable unfair competitive advantage" over legitimate contractors, said the report.

The Washington Post picked up the story, which included a response from Amazon. Earlier, UBC member action had helped pressure the company to agree to require payment of prevailing wages at Amazon's permanent Arlington County properties. Amazon had also agreed to allow no independent

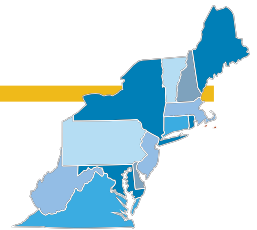
**'Organize,  
Agitate,  
Educate' is  
exactly what  
our brothers  
and sisters did  
in Arlington  
County to  
gain the  
attention  
of one of  
the world's  
largest  
and richest  
companies.**

contractors to be employed on those sites without owner approval, and to submit to oversight by a third-party labor administration team.

The Washington Post story reported that Amazon was vowing to extend those measures to apply to all its leased properties in the county as well. Arlington County Board members are responding to prevent further fraud and EASRCC members won't rest until the company shows it will be a responsible construction employer.

"The words of UBC founder P.J. McGuire are as relevant today as ever before," said EASRCC Executive Secretary-Treasurer William C. Sproule. "'Organize, Agitate, Educate' is exactly what our brothers and sisters did in Arlington County to gain the attention of one of the world's largest and richest companies. Our union is committed to continuing to educate and encourage Amazon and the public to do what is right for local construction workers—and will see this political action through until the very end."





*Safety measures like tying off overhead and the Spot-r wearable clip (below) are in use in New York City.*

## In New York City, New Safety Technologies

**We want our carpenters to feel safe here and we want them to like coming to work here.**

Members of the New York City District Council of Carpenters (NYCDCC) are trying out new technologies and practices meant to keep them safe and prevent injuries at a major Manhattan construction site, “The Spiral” at 66 Hudson Blvd. The effort is a collaboration between NYCDCC, Turner Construction and Tishman Speyer.

The group is experimenting with a new technology tool, the Spot-r from Triax Technologies. The wearable Spot-r Clip is no larger than a beeper and clips onto a waist belt. The device detects falls, measures the distance of the fall, and identifies who fell and where it took place. At the push of a button, a worker can signal a site medic and foreman in case of distress or to report any hazardous work-site conditions. The Spiral is the first construction project in Manhattan at this scale where the device is being used.

Local 212 Shop Steward Anthony Casselano said his carpenters became supportive of wearing the safety device once they understood that it was meant to help keep them safe on the job and able to report and prevent injury.

“They see it as another piece of personal protective equipment meant to keep them safe on the job,” Casselano said. “If you look at it like a pair of gloves and a hard hat, carpenters are more receptive and willing to wear it. They know it is for their benefit. It makes the carpenters more comfortable if they’re in a spot that’s hard to get to because the job is so big,” he said.

Turner Construction Vice President Joseph Byrne stressed that the location ability of the device is meant to save lives, not track lives. “When we first introduced the safety device people were under the impression that it was a GPS that tracked people as they come and go,” Byrne said. “I want to stress that is not the case. Our number one concern is that our carpenters feel safe and make safe choices.”



Other safety measures in use at The Spiral include cutting tables located throughout the site to help keep debris and materials off the floors; carpenters being tied off overhead rather than at their feet; daily meetings to review the previous day and share safety best practices; and training on better awareness of surroundings.

Byrne added, “We plan to provide blood pressure and blood sugar testing, cell phone charging stations, food and microwaves as part of overall safety initiatives. We want our carpenters to feel safe here and we want them to like coming to work here. The goal is for the carpenters to go home at least the way they came in, if not better.”

NYCDCC Director of Organizing Eddie McWilliams said, “Union carpenters are driving the adoption of these innovations on our job sites in New York City. I am very enthusiastic we are developing new technologies that focus on construction worker safety such as the Triax devices. The safety of our carpenters is paramount, while at the same time remaining productive and competitive.”



## Light Rail Project Opening Doors for Apprentices

**I**n Toronto, the 19-kilometre Eglinton Crosstown Light Rail Transit (LRT) project is proving to be fertile training ground for a new generation of young carpenter apprentices. The 10-year project will wrap up in 2021 but it will spur development along the line for years to come.

Apprentices come from across the Greater Toronto Area to work on the project, said Mike Yorke, president of the Carpenters District Council of Ontario.

“They include women, new immigrants, long-time residents, people pursuing second careers, and people from marginalized communities who have jobs through a special community benefits agreement with Metrolinx,” Yorke said. “We are building crucial transit infrastructure and the social infrastructure of our community by opening doors for young men and women and others, driving greater diversity in our union.”

Paris Blackwood is a third-term apprentice doing formwork on the LRT project. He said the steady work has given him an opportunity to grow. “I am working with a lot of steel, giant A-frames, climbing behind

walls, going underground. I’m everywhere” with varied duties, Blackwood said.

At the Science Centre Station alone, 12 mixed-use buildings are proposed within three years of the LRT’s completion, said Jim Jackman, superintendent of Structform International Ltd., the formwork contractor at the station. At least 30 other building projects are being prepared for city approvals and building permits along the LRT.

Structform employs about 60 people at the Science Centre Station. One in five is an apprentice, ranging from level one to level four. Jackman said the construction scene in Toronto is favorable for anyone thinking about a career in carpentry. “We have some big civil work ahead of us,” he said.

And it is not just high-profile jobs like the LRT, Jackman said. Storm sewer lines, water mains and pumping stations are examples. “The city is expanding; many condos are being built. The need for infrastructure is now.

“It is a good time in the industry, and it is good to see that now the city of Toronto and the Carpenter’s union are being recognized as leaders in building,” Jackman said.



*The huge Eglinton Crosstown light rail project will spur development in Toronto even after its completion next year.*

## Building Community at Canada’s First Tiny-Home Village for Veterans

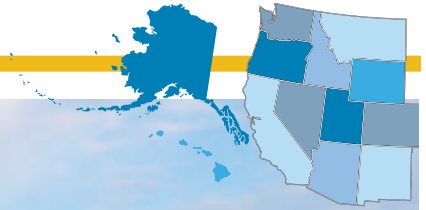


For many military veterans, reintegrating into everyday life can seem impossible and some come face-to-face with homelessness. To give Canadian veterans a place to rest their boots and call home, Alberta UBC Local 2010 and ATCOSL, a modular home builder and utilities corporation, teamed up with the Homes for Heroes Foundation to build a “tiny homes” community.

Twenty 275-square-foot homes are now installed in Calgary’s Forest Lawn area to create a village with a resource centre, community gardens and memorials to fallen Canadian soldiers. The homes are fully equipped with a bedroom, kitchen and everything a person needs to live comfortably. The program’s comprehensive approach will provide the resources, services and training the veterans need to achieve the goal of living independently for the long term.

Each home is named in honour of a fallen soldier. One of them carries the name of the son of Local 2103 member Murray Marshall. “When he heard about the project, he instantly wanted to be involved in building that house,” said Local 2103 Business Representative Bruce Payne. Local 2010 and ATCOSL were happy to oblige. The day Murray arrived to help with the build, members of his local were there to cheer him on. “That’s what brothers do,” said Payne.





## On the Rise in L.A. Women and the Sixth Street Bridge Project



**W**hen it opens in about two years, the 6th Street Bridge in Downtown Los Angeles will add a dynamic “wavy” design to the cityscape as it reconnects neighborhoods along the LA River. The bridge replaces one that was deemed unsafe in earthquake-prone Southern California; the original opened in 1933.

But it’s a new era and building the bridge is the job of about 170 workers, 15 of them women — nearly double the Department of Labor’s participation goal of 6.9 percent female crew members.

Among them are Rosa Garcia, Chanel Waits and Eva Johnson, members of the Southwest Regional Council of Carpenters (SWRCC). They were featured in a recent LA Times article about the bridge project.

After years in retail, Rosa Garcia came into the SWRCC through the council’s Bridging Outstanding Opportunities with Tradeswoman Skills (BOOTS) program. “There’s been jobs where there’s been 800 guys and I’ve been the only female,” said Garcia. “This is the first project where I couldn’t believe how many women I saw.”

Chanel Waits’ father recently retired as a UBC member. She hesitated to enter construction knowing she would be

outnumbered, but she made the move and is now doing concrete work on the bridge. “If I can change the minds of men who don’t think women belong here, then inevitably they’ll work with women again and there will be a door open that wasn’t open before.”

Eva Johnson was always interested in construction but never knew how to get involved. She was on probation when she learned about a Los Angeles County training program. Johnson came to the 6th Street Bridge in 2018 and says the challenging job has improved her lifestyle and brought support from her family. “They’re proud of me,” she said.

This and other projects are showing that old stereotypes about women’s physical capabilities are falling away. “We have to break the perception: Women are physically capable of doing the work,” said SWRCC Executive Secretary-Treasurer Dan Langford.

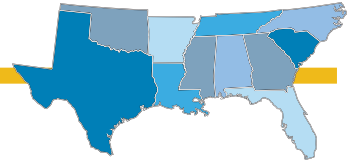
SWRCC Special Representative Maria Coronado is a pioneer with nearly 30 years as a UBC member. Now she mentors women carpenters. “Years ago,” she said, “some of the guys would say, ‘Hey, why aren’t you behind a desk with your nails painted in a cute little dress?’ And I’d say, ‘Why aren’t you in a suit with tie?’ Some of us are builders.”

Coronado and her UBC sisters know that working union is key. There are no pay gaps and workers have health and pension benefits. And carpenters can expect to look back on a career with pride.

“When I see a building, I can see all the blood, sweat and tears that went into it, all the people that were on it, all the relationships I built while I was there,” Coronado said. “It’s a serious sense of accomplishment.”



*SWRCC Special Representative Maria Coronado mentors women UBC members like those on the Sixth Street Bridge crew above.*



## For UBC Millwrights, the Extraordinary is Routine

Everybody knows an assembly line is a place where things get built. But who builds the assembly line? UBC millwrights, of course.

In Huntsville, Ala., members of the Southern States Millwrights Regional Council (SSMRC) have punched in at the massive new Mazda Toyota Manufacturing (MTM) plant, a joint venture of the two automakers that was announced in 2018.

The SSMRC's involvement at the MTM plant is governed by a Project Labor Agreement (PLA) negotiated by the UBC, which provides that the work will be done by all-union craftsmen. At the peak of construction over the next 12 to 18 months, SSMRC will deploy 750 to 800 millwrights on the job, says SSMRC Representative Clint Smith.

The 3.7 million-square-foot facility will house two automotive production lines in one building. Currently SSMRC

crews are shooting center lines and setting benchmarks for machinery layout and installation of presses. Precision is key, with specifications for the assembly line's construction requiring tolerances to within three millimeters at MTM.

That's routine for UBC millwrights, but the scale of this plant is unusual. "To prepare, SSMRC has been working with the Central Alabama UBC training center for the past two years to train millwright apprentices in machinery installation, welding, forklift, aerial lift and OSHA 30 classes, among others," Smith said.

"In the Huntsville area, we have 798 members but about half of them are usually working at power plants," Smith said. That's why the MTM project will have SSMRC representatives in Alabama, Georgia, Tennessee, Texas and elsewhere working in concert with other UBC councils to meet the demand

for millwrights. That is also routine, since UBC councils are structured to be able to turn on a dime to meet industry needs.

SSMRC members are familiar with auto assembly lines, having worked for 17 years at two other Toyota plants—an engine plant 15 miles from Huntsville, and a Corolla plant in Blue Springs, Mississippi.

At MTM, construction of the building itself is still underway—the steel frame and roof were on by mid-winter, but concrete was still being poured and walls constructed while the millwrights began the assembly line layout. At work on the structure are more than 200 members of the Southeastern Carpenters Regional Council (SECR).



Members of the Southern States Millwrights Regional Council are building the assembly lines at the Mazda-Toyota Manufacturing plant in Alabama.



Austin carpenters speak with CSCRC representatives near a jobsite.

## Austin Campaign Builds Momentum

Unrepresented carpenters in Austin, Texas, continue to build momentum in their Operation Bat Fury campaign for better wages and working conditions. With support from the Central South Regional Council of Carpenters (CSCRC), the campaign is highlighting how workers in drywall, metal stud framing and other Interior Systems work have been left out of Austin's economic growth.

The campaign is shining a light on shady practices among contractors and labor brokers—where workers are misclassified as independent contractors, paid under the table, or not paid at all. Recently members of the Austin campaign travelled some 80 miles to San Antonio to support carpenters who had walked off the job after being victimized by labor brokers.



## In Iowa, Repowering Wind Turbines

**H**arnessing wind energy is a big business and keeping wind turbines up to date and running well is mission critical. UBC millwrights bring the same expertise to the wind industry that they have brought to every other energy sector.

Millwrights from the North Central States Regional Council of Carpenters (NCSRCC) have been a key part of a huge project for MidAmerican Energy, which announced two years ago the “repowering” of some 706 turbines on 10-to-15-year-old wind farms across Iowa. The project involves replacing blades, hubs and turbine parts to allow each turbine to produce 19 to 28 percent more energy.

During re-powering, UBC millwrights remove the old blades and replace old components with more productive ones. Then, using a massive crane and intricate

rigging, crews carefully guide new blades weighing over six tons each onto a new hub. The new blades and hub, weighing as much as 45 tons, are lifted and re-attached to the tower about 280 feet high.

The new blades are longer and lighter. Updated electronics and more efficient turbines make the repowering more attractive than replacement.

Millwright Eric Kilpatrick, from Local 1463 in Omaha, Nebraska, is the general foreman at the Adair and Iowa site for Mortenson Energy Services. At the start, Mortenson’s millwright crews were turning over one wind tower every three days. Now, they have created efficiencies reducing the ratio to one tower every ten hours. On the other hand, a nearby non-union contractor on another part of the project was turning over one wind tower every week



and has progressed to one tower every three days.

In fact, Kilpatrick’s crew has quadrupled the non-union contractor’s output—so significantly that the owner of the wind towers hired Mortenson to take over some of the work from the non-union contractor, who fell far enough behind to compromise its federal tax incentives. Not only has Mortenson been able to get that portion of the project back on track, they

also maintained the re-power schedules on their originally contracted towers.

“Everybody counts on each other,” Kilpatrick said. “We make sure that Mortenson can deliver strong outcomes and be recognized in the wind power industry. People need to know that when Mortenson bids on these jobs, they are getting the very best.”

And that means having UBC Millwrights do the work!

## ‘This Shows You the Meaning of Brotherhood’

**A**dam Stampley’s flight was on the runway last April, set to take him from Indianapolis to Las Vegas, when the life-shattering call came. Adam’s wife and two children had been injured in a collision with a semi after they dropped him off at the airport.

It was too late to turn the plane around, so Adam endured four hours wondering whether his family would survive. Rather than attend his Journeyman Leadership Program class at the International Training Center with other members of the Indiana Kentucky Ohio Regional Council of Carpenters (IKORCC), Adam got on a flight back home.

The situation was devastating. Adam’s wife, Erica, had grave injuries and was given a five percent chance of survival. Araya, 6, had spinal and other injuries. Thomas, 8, fared better but suffered fractures.

Despite the odds, Erica survived. Thomas was released after two days and Araya two weeks later. Locals 133 and 301 members took up collections, raising over \$2,000.

With Erica recovering and expenses mounting, Adam went back to work for Circle B Construction Systems. IKORCC members donated hours so he could visit Erica and still get paid.

Thanks to his union benefits,

Adam would pay just a fraction of the medical costs. Still, Adam’s IKORCC family stepped up again through “Carpenters Care,” which benefits an IKORCC family or families in serious financial need. Members raised over \$7,000 for the Stampleys.

Last October, Erica walked with Adam as he graduated from his apprenticeship.

“Something like this shows you the meaning of brotherhood. I couldn’t believe how good people were to my family,” Adam said.



*Adam Stampley and his daughter Araya built a toolbox at the Indiana State Fair, where IKORCC members raised money for their family.*

## CONVENTION CALL

December 30, 2019

TO THE OFFICERS AND MEMBERS OF LOCAL UNIONS AND COUNCILS OF  
THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

### GREETINGS:

You are officially notified that the Forty-Second General Convention of the United Brotherhood of Carpenters and Joiners of America will be held at Paris-Bally's Las Vegas in Las Vegas, Nevada, beginning Monday, August 24, 2020, at 10:00 a.m. and will continue in session from day to day until the business coming before the Convention has been completed.

The basis of representation for Local Unions in the Convention, in accordance with Section 17-C of the UBC Constitution, is: one hundred (100) members or less shall be entitled to one delegate; more than one hundred (100) members and not more than five hundred (500), two delegates; more than five hundred (500) and less than one thousand (1,000), three delegates; one thousand (1,000) members and less than fifteen hundred (1,500), four delegates; fifteen hundred (1,500) members and less than two thousand (2,000), five delegates; two thousand (2,000) and less than twenty-five hundred (2,500), six delegates; twenty-five hundred (2,500) and less than three thousand (3,000), seven delegates; a Local Union with three thousand (3,000) or more members shall be entitled to eight delegates plus one additional delegate for every 500 members over three thousand (3,000). The number of members of the Local Union shall be the number in good standing in the month that the Convention Call is issued.

A Local Union owing two or more months' per capita tax to the General Office is not entitled to representation at the Convention. Local Unions must pay enough to reduce their arrearage below two months' per capita, prior to or at the Convention, in order for their delegates to be seated at the Convention.

State, Provincial, Regional, Industrial and District Councils and the Canada Council shall be entitled to representation by election of one delegate. Pursuant to Section 17-C of the UBC Constitution, Council delegates will not be entitled to vote in the election of General Officers. Council delegates will nonetheless be credentialed and seated as delegates to the General Convention in accordance with the UBC Constitution and will have full voice and vote on all Convention matters except the election of General Officers.

In accordance with Section 17-F of the UBC Constitution, all Local Unions and Councils are directed to issue notice of special called meeting(s) for the purpose of selecting delegates to the Forty-Second General Convention by secret ballot. Section 17-F provides as follows: "The election of delegates and alternates shall be held by secret ballot within the time specified by the General Executive Board. All members shall be notified by mail to attend the meeting

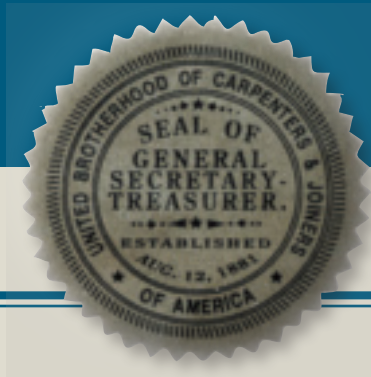
at which the delegates and alternates are to be elected. To be eligible for nomination or election as a delegate or alternate to a General Convention, a member must meet the requirements of Section 31D."

Individuals who are automatically elected as General Convention delegates by virtue of proper election to another office in their Local Union or Council may qualify for credentials if such automatic delegate status is provided for in the Local Union's or Council's By-laws and the requirements of Section 31-J of the UBC Constitution are met. Under Section 31-J of the UBC Constitution, the notices of nominations and election, and the ballot, must advise members that the candidate elected to the office will be a delegate to the General Convention of the United Brotherhood. Documentation of the above criteria should be submitted with the Local's or Council's Delegate Designation Form.

Section 31-D of the UBC Constitution provides as follows: "A member cannot hold office or the position of Delegate or a Committee position, or be nominated for office, Delegate or a Committee position, if receiving a pension under the United Brotherhood of Carpenters Pension Plan, or unless present at the time of nomination, except that the member is in the anteroom on authorized business or out on official business, or prevented by accident, sickness, or other substantial reason accepted by the Local Union or Council from being present; nor shall the member be eligible unless working for a livelihood in a classification within the trade autonomy of the United Brotherhood as defined in Section 7 or in employment which qualifies him or her for membership, or is depending on the trade for a livelihood, or is employed by the organization as a full-time officer or representative; provided, further, that members who are life members shall not be eligible. A member must have been twelve (12) consecutive months a member in good standing immediately prior to nomination in the Local Union and a member of the United Brotherhood of Carpenters and Joiners of America for two consecutive years immediately prior to nomination, unless the Local Union has not been in existence the time herein required, and must remain a member in good standing at all times in order to remain in the position to which he is elected or appointed. A member who retires after being elected may complete the term for which elected unless receiving a pension under the United Brotherhood of Carpenters Pension Plan. Contracting members are not eligible to be nominated for or hold an officer, delegate, or committee position, nor shall a member who has been a contracting member until six months have elapsed following notification by the member to his or her Local Union in writing that he or she has ceased contracting."



MICHAEL CAPELLI General Secretary-Treasurer  
101 Constitution Avenue, N.W. Washington, D.C. 20001



## NOMINATIONS AND ELECTIONS

Nomination and election of delegates shall be at special called meeting(s).

For nominations conducted by Local Unions for General Convention delegates, all members must receive notice by mail of the number of delegates to be elected and the time, place and date of the nominating meeting. This notice shall be by letter or postcard and shall be sent not less than fifteen (15) days prior to the date set for the nomination of delegates. Notice of nominations must be mailed to each member at his or her last known address as reported to the Recording Secretary under Section 44-F. No other form of notice is permitted (Notice in newspapers or similar publications shall not constitute proper notice, but may be used as a supplementary notice).

For elections conducted by Local Unions for General Convention delegates, all members must receive notice by mail of the time, place, and date of the election. This notice shall be by letter or postcard and shall be sent at least (15) fifteen days prior to the date set for the election of delegates. Notice of the election must be mailed to each member at his or her last known address not less than (15) fifteen days prior to the election. No other form of notice is permitted (Notice in newspapers or similar publications shall not constitute proper notice, but may be used as a supplementary notice).

A Local Union may use a combined notice of nomination and election if it contains all the necessary information, is mailed by letter or postcard to each member at his or her last known address, as indicated above, and is sent at least (30) thirty days before the election and at least (15) fifteen days prior to nominations. If a Local Union sends a combined thirty-day notice, nomination and election of delegates may be held at the same special called meeting. Furthermore, (n) otices of nomination and election shall be mailed not more than sixty (60) days prior to the date of such nominations and/or election.

To be eligible to vote for delegates in a Local Union, a member must have held membership in the Local Union for at least twelve (12) consecutive months (unless the Local Union has not been in existence the time required) and be in good standing at the time of voting. Contracting members are not eligible to vote. The benefit status of a member shall not be considered in determining his or her eligibility as a candidate for delegate or his or her eligibility to vote for delegates.

It shall be the responsibility of the Financial Secretary to certify the eligibility of all candidates for delegate at the time of nomination.

Where two or more Local Unions have merged, the period of membership required as a condition of eligibility for nomination for delegate or voting in an election for delegates may be established by including continuous membership in any of the Local Unions whose merger resulted in the existing Local Union.

Each delegate will be entitled to one vote (except that delegates representing Councils will not be able to vote for General Officers). A delegate representing more than one chartered body will be entitled to only one vote. Proxy representation is not allowed. Each delegate establishes a claim to a seat in the Convention through official credentials supplied by the General Office which must be properly filled out and signed by the President and Recording Secretary of the Local Union or the President and Secretary of the Council he or she represents, with the Seal of the Local Union or Council he or she represents affixed thereto.

Delegates must present proper identification at the General Convention. Proper identification consists of a driver's license or other government issued photo identification. The expense of each delegate attending the Convention is to be paid by the Local Union or Council he or she represents.

A blank Delegate Designation Form with a self-addressed envelope, addressed to the General Secretary-Treasurer, is being provided to each Local Union and Council along with this Convention Call. This form is to be completed by the Recording Secretary immediately following the delegate election and mailed promptly to the General Secretary-Treasurer.

Elections for delegates and alternates to the General Convention are to be conducted by April 30, 2020. Except for delegates by virtue of office, all delegates and alternates to the General Convention must be elected after December 30, 2019. The completed Delegate Designation Form containing the names and addresses of elected delegates, along with the Local Union's or Council's election notice and other required information, are to be returned to the General Office by May 8, 2020.

When the information required, including the home addresses of the delegates, is received at the General Office and the elected delegates' membership status and eligibility are found to be in compliance with our Constitution and Laws, credentials and further information will be sent to the delegate's home address and not to the Local Union or Council.

All amendments to the Constitution and Laws proposed by Local Unions or Councils must be submitted separately, in triplicate, by June 25, 2020, in accordance with Sections 57-B and E of the UBC Constitution.

Fraternally yours,

*Douglas J. McCann*

GENERAL PRESIDENT

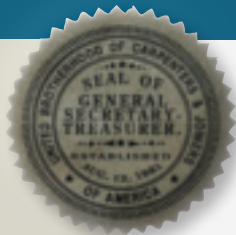
*Michael Capelli*

GENERAL SECRETARY-TREASURER



# United Brotherhood of

INSTITUTED AUGUST 12th 1881



## NOTICE OF UBC GENERAL OFFICER ELECTION

### General

Pursuant to the UBC Constitution, an election for General Officers will be held at the 42nd General Convention in Las Vegas, Nevada at Paris-Bally's 3645 South Las Vegas Boulevard, Las Vegas, NV 89109. As set forth in the Convention Call that has been issued, the 42nd General Convention shall commence on August 24, 2020. In accordance with Section 9B of the UBC Constitution, nominations for General Officers shall be made on August 26, 2020, and the election for General Officers has been scheduled for August 27, 2020.

The officers will be elected by delegates to the General Convention. Delegates representing Councils, however, will not be able to vote for General Officers. The officers will serve a regular five-year term commencing 45 days following the completion of the election.

The election will be for the following General Officer positions:

General President

General Vice-President

Second General Vice-President

General Secretary-Treasurer

District Vice-President, Eastern District

District Vice-President, Midwestern District

District Vice-President, Southern District

District Vice-President, Western District

District Vice-President, Canadian District

The Districts are as follows:

**Eastern District:** Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont, Virginia, West Virginia, and Puerto Rico<sup>1</sup>.

**Midwestern District:** Illinois, Indiana, Iowa, Kansas, Kentucky, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin.

**Southern District:** Alabama, Arkansas, North and South Carolina, Florida, Georgia, Louisiana, Mississippi, Oklahoma, Tennessee, Texas, Canal Zone, and Virgin Islands.

**Western District:** Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

**Canadian District:** Canada.

### Eligibility for Nomination and Election as a General Officer

Any eligible member may seek nomination and election for any available position. Incumbents seeking a new office will not be required to resign their present position in order to run for another position.

The eligibility requirements for nomination and election as a General Officer are set forth in Sections 9-D, 31-D, and 44-G of the UBC Constitution.

### Prohibited Campaigning

Section 401(g) of the Labor Management Reporting and Disclosure Act prohibits the use of union or employer funds to promote the candidacy of any person. No union resources including union publications, supplies or equipment may be used to promote any candidate.

1. Pursuant to its authority the General Executive Board adjusted the jurisdiction of the Southern and Eastern District, i.e. certain jurisdiction for Puerto Rico has been moved to the Eastern District. The General Executive Board expects to submit to the 42nd General Convention an amendment to the UBC Constitution that shall reflect the adjustment.



# Carpenters & Joiners OF AMERICA

## UBC POLICY

### Regarding Inspection of Membership and Delegate Lists and Distribution of Campaign Literature for the 42nd General Convention

#### Inspection of Membership and Delegate Lists

Each bona fide candidate for a General Officer position may, once within 30 days prior to the date of the election of General Officers, inspect a list containing the names and addresses of members of the United Brotherhood of Carpenters and the most current list of the names and addresses of delegates to the 42nd General Convention. The right of inspection does not include the right to copy the lists but does include the right to compare the lists with a personal list of members. No candidate is entitled to receive a copy of the lists during the thirty-day period or at any other time prior to the election.

The membership list and most current delegate list will be available for inspection at the General Office of the UBC located at 101 Constitution Avenue, N.W., Washington, D.C. 20001, between 9:00 AM and 4:30 PM, Monday through Friday, from July 28, 2020 through August 26, 2020. Any candidate who wishes to inspect the membership list during this period should contact Michael Capelli, General Secretary-Treasurer at (202) 546-6206 or send a written request to Michael Capelli, General Secretary-Treasurer, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Avenue, N.W., 10th Floor, Washington, D.C. 20001.

Prior to actual inspection of a list, a bona fide candidate will be required to sign a form certifying that he or she is a bona fide candidate for a General Officer position.

#### Distribution of Campaign Literature

The UBC will honor any reasonable request of any bona fide candidate for a General Officer position to distribute his or her campaign literature to members at the candidate's expense. The UBC will use a professional mail service to assist with the distribution of literature.

Any candidate who wishes to have his or her campaign literature distributed by the UBC must submit a written request for such distribution to Michael Capelli, General Secretary-Treasurer, at the United Brotherhood of Carpenters and Joiners of America, 101 Constitution Avenue, N.W., Tenth Floor, Washington, D.C. 20001. In such request, a candidate must: (1) certify in writing that he or she is a bona fide candidate for a General Officer position for the 42nd General

Convention and specify the position such candidate is seeking; (2) clearly specify which members he or she wants his or her campaign literature distributed to (Example: delegates, membership at large, other, etc.); (3) specify whether he or she wants the campaign literature mailed by first-class mail or some other method; (4) provide an exact sample of the campaign literature he or she wishes to have mailed, along with a sample envelope, so that the mail service can provide an estimate of distribution costs.

After receipt of such request and information, the UBC General Office will notify the candidate of the estimated cost of such distribution after obtaining an estimate from the mail service. The total cost of the mailing will depend upon the size and weight of the piece(s) being mailed, the quantity mailed, and the postage used.

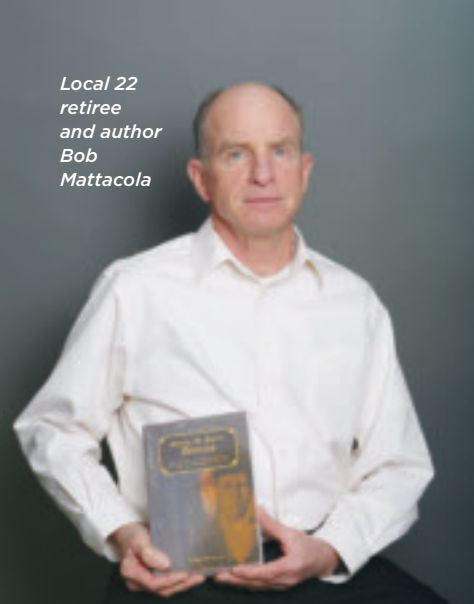
Example: For illustrative purposes only, the estimated cost of handling, processing, and mailing one 8½ by 11 sheet, 20 lb bond (folded in thirds to fit a No. 10 envelope), in a No. 10 (standard business) envelope to 2000 members would be approximately \$800 plus the cost of postage.

As indicated above, the total cost of the mailing will vary depending on the size and weight of the piece(s) being mailed, the quantity mailed, and the postage used.

Candidates who wish to have their campaign literature distributed by the UBC will then be required to submit advance payment for such mailing, by check or money order payable to the mail service, to Michael Capelli, General Secretary-Treasurer at the General Office, UBC, 101 Constitution Ave., N.W., Tenth Floor, Washington, D.C. 20001, along with their campaign literature (which must be folded so that it can fit in the envelopes provided, but not inserted into the envelopes) and the proper number of envelopes (without postage). The mail service will insert the campaign literature into the envelopes, seal the envelopes, attach the mailing addresses, apply postage, and mail the campaign literature to recipients. Again, all campaign literature must arrive at the General Office pre-folded to envelope size in order to be distributed.

Distributions to General Convention delegates will be made per the most current delegate list as of the date that the candidate's request for distribution of campaign literature is received at the UBC General Office.

Local 22  
retiree  
and author  
Bob  
Mattacola



## Window to history: a carpenter's diary

**I**magine being able to reach back and hear from a brother carpenter who was a member of your local union more than 100 years ago.

Bob Mattacola grabbed such an opportunity when he learned about a diary that was faithfully recorded every day by a fellow Local 22 member. The result is a remarkable 700-page book, *George W. Farris Diaries: A Daily Diary of a Union Carpenter in San Francisco from January 1902 - 1910*.

A history buff, now retired, Mattacola was still a working member of Local 22 when he learned about the diaries, which are housed at the University of California, Berkeley. He began studying the diaries when he helped create a film about rebuilding San Francisco after the devastating 1906 earthquake.

"I was blown away" by the life story told through the diaries, said Mattacola. "It is staggering to me that he was born before the start of the Civil War and died after the first atomic bomb was used."

With encouragement from historians including Archie Green, the renowned folklorist and UBC member, Mattacola decided to compile the diaries into a book. Few if any other volumes like this exist.

"Like me, Farris had a constant need to secure work, avoid injury and foul weather, and was careful not to cross or alienate a walking delegate or contractor," Mattacola wrote in the book's introduction. Managing a life without health insurance, Social Security or a pension "seemed like something of a miraculous achievement," Mattacola wrote.

Among the book's most searing passages are those concerning the earthquake—in real time:

*Thursday, April 19, 1906  
(the day after the  
earthquake struck):*

*"An other day of horror, the fire is still raging with unabating fury and the whole city East of Van Ness Avenue is (seeming) doomed. We had to leave the Golden Eagle (rooming house) this afternoon at three o'clock and move to the waterfront. I stored some of my tools in a warehouse. We are camping on the water front. Have plenty of company. The whole front is crowded."*

Farris made his way to Oakland, where he stayed for the next four years. He never again lived in San Francisco. He died in 1949.

*The George Farris Diaries is available for sale through Carpenters Local Union 22, at 415-355-1322. Some of Farris' diary entries are heard in the 27-minute film, Rebuilding San Francisco: The Workers' Story, available at [www.waterfront-soundingsproductions.com](http://www.waterfront-soundingsproductions.com).*

*"Had a ticklish job today; had to put up a stage to take off part of a cornice and it was over 30 feet high, and we had to start from the ground and build up...three stages before we got to the cornice. Took us all day to get the stage up. I am tired."*

*Friday, January 18, 1907*

*"Worked on partitions, flooring and front steps. Put the stringers in place and laid the floor of the vestibule. A load of 2 X 3 studding came and I put down plates for the rest of the second story partition. Have plenty of work."*

*Monday, June 19, 1905*



## If You're in Philly....

**A** Carpenters Museum is open in the Philadelphia office of the Eastern Atlantic States Regional Council of Carpenters (EASRCC). Stories of the union's earliest days are told through memorabilia and artifacts, including many items belonging to UBC founder Peter J. McGuire. Also featured is a replica of the storied 'Six to Six' banner from a carpenters strike of 1835.

The museum includes antique tools and a re-creation of the John Grass Woodturning shop (at left), with original machinery and tools, which operated from 1860 to 2004.

The Carpenters Museum is located at 1803 Spring Garden Street in Philadelphia. It is open to the public the fourth Saturday of every month from 9 a.m. to 1 p.m., or you can request an appointment at [mtapken@eascarpenters.org](mailto:mtapken@eascarpenters.org).





# IN CANADA

## Standing Up to Make a Difference



Don Wall/Daily Commercial News

*Prime Minister Justin Trudeau addresses students at the UBC College of Carpenters and Allied Trades in Woodbridge, Ontario.*

In 2019 the UBC Canadian District took a decisive step to make a difference in the October Federal Election by registering as a Third Party with Elections Canada. This marked the first time in our history that the UBC would formally engage in the federal election as a third party, supporting one political party and opposing another.



*UBC members campaign with Liberal MP's Ahmed Hussen (York South Weston) and Adam Vaughan (Spadina Fort York) during Labour Day 2019.*

The decision to support Prime Minister Trudeau and the Liberal Government and oppose Andrew Scheer and the Conservative Party was based on the parties' track records on issues that impact UBC members. Prior to the election Prime Minister Trudeau said, "the labour movement deserves fairness, not a government that sees it as an enemy." He said the Liberal government will always respect and work with organized labour and the hundreds of thousands of Canadians it represents. However, the Conservatives were

gaining momentum across Canada and polls indicated that the Federal Conservative Party was in the lead and was poised to win the election with their anti-worker agenda.

The nine years of the Harper Conservatives with their 'right to work' threats and legislation (2006 - 2015) and the four progressive years of the Trudeau Liberals (2015-2019) required that the UBC not stand on the sidelines in 2019.

It was clearly necessary to engage in partisan political activity during the period leading up to voting day. This process required the UBC to formally register with Elections Canada and follow precise rules and spending limits. The reasons for this decision were succinctly outlined in the 2019 digital edition of Carpenter Magazine, at [carpenters.org](http://carpenters.org).

The UBC mounted a focused and direct education campaign targeting members with information and an explicit request that they consider supporting Liberal candidates and vote Liberal on October 21. The campaign included mail-outs, text messaging and voice drops. It was not a time for generic non-committal statements urging members to get out to vote. The UBC wanted to send a message to federal politicians and their parties that we were going to take a stand and not be ambivalent in the face of attacks on union values.

On October 21, the Liberal Government secured a narrow minority government victory with 157 seats, compared to 121 Conservative Party seats. The minority government will continue to function with the support of the New Democratic Party. The efforts of people

and organizations like the UBC to be heard and influence the vote made a significant difference to ensure that Andrew Scheer, with his antiunion regressive agenda, did not become the next Prime Minister.

The UBC Canadian District will continue to gauge the Conservative Party's positions on our issues and on unions. Should the Party adopt pro-UBC positions and earn our support, the UBC could revert to a middle of the road, nonpartisan political position with respect to federal politics. Scheer's resignation shortly after the election was an early indication.

The UBC is monitoring the current leadership race to determine if the Conservative Party is truly moving toward adopting union friendly policies and candidates. Recent research indicates Party members may be moving away from their extreme social conservative agenda and some Party members are advocating reaching out to unions to work in policy partnerships.

Since the election, the federal Liberal government has asked the UBC for our input and expertise on combatting tax fraud and the underground economy. We have been asked to outline our priorities for the coming legislative session and to meet with federal officials to discuss policy related to the Department of Labour.

After deciding to step up and be counted during the election campaign, the onus is now on us to build on our relationships within the federal government to ensure they deliver on their commitment to respect and work with the UBC.

*UBC instructors from throughout the Brotherhood participate in an OSHA 500 class at the International Training Center (ITC).*



# NEW PROGRAMS

## Advance Safety Education and Opportunities

**Y**ou can have crackerjack skills but if you aren't working safe your career and your health can be jeopardized. That's why state-of-the-art safety training is part of the curriculum for every UBC apprentice—and why the Carpenters International Training Fund (CITF) and our regional training centers weave ongoing safety training into classes for the journey level and beyond.

Our many local UBC instructors are required to attend Train-the-Trainer workshops so they can equip members to identify, abate, avoid and prevent job-related hazards. Instructors also educate and empower members to advocate for safer working conditions.

But that's just the beginning.

For UBC members who want to go further with safety education and take advantage of new opportunities in the construction industry, the UBC is launching the UBC/CITF Construction Site Safety Specialist (CSSS) and the Board of Certified Safety Professional (BCSP) certifications.

The new certifications and certificate program are intended for superintendents, foremen, safety officers, and journeymen. These individuals may not have safety as a primary duty, but their deeper knowledge and competency ensures safer worksites and strengthens the foundation of safety in the organization.

Certified UBC members will provide value to contractors by having both field experience and industry-recognized credentials. They will also be better qualified

for many safety-related jobs, now and into the future.

According to the Bureau of Labor Statistics, employment of occupational health and safety specialists and technicians is projected to grow eight percent from 2016 to 2026. Specialists and technicians are needed in a variety of industries to ensure that employers comply with existing and new regulations.

Below is basic information about the new UBC safety certifications.

### **UBC/CITF Construction Site Safety Specialist (CSSS) Certificate Program**

Provides foundational knowledge and skills needed for a construction site safety professional. The program also

prepares UBC members to take the following exams:

Safety Trained Supervisor Construction (STSC)

Construction Health and Safety Technician (CHST)

### **Board of Certified Safety Professionals (BCSP) Certifications**

The BCSP offers the most recognized industry credentials in the safety and health profession. BCSP certifications are certified by ANSI, the American National Standards Institute.

Members will complete the UBC/CITF CSSS Certificate Program through their local training centers.

*(continued on Page 17)*



## New Safety Certifications

(continued from Page 16)

### GENERAL REQUIREMENTS

In Order To Participate In The New Certification Training Programs, A UBC Member Must Meet The Following Requirements:

A UBC member in good standing and a journeyman with a minimum of five years construction experience.

CITF Class Completion Requirements (all training must be current):

- First Aid, CPR, AED
- MEWP Operator Qualification
- Confined Space
- Construction Fall Protection
- Hazard Communication and Chemical Safety
- OSHA 30 Construction
- Scaffold Erector Qualification
- Silica Awareness

- Construction Site Safety Management and Leadership
- Ergonomics
- PITO – Industrial and Rough Terrain

After completing the UBC/CITF CSSS certificate program, members will be eligible to advance further through certification programs by attending workshops and exam preparation programs.

Please contact your local training center for more information.

## ‘World of Concrete’ Showcases UBC Excellence

**T**he UBC’s five Districts – Eastern, Midwestern, Canadian, Southern and Western – collaborated to bring the union’s message of skills, training and leadership to World of Concrete, the largest tradeshow of its kind, in Las Vegas.

The UBC’s presence ensured that the more than 60,000 participants understood the benefits of using well-trained, professional carpenters. The exhibit demonstrated training provided by the Carpenters International Training Fund and affiliates, as well as professional and leadership development programs from the UBC’s Department of Education. Contact people from each district answered questions from participants and scheduled follow-up meetings back home.

Exhibit highlights included a nail driving and handsaw competition and a virtual-reality tour of the International Training Center’s south shop.



## Mourning a Dedicated UBC Instructor

The UBC family suffered a tragic loss on January 16 with the death of Daniel Garcia, a 27-year member of Local 59 of the Pacific Northwest Regional Council of Carpenters (PNWRCC). Dan was attending a train-the-trainer course at the International Training Center in Las Vegas and was out for his regular lunchtime walk nearby when he was struck by a vehicle that jumped the curb. His death was ruled an accident.

Dan was 53 years old. He is survived by his four children as well as his longtime partner Lydia Gutierrez and her three sons. Dan is also survived by eight brothers and sisters.

A longtime resident of Yakima, Washington, Dan was a Job Corps graduate. For the past 18 years he was a UBC instructor at the Yakima Valley Technical Skills Center, where he impacted hundreds of young lives. PNWRCC Service Representative Tony Edwards delivered a eulogy at the memorial service for Dan.

“Because of Dan’s mentoring, long after graduation, students would often come back to visit him in his shop at YV Tech,” Edwards said. “Why? Because of his compassion. His students knew that he cared about them. That is what I admire most about my union brother: his compassion.”

“Dan Garcia’s dedication to our training programs, to our members, and to our communities was unmatched,” said PNWRCC Executive Secretary-Treasurer Evelyn Shapiro. “He was dedicated to his family, his community and his trade.”

The PNWRCC has set up the Daniel Garcia Memorial Fund. All proceeds will be donated to Dan’s family. Checks should be made out to PNWRCC. Please write “Daniel Garcia Memorial Fund” on the check’s memo line.

Mail to: PNWRCC, 25120 Pacific Highway S,  
Kent, WA 98032

To make an online donation through GoFundMe, visit: [action.carpenters.org/dan-garcia](https://action.carpenters.org/dan-garcia)

# 18-MONTH FOREMAN PROGRAM



*Foremen and Leadership Coaches completed the first pilot session of the 18-Month Foreman Program.*

**T**he UBC is always looking for ways to strengthen our ranks and continue to develop the total professional; this includes creating programs to ensure we have an informed and well-trained workforce. Developed in coordination with the UBC's industry partners, the Department of Education and Training (DET) is now offering a next-level training program for UBC foremen. The 18-Month Foreman Program was piloted in December 2019 with 20 foremen and 10 Leadership Coaches from across North America.

Modeled after the format of CITF's Superintendent Training Program, this training will span four sessions over 18 months and is designed to help shape new UBC Foremen into top professionals by increasing their self awareness, improving their ability to effectively manage high functioning teams, and helping participants gain skills to collaborate more effectively with their office team.

To ensure proper support back on the jobsite during the training period, all foreman participants are paired with a Leadership Coach by their sponsoring employer. This Leadership Coach will participate in the training at the ITC and have additional responsibilities back home.

Sessions focus on the following categories:

## **The Foreman**

In Session One, participants build self-awareness through various activities and discussions. Detailed workshops focusing on time and stress management provide practical and useful tools for working foremen, both on and off the job.

## **The Crew**

Session Two seeks to improve social skills as they relate to the crew, focusing on the key components of effective communication. This session examines:

- Team Dynamics
- Understanding and Developing Adaptive Leadership, and
- Refining Communication Skills





# IS DET'S NEWEST OFFERING

## Changing the Culture to a Constructive Culture



### CONSTRUCTIVE ATTRIBUTES:

- Achievement
- Self Actualizing
- Encouragement
- Affiliative

### Transformational Leadership

Drives Constructive Styles = yields highest level of productivity on the jobsite

Robert Cooke, 1987

### The Company

Session Three is all about collaboration and promoting a Collaborative Culture within the company. Participants spend time reflecting on the current culture and environment within the office and learn how to gain valuable insight from their crew through pre-work questionnaires. This session helps Foremen to recognize opportunities for growth and improvement and to become better informed on their current culture.

### The Coach

Session Four reunites the Coach and the Foreman at the ITC to debrief on progress over the previous 18 months. Participants learn to develop a strong succession plan for organizational growth and a sustainable future.

In order to graduate from the 18-Month Foreman program participants are required to complete either the DET's Collaborative Leadership or the Foreman Training program.

2019 Program Totals		
2019 DET Programs	Sessions	Total Participants
<b>Total # of DET Programs</b>	<b>148</b>	<b>14,069</b>
<b>Leadership Programs:</b>		
3 <sup>rd</sup> Year Apprentice	17	2,801
UBC Journeymen	35	5,858
212 Journeymen	24	2,273
Foreman Training:	12	289
Interior Systems	4	94
Concrete	3	72
Millwright	3	72
Pile Driver	2	50
Collaborative Leadership	21	1,880
18-Month Foreman (Pilot)	1	19
All Staff Programs	38	949

All requests for participation in the new program are coordinated through the member's District Vice-President's office.

The 18-Month Foreman program is another step in the UBC's initiative to develop members as leaders at every stage of their careers, and to build a strong future for the Brotherhood.



# In Healthcare Construction UBC ICRA LEADS THE WAY



**T**he UBC's program for Infection Control Risk Assessment (ICRA) Best Practices in Health Care Construction has earned its reputation for consistently providing top-trained professional carpenters to healthcare jobsites. ICRA trains UBC members across North America in how to contain pathogens, control airflow, protect patients and work without disrupting operations.

Recently the UBC became a national Strategic Partner with the Association for Professionals in Infection Control and Epidemiology (APIC), the largest association for professionals in infection prevention and control. The mission of the partnership includes supporting many of the educational initiatives and services that make the APIC membership valuable to those on the front lines in the fight against healthcare-associated infections, which strike hundreds of thousands of hospitalized patients each year.

Here are some examples of ICRA success in UBC regional councils:

## **Southwest Regional Council (SWRCC)**

With help from the regional council, UBC contractor Penta Builders won a significant upgrade project at Dignity Health Hospital in Southern California after including an ICRA Plan and additional ICRA language in its bid proposal. The council's ICRA

Awareness Class to the hospital's facility directors. The bid success came despite Penta being the only signatory contractor among the job bidders and has led to other opportunities for Penta on Dignity Health projects.

## **Florida Carpenters Regional Council (FCRC)**

FCRC representatives partnered with Rañon Construction to make a joint presentation at the Bay Area APIC conference in Tampa. In attendance were more than 400 infection control professionals ranging from nurses to hospital administrators. The FCRC and Rañon presented together to demonstrate their commitment to positive patient outcomes. Rañon is a well-respected service provider in the Tampa Bay area.

## **Indiana Kentucky Ohio Regional Council of Carpenters (IKORCC)**

Since forming a partnership with the UBC, the prestigious Cleveland Clinic has adopted strict ICRA-specific requirements for anyone stepping foot on their construction projects—including healthcare staff, administrators and visitors. Among the mandates is that anyone onsite must have a badge verifying that they are up to date with at least eight hours of UBC ICRA training. In addition, Cleveland Clinic has expanded its requirements beyond its main campus in Ohio to more than 300 of its medical facilities across the country.

## **Central South Carpenters Regional Council (CSCRC)**

Members of Carpenters Local Union 329 in Oklahoma City, Oklahoma, are working for McCarthy Building Companies at the Oklahoma Heart Hospital South. The ICRA-trained members are working on renovations to existing facilities and new construction to an adjacent facility.

## **Eastern Atlantic States Regional Council of Carpenters (EASRCC)**

Architect Bea Spolidoro has promoted the UBC ICRA program in the Pittsburgh area to raise awareness among architects. In a recent web post, she wrote, "During renovations, architects typically focus on their own floor, but serious attention should be given to the impact of the work on the floors above and, in particular, those below a job site. (Pittsburgh architect David) Wells calls



for close collaboration with the Carpenters and the contractors they work for, as well as hospital staff, to understand ... the effects of the project and how to protect the patient."

## **North Central States Regional Council of Carpenters (NCSRCC)**

The council's training program held its first pilot course using a new "Heavy Civil Deep Foundation—ICRA" curriculum that it developed with approval from the Carpenters International Training Fund (CITF). The curriculum was designed to include members and contractors that work on healthcare facility exterior projects. Subjects include soil retention, driving pile, deep foundation, and selective demolition work. The pilot class was held in St. Paul and included representatives from the Minnesota Department of Health, industry professionals, contractors and members.





# Illinois Solar Market CREATES for Carpenters

UBC members on a Chicago solar project



**T**op-level UBC training and a hard-charging renewable energy team at the Chicago Regional Council of Carpenters (CRCC) is bringing UBC members to solar jobsites at a time of extensive growth. With more than 1,000 projects launching in 2020, the council has streamlined a range of initiatives for signatory contractors and created numerous opportunities for members.

In 2019 CRCC members completed more than 200 solar projects, equating to 40,000 solar modules installed. By January of this year, projects totaling 10 megawatts were already under construction. For example, the council secured the Huntley Community School District 158 solar contract, which is the largest Illinois school district solar

development to date, totaling 5.6 megawatts across three school campuses.

Renewable energy incentives in Illinois were launched in December 2016 with passage of the state's Future Energy Jobs Act. Since then, under the leadership of Executive Secretary-Treasurer Gary Perinar, CRCC's renewable energy team has targeted new industry connections and built relationships with developers, solar manufacturers and energy organizations throughout Illinois.

The council has also ramped up its "Partner with Us" campaigns to educate developers on the benefits of using a local and highly skilled UBC workforce. In addition, CRCC brings communities, government agencies, energy organizations and property

owners together to cultivate strong local support for area projects.

To comply with legislative mandates, it is expected that more than 1,700 megawatts of new wind and solar energy developments will have to be built over the next five-years. In preparation, CRCC's Carpenter Training Centers have expanded solar training programs, partnered with the manufacturers incorporating solar racking systems and modules that are specified for Illinois developments.

"We look forward to the 500 megawatts of solar developments being proposed in 2020 and to continuing the positive economic impact that the UBC provides to its membership, our communities and the environment," Perinar said.

## Going Solar with Alaska Carpenters

**A**laska isn't just long, cold winters. In mid-summer, Anchorage gets about 20 hours of sunlight a day. That creates opportunity for solar energy ventures and gives UBC members a chance for training and work.

With over 1,600 kilowatts of operating grid-connected solar projects in Alaska, Arctic Solar Ventures (ASV) is about to celebrate its fifth year in business. Members of Local 1261 - part of the Pacific Northwest Regional Council of Carpenters (PNWRCC) - are integral to ASV projects.

"Employing highly-skilled, trained, and professional union carpenters and building our product with top-level

craftsmanship is essential to our company's reputation," said ASV President Jackie Savina. "Training specifically for solar, based on that foundation, makes for a strong core competency."

Dan Caffroy, a 14-year member of Local 1281, enjoys the work. "It's usually a small crew of about three carpenters," said Caffroy, "and we do a wide variety of installations, both residential and commercial."

The power produced by solar arrays is tied directly to the electrical grid and businesses and residents that have arrays enjoy credits from the utility when production exceeds use.

"This work is something

different than I've ever done before. I feel like I'm helping the environment," said Caffroy.

In 2019, ASV built a large rooftop array at the Egan Center in Anchorage and residential arrays on over 100 homes. A favorite job of the crew was a project in Halibut Cove that required bringing both crew and materials in by barge.

"We are seeing an exciting partnership with Arctic Solar Ventures for 2020 and beyond," said PNWRCC representative Joe Pugliese.

Savina said, "We will continue to work with the union. Our team values continuity and our staff enjoy working with one another."



A UBC crew at work on an Arctic Solar Ventures project.

# Mass timber technology puts

# Carpenters 'ahead of the curve'



*Local 22 members work with cross-laminated timber at a San Francisco office building.*

**S**an Francisco is getting its first structure built with cross-laminated timber (CLT). It's a low-rise office building at 1 De Haro Street in the city's Design District, and UBC members are on the job and getting in on a cutting-edge technology.

Cross-laminated timber is one example of what's called "mass timber." If the primary load-bearing structure is made of either solid or engineered wood, it's a mass-timber building. CLT and mass plywood panels (MPPs) "are the wave of the future," says George Meyer, President of Clavalo Construction, the subcontractor erecting the De Haro building's CLT components. "They're strong, very attractive and create a new level of flexibility and design possibilities."

CLT technology is also greener. All of the components, prefabricated for this project in Northern Quebec, were harvested from boreal forests under strict sustainability standards, shipped by rail to Stockton and trucked to San Francisco, where they are being erected with a minimal carbon footprint.

The project took six months of planning, said Lance Plott, senior project manager for general contractor Hathaway Dinwiddie. It involved the creation and exchange of BIM files among the architect, Hathaway Dinwiddie, its subcontractors and the Canadian manufacturer.

"All that planning means the components are cut precisely, labeled, sequenced and delivered, so they fit together like Legos," said Plott.

"Mass timber projects are getting some real traction in the Bay Area, and the Carpenters have been right on the cutting edge, including solid training," Plott said.

While basic carpentry skills are essential, subcontractor Meyer notes, completing mass timber projects is obviously different from traditional construction. "We have progressive people on the site who embrace change," he said. "Union carpenters built San Francisco. They have always been highly skilled and ahead of the curve, and they are doing the same thing with this new technology."



## Seventy-Five Years of Loyal Membership

**C**arpenters in North Florida honored John Ibach with a pin celebrating his 75 years as a UBC member. John is pictured with his wife, Aline, and Randy Page, area manager for the Florida Regional Council of Carpenters (FCRC). John's daughter, Susan Hill, posted this tribute after the pin ceremony:

"For years before dad retired from construction, he would attend monthly meetings at the Carpenters' Union Hall. Today we went there, and they presented him with his 75-year pin being a member. Dad told them he became interested in working in construction after he took a shop class in the 9th grade. His dad, his three brothers, his brother-in-law and two nephews were all in construction. And now even a grandson. We had a great time today."

**Thank you, John Ibach, and all UBC retirees, for building your communities and your union with skill and pride.**





## Building Yukon partnerships to get the work done

**T**he Yukon Territory isn't the easiest place to work - conditions can be harsh, unforgiving and ever-changing. But that hasn't stopped members of Pile Drivers Local 2404, in partnership with the Carcross/Tagish First Nation (C/TFN), from keeping to a tight schedule to complete a 130-meter bridge there.

The entire bridge is on piles and the job also requires the crew to demolish the old wooden structure on the Klondike Highway in Canada's north. Work began on the Nares River Bridge Replacement Project in 2017 with signatory contractor Ruskin

Construction Ltd. and is scheduled to finish in 2020.

Local 2404 supported an initiative to provide the Management Corporation of the C/TFN with local business and employment opportunities by providing training and apprenticeship opportunities for local First Nations members.

Among its successes, the bridge project has already met a 25 percent target for local First Nation employment by nearly double. One First Nations apprentice has completed the first-year apprenticeship class and the Local 2404 training centre has met its site training commitments.

Local 2404 recently provided a one-week entry level training course for six C/TFN members at their state-of-the-art learning centre in Carcross. All six have been integrated into the bridge project's crews.

Another project goal was to create capacity building opportunities for C/TFN members who were already enrolled in an apprenticeship program, as well as the opportunity for new hires to enroll in an apprenticeship program. All Ruskin C/TFN members were hired as union positions through the 2404 Standard Agreement. Collaboration by all parties is the real success story in the Yukon.



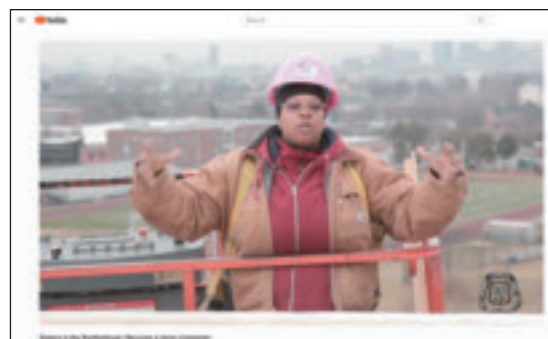
*Apprentices from the Carcross/Tagish First Nation in the Yukon Territory.*

## North Atlantic **WOMEN** Carpenters **SHOW UP!**

**S**isters in the Brotherhood (SIB) committees are active and growing throughout the UBC, including in the North Atlantic States Regional Council of Carpenters (NASRCC)—which covers New England and New York State outside of New York City. Recently the NASRCC reported its membership has increased by nearly 100 women, a double-digit growth rate.

The NASRCC's SIB program has extended its efforts to recruit and hire women in every part of the council, including through its pre-apprenticeship programs and by working with groups including the Policy Group of Tradeswomen's Issues, Girls in Trades Massachusetts and Build a Life MA.

NASRCC SIB members show their union pride in this video: [action.carpenters.org/nasrcc-sib-pride](http://action.carpenters.org/nasrcc-sib-pride)



# Life-Changing Job Corps Program Strengthens the UBC

The UBC Job Corps may be unfamiliar to you, but it is a training program with a long tradition of helping individuals and the union. After overcoming challenges, thousands of Job Corps alumni have found great careers as UBC members. Some are now elected local union leaders; others serve on staff—and some have returned to Job Corps as instructors. The pool of talent developed by Job Corps helps ensure that our contractors have the workforce they need, today and into the future.

The UBC - National Job Corps Training Fund is the UBC's carpentry pre-apprenticeship program in the U.S. The program serves economically disadvantaged youth and has employed UBC members as instructors for more than 50 years. Job Corps itself began in 1964 during the Johnson administration's War on Poverty.

"Working as partners, the UBC Job Corps program and the UBC give opportunity to young men and women who are struggling to find where they belong in the workforce," said UBC Job Corps Executive Director Doug McClafferty. "We often hear from graduates how their lives have forever changed for the better - and from contractors on what great carpenters they make."

A few recent examples tell the UBC Job Corps success story:

Local 801 member Brian Rimmer, lead instructor at Weber Basin Job Corps in Utah, is himself a UBC Job Corps graduate. Now he advocates for students like Amanuel.

Amanuel's family came to the U.S. from east Africa seeking to escape poverty. In under a year at Weber Basin, Amanuel learned craft skills and earned credentials such as OSHA 10, Scaffolding, and Green Building Awareness.

Brian reports, "Amanuel told me, 'I love my job. I started out making more money than my father, plus all the benefits and overtime. My family is so proud of me!'"

Local 70 member JC Newell is an instructor at Tongue Point Job Corps in Oregon and is one of UBC Job Corps' two female alumnae instructors. The other is Cynthia Mills (Local 197), lead instructor at Potomac Job Corps in Washington, D.C.



"When I was 16, living on the streets of Tacoma, Washington, I heard about the Job Corps program," JC said. "I had dropped out of high school in the ninth grade, and my future was looking quite bleak. At Job Corps, I earned my GED, got my driver's license, and completed two trades: Business/Clerical and Carpentry."

JC became a UBC journeyman and later a training center instructor. Four years ago, she became a Job Corps carpentry instructor. "It fulfills me every day, knowing I'm part of this amazing program that saves so many lives," JC said.

Local 1306 member John Miller, an instructor at the Carpenters Training Institute in Omaha, is amazed at how far he has come since he showed up at Clearfield Job Corps in 1989, having used up most of his chances. Today John is a delegate and executive



*Job Corps student Michael Hampton (left) at a family event in Utah with Lead Instructor Brian Rimmer.*

board member for his local and teaches other instructors in the Building Envelope Certification Program at the International Training Center.

Another Nebraska Local 427 carpenter, Council Representative Chris Merk graduated from the program at Denison Job Corps. Now Chris is part of the team that presents the Journeyman Leadership and 212 programs at the ITC. He also makes time to visit area Job Corps students to reinforce the union message.

For more UBC-Job Corps stories and testimonials, visit [carpenters.org/job-corps/](http://carpenters.org/job-corps/)

Access a video about Job Corps students by the Carpenter Contractor Trust at [action.carpenters.org/job-corps-video](http://action.carpenters.org/job-corps-video)

*Amanuel excelled in the Job Corps program at Weber Basin, Utah. He is now a UBC apprentice.*

## UBC-Job Corps Facts

Operates 73 programs in 41 states

105 UBC Member-Instructors

11 Field Coordinators

Funded by US DOL

Applicants must be age 16 - 24

Program completion takes nine months to two years; the average stay is about 11 months.





Local 22  
retiree  
and author  
Bob  
Mattacola



## Window to history: a carpenter's diary

Imagine being able to reach back and hear from a brother carpenter who was a member of your local union more than 100 years ago.

Bob Mattacola grabbed such an opportunity when he learned about a diary that was faithfully recorded every day by a fellow Local 22 member. The result is a remarkable 700-page book, *George W. Farris Diaries: A Daily Diary of a Union Carpenter in San Francisco from January 1902 - 1910*.

A history buff, now retired, Mattacola was still a working member of Local 22 when he learned about the diaries, which are housed at the University of California, Berkeley. He began studying the diaries when he helped create a film about rebuilding San Francisco after the devastating 1906 earthquake.

"I was blown away" by the life story told through the diaries, said Mattacola. "It is staggering to me that he was born before the start of the Civil War and died after the first atomic bomb was used."

With encouragement from historians including Archie Green, the renowned folklorist and UBC member, Mattacola decided to compile the diaries into a book. Few if any other volumes like this exist.

"Like me, Farris had a constant need to secure work, avoid injury and foul weather, and was careful not to cross or alienate a walking delegate or contractor," Mattacola wrote in the book's introduction. Managing a life without health insurance, Social Security or a pension "seemed like something of a miraculous achievement," Mattacola wrote.

Among the book's most searing passages are those concerning the earthquake—in real time:

*Thursday, April 19, 1906  
(the day after the  
earthquake struck):*

*"An other day of horror, the fire is still raging with unabating fury and the whole city East of Van Ness Avenue is (seeming) doomed. We had to leave the Golden Eagle (rooming house) this afternoon at three o'clock and move to the waterfront. I stored some of my tools in a warehouse. We are camping on the water front. Have plenty of company. The whole front is crowded."*

Farris made his way to Oakland, where he stayed for the next four years. He never again lived in San Francisco. He died in 1949.

*The George Farris Diaries is available for sale through Carpenters Local Union 22, at 415-355-1322. Some of Farris' diary entries are heard in the 27-minute film, Rebuilding San Francisco: The Workers' Story, available at [www.waterfront-soundingsproductions.com](http://www.waterfront-soundingsproductions.com).*

*"Had a ticklish job today; had to put up a stage to take off part of a cornice and it was over 30 feet high, and we had to start from the ground and build up...three stages before we got to the cornice. Took us all day to get the stage up. I am tired."*

*Friday, January 18, 1907*

*"Worked on partitions, flooring and front steps. Put the stringers in place and laid the floor of the vestibule. A load of 2 X 3 studding came and I put down plates for the rest of the second story partition. Have plenty of work."*

*Monday, June 19, 1905*



## If You're in Philly....

A Carpenters Museum is open in the Philadelphia office of the Eastern Atlantic States Regional Council of Carpenters (EASRCC). Stories of the union's earliest days are told through memorabilia and artifacts, including many items belonging to UBC founder Peter J. McGuire. Also featured is a replica of the storied 'Six to Six' banner from a carpenters strike of 1835.

The museum includes antique tools and a re-creation of the John Grass Woodturning shop (at left), with original machinery and tools, which operated from 1860 to 2004.

The Carpenters Museum is located at 1803 Spring Garden Street in Philadelphia. It is open to the public the fourth Saturday of every month from 9 a.m. to 1 p.m., or you can request an appointment at [mtapken@eascarpenters.org](mailto:mtapken@eascarpenters.org).



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

## 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:



**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 objection 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. For the review completed in 2019, the UBC’s chargeable expenses were 68.03% of its total expenditures. Thus, the per capita tax for the objecting nonmember paid by the affiliate to the UBC shall be reduced by that amount. For 2019, the chargeable expenditures of the objector’s affiliate shall be determined by the affiliate and made available to the objector. Thus, the objecting nonmember’s dues shall be reduced accordingly. 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 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.

## 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 disfrutaban 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 renuncien 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 objetor, una declaración de la naturaleza de su objeción, la dirección del hogar del objetor, y debe identificar al objetor como afiliado a la UBC. El objetor que no es miembro está en la obligación de informar al Secretario General-Tesorero de cualquier cambio de dirección. Una vez recibida la objeción apropiada, como se describió previamente, la UBC enviará al objetor una carta de reconocimiento y notificará a la filial del objetor que una objeción ha sido registrada. Aquellos individuos quienes, sin importar, a pesar de cuándo haya ocurrido durante el año, decidan renunciar a la membresía de la unión, o quienes se 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 rehusaron a unirse, como se especificó previamente. **SECCIÓN 3:** Los objetores que no son miembros deberán pagar por todas las actividades pertinentes al convenio colectivo, incluyendo los gastos por las actividades de la unión o proyectos que normalmente, o de manera razonable, lleva a cabo la unión para avanzar los intereses relacionados con el empleo de aquellos que representan en el convenio colectivo. No se cobrará a aquellos objetores que no son miembros por los gastos que no son pertinentes al convenio colectivo. El término “pertinente” se considerará según el marco más amplio de acuerdo con la ley. **SECCIÓN 4:** El Secretario General-Tesorero revisará los documentos auditados de la UBC para determinar la cantidad de gastos incurridos en el año fiscal previo que se le cobrarán o no cobrarán al objetor, lo que quiere decir, todos aquellos que son pertinentes al convenio colectivo y aquellos que no lo son. El Secretario General-Tesorero debe designar los gastos de la unión en categorías principales y designar esos gastos como pertinentes o no pertinentes. La filial o sucursal de la UBC del objetor será responsable de revisar los documentos financieros de la auditoría para determinar los gastos pertinentes y no pertinentes de acuerdo con los principios y procedimientos especificados aquí. Estas filiales de la UBC son independientes de la UBC y son responsables de cumplir con los procedimientos especificados en este Aviso con lo que respecta a sus propios gastos y el comunicar las reducciones implementadas para ellos por parte de la UBC y otras filiales. En este aspecto, la UBC no tiene ninguna responsabilidad u obligación por las acciones o no acciones de sus filiales. **SECCIÓN 5:** La revisión descrita en la Sección 4 por la UBC y sus filiales debe completarse antes del 31 de julio del año siguiente en el que se realizaron los gastos. Tan pronto como sea práctico, una descripción de los gastos que se le cobrarán, y los que no, será enviada a cada persona no miembro que haya registrado con el tiempo apropiado su objeción bajo este procedimiento. La filial apropiada de la UBC enviará por correo al objetor no-miembro y al Secretario General-Tesorero la descripción de gastos que se cobrarán y los que no se le cobrarán. **SECCIÓN 6:** La cantidad a ser pagada por la persona objetora no-miembro será calculada sobre la base del porcentaje de gastos que se cobrarán y que no se cobrarán como se indica en la revisión. Para la revisión terminada en 2019, los gastos de la UBC que se cobraron fueron el 68.03% de sus gastos totales. Por lo tanto, el impuesto per cápita para los objetores que no son miembros que fue pagado por la filial a la UBC se deberá reducir por esa cantidad. Para el 2019 los gastos que pueden cargarse a la afiliada del objetor serán determinados por la afiliada y se harán disponibles al objetor. El reporte de la auditoría más actual y disponible será utilizado tanto por la UBC como por la filial de la UBC para determinar la cantidad a pagar por el objetor no-miembro. Cuando los reportes de auditoría y las revisiones más recientes estén disponibles, la cantidad a pagar por el objetor será ajustada de esta manera. Cualquier ajuste subsecuente a favor del objetor se le enviará tan pronto como sea práctico. **SECCIÓN 7:** Las personas no miembros que registren dentro del periodo establecido y de la forma adecuada su objeción según lo estipulado en la Sección 2 recibirán una reducción en sus pagos por la cantidad calculada bajo la Sección 6 antes mencionada comenzando sesenta (60) días después de haber recibido la objeción. También recibirán un descuento en sus cuotas en el porcentaje de la cantidad de la reducción de sus cuotas hasta el día en el que realizaron su objeción. **SECCIÓN 8:** Las personas no-miembros que registren dentro del periodo establecido y de la manera adecuada su objeción según lo estipulado en la Sección 2 pueden objetar los cálculos de los gastos cobrables y los no cobrables al registrar sus objeciones con el Secretario General-Tesorero de la UBC, a la dirección indicada anteriormente. Esta objeción debe ser por escrito y debe ser enviada a la UBC dentro de treinta (30) días de la fecha de envío de la descripción de los gastos que se cobrarán y los que no se cobrarán como se especifica en la Sección 5. El no cumplir con este procedimiento hará que su objeción sea inválida. **SECCIÓN 9:** El proceso de arbitraje descrito a continuación no es obligatorio. Los que no son miembros pueden hacer valer sus derechos por medio de todos los procedimientos legales disponibles. Una vez recibida la objeción dentro del periodo apropiado y de la forma adecuada, el Secretario General-Tesorero se referirá a la Asociación Americana de Arbitraje (AAA, por sus siglas en inglés) para determinación bajo las Reglas y Determinaciones Imparciales de las Cuotas de la Unión de la AAA. Los retos pueden ser consolidados por el Secretario General-Tesorero para su determinación por la AAA como sea apropiado. El Secretario General-Tesorero tendrá la autoridad de resolver la objeción de manera informal en el mejor interés para la UBC. El árbitro tendrá la jurisdicción sobre todos los asuntos de procedimiento que afecten el arbitraje. Un reportero de la corte hará la transcripción de todos los procedimientos frente al árbitro a expensas de la UBC. La transcripción será el registro oficial del procedimiento y puede ser adquirida por el objetor o puede estar también disponible para su inspección como lo requiera el árbitro. Los cargos y costos cobrados o asociados con un representante serán cubiertos por esa parte. **SECCIÓN 10:** En el arbitraje, la unión tendrá el peso de establecer que la cantidad de las cuotas reducidas cobradas a los objetores que no son miembros son legales. En determinar la cantidad correcta de la reducción de las cuotas, el árbitro dará su completa consideración a los requerimientos legales limitando la cantidad que al objetor se le puede cobrar y determinará las bases aritméticas y legales de tal determinación de la decisión escrita. La orden y la decisión del árbitro será final y obligatoria para todas las partes. **SECCIÓN 11:** La UBC establecerá una cantidad determinada de depósito que contenga la porción de cuotas pagadas por los que no son miembros que registran objeciones como en la Sección 8 las cuales pueden estar en disputa de arbitraje. Una vez recibida la solución del arbitraje, el fondo del depósito será distribuido de acuerdo con la decisión del árbitro.



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