WELCOME TO THE

UNITED BROTHERHOOD OF CARPENTERS

A Guide to Your Union and How You Can

IMPROVE YOUR SKILLS

ADVANCE YOUR CAREER

BE PART OF A PROUD UNION

MAKE A DIFFERENCE
On behalf of our elected leaders, staff, and all of your fellow members, welcome to the United Brotherhood of Carpenters and Joiners of America (UBC).

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

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

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

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

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

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A MESSAGE FROM GENERAL PRESIDENT DOUGLAS J. MCCARRON

BIENVENIDOS A LA FAMILIA DE LA UBC

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

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

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

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

Espero que este Poquete de Bienvenida le ayude a entender de lo que se trata la UBC, y a saber cómo usted puede involucrarse más. Estoy orgulloso de darle la bienvenida a nuestra familia de la unión.


THE STRUCTURE OF THE UBC

The UBC prides itself on being a representational democracy. Members elect their leaders, and each member has a say in how the UBC operates. As a UBC member, you are responsible for voicing an opinion and attending meetings so that you can make informed choices about your UBC leadership.

Leaders at all levels of the union approach decision-making using one simple rule: Does it help the UBC grow or hold it back?

If it helps the union grow and creates opportunities for members, the leadership works to make it happen. 
OUR STORY IS STILL BEING WRITTEN

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

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

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

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

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

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

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

YOU MAKE YOUR UNION STRONGER EVERY DAY.

Learn about the UBC
https://www.carpenters.org/about-ubc

THANKS TO THE LABOR MOVEMENT

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

ONE VISION: TO MAKE LIFE BETTER

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

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

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

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

A lot has changed over the UBC’s 140-year history. But helping carpenters and their families build a good life is still our number-one mission.

YOU MAKE YOUR UNION STRONGER EVERY DAY.

Learn about the UBC
https://www.carpenters.org/about-ubc

DOWNLOAD THE UBC MOBILE APP
and VISIT THE MEMBER PORTAL

Our digital platforms securely house your training and member records and offer many other resources. Find UBC Mobile at the Apple and Google app stores. Create a Member Portal login at www.carpenters.org.
THE UBC EMBLEM

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

Today’s emblem was adopted in 1884 by the delegates at the UBC’s Fourth General Convention. (It was originally designed in 1864.) While some of the tools depicted in the emblem are no longer common on job sites, all of the design elements and the values they represent remain vital to the Brotherhood.


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

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

Jack plane: A tool emblematic of the trade.

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

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

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

How Members Engage in Political Action

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

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

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

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

Ubc Crafts

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

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

Floor Coverers install all types of floor coverings from wood to resilient, carpet to ceramic, industrial to sport surfaces.

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

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

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

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

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

Residential and Framing Carpenters install flooring, windows, doors, interior trim, cabinetry, roofing, siding, insulation, drywall, and more.

Fighting Against Tax Fraud

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

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

Corrupt contractors pay workers off the books or classify them as independent contractors when clearly they shouldn’t. This allows them to illegally evade taxes, steal wages and cheat on insurance premiums to lower their labor costs.

Legislators and government agency leaders increasingly understand the issue and, with help from the UBC, are cracking down on cheating contractors. You can help by reporting fraud when you see it and supporting policymakers who support us.

Join the Fight

stop tax fraud
stop tax fraud
stop tax fraud
Text FRAUD to 855-439-1990
www.stoptaxfraud.net

Sisters in the Brotherhood

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

The International SIB Committee publishes a newsletter, SIB Tips, to help SIB committees in regional councils be more effective. Resource materials are available to help committees set goals and develop strategies for career advancement and leadership.

Get Involved

UBCSisters
UBCSIB
ubcsisters
UBC Sisters

United Brotherhood of Carpenters

Sisters in the Brotherhood

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

Carpenters on Social Media

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

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

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

For UBC news via text:
• In the U.S., text UBC to 855-439-1990
• In Canada, text UBC to 877-705-2267

Follow Us

Carpenters United
UBCJA_Official
ubcja
United Brotherhood of Carpenters
ICRA
Infection Control Risk Assessment, Best Practices in Healthcare

In a healthcare facility, patient care is everything. Unfortunately, thousands fall victim every year to infections caused by dust stirred up during renovation projects. Completing construction without releasing harmful contaminants or disrupting daily operations is not possible without proper infection control protocols. The UBC’s ICRA program is designed to provide training for members on how to contain pathogens, control airflow, protect patients, and work without disrupting adjacent operations. ICRA training teaches UBC members how to classify work areas to minimize risks, understand and adhere to ICRA protocols, and communicate with the facility’s ICRA team.

The UBC’s ICRA program is recognized throughout the healthcare field and has provided members with training, certification, and abundant work opportunities. For more information about the program, visit www.UBC-ICRA.org or contact your local training center at www.carpenters.org/training-center.

INSTALL
The UBC’s Training Alliance For Floor Covering Professionals

To get in on a prosperous construction career at the ground level, look no further than the UBC’s floor covering program. INSTALL, the International Standards and Training Alliance, is the exclusive training program that trains and certifies flooring professionals on the latest trends, technology, and techniques through INSTALL’s extensive “train-the-trainer” program. INSTALL apprenticeship and career-long training open the door to a prosperous career. INSTALL trained and certified professionals are the preferred installers in the industry. The INSTALL Warranty has guaranteed over $1 billion in floor covering installations since 2015, without one failure. Ask about INSTALL at your regional training center, www.carpenters.org/training-center.

UBC JOB CORPS
Career Building for Youth in Need

The UBC is always looking to recruit the best and brightest to be union carpenters. The UBC National Job Corps Training Fund helps us do that. As a bonus, Job Corps provides a path to a great career for young men and women who are struggling to find success. UBC Job Corps is a 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.

In addition to carpentry skills, UBC Job Corps offers career planning, on-the-job training, job placement, and other services. Tens of thousands of young people have completed Job Corps training and developed the capacity to move into satisfying construction careers.

UBC Job Corps operates 73 programs in 41 states and employs more than 100 UBC member-instructors. Applicants must be age 16–24. Program completion takes nine months to two years; the average stay is about 11 months. Learn more at www.carpenters.org/job-corps.

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Infection Control Risk Assessment, Best Practices in Healthcare

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Our instructors transfer skills and knowledge to union members at more than 200 regional training centers throughout North America. Our cutting-edge curriculum is developed at the Carpenters International Training Center (ITC) in Las Vegas. The four-year UBC apprenticeship teaches the core skills carpenters need to excel. Apprentices learn through a combination of on-the-job training at UBC jobsites and coursework performed at the regional training centers.

By the time you finish your apprenticeship and become a journey-level carpenter, you have mastered the skills to perform at a high level on the job. In addition to intensive basic skills, the apprenticeship includes introductions to UBC craft areas. We also offer lifelong career training through our journey-level upgrade courses. By upgrading your skills and earning certifications that are demanded in many sectors of the industry, you open doors for advancement in new and growing fields.

Upgrades and advancement are the keys to staying employed in construction over the life of your career.

Watch a video on our training http://bit.ly/2HKb7fD

A SAMPLING OF UBC TRAINING PROGRAMS

Mobile Elevated Work Platform—learn safe and proper operation of scissor lifts, boom lifts and other equipment that hoists personnel and equipment.

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

Powered Industrial—learn safe and proper operation of heavy duty industrial lift trucks.

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

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

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

SUPERINTENDENT CAREER TRAINING

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

IT’S ALL IN THE TVC

Your Membership and Training Records on Digital Platforms

Training Verification Cards (TVC) help UBC members track their current training and stay eligible for future training. You will receive the TVC as a wallet-sized plastic card, which includes a QR code. But you can access your TVC information anytime with your mobile device by logging onto the UBC Mobile App, available at the App Store or Google Play Store. (Search UBC Mobile.)

The TVC displays your name, UBC ID number, local union, classification (journey-level, apprentice), craft, union membership status and dues paid-through date, as well as your training record, certifications and qualifications. These records are also available to you through the Member Portal at www.carpenters.org.

ONLINE LEARNING AVAILABLE!

Some UBC skills training programs are available completely online through our Learning Management System (LMS). Ask for more information at your local training center.

See more about the International Training Center at https://www.carpenters.org/ITC
LEADERSHIP FOR TODAY AND TOMORROW

The UBC places a top priority on developing the total professional. We are dedicated to helping our members become technical experts—and to develop as great communicators and effective leaders. When you increase your leadership skills, you can contribute at a high level on any jobsite, as well as in your union hall. As more members become transformational leaders, we all help to improve the union and the industry.

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

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

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

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

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

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

THE MISSION OF THE DET
To develop the total professional: Carpenters who are not only technical experts in their craft, but who also demonstrate effective communication and leadership qualities.

GOOD UNION LEADERSHIP MEANS
- **BELIEF** - in the merits and purpose of unionism, and in the Brotherhood.
- **RESPONSIBILITY** - Willingness to meet the daily obligations of being a member
- **PARTICIPATION** - Willingness to give personal time and energy in service to the union.
- **LOYALTY** - Pride in being a part of the union: commitment to the Brotherhood and to each other.

General President Douglas J. McCarron addresses participants at every session of the Department of Education & Training’s Third-Year Apprentice, Journeymen Leadership and Delegate Training programs.
**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.

### BILL OF RIGHTS

**Union Members**

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

**Local Union Members**

- run for office
- nominate candidates for office
- right to inspect and copy or obtain a copy of the union’s constitution and bylaws
- union or any of its officials may not fine, suspend, or expel any member in accordance with the union’s constitution and bylaws
- union or any of its officials may not fine, suspend, or expel any member in accordance with the union’s constitution and bylaws

**Officer Elections**

- Union Officers must file an initial information report (Form LM-1) and annual financial reports (Forms LM-2/3/4) with OLMS.
- Union officers and employees must file reports concerning any loans and benefits received from, or any financial interests in, employers whose property is covered by collective bargaining agreements.

**Union Officers**

- must hold elections of officers of local unions by secret ballot at least every three years
- must conduct regular elections in accordance with their constitution and bylaws and preserve all records for one year
- must mail notice of election to every member at least 15 days prior to the election
- must certify 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)
- must permit candidates to have election observers
- must 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 10 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.

### 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 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.
- Labor Organization Reports must retain the records necessary to verify the reports for at least five years.

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### DERECHO 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 y impone ciertas responsabilidades a los oficiales (artículo 406) que se aplican en algunas 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 de la unión: la libertad de expresión y asamblea; la libre formación de los acuerdos colectivos; la participación en el proceso de negociación colectiva.

**Reportes**: Se requieren que las uniones presenten reportes de los acuerdos colectivos, los acuerdos colectivos, los acuerdos colectivos internos, los acuerdos colectivos internos, los acuerdos colectivos internos y los acuerdos colectivos internos, los acuerdos colectivos internos.

**Elecciones de los Oficiales**: Los miembros de la unión tienen el derecho a elegir a sus oficiales, a través de este proceso, los oficiales son elegidos.

**Retiro de Cargo**: Los miembros que cumplen con los requisitos de la Ley de Notificación y Divulgación Obrero-Patronal pueden solicitar el retiro de su cargo si la unión no ha cumplido con su obligación.

**Fideicomiso**: Los oficiales de la unión pueden solicitar la creación de un fideicomiso a través de la Ley de Notificación y Divulgación Obrero-Patronal.

**Prohibición En Contra de la Divulgación de Información**: Nadie puede utilizar o ofrecer información de un oficial que no haya sido informado de su infracción.

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**Protecciones Financieras**: Los oficiales de la unión tienen la obligación de manejar los fondos y la propiedad de la unión de manera justa y equitativa, y en caso de daño que se haga valer sus derechos bajo la Ley de Notificación y Divulgación Obrero-Patronal.

### RESPONSABILIDADES DE LOS OFICIALES DE LA UNIÓN

**Prohibición de la Utilización de Fuerza o Violencia**: Ni una unión, ni ningún oficial o empleado que haya sido encontrado culpable de un delito federal que se haya cometido en el ejercicio de sus derechos bajo la Ley de Notificación y Divulgación Obrero-Patronal, ni ningún oficial o empleado que haya sido encontrado culpable de un delito federal que se haya cometido en el ejercicio de sus derechos bajo la Ley de Notificación y Divulgación Obrero-Patronal.

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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 job security, offers workers the opportunity to negotiate higher wages, benefits, and working conditions.

Under Section 8(a)(3) of the National Labor Relations Act, bargaining agreements between 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 collective 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 joining the union or resigning union membership pay certain fees in order to join the union or resign union membership. These fees are generally paid at the time of initiation or resignation and are designed to cover the costs of organizing and providing union services to 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 such 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 membership, nonmembers who are not "germane" to collective bargaining, who pay initiation fees and periodic dues, are deprived of any right to speak and vote at union meetings, where union policies that directly affect their jobs are determined, and 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 union is decertified.

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 must use this new requirement to improve its services to nonmembers, it is improper for the union to charge dues from nonmembers for purposes not germane to collective bargaining. Such workers filing objections in accordance with procedures set forth herein shall be entitled to receive an appropriate representation share of the union's financial core as a condition of membership.

SECTION 1: Nonmembers who wish to become union members and file objections to the expenditure of dues for purposes not germane to collective bargaining, and thereby create a more favorable position for labor in the collective bargaining process, may do so. In every case, every one of these activities advances our union’s fundamental mission—workers joining together to better their lives. However, backward-looking court decisions, 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 must use this new requirement to improve its services to nonmembers, it is improper for the union to charge dues from nonmembers for purposes not germane to collective bargaining. Such workers filing objections in accordance with procedures set forth herein shall be entitled to receive an appropriate representation share of the union’s financial core as a condition of membership.

SECTION 2: Bargaining rights, including the right to meaningfully participate in the collective bargaining process, are essential to the democratic process and the collective bargaining relationship. Bargaining agreements between employers and the UBC shall be made on a nonchargeable basis. The term “nonchargeable” shall mean that the employer shall not be charged for those expenditures that are not germane to collective bargaining. The term “germane” shall be given the most inclusiveViewSet of the general secretary-treasurer of the UBC shall follow the arbitrator’s decision in determining the amount of expenditures incurred in the prior fiscal year that are chargeable and nonchargeable to the union, and thereby create a more favorable position for labor in the collective bargaining process. The arbitrator shall have jurisdiction over all procedural matters affecting the arbitration.
l a membresía de la unión como una condición de empleo para las personas que trabajan. La membresía de la unión por sí sola no significa que los trabajadores hayan establecido una condición de trabajo sobre sus salarios, sus horas, sus beneficios y sus condiciones de trabajo. Bajo la Sección 8 (a) (3) de la Ley, los trabajadores trabajadores tienen derecho a obrar como un contrato de trabajo. Sin embargo, se les puede pedir que paguen, a la unión una cantidad igual al monto de las pagas que las cuotas que se requieran de todos los miembros de la unión. Estos reglamentos claramente contradicen el simple lenguaje que los empleadores no pueden legalmente hacer un acuerdo con un empleado que no pertenece a ninguna condición de empleo en la unión. Bajo la ley, menos que, y está establecida por la decisión de los intereses laborales, la unión seguirá el lenguaje que los empleadores no pueden legalmente hacer un acuerdo con un empleado que no pertenece a ninguna condición de empleo en la unión. La empresa labor de organización como el representante de los trabajadores en el proceso de negociación del convenio colectivo. La membresía considerando sólo conforme a un "huelga laboral" lleva consigo costos percibidos por la empresa. decisiones tomadas por los empleadores que no pertenecen a la alarma laboral tratándose de cualquier costo que se cobre a favor del objetor, se le enviará tan pronto como sea practico. Cualquier ajuste subsecuente a favor del objetor se le enviará tan pronto como sea practico. Los cargos y costos de gastos que se cobrarán, y que no se cobrarían como se indica en la revisión. Para la revisión terminada en 2019, los gastos de la unión en categorías principales y designar esos gastos como pertinentes o no pertinentes. Los gastos de la unión en los gastos no 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 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 esta 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 cobraran, y que no sera enviado a cada persona no miembro que haya registrado el tiempo apropiado su objeción bajo este procedimiento. La filial apropiada de la UBC enviará por correo el objeto no-miembro y al Secretario General-Tesorero la descripción de gastos que se cobrarán y los que no se cobrarán con el objeto de que 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 en categorías principales y designar esos gastos como pertinentes o no pertinentes, los gastos de la unión 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 afiliado del objeto serán determinados por la afiliado y se harán disponibles al objeto. El reporte de la auditoría más actual y disponible al objeto no-miembro será en la UBC como por parte de la UBC para consultas del objeto. Cuando los reportes de auditoría y las revisiones más recientes están disponibles, la cantidad a pagar por el objeto será ajustada de esta manera. Cualquier ajustesubsecuente a favor del objeto se le enviará tan pronto como sea practico. Estos trabajadores registrarán sus objeciones de acuerdo con el marco legal. Sin importar, a pesar de cuándo haya ocurrido durante el año, decidan renunciar a la membresía de la UBC, o quienes se renuncian a unirse o renuncian a unirse a la unión, o que no sean afiliados a la UBC. Incluso, aquellos individuos quienes, sin importar, a pesar de cuándo haya ocurrido durante el año, decidan renunciar a la membresía de la UBC, o quienes se renuncian a unirse o renunciaron a unirse a la unión, o que no sean afiliados a la UBC, pueden tener sus cuotas suspendidas, se determina a continuación, pasados sesenta (60) días después de haber recibido la objeción. También recibirán un descuento en sus cuotas en el porcentaje de la cantidad de su cuotas hasta el día en el que realizaron su objeción. SECCIÓN 6: Las personas no miembros que registren dentro del periodo establecido de la fecha de inicio de sus actividades no pertinentes al convenio colectivo, con lo que respecta a sus propios gastos y enviarán una notificación de sus cuotas que no serán cargadas. Estos trabajadores pueden registrar sus objeciones de acuerdo con los procedimientos especificados en esta Aviso con lo que respecta a las personas en los gastos que no son pertenecientes al convenio colectivo. El término “pertinente” se considerará según el marco más amplio de acuerdo con la ley. SECCIÓN 7: Las personas no miembros que registren dentro del periodo establecido de la fecha de inicio de sus actividades no pertinentes al convenio colectivo, con lo que respecta a los gastos que no son pertenecientes al convenio colectivo. El término “pertinente” se considerará según el marco más amplio de acuerdo con la ley. SECCIÓN 8: Las personas no miembros que registren dentro del periodo establecido de la fecha de inicio de sus actividades no pertinentes al convenio colectivo, con lo que respecta a los gastos que no son pertenecientes al convenio colectivo. El término “pertinente” se considerará según el marco más amplio de acuerdo con la ley. SECCIÓN 9: El proceso de como los trabajadores que no pertenecen a la UBC, o que han renunciado a la UBC, pueden dar uso y disfrute de la acción legal bajo las Reglas y Determinaciones Imparcales de las Cuotas de la Unión de la A.A. Los retos pueden ser consolidados por el Secretario General-Tesorero por la A.A. como se requiera. Algunas personas que no se pertenecen a la UBC pueden participar en los asuntos de procedimiento que afecten el arbitraje. Un reportero de la corte hará la transcripción de todos los procedimientos ante el arbitraje de la UBC. La transcripción será el registro oficial de los procedimientos y puede ser adquirida por el objeto o puede estar disponible para su inspección como lo requiera el objeto. Los cargos y costos de gastos de la UBC deben ser pagados por el objeto. La cantidad que al objeto se le puede cobrar y determinarán las bases aritméticas y legales de tal determinación de la decisión escrita. La orden y la decisión del arbitraje será final y obligatoria para todas las partes. SECCIÓN 10: La UBC establecerá una cantidad que los trabajadores que no son miembros pueden contargar la cantidad de cuotas pertinentes a sus actividades como en la Sección 8 las cuales pueden estar en disputa de arbitraje. Una vez recibida la solicitud del arbitraje, el fondo del depósito será distribuido de acuerdo con la decisión del arbitraje.
CARPENTERS’ BILL OF RIGHTS & RESPONSIBILITIES

ALL WORKING PEOPLE HAVE A RIGHT TO:

- A good job with decent benefits
- A living wage that can support a family
- Security and dignity in retirement
- A safe and inclusive workplace
- Career-spanning education and training

WITH RIGHTS COME RESPONSIBILITIES:

- Being productive, efficient workers
- Producing high-quality work that we stand behind
- Improving our communities
- Working safe and welcoming all workers
- Being active citizens and informed voters

The Carpenters’ Bill of Rights and Responsibilities is a simple statement of what we believe and what we stand for. It states the basic rights of every working carpenter—union and non-union—and our responsibilities to do our best.