

Carpenter



INSIDE:

**Union Shows
Worth During
Tough Times**

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Cover photo: The entire face of the construction industry has changed, as shown on our cover photo of Local 336's Tommy St. Jean and Local 339's Jacqueline Ramos. St. Jean sent in this picture of the pair working for TJ McCartney's Facade Division on the Middleboro (MA) High School project.



THE PROFESSIONAL

Carpenter

A Publication for Carpenters, Pile Drivers, Shop and Millmen and Floorcoverers of the North Atlantic States Regional Council of Carpenters

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North Atlantic States Regional
COUNCIL of CARPENTERS

The *Professional Carpenter* is created and published by the North Atlantic States Carpenters Labor Management Program and the North Atlantic States Regional Council of Carpenters.

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NASRCC Mourns Loss

The North Atlantic States Regional Council and Local 346 in Eastern Massachusetts faced double tragedy this year when Council Representatives Amelia Phinney and John Manning died within four months of each other. Phinney, 37, passed in April, after a brief hospitalization caused by an unknown illness while Manning, 50, passed in his sleep in August.

Their deaths robbed their families of kind, loving souls and the union of two humble and effective leaders who had dedicated themselves to protecting members and lifting up the unrepresented.



Amelia Phinney

Phinney joined the union in 2007 and established a reputation among crews as a skilled, hard-working carpenter not to be underestimated. She worked on the Big Dig and later served as the carpenter steward on the Fore River Bridge in Quincy.

Recognizing the union's need for female role models, Phinney became involved with the "Sisters in the Brotherhood." Her role in the group would grow as she became a council representative in 2016 and included mentoring female members and recruiting young women who may never have considered a career in carpentry.

Manning joined the former Local 535 in 2000 and worked as a carpenter and superintendent on a variety of projects throughout Southeastern Massachusetts. As an avid fan of the New England Patriots, the opportunity to work on Gillette Stadium in Foxboro made him particularly proud. He became a council representative in 2017 and while he may have felt more comfortable on a jobsite and in a union hall than anywhere else, he worked effectively with political candidates and elected officials to promote the goals of the Brotherhood.



John Manning

Even before they became members of the same local during consolidations, Phinney and Manning worked together in the shared Randolph, Massachusetts, office. Though staff and assignment changes led them to sometimes work with different partners, they were the two representatives most consistently organizing and servicing for Local 346, which led to a strong friendship.



Amelia and John at the Massachusetts Statehouse

As the regional manager for Local 346 and 330, Dennis Lassige saw not only the professional development and future potential of both Phinney and Manning, but the personal traits that made them beloved by the membership.

"John and Amelia invested themselves emotionally in the well-being and aspirations of every single member with whom they interacted," he said. "Trying as that may be from time to time, neither of them knew any other way to do their job. Each one possessed a commitment and strength of character that will long be remembered. We were lucky to have them for the time that we did. We will miss them dearly."

A single mom, Amelia Phinney left behind a teenage daughter. The union has helped establish a college fund to help her with future expenses. Donations in Amelia's memory can be mailed to:

Amelia M. Phinney Estate
East Boston Savings Bank
Attn: Lisa Dunlea
2 Granite Ave • Milton, MA 02186

John Manning leaves behind his wife of 24 years and their twin, teenage boys. The union has helped establish a fund to assist the family. Donations in John's memory should be made payable to "**Linda Manning - FBO John Manning's Twin Boys**" and sent to:

East Boston Savings Bank
Attn: Lisa Dunlea
2 Granite Ave • Milton, MA 02186

Brothers and Sisters:

Our Brotherhood has seen some difficult times. Since its founding in 1881, we've worked through pandemics, World Wars, recessions and depressions. I've reminded myself of that since I was appointed executive secretary-treasurer of this council in late March, just as the COVID-19 pandemic was beginning to peak.

My first few months in this position have given me an even deeper appreciation for the strength that results from our unity, wisdom and determination.

As the pandemic spread, our members did everything necessary to keep jobsites safe. In Massachusetts, that included making the tough

Our union has not been immune to racism within our ranks and on our jobsites. It's not a pleasant subject to discuss, but it is something that we all need to work on.

We believe that black lives matter. That doesn't mean we are partnering with the organization that bears the name. It means that black lives have as much value as any others, though they are not always treated that way.

The message from the Carpenters union is clear: We need to listen to each other and we need to talk about ongoing problems. I believe we can and we will do better.



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decision to stay home for nearly three weeks, giving our contractors time to establish safety protocols. And on all of our jobs it meant additional PPE, daily health checks and other things that were uncomfortable or inconvenient.

Our staff stepped up, too. They worked long hours helping members navigate confusing changes in unemployment and giving them reliable information about the virus. They called members and retirees to make sure they were ok. They joined members in volunteering at food banks and building temporary health facilities.

The bottom line is that we looked after each other. That's what union Brothers and Sisters do. The same thing stood out to me again when a wave of protests began over racial injustice.

This year has shown us that our union is strong and its members care about each other. That's why I have never felt more confidence in this union to improve, even on things we already do very well.

My predecessor, Tom Flynn, was an excellent leader for this council. During his three years of leadership, he put this union on a path to greater success. Though he has now been elected the general secretary-treasurer of the UBC, he continues to be a great friend and mentor for me and everyone here at NASRCC. I hope you all share my pride in his advancement and wish him the very best.

— Joe Byrne



Hermanos y Hermanas:

Nuestra Hermandad ha pasado por momentos difíciles. Desde su fundación en 1881, hemos trabajado durante pandemias, guerras mundiales, recesiones y depresiones. Me lo he recordado a mi mismo desde que fui nombrado secretario-tesorero ejecutivo de nuestro sindicato a fines de marzo, justo cuando la pandemia de COVID-19 comenzaba a alcanzar su punto máximo.

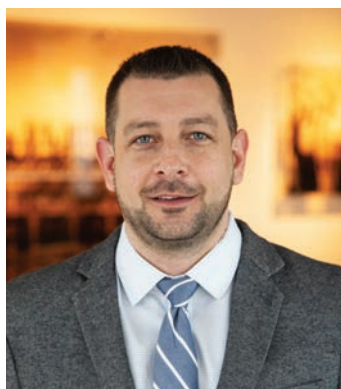
Mis primeros meses en este puesto me han dado un aprecio aún más profundo por la fuerza que resulta de nuestra unidad, sabiduría y determinación.

A medida que se extendía la pandemia, nuestros miembros

Nuestro sindicato no ha sido inmune al racismo dentro de nuestros rangos y en nuestras obras de trabajo. No es un tema agradable para discutir, pero es algo en lo que todos debemos trabajar.

Creemos que las "Black Lives Matter." Eso no significa que nos estemos asociando con la organización que lleva el nombre. Significa que las vidas negras tienen tanto valor como cualquier otra, aunque no siempre se les trata de esa manera.

El mensaje del Sindicato de Carpinteros es claro: Debemos escucharnos unos a otros y debemos hablar sobre los problemas actuales. Creo que podemos y lo haremos mejor.



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hicieron todo lo necesario para mantenerse seguros en las obras de trabajos. En Massachusetts, eso incluyó tomar la difícil decisión de quedarse en casa durante casi tres semanas, dando tiempo a nuestros contratistas para establecer protocolo de seguridad. Y en todos nuestros trabajos significó equipo de protección personal (PPE) adicional, controles de salud diarios y otras cosas que eran incómodas o inconvenientes.

Nuestro personal también se intensificó. Trabajaron largas horas ayudando a los miembros a navegar por cambios confusos con desempleo y brindándoles información confiable sobre el virus. Llamaron a miembros y jubilados para asegurarse de que estuvieran bien. Se unieron a los miembros voluntarios en los bancos de alimentos y en la construcción de lugares de salud temporales.

En conclusión nos cuidamos unos a otros. Eso es lo que hacen los Hermanos y Hermanas de la unión. Lo mismo me llamó la atención, cuando comenzó una ola de protestas por la injusticia racial.

Este año nos ha demostrado que nuestro sindicato es fuerte y sus miembros se preocupan unos por otros. Por eso nunca he sentido tanta confianza con esta unión para mejorar, incluso en cosas que ya hacemos muy bien.

Mi predecesor, Tom Flynn, fue un excelente líder de este sindicato. Durante sus tres años de liderazgo, encaminó a este sindicato hacia un mayor éxito. Aunque ahora ha sido elegido secretario general-tesorero de la UBC, sigue siendo un gran amigo y mentor para mí y para todos aquí en NASRCC. Espero que todos compartan mi orgullo por su avance y le deseo lo mejor.

— Joe Byrne

The future of NASRCC



Tom Flynn
UBC General
Secretary-Treasurer

The future of the North Atlantic States Regional Council took a turn in April when UBC General Secretary-Treasurer Mike Capelli retired and NASRCC Executive Secretary-Treasurer Tom Flynn was appointed by General President Doug McCarron to take his place.

Flynn's move led NASRCC President Rich Monarca to appoint Boston Regional Manager Joe Byrne as Executive Secretary-Treasurer Pro Tem, with the unanimous support of the Executive Board. Byrne will complete the remainder of the four-year term of the office, which expires next year in accordance with the Council constitution and bylaws. Elections will then be held for all council offices.

"Joe Byrne is an excellent choice to be the leader of this council," said Flynn. "One of my goals as head of the council was to encourage the development of the next generation of leaders for our council. Joe Byrne always fit the bill for that. There is no doubt whatsoever that he has the ability and the drive necessary to serve the membership well."



Joe Byrne
Executive Secretary-Treasurer
Pro Tem

Byrne, 41, is a member of Local 327 in Boston and was a trustee on the NASRCC Executive Board. He takes over day-to-day management of the seven-state body as its membership and its staff are becoming younger and more diverse.

"It's an honor, and very humbling, to serve my Brothers and Sisters in this role," Byrne said. "We have a staff that is second to none and a membership that drives our union's success. Tom put a lot of pieces in place to prepare our union for the future. He'll continue to do great work for us and the entire UBC in his new role."

Local 290 Team Lead Anthony Villa was appointed trustee on the NASRCC Executive Board, filling the spot left open following the appointment of Joe Byrne as Executive Secretary-Treasurer. Local 330 Business Representative Mike Holmes was appointed as trustee, following the retirement of Trustee Paul Lander. These positions will be subject to an election next year.

Retirees

The North Atlantic States Regional Council values the hard work and dedication of our full-time Representatives and Organizers. It's why we're both sad to see them go and happy to know they'll soon be enjoying a secure retirement. Please join us in congratulating the following retiring staff.



David Haines

David Haines joined the Brotherhood in 1982 and was hired to be a full-time member of the union staff in 1997. A member of Local 277 in Central New York, he has served in multiple executive level positions with regional councils, including regional manager/director.

He was elected to office at the regional council level many times, including president, vice president and a member of the executive committee.

Retirees (continued)



Gary DeCosta

Gary DeCosta joined the Brotherhood in 1988 and was hired on staff in 1997. He is a member of Local 330 in Southeastern Massachusetts and most recently worked as the assistant director of organizing for the council.

Prior to that he was the regional manager for Southeastern Massachusetts and Rhode Island. He was also a member of the NERCC/NASRCC Executive Committee for many years.

Paul Lander joined the Brotherhood in 1983 and was hired on staff in 1999. He is a member of Local 330 and worked as a Business Representative in Rhode Island. He was also a member of the NERCC/NASRCC Executive Committee for a number of years.

John Cunningham joined the Brotherhood in 1981 and was hired on staff in 2007. He is a member of Local 326 and worked as a Business Representative in Connecticut. He was also a member of the NERCC/NASRCC Executive Committee for a number of years.

Michael Shanahan joined the Brotherhood in 1988 and was hired on staff in 2004. He is a member of Local 291 and worked as a Business Representative in Eastern NY.

Joseph Gangi, Jr. joined the Brotherhood in 1986 and was hired on staff in 2001. He is a member of Local 339 and worked as a Business Representative in Northeastern MA.

Victor Carrara joined the Brotherhood in 1986 and was hired on staff in 2000. He is a member of Local 51 and worked as the Business Manager for Shop and Mill Cabinet Local 51.

Martin Alvarenga joined the Brotherhood in 1988 and was hired on staff in 1997. He is a member of Local 326 and worked as a Business Representative in Connecticut.



Paul Lander



John Cunningham

Edward Enders joined the Brotherhood in 1973 and was hired on staff in 2001. He is a member of Local 290 and worked as a Business Representative on Long Island.

Bart Pacekonis joined the Brotherhood in 1982 and was hired on staff in 1998. He is a member of Local 326 and worked as an Organizer and Business Representative and as the Industrial Representative in Connecticut.

Manny Gines joined the Brotherhood in 1984 and was hired on staff in 2007. He is a member of Local 336 and worked as an Organizer in Connecticut. As a Puerto Rican, Gines was an active leader in rebuilding and recruiting union carpenters to rebuild the island following Hurricane Maria. That work led to establishment of a UBC training center and eventual chartering of a new local in Puerto Rico.

In Other News

The following members have been appointed to positions for funds and programs jointly managed by the union and our signatory contractor partners:


Ernie Pagan, Local 326, has been named a trustee for the North Atlantic States Carpenters Training Fund

Tim Crow, Local 336, has been named Labor Chair for the North Atlantic States Carpenters Labor-Management Program.

Grady Eason, Local 327, has been named a trustee for the North Atlantic States Carpenters Labor Management Program.

Michael Holmes, Local 330, has been named trustee for the New England Carpenters Combined Benefit Funds.

Union Shows Worth During Tough Times

A construction worker is shown from the chest up, wearing a black hard hat with a logo, safety glasses, a black balaclava covering the face, and a white t-shirt with a red logo that says "NEW YORK CARPENTERS". The worker is wearing a safety harness and is positioned on a green scissor lift. The background is a clear blue sky with some clouds. The overall scene is bright and clear.

From closing jobs to helping meet PPE demand, the union put safety first, as it always has.

As the COVID-19 pandemic struck the United States this spring, union carpenters, like everyone else, were thrown a curveball like no other. But the response by members, staff and our partner contractors reinforced why unions are not only good for carpenters, but good for our industry and our communities.



The most significant response to the pandemic was nearly a three-week shutdown of work in Massachusetts. In a letter to signatory contractors that was distributed to members, then-Executive Secretary-Treasurer Tom Flynn said that "as the number of COVID-19 confirmed cases and deaths has dramatically increased, it has become apparent that working on construction sites in Massachusetts is abnormally dangerous" and "poses an immediate threat of harm to the health and safety of my members and the public."

Members were directed to "cease working until it is safe to do so."

It was a move supported by both members and many signatory contractors, who had been scrambling to operate sites and develop new safety guidelines at the same time. Even before the letter, many members were opting to stay home to protect themselves or their families.

Joe Byrne became executive secretary-treasurer of NASRCC during the shutdown, when Tom Flynn was named general secretary treasurer of the UBC following Mike Capelli's retirement. He said the pause was necessary.

"There were just too many people getting sick, PPE wasn't available and there was too much confusion about the virus," Byrne said. "Crews or individuals were moving from job to job and could have been spreading the virus on multiple sites. It was dangerous and everyone needed to take a breath and regroup."

In Boston, union carpenters helped set the standard for effective responsiveness when they helped Suffolk Construction and New England Finish Systems build a badly needed care facility from scratch on very short notice.

Suffolk Construction COO Jim Grossman met with officials from the city of Boston to discuss, on the fly, an emergency care facility they planned for the sprawling Boston Convention Center.

"They created an 8'x8' bed area module that you could replicate 500 times. Within a 24-hour time frame, all the parties converged, met at the Boston Convention Center, and a day later we started construction, truly based on napkin sketches," Grossman told the AGC.

More than 150 carpenters and other tradesworkers employed by Suffolk and



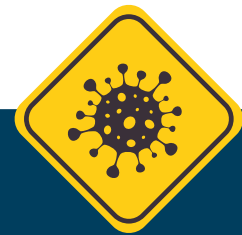
Even upside down, the NASRCC gaiters provide valuable protection for Local 327's Lindi Laze.

As the number of COVID-19 confirmed cases and deaths has dramatically increased, it has become apparent that working on construction sites in Massachusetts is abnormally dangerous...

- TOM FLYNN

New England Finish Systems framed, drywalled and painted 1,000 rooms in 36 hours. They were then shipped to the convention center and installed. The crews also built six "crash rooms" that hold at negative air pressure, an x-ray room and additional spaces.

The facility was named "Boston Hope" but it was the kind of work done on different scales in multiple locations throughout the council, thanks to the skills, professionalism and dedication of union carpenters. *(Continued on page 10)*



STAY VIGILANT

- Wear masks
- Avoid large gatherings
- Get a flu shot

Union Shows... (Continued from page 9)

REVIEW OF SAFETY PLANS

While much of the work in Massachusetts stopped, it continued at varying levels in other states, with construction considered "essential." To protect members on active jobs and the ones that would eventually come back online, the union focused on working with contractors to develop best practices for sites.

"Some of the larger contractors were able to develop plans quickly," said Steve Joyce, Director of Contractor Relations. "But others needed help and we had to ensure that there were basic standards established that were consistent so there wouldn't be confusion from one site to the next. Not every job is the same, so there are different levels of protections required, but the fundamentals had to be in place everywhere."

Joyce reviewed employer safety plans throughout the council. In Massachusetts, approved plans were required before sites re-opened and contractors had to agree not to retaliate against members who did not immediately return to work because of ongoing safety concerns.



During the workday, additional safety measures created inconveniences or discomfort. On larger projects, where work elevators or lifts were being used, the number of people on the lifts have been reduced significantly. And then there's the PPE. From masks to shields to gaiters, there's no getting around the fact that nose and mouth coverings aren't desirable, especially when the summer heat kicked in.

CHANGES ON THE JOB

For members continuing or returning to work, there were changes that took some getting used to. Some--handwashing and sanitizing stations--are similar to what the rest of society deals with. Others are more a factor of construction work not being a candidate for "work at home."

Carpooling to jobs was largely eliminated and pre-entry, daily health screenings and temperature checks became mandatory. To maintain social distancing and eliminate groups of workers at "choke points" entering and exiting the job, contractors staggered start and end times for subcontractors on their sites.

GOING ONLINE AND OUTSIDE

Like most of the world, NASRCC and its affiliates have used online platforms as much as possible to maintain social distancing while continuing vital union functions, with the training funds being the most aggressive (see related story on page 18).

Some local unions began holding their monthly union meetings online, while others met spread out in large parking lots. It wasn't just the length of the pandemic that required changes, but the mandatory business that needed to be done. Many locals had not yet elected delegates to the UBC convention (see related story on page 29) before restrictions on gatherings were put in place, while other local unions needed to vote on contract allocations.



Early on, and when working on COVID-specific projects like this, members went the extra mile to protect their safety at work. Here, Local 328 member Shane Devine is shown fully suited for work at a temporary morgue at Beth Israel Deaconess Hospital in Boston.

MEMBERS AS HELPERS AND ADVOCATES

With higher than normal unemployment benefits being paid during the pandemic, most members could afford to stay safe if conditions were bad, but that didn't mean they were all inactive. In communities throughout the seven states, they did their best to safely lend a hand to help those in more difficult situations. (see story on page 22).

Members also joined NASRCC staff in exposing contractors that were not following recommended guidelines on their projects. Agents and organizers visited open non-union sites and observed vans full of workers not wearing masks as they arrived at jobsites, not wearing masks or social distancing on the job or congregating at entrances and exits or during breaks.

Members spaced themselves out with banners and even participated in "rolling rallies," in which individual members circled projects in their cars or trucks that were decorated with signs calling out the bad behavior. The events got significant attention, even from the press. One project in Salem, Massachusetts closed for three weeks after one "rolling rally."

UNION OPERATIONS IMPACTED

The shut-down on work in Massachusetts had a significant impact on hours worked by union carpenters, meaning council finances took a hit. And though work remained steady—even busy to the point that some locals were recruiting new members—the overall drop in hours even after work restarted required a response. Reserves were tapped, but to avoid draining them completely and leaving the council in danger if a recession hit, other steps had to be taken.

"We made some really difficult decisions," said Chief of Staff John Murphy. "All employees took a mandatory one-week furlough and a number of organizers and agents were furloughed for extended periods. A handful also opted to retire."

Murphy said that staff were brought back from furlough as work hours improved, but all staff continue to carry a heavier workload than they did prior to the pandemic.

LESSONS LEARNED, EXAMPLES SET

Though the pandemic continues to be a critical concern, there's been a certain level of confidence established that on union construction sites at least, established safety standards are working.

"When you look back on things, you can see where mistakes were made in different industries or with the contractors who have never cared about anything but the money. They prioritized the wrong things," said Byrne. "But I think we can be proud of how quickly our union and our members reacted and how well we worked with our contractors. It shows the level of trust, professionalism and seriousness that we share. We must continue to be vigilant."





North Campus project at Cornell University

The “North Campus” project at Cornell University is a good example of how to continue a valuable project and keep everyone safe during the COVID-19 pandemic. The school's residential expansion is a \$200 million dollar project that will provide 2,000 beds spread throughout five buildings and includes dining halls. Welliver is the construction manager and is acting as the general contractor. Two other signatory contractors, John C. Lowery and Alliance Masonry are also on site. The job has been a steady provider of work hours for the members of Local 277 in the Finger Lakes region of Central New York.

Safety protocol is established by contractors in coordination with OSHA and reviewed by the union. Members, stewards, and council representatives ensure that guidelines are being followed. Welliver and their safety team have added some site-specific processes for the North Campus project including:

- Anyone coming on-site must complete a safety orientation.
- All contractors have daily sign-in sheets asking workers the standard COVID-19 questions, take temperatures and report anything in question.
- If a worker misses a day or more, they must show just cause to return: a doctor's note, negative test results or quarantine for two weeks.
- Masks must be worn in the buildings and job trailers and there must be six feet of social distancing. People on site can be outside without a mask on if they are six feet apart.
- Work inside the buildings is scheduled in a way to avoid too many people working in the same areas at the same time.
- Multiple porta johns and hand wash stations are on site, disinfected and cleaned daily.

“
Since the onset of this unfortunate pandemic, we have tried to be ahead of the curve related to protecting our workforce. By making a strong commitment to providing additional bathroom facilities, sanitization stations, and creating new safety protocols we feel that we are creating an environment where people feel that they can come to work without unnecessary exposure to themselves, their families, and our community.

- NICK ROBERTSON,
PROJECT EXECUTIVE,
WELLIVER MCGUIRE, INC.

Unión Demuestra su Valor en Tiempos Difíciles

Cuando la pandemia de COVID-19 azoto a los Estados Unidos esta primavera, los carpinteros sindicales, como todos los demás, se vieron lanzados a una curva como ninguna otra. Pero la respuesta de los miembros, el personal y nuestros contratistas asociados reforzó por que los sindicatos no solo son buenos para los carpinteros, sino también para nuestra industria y nuestras comunidades.



Nuestra mejor respuesta a la pandemia fue un cierre de trabajo de dos semanas en Massachusetts. En una carta a los contratistas firmantes que se distribuyó a los miembros, el entonces secretario ejecutivo y tesorero Tom Flynn dijo que “a medida que el número de casos y muertes confirmados por COVID-19 ha aumentado drásticamente, se ha hecho evidente que trabajar en obras de construcción en Massachusetts es anormalmente peligroso,” y “plantea una amenaza inmediata de daño a la salud y seguridad de mis miembros y del público.”

Miembros fueron dirigidos a que “dejen de trabajar hasta que sea seguro hacerlo”

Fue una medida respaldada tanto por los miembros como por muchos contratistas, que habían estado luchando para operar

las obras y desarrollar nuevas pautas de seguridad al mismo tiempo. Incluso antes de la carta, muchos miembros optaban por quedarse en casa para protegerse a sí mismo o a sus familias.

Joe Byrne se convirtió en secretario tesorero ejecutivo de NASRCCC durante el cierre, cuando Tom Flynn fue nombrado secretario general tesorero de la UBC tras la jubilación de Mike Capelli. Dijo que la pausa era necesaria.

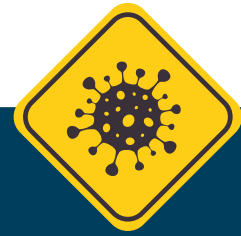
“Había demasiada gente enfermándose, el PPE (Equipo de Protección Personal) no estaba disponible y había demasiada confusión sobre el virus,” dijo. “Los equipos o las personas se estaban moviendo de un trabajo a otro y podrían haber estado propagando el virus en varias obras. Era peligroso y todos debían tomar un respiro y reagruparse.”

(Continuado en la página 14)



”
As the number of COVID-19 confirmed cases and deaths has dramatically increased, it has become apparent that working on construction sites in Massachusetts is abnormally dangerous...

- TOM FLYNN



MANTENTE ALERTO

- Use Mascarillas
- Evite Reuniones Grandes
- Vacúnese contra la gripe

Unión Demuestra...

(Continúa de la página 13)

En Boston, los carpinteros sindicales ayudaron a establecer el estándar de capacidad de respuesta efectiva cuando ayudaron a Suffolk Construction y New England Finish Systems a construir una instalación de cuidado muy necesaria desde cero con poco aviso.

El director de operaciones de Suffolk Construction, Jim Grossman, se reunió con funcionarios de la ciudad de Boston para discutir, sobre la marcha, una instalación de atención de emergencia que planearon para el extenso Centro de Convenciones de Boston.

“Crearon un módulo de área de cama de 8 x 8 pies que se podía replicar 500 veces. En un plazo de 24 horas, todas las partes convergieron, se reunió en el Centro de Convenciones de Boston y un día después comenzamos la construcción, realmente basada en bocetos en servilletas,” le dijo a AGC.

Más de 150 carpinteros y otros trabajadores comerciales empleados por Suffolk y New England Finish Systems enmarcaron, colocaron paredes y pintaron 1,000 habitaciones en 36 horas. Luego se enviaron al centro de convenciones y se instalaron. Los equipos también construyeron seis “salas de emergencia” que pueden mantenerse a presión de aire negativa, una sala de rayos X y espacios adicionales.

La locación fue nombrada “Esperanza en Boston” pero fue el tipo de trabajo realizado en diferentes escalas en múltiples ubicaciones en todo el sindicato gracias a las habilidades, profesionalismo y dedicación de los carpinteros sindicales.



REVISION DE PLANES DE SEGURIDAD

Mientras gran parte de hobbros en Massachusetts se detuvieron, continuo a diferentes niveles en otros estados, y la construcción se considero “esencial.” Para proteger a los miembros en trabajos activos y los que eventualmente volverían a estar en línea, el sindicato se centro en trabajar con contratistas para desarrollar las mejores prácticas para las obras.

“Algunos de los contratistas grandes pudieron desarrollar planes rápidamente,” dijo Steve Joyce, Director de Relaciones con Contratistas. “Pero otros necesitaban ayuda y teníamos que asegurarnos de que establecieran estándares básicos que fueran consistentes para que no hubiera confusión de una obra a otra. No todos los trabajos son iguales, por lo que se requieren diferentes niveles de protección, pero los fundamentos tenían que estar en su lugar en todas partes.”



Joyce reviso los planes de seguridad de los empleadores en todo el sindicato. En Massachusetts, se requerían planes aprobados antes de que las obras volvieran a abrir y los contratistas tenían que acordar no tomar represalias contra los miembros que no regresaran inmediatamente al trabajo debido a preocupaciones de seguridad.

CAMBIOS EN EL TRABAJO

Para los miembros que continúan o regresan al trabajo, hubo cambios a los que les costo acostumbrarse. Algunas, estaciones de lavado de manos y desinfección, son similares a las que enfrenta el resto de la sociedad. Otros son un factor de trabajo de construcción que no se puede “trabajar desde casa.”

Se elimino en gran medida el uso compartido del automóvil para ir a los trabajos y se hicieron obligatorios los exámenes diarios de salud y los controles de temperatura antes del ingreso. Para mantener el distanciamiento social y eliminar grupos de trabajadores en los “puntos de control” que ingresan y salen del trabajo, los contratistas escalonaron las horas de inicio y finalización para los subcontratistas en sus obras.

Durante el día de trabajo, las medidas de seguridad adicionales crearon inconvenientes o incomodidades. En proyectos mas grandes, donde se usaban ascensores, el numero de personas en ellos se ha reducido significativamente. Y luego esta el PPE. Desde mascararas hasta escudos y polainas para caras,

no hay forma de evitar el hecho de que los cubrimientos de nariz y boca no son deseables, especialmente cuando el calor del verano comenzó.

EN LINEA Y FUERA

Como la mayor parte del mundo, NASRCC y sus afiliados han utilizado las plataformas en línea tanto como ha sido posible para mantener el distanciamiento social mientras continúan funciones sindicales vitales, siendo los fondos de capacitación los más agresivos (ver artículo relacionado en la página 19).

Algunos sindicatos locales comenzaron a realizar sus reuniones sindicales mensuales en línea, mientras que otros se reunieron en grandes estacionamientos. No fue solo la duración de la pandemia lo que requirió cambios, sino los asuntos obligatorios que debían realizarse. Muchos locales aún no habían elegido delegados para la convención de la UBC (ver artículo relacionado en la página 30). antes de que se establecieran restricciones a las reuniones, mientras que otros sindicatos locales debían votar sobre las asignaciones de aumentos de salarios.

(Continuado en la página 17)





El proyecto “North Campus” de la Universidad de Cornell

El proyecto “North Campus” de la Universidad de Cornell es un buen ejemplo de cómo continuar un proyecto valioso y mantener a todos a salvo durante la pandemia COVID-19. La expansión residencial de la escuela es un proyecto de \$200 millones de dólares que proporcionará 2,000 camas distribuidas en cinco edificios e incluye comedores. Welliver es el gerente de construcción y también actúa como contratista general. Otros dos contratistas signatarios, John C Lowery y Alliance Masonry también están en la obra. El trabajo ha sido un proveedor constante de horas de trabajo para los miembros del Local 277 en Finger Lakes Regional del Centro Nueva York.

El protocolo de seguridad es establecido por los contratistas en coordinación con OSHA y revisado por el sindicato. Los miembros, delegados y representantes del consejo se aseguran de que se sigan las pautas. Welliver y su equipo de seguridad han agregado algunos procesos específicos a la obra para el proyecto North Campus, que incluyen:

- Cualquiera que venga a la obra debe completar una orientación de seguridad.
- Todos los contratistas tienen hojas de registros diarios que les hacen a los trabajadores las preguntas estándar de COVID-19, toman las temperaturas e informan cualquier cosa en cuestión.
- Si un trabajador falta un día o más, debe mostrar una causa justa para regresar: una nota del médico, resultados negativos de la prueba o cuarentena por dos semanas.
- Siempre se deben usar máscaras en los edificios y tráiler de trabajo y debe haber seis pies de distancia social. Las personas en la obra pueden estar afuera sin una máscara si están a seis pies de distancia.
- El trabajo dentro de los edificios está programado de manera que se evite que demasiadas personas trabajen en las mismas áreas al mismo tiempo.
- Hay varios baños portátiles y estaciones de lavado de manos en el lugar, que se desinfectan y limpian a diario.

”
Desde el inicio de esta desafortunada pandemia, hemos tratado de estar por delante de la curva relacionada con la protección de nuestra fuerza laboral. Al hacer un fuerte compromiso de proporcionar instalaciones sanitarias adicionales, estaciones de desinfección y crear nuevos protocolos de seguridad, sentimos que estamos creando un ambiente donde las personas sienten que pueden ir a trabajar sin una exposición innecesaria a ellos mismos, sus familias y nuestra comunidad.

- NICK ROBERTSON,
PROJECT EXECUTIVE,
WELLIVER MCGUIRE, INC.

Unión Demuestra... (Continúa de la página 15)



MIEMBROS COMO AYUDANTES Y DEFENSORES

Dado que durante la pandemia se pagaron beneficios por desempleo más altos de lo normal, la mayoría de los miembros podían permanecer seguros si las condiciones eran malas, pero eso no significaba que todos estuvieran inactivos. En las comunidades de los siete estados, hicieron todo lo posible para ayudar con seguridad a quienes se encuentran en situaciones más difíciles (ver artículo relacionado en la página 22).

Los miembros también se unieron al personal de NASRCC para exponer a los contratistas que no estaban siguiendo las pautas recomendadas en sus proyectos. Los agentes y organizadores visitaron obras abiertas no sindicalizadas y observaron camionetas llenas de trabajadores que no usaban máscaras cuando llegaban al trabajo, que no usaban máscaras ni distanciamiento social en el trabajo o que se congregaban en las entradas y salidas o durante los descansos.

Los miembros se distanciaron con pancartas e incluso participaron en "manifestaciones rodantes," en las que miembros individuales rodearon proyectos en sus autos o camionetas que estaban decorados con carteles que anunciaban el mal comportamiento. Los hechos recibieron una atención significativa, incluso de la prensa. Un proyecto en Salem, Massachusetts cerró durante tres semanas después de un "manifestación rodante."

OPERACIONES DE LA UNIÓN IMPACTADAS

El cierre de los trabajos en Massachusetts tuvo un impacto significativo en las horas trabajadas por los carpinteros sindicales, lo que significa que las finanzas del sindicato se vieron afectadas. Y aunque el trabajo se mantuvo estable, incluso ocupado hasta el punto en que los locales estaban reclutando nuevos miembros, el total de horas de visita, incluso después de reiniciar el trabajo, requirió una respuesta.

Se aprovecharon las reservas, pero para evitar agotarlas por completo y dejar al sindicato en peligro si hay una recesión, se debieron tomar otras medidas.

"Tomamos algunas decisiones realmente difíciles," dijo el jefe de personal John Murphy. "Todos los empleados tomaron un descanso obligatorio de una semana y varios organizadores y agentes fueron suspendidos por períodos prolongados. Unos optaron por jubilarse."

Murphy dijo que el personal regresó del descanso a medida que mejoraron las horas de trabajo, pero todo el personal continúa con una carga de trabajo más pesada que antes de la pandemia.

LECCIONES APRENDIDAS, EJEMPLOS ESTABLECIDOS

Aunque la pandemia sigue siendo una preocupación crítica, se ha establecido un cierto nivel de confianza en que, al menos en las obras de construcción de los sindicatos, las normas de seguridad establecidas están funcionando.

"Cuando miras hacia atrás, puedes ver dónde se cometieron errores en diferentes industrias o con los contratistas que nunca se han preocupado por nada más que el dinero. Priorizaron las cosas equivocadas," dijo Byrne. "Pero creo que podemos estar orgullosos de la rapidez con la que nuestro sindicato y nuestros miembros reaccionaron y de lo bien que trabajamos con nuestros contratistas. Demuestra el nivel de confianza, profesionalismo y seriedad que compartimos. Tenemos que mantenernos alertos."

Training in a Pandemic

Training programs have always been a source of pride for the Carpenters union. The apprentice program, life-long skills enhancement and certification training provide members and the industry everything they need to match skills to need. The union makes significant investments in facilities and "train the trainer" programs that provide the best instructors in the industry.



The online classes have been really popular and will remain a permanent part of our training. ”

— TOM FISCHER, NASCTF EXECUTIVE DIRECTOR

In addition to reliability and consistency, a key to the success of our training programs is being responsive. When a contractor needs a crew to get up to speed on something for a pending project, the curriculum can be developed promptly, and the class can be scheduled as needed and where it's required. That flexibility helped the UBC and the North Atlantic States Training Fund rapidly respond to the COVID-19 pandemic.

As the reality of the pandemic started to spread, the Carpenters International Training Center (CITF) went to work, creating a COVID-19 awareness program that was quickly

adopted by the North Atlantic States Carpenters Training Fund (NASCTF). The online program was both timely and convenient. It provided members with reliable and clear information about the virus and how they could protect their worksites and their health. It allowed members to use the program individually, whenever it was convenient for them and whether they were still actively working or out of work for safety reasons.

"The COVID-19 awareness certification is a great example of what our training program, backed by the CITF, can do for our members and our employers," said Tom Fischer, Executive Director of the NASCTF. "It was developed quickly in response to a critical need; it was high-level, usable information; and we were able to present it in a professional, accessible way."

The program was so well received that the union was asked to share it with the industry, and did. Outside groups, including other trades and contractors who didn't have the resources to develop their own programs, took advantage of the UBC program to keep themselves and their work-sites safe.

NASCTF and CITF didn't stop there. They began encouraging use of the ICRA 8-hour awareness program, which is also offered online. ICRA—Infection Control Risk Assessment—is a 24-hour

(Continued on page 20)



Capacitación en una Pandemia

Los programas de capacitación siempre han sido un motivo de orgullo para el sindicato de carpinteros. El programa de aprendices, la mejora de habilidades de por vida y la capacitación de certificación brindan a los miembros y a la industria todo lo que necesitan para combinar las habilidades que necesitan. El sindicato realiza importantes inversiones en instalaciones y programas de “formación de formadores” que proporcionan los mejores instructores de la industria.



Las clases en línea han sido muy populares y seguirán siendo una parte permanente de nuestra capacitación. ”

— TOM FISCHER, NASCTF EXECUTIVE DIRECTOR

Además de la fiabilidad y la coherencia, una clave del éxito de nuestros programas de entrenamiento es la capacidad de respuesta. Cuando un contratista necesita un equipo para ponerse al día con un proyecto pendiente, el plan de estudios se puede desarrollar rápidamente y la clase se puede programar según sea necesario y donde sea necesario. Esa flexibilidad ayudó a la UBC y al Fondo de Capacitación de los Estados Unidos del Atlántico Norte a responder rápidamente a la pandemia de COVID-19.

A medida que la realidad de la pandemia comenzó a extenderse, el Centro Internacional de Capacitación de Carpinteros (CITF)

se puso a trabajar, creando un programa de concientización sobre COVID-19 que fue rápidamente adoptado por el Fondo de Capacitación de Carpinteros de los Estados del Atlántico Norte (NASCTF). El programa en línea fue oportuno y conveniente. A los miembros le brindó información clara y confiable sobre el virus y cómo podían proteger las obras de trabajo y su salud. Los miembros pudieron utilizar el programa en casa, cuando fuera conveniente para ellos por si todavía estaban trabajando o sin trabajo por razones de seguridad.

“La certificación de concientización sobre COVID-19 es un gran ejemplo de lo que nuestro programa de capacitación, respaldado por la CITF, puede hacer por nuestros miembros y empleadores,” dijo Tom Fisher, Director Ejecutivo de NASCTF. “Se desarrolló rápidamente en respuesta a una necesidad crítica; era información utilizable de alto nivel; y pudimos presentarla de una manera profesional y accesible.”

El programa fue tan bien recibido que se le pidió al sindicato que lo compartiera con la industria, y lo hizo. Grupos externos, incluyendo otros oficios y contratistas que no tenían los recursos para desarrollar sus propios programas, aprovecharon el programa UBC para mantenerse seguros a sí mismos y sus obras de trabajo.

(Continuado en la página 20)



Training in a pandemic (Continued from page 18)

classroom and shop certification program that trains members to understand and minimize the risks of working in or contaminating active health care facilities or other "clean" construction sites. The 8-hour shop portion, which teaches hands-on use of hard/soft walls, negative air machines and other controls, was not available because training centers were closed. But the 8-hour awareness program provides an advanced level of knowledge that was valuable as the public health crisis progressed.

At the same time, Fischer and his staff were keeping an eye on overall training. They started working on and scheduling online training for an increasing number of apprenticeship and certification classes.

"The online classes have been really popular and will remain a permanent part of our training," Fischer said. "The convenience of members being able to attend a scheduled class from anywhere they have an internet connection has led to a renewed interest in career development among many of our members. We've got members signing up for classes they might not have otherwise."

The final piece has been turning the Career Connections program—a 4-year high school carpentry curriculum implemented by partner vocational schools and BOCES—from a textbook program into an online learning system. The evolution of Career Connections to an online system had been in the works, but when it became available this summer, it was a welcomed development for schools and instructors struggling with advancing their virtual learning programs.

Capacitación en una Pandemia (Continúa de la página 19)

NASCTF Y CITF no se detuvieron ahí. Comenzaron a fomentar el uso del programa de concientización ICRA de 8 horas, que también se ofrece en línea. ICRA (Evaluación de riesgos de control de infecciones) es un programa de certificación de talleres y aulas de 24 horas que capacita a los miembros para comprender y minimizar los riesgos de trabajar o contaminar obras de atención médica activas u otras obras de construcción "limpias." La sección de taller de 8 horas, que enseña el uso práctico de paredes duras/blandas, máquinas de aire negativo o otros controles, no estuvo disponible porque los centros de capacitación estaban cerrados. Pero el programa de concientización de 8 horas brinda un nivel avanzado de conocimiento que fue valioso a medida que avanzaba la crisis de salud pública.

Al mismo tiempo, Fischer y su personal estaban atentos al entrenamiento general. Comenzaron a trabajar y programar capacitación en línea para un número cada vez mayor de clases de aprendizaje y certificación.

"Las clases en línea han sido muy populares y seguirán siendo una parte permanente de nuestra capacitación," dijo Fischer. "La conveniencia de que los miembros puedan asistir a una clase programada desde cualquier lugar donde tengan conexión a Internet ha llevado a un interés renovado en el desarrollo profesional entre muchos de nuestros miembros. Tenemos miembros inscribiéndose para clases que de otra manera no tomarían."

La pieza final ha sido convertir el programa Career Connections, un plan de estudios de carpintería de escuela secundaria de 4 años implementado por escuelas vocacionales asociadas y BOCES, de un programa de libro a un sistema de aprendizaje en línea. La evolución de Career Connections a un sistema en línea había estado en proceso, pero cuando estuvo disponible este verano, fue un desarrollo bienvenido para las escuelas y los instructores que luchan por avanzar en sus programas de aprendizaje virtual.



Drake has demonstrated excellence in the trade, attention to detail in construction supervision, and is a leader and mentor to apprentices and journeymen alike.

– TOM FISCHER
NASCTF EXECUTIVE DIRECTOR



In 2016, Drake was featured in a video produced by the union. Scan the QR code to watch.

NASCTF Selects Drake for Leadership Role

Sister Ziven Drake has been named Technical Coordinator in Charge of Recruitment and Retention by the North Atlantic States Carpenters Training Fund. She has been focused on the recruiting and retention efforts within NASCTF by delivering informational sessions, as well as conducting interviews for potential apprenticeship candidates.

A member of Pile Drivers and Divers Local 56, Drake has been a member of Local 56's Executive Board, as well as serving as a delegate to the North Atlantic States Regional Council of Carpenters.

Drake graduated from the apprenticeship program, earning the "Golden Hammer Award" as the outstanding apprentice in her craft. In 2019, she was awarded "Tradeswoman of the Year" by the Associated General Contractor's Building Women in Construction Committee and continues to encourage women in careers throughout the trades.

In addition to working as a part-time instructor for the NASCTF, Drake previously worked as an assistant project manager, specializing in marine construction and deep foundation systems.

Prior to becoming a member of the UBC, Drake spent time as an F-16 mechanic with the United States Air Force.

NASCTF Executive Director Tom Fischer said that Drake "has demonstrated excellence in the trade, attention to detail in construction supervision, and is a leader and mentor to apprentices and journeymen alike."

In 2016, Drake was featured in a video by the union, in which she talked about how she came to the trade and the work done by commercial construction divers.



From Jobsites to FOOD BANKS

Even when the world was facing a pandemic, there was still hope, kindness, and leadership within our communities and union carpenters joined in, as we always do. Because of the high levels of unemployment, reliance on food banks was increased significantly. Sorting food, handing it out and meal delivery to those in need and the elderly all required helping hands. There were also several projects to which carpenters donated their time and money to organizations in need.

Violence In Boston, Inc.

Members volunteered with Violence In Boston Inc.; an organization dedicated to improving the lives of people in their community and providing support to victims of violence. NASRCC provided new counters, walls, doors and floors for the organization's new offices and provided a monetary donation as well.

Chelsea Collaborative

Chelsea Collaborative is an organization that is known for the valuable role they play in the city, including distributing thousands of meals for people. The union rented an electric pallet jack to pick up and move around food and also covered the cost on a rental truck to transport donations.

NASRCC Organizer Martin Sanchez led the charge, with other members stepping up multiple times a week to help sort food and assemble and move the 45-pound boxes given to those in need. They worked alongside Chelsea City Council President Roy Alex Avellaneda and newly elected Council member, Melinda Vega. Thousands of boxes of food have been and continue to be distributed.

Roslindale Food Pantry

When Local 328 member Barbara Surjballly was little, she would help her mom at the Roslindale Food Pantry in Roslindale, MA. For 30 years, she's kept it up on Saturdays, missing only a few weeks over that span. She's now a member of Local 328 and her mom is the food bank's director. During the COVID-19 pandemic, she started

volunteering on Fridays, when the food bank unloads 10,000 pounds of food for the Saturday box assembly and distribution.

Surjballly recruited other union members to volunteer, including four SIB members and some of their relatives. The group gathered to help on most Friday and Saturdays. The number of families served doubled during the pandemic, reaching over 200 families a week.

During this difficult time, we are committed to helping those most in need in our community. We were happy to answer the call to assist getting these meals delivered to those who need them most. Our wish is that everyone stays healthy and we will overcome this difficult time with unified efforts like this.

- MATT ROSS, LOCAL 279 REPRESENTATIVE

"It's meaningful because in the beginning, when I was young, my family was a client of the food pantry. Because it helped us when we needed help, we now give back in return for the help we received," she said.

(Continued on page 39)

Desde la Obra de Trabajo hasta las DESPENSAS DE ALIMENTOS



Incluso cuando el mundo se enfrentaba a una pandemia, todavía había esperanza, amabilidad y liderazgo dentro de nuestras comunidades y los carpinteros sindicales se unieron, como siempre lo hacen. Debido a los altos niveles de desempleo, la dependencia de los bancos de alimentos aumento significativamente. Clasificar los alimentos, distribuirlos y entregarlos a los necesitados y a los ancianos requirió ayuda. También hubo varios proyectos a los que los carpinteros donaron su tiempo y dinero a organizaciones necesitadas.

Violencia en Boston, Inc.

Los miembros se ofrecieron como voluntarios con Violence in Boston, Inc.; una organización dedicada a mejorar la vida de las personas en su comunidad y brindar apoyo a las víctimas de la violencia. NASRCC proporcionó nuevos mostradores, paredes, puertas y pisos para las nuevas oficinas de la organización y también proporcionó una donación monetaria.

Colaborativa de Chelsea

Colaborativa de Chelsea es una organización que es conocida por el valioso papel que desempeñan en la ciudad, que comenzó a incluir la distribución de miles de alimentos para personas. El sindicato alquiló una transpaleta eléctrica para recoger y mover los alimentos y también cubrió el costo de un camión de alquiler para transportar las donaciones.

El organizador de NASRCC, Martin Sanchez, dirigió la carga, y otros miembros se unieron algunos días durante la semana para ayudar a clasificar los alimentos, armar y mover las cajas de 45 libras que se les da a los necesitados. Trabajaron junto al presidente del Consejo Municipal de Chelsea, Roy Alex Avellaneda, y la concejal recién elegida, Melinda Vega. Se han distribuido y se siguen distribuyendo miles de cajas de alimentos.

Despensa de alimentos Roslindale

Cuando Barbara Surjbally, miembro del Local 328, era pequeña, ayudaba a su madre en Despensa de Alimentos en Roslindale, MA. Durante 30 años, ha seguido así los sábados y solo ha faltado unas pocas semanas durante ese período. Ahora es miembro del Local

328 y su madre es la directora de la despensa de alimentos. Durante la pandemia de COVID-19, comenzó a ayudar los viernes, cuando la despensa de alimentos descarga 10,000 libras de alimentos para sábados de ensamblaje y distribución de cajas.

Surjbally reclutó a otros miembros del sindicato para que se ofrecieran como voluntarios, incluidos cuatro miembros de SIB (Hermanas en la Hermandad) y algunos de sus familiares. El grupo se reunió para ayudar la mayoría de los viernes y sábados. El número de familias atendidas se duplicó durante la pandemia, llegando a más de 200 familias por semana. "Es significativo porque al principio, cuando era joven, mi familia era cliente de la despensa de alimentos. Debido a que nos ayudó cuando necesitábamos ayuda, ahora retribuimos a cambio de la ayuda que recibimos," dijo.

Durante este momento difícil, estamos comprometidos a ayudar a los más necesitados de nuestra comunidad. Estuvimos felices de responder a la llamada para ayudar a que estas comidas se entreguen a quienes más las necesitan. Nuestro deseo es que todos se mantengan saludables y superaremos este momento difícil con esfuerzos unificados como este.

- MATT ROSS, REPRESENTANTE DEL LOCAL 279 DECLARÓ

(Continuado en la página 39)



The Sideline Is Not An Option

Americans who follow politics get used to hearing that the next election will be “The most important one of our time.”

It might be a bit of an exaggeration, but creating that sense of significance and urgency is effective in motivating people to act. And with declining participation in elections, some Americans could use the encouragement.

As builders, members of this union generally take a more practical approach to things. If we don't show up, we don't get paid. If we don't produce, we don't stick around long.

It's the same with politics. That's why members of our union are much more likely to be registered and active voters than the general public, because they know what's at stake.

People who win elections can legislate how much we get paid and how effectively our unions can represent members. Elected officials and their appointees can back the security of our retirements and either enforce worker protections or turn a blind eye to obvious, intentional and rampant abuse of workers. And in the case of infrastructure, their decisions to pass a bill and how much money to put into it have a direct impact on whether thousands of union carpenters work or don't work.

That doesn't mean members all vote the same. Our union has members across the entire political spectrum who prioritize issues differently for themselves. The most important issue to a member might be the economy or gun rights. It might be health care or taxes.

While who you vote for is your choice, given the importance of politics, the union does evaluate candidates and share information with members. Endorsements are given based on candidates' positions and records on issues related to who we are and what we do. The final decision rests with you.

A lot is at stake in this fall's election and we need to elect candidates who share our values. All members are encouraged to learn about and discuss the core issues that drive union political action. We've included some information in the adjoining story.

By being a registered voter and participating in the political process, you can help build a stronger union and a better future for our families and our communities. Please consider the endorsements the North Atlantic States Regional Council has made in targeted races this fall, which we are included on page 27 and get involved by contacting your local union or the NASRCC political team at politicalteam@nasrcc.org.

For more information on voting, being active and other candidates that council and local unions have endorsed, please visit nasrcc.org/polls

You can scan the QR code below with your camera phone for a direct link to the page.



Where Do We Stand?

As a union carpenter, there are several important issues that you should pay attention to when selecting a candidate. Among them are:

Davis-Bacon and State Prevailing Wage Laws

Prevailing wage refers to regulations at the state or federal level that mandate a minimum wage and benefit package be paid to workers on publicly funded construction. These laws level the playing field, because whether a contractor is union or non-union, they must pay the set rate for work. This allows a union employer to bid on the strength of their effectiveness in project management and their crews' size and skill, not how low they can push wages.

Davis-Bacon is the federal law that sets wages on federally funded projects throughout the country. In specific funding bills, opponents will sometimes try to exempt projects from Davis-Bacon requirements. But the UBC has built a coalition of Democratic and Republican members of Congress who support Davis-Bacon and have fought off those attempts.

All of the states in our council, with the exception of New Hampshire, also have prevailing wage requirements for state-funded work. Though support for Davis-Bacon has been strong enough to protect it in Washington, it is a frequent target for some conservatives at the state level.

Payroll Fraud Enforcement

For a long time, payroll fraud has been an issue providing some non-union contractors a significant bidding advantage. By participating in wage theft or treating employees as 1099 employees, cheating contractors cut about 30% of their labor costs. The "savings" come from not providing workers' compensation insurance, not making contributions to Social Security or unemployment insurance, and

not withdrawing state or federal taxes. That 30% doesn't include what they save by not providing health insurance, retirement benefits or decent hourly wages.

It's all illegal, but it continues because of a failure to commit resources to effective enforcement. The level of enforcement varies from state-to-state, even in our council. At the federal level there were some signs of interest and improvement on the issue, but those have been reversed in the last three years. Passing both state and national wage theft legislation is currently the top priority for the UBC.

Right to Work

The most popular legislation used by anti-union activists on a broad scale is "Right to Work." The laws allow members to "opt out" of paying union dues. With union operations, including collective bargaining, job-site servicing, organizing, contractor relations and more cut to the bone, the predictable result is that union membership plummets. This in turn leads to lower wages, benefits and safety protections for workers. States that have adopted "Right to Work" or other "free rider" provisions consistently have the lowest level of wages throughout their economies.

Though there are no states in our council that currently have "Right to Work" laws, it has been proposed on several occasions in New Hampshire. It is in place in 27 states. While the UBC and our labor union partners have blocked attempts to create a national "Right to Work" legislation, if anti-union groups control enough votes in Congress—or a president gets aggressive with executive branch powers—it could become a national law.

Pension Reform

For pensions, the UBC supports something of a "protect the old, allow the new" position. While pension funds in our council are secure, there are areas of the country where pension funds are struggling. Currently, our pension system is protected by a government insurance program run by the Pension Benefit Guaranty Corporation (PBGC). Because of other pension fund failures, the PBGC has had to consider significant increases to the "premiums" funds pay. The House of Representatives recently passed a bill to provide additional funding to support the PBGC and protect our pensions, but the Senate has failed to act on the bill.

In addition to supporting increased funding for the PBGC, the UBC strongly supports the GROW Act, which will strengthen and modernize the multi-employer pension system for the future by allowing creation of new composite retirement plans. This bill has passed the House but is also stalled in the Senate.

Infrastructure Spending

One of the most directly beneficial things elected officials can do for our members is invest in infrastructure. The funding dedicated to building roads, bridges, schools, and other public facilities provides good-paying jobs to working class Americans. The products of that spending allow for new or expanded economic growth within communities and the entire country. Infrastructure spending provides a great return on the initial investment: up to 25% of additional economic growth.

¿En Dónde nos Paramos?

Como carpintero sindical, hay varios aspectos importantes a los que le debe prestar atención al seleccionar un candidato. Entre ellos están:

Davis-Bacon y Leyes de Salario Prevalcientes Estatales

El salario prevalciente se refiere a las regulaciones a nivel estatal o federal que exigen que se pague un salario mínimo y un paquete de beneficios a los trabajadores en la construcción financiada con fondos públicos. Estas leyes nivelan el campo de juego porque, aunque un contratista sea del sindicado o no, debe pagar la tarifa establecida por el trabajo. Esto permite que un empleador sindical haga una oferta en función de su eficacia en la gestión de proyectos y del tamaño y la habilidad de su personal, no lo tanto que puedan bajar los salarios.

Davis-Bacon es la ley federal que establece salarios en proyectos financiados con fondos federales en todo el país. En proyectos de ley de financiación específicos, los oponentes a veces intentarán eximir a los proyectos de los requisitos de Davis-Bacon. Pero la UBC ha construido una coalición de miembros demócratas y republicanos del Congreso que apoyan a Davis-Bacon y han combatido esos intentos.

Todos los estados de nuestro sindicato, con la excepción de New Hampshire, también tienen requisitos salariales vigentes para el trabajo financiado por el estado. Aunque el apoyo a Davis-Bacon ha sido lo suficientemente fuerte como para protegerlo en Washington, es un objetivo frecuente para algunos conservadores a nivel estatal.

Cumplimiento del Fraude de Nómina

Durante mucho tiempo, el fraude de nómina ha sido un problema que ha proporcionado a algunos contratistas no sindicados una ventaja significativa en las licitaciones. Al participar en el robo de salarios o tratar a los empleados como 1099 empleados, los contratistas que hacen trampa reducen alrededor del 30% de sus costos laborales. Los "ahorros" provienen de no proporcionar un seguro de compensación para trabajadores, no hacer contribuciones al Seguro Social o seguro de desempleo, y no retirar impuestos estatales o federales. Ese 30% no incluye lo que ahorran al no brindar seguro

médico, beneficios de jubilación o salarios por hora decentes.

Todo es ilegal, pero continúan debido a la falta de asignación de recursos para una aplicación efectiva. El nivel de aplicación varía de un estado a otro, incluso en nuestro sindicato. A nivel federal hubo algunas señales de interés y mejora en el tema, pero se han revertido en los últimos tres años. La aprobación de leyes estatales y nacionales sobre robo de salarios es actualmente la máxima prioridad para la UBC.

Derecho a Trabajar

Legislación más popular utilizada por los activistas antisindicales a gran escala es el "Derecho a Trabajar." Las leyes permiten a los miembros "optar por no pagar" las cuotas sindicales. Con las operaciones sindicales, incluida la negociación colectiva, el servicio en el lugar de trabajo, la organización, las relaciones con los contratistas y más, el resultado predecible es que la afiliación sindical se desplome. Esto, a su vez, conduce a salarios, beneficios y protecciones de seguridad más bajos para los trabajadores. Los estados que han adoptado el "Derecho a Trabajar" u otras disposiciones de "aprovechamiento gratuito" tienen constantemente el nivel más bajo de salarios en todas sus economías.

Aunque no hay estados en nuestro sindicato que actualmente tengan leyes de "Derecho a Trabajar," se ha propuesto en varias ocasiones en New Hampshire. En otras partes del país, se han impuesto leyes de "Derecho a Trabajar" cuando las oficinas del gobernador o la legislatura estatal han sido controladas por funcionarios electos conservadores y antisindicales. Si bien la UBC y nuestros socios sindicales han bloqueado los intentos de crear una legislación nacional de "Derecho a Trabajar," si los grupos antisindicales controlan suficientes votos en el Congreso, o si un presidente se vuelve agresivo con los poderes del poder ejecutivo, podría convertirse en una ley.

Reforma de Pensiones

Para las pensiones, la UBC apoya una posición de "proteger lo viejo, permitir lo nuevo." Si bien

los fondos de pensión de nuestro sindicato son seguros, hay áreas del país donde la UBC, u otros fondos de pensión privados o sindicales, están pasando apuros. Actualmente, nuestro sistema de pensiones está protegido por un programa de seguro del gobierno administrado por Pension Benefit Guaranty Corporation (PBGC). Debido a otras quiebras de los fondos de pensiones, la PBGC ha tenido que considerar aumentos significativos en las "primas" que pagan los fondos. La Cámara de Representantes aprobó recientemente un proyecto de ley para proporcionar fondos adicionales para apoyar a la PBGC y proteger nuestras pensiones, pero el Senado no ha actuado sobre el proyecto de ley.

Además de respaldar un mayor financiamiento para la PBGC, la UBC apoya firmemente la Ley GROW, que fortalecerá y modernizará el sistema de pensiones de múltiples empleadores para el futuro al permitir la creación de nuevos planes de jubilación compuestos. En el futuro, los planes proporcionarían: mejores protecciones para los participantes que los planes típicos del 401 (k); beneficios de por vida para jubilados; gestión profesional continua de nuestras inversiones; planes que ayudarían a retener y atraer a los empleadores para que sean contratistas signatarios al eliminar las responsabilidades no financiadas para los empleadores en el futuro. Este proyecto de ley ha sido aprobado por la Cámara, pero también está estancado en el Senado.

Gasto en Infraestructura

Una de las cosas más directamente beneficiosas que los funcionarios electos pueden hacer por nuestros miembros es invertir en infraestructura. Los fondos dedicados a la construcción de carreteras, puentes, escuelas y otras instalaciones públicas ofrecen empleos bien remunerados a los estadounidenses de clase trabajadora. Los productos de ese gasto permiten un crecimiento económico nuevo o expandido dentro de las comunidades y en todo el país. El gasto en infraestructura proporciona un gran retorno de la inversión inicial: hasta un 25% de crecimiento económico adicional.

2020 VOTE

Targeted Elections

While who you vote for is your choice, the union evaluates candidates and shares information with members. Endorsements are given based on candidates' positions and records on issues related to who we are and what we do. We have highlighted a few important races, which are expected to be very close. Members are encouraged to not only vote in these elections, but get involved in campaigns as well.



Endorsed Candidate: Sara Gideon

State: Maine
Office: US Senate

As Speaker of the Maine House of Representatives, Sara Gideon has demonstrated a commitment to issues important to union carpenters, including prevailing wage.

Maine's law governing wages on public projects contained a loophole allowing lower wages to be paid on projects managed by municipalities, even if funding came from the state. The correction requires projects funded by the state to be subject to prevailing wage laws regardless of who manages construction.

Gideon also pushed changes regarding how Maine executes surveys used to establish the prevailing wage. The first included moving when the surveys are done from winter to summer to provide a more accurate evaluation of wages being paid for construction in the state. The other allowed third parties, like unions, to submit wage and hour records, allowing the state to have more data when determining the prevailing wage.

Gideon also authored legislation to provide life-saving tools like Narcan in the state, then built a bi-partisan coalition to over-ride Governor Paul LePage's veto of the bill.

Gideon is running against long-time incumbent Susan Collins. And though not an aggressive opponent of unions, Collins has not taken opportunities to help much during her many years in Washington. Most recently, she refused to oppose or question appointment of cabinet secretaries that philosophically oppose unions (Secretary of Labor Eugene Scalia) or stall job-creating green energy or power line projects (Interior Secretary David Bernhardt).

This race has been targeted by the UBC and is a focus of nation-wide attention.



Endorsed Candidate: Chris Jacobs

State: New York
Office: US Congress, 27th NY District

Chris Jacobs is a Republican running to fill an empty seat. He has been a member of the New York State Senator for three years. During that time, he has a 100% voting record with the Carpenters union.

Part of that record included voting for Cross Debarment Legislation in 2019.

Jacobs lent his support to one of the union's most important efforts: the expansion of prevailing wage in New York State, which passed in this year's budget bill and will be implemented next year. The bill will level the playing field for bidders on a larger number of state-funded construction projects.

Jacobs has vowed to be a "Davis-Bacon Republican" if elected to Congress. There are currently 53 Republican members of the House of Representative who support Davis-Bacon/prevaling wage laws when conservative Republicans attempt to repeal the law or exempt individual projects as they are funded. The previous member of Congress from this conservative district was a Republican that did NOT support Davis-Bacon.



Endorsed Candidate: Jahana Hayes

State: Connecticut
Office: US Congress, 5th CT District

A former teacher and union member running for re-election to a second term, Hayes has proved a steady ally for the UBC. She was an ally on the vote to permanently eliminate the "Cadillac Tax" from the

Affordable Care Act. The measure would have significantly increased taxes on health plans, like ours, that provide high quality benefits for participants.

Targeted Elections... (Continued from page 27)

Hayes picked up on the work of predecessor Elizabeth Esty, joining with other Connecticut Representatives to continue funding for the I-84 Interchange in Waterbury. The in-district project has provided significant work hours for union carpenters and other trades.

Hayes is part of the bi-partisan coalition that has fought off conservative efforts to eliminate Davis-Bacon/prevaling wage requirements from infrastructure projects. When nonunion contractors tried to get federal apprenticeship guidelines changed to allow their sham programs to qualify, she helped fight off that, too.

Hayes isn't above meeting with members, either. She's visited the Yalesville (CT) training center to talk to members and instructors and participated in events focused on eliminating payroll tax fraud in the construction industry.

More recently, she has supported the "Hero's Act," that would provide necessary pension reform; HR2, that would spur the economy by funding job-creating infrastructure projects and the "Cares Act" to continue pandemic unemployment benefits.



Endorsed Candidate:
Anthony Brindisi

State: New York
Office: US Congress, 22nd NY District

Anthony Brindisi is running for re-election against Claudia Tenney, who held the seat when he defeated her two years ago. Though a conservative democrat, Brindisi has been

responsive and supportive of the UBC on core issues.

Earlier this year, he held a special "town meeting" call with members to discuss how the federal government was responding to the COVID-19 crisis in its earliest stages. He has also enlisted in the fight against tax fraud in the construction industry, joining union carpenters at "Tax Fraud Days of Action" events.

He has supported the "Hero's Act," that would provide necessary pension reform; HR2, that would spur the economy by funding job-creating infrastructure projects and the "Cares Act" to continue pandemic unemployment benefits.

Tenney was no friend of the Carpenters union when she served in Washington. As a member of the state assembly prior to his election to congress, Brindisi boasted a 100% voting record on labor issues.



Endorsed Candidate: Chris Pappas

State: New Hampshire
Office: US Congress, 1st NH District

In his second term in congress, Chris Pappas has taken time to show up in support of union carpenters at local events and worked closely with the staff and leadership of Carpenters

Local Unions 349 and 352 on a wide range of issues.

In Washington, Pappas has been a strong and consistent supporter of UBC legislative priorities, including efforts to help workers displaced by the COVID-19 crisis. He has also been part of a bi-partisan coalition that has fought back conservative efforts to exempt multiple infrastructure spending bills from Davis-Bacon/prevaling wage requirements.

As a member of the House Committee on Transportation and Infrastructure, Pappas is leading efforts to pass a comprehensive infrastructure bill to re-build our nation's roads, bridges, school and public utility facilities. He understands that these projects will put our members to work and help build healthier communities.

Congressman Pappas represents a conservative district that has switched between Democrats and Republicans in the last several elections. This fall he is facing a significant conservative challenger in Matt Mowers, a former White House official who is opposed to many of our priority issues.

These candidates have shown a commitment to issues important to union carpenters.

To find candidates who have earned the union's endorsement in your community, use the

Live Ballot widget
at narscc.org/poli



Please enter your voting address to view endorsements from **The United Brotherhood of Carpenters and Joiners of America** specific to your ballot.



Input your voting address

GO

UBC GENERAL CONVENTION 2020:

WE BUILD STRONG

THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA HELD ITS 42ND GENERAL CONVENTION IN AUGUST, RE-ELECTING DOUG MCCARRON TO A SIXTH FIVE-YEAR TERM AS GENERAL PRESIDENT.

Tom Flynn, the former executive secretary-treasurer of the North Atlantic State Regional Council of Carpenters, was elected to the office of general secretary-treasurer. Frank Spencer and David Tharp were elected first and second general vice presidents, respectively. Regional vice presidents were also elected, including Bill Waterkotte as eastern district vice president.

(Continued on page 30)

Because of COVID-19, the general convention was condensed from a three-day program to seven hours.

GENERAL
CONVENTION
WAS HELD ACROSS
U.S. AND CANADA IN
7 HOURS





We Build Strong... (Continued from page 29)



Pre-event surveys and temperature checks; masks and socially distanced seating were used to maintain safety.

Because of the COVID-19 pandemic, the general convention was based in Las Vegas, but with delegates participating from sites throughout the United States and Canada, linked by live video broadcasting. It was condensed from a three-day program to seven hours, cutting out not only the festivity and networking part of the event, but scores of programming that normally highlights union work and successes.

Delegates representing NASRCC gathered in Albany, New York, where pre-event surveys and temperature checks; masks and socially distanced seating were used to maintain safety.

NASRCC members served on numerous committees, which submit official reports to the convention and Local 723 Brother Carlos DeSouza gave the opening prayer for the convention, delivering it in English, Spanish and Portuguese.

As in the previous convention, delegates were given iPads with a customized UBC app preloaded with convention documents. The app was also used for recording non-election votes. A PIN number was given on-screen for each question and delegates would use it in the app to authorize them to vote.

As an appointed general officer, Flynn spoke from the Las Vegas location to a rousing reception from the NASRCC delegation in Albany. After being elected, he called it one of his proudest moments. "I've been a part of this organization, this Brotherhood, for most of my life and it's given me so much," he said. "I'm grateful to have been able to work with so many talented people over the years, from the jobsite on up and it's been a tremendous honor to serve it in different capacities. I look forward to serving in this role for the next five years."

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- TOM FLYNN
UBC GENERAL SECRETARY-TREASURER

”



For first-time delegates, the virtual convention wasn't a disappointment. Many said they were impressed with the way it all came together and looked forward to participating in a more traditional convention in 2025. And though some delegates who have served before were disappointed because they anticipate retiring before they get to serve again, most understood there wasn't much else that could be done.

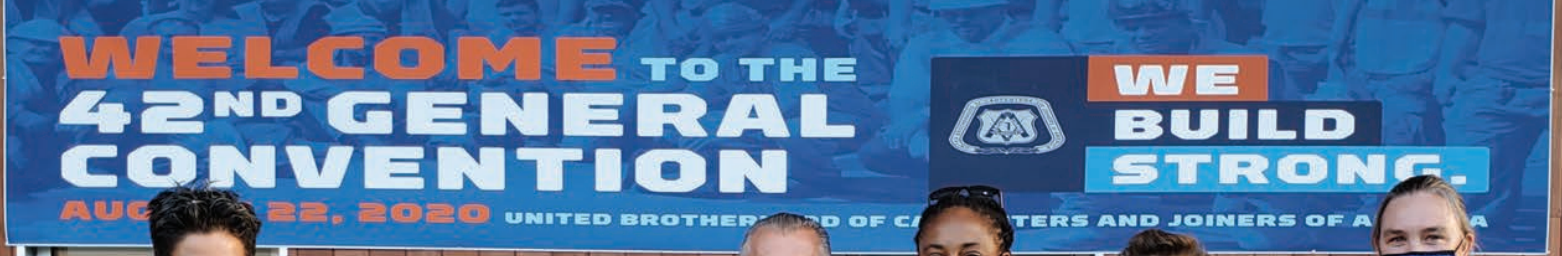
NASRCC Executive Secretary-Treasurer Joe Byrne appointed Bill Banfield, Assistant to the Executive Secretary-Treasurer, as the coordinator for the virtual convention and praised how well everything went.

"Bill and all of the members and staff who supported this effort deserve so much credit, as does the UBC," he said. "There were a lot of details that had to be worked out on the fly. Things were changing frequently and they handled it all so well. It's not the way we wanted to have our convention, but in the end it turned out as well as it could have."



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CONVENCIÓN GENERAL DE LA UBC 2020

Construimos Fuerte



Se realizaron encuestas previas al evento y controles de temperatura; se utilizaron máscaras y asientos socialmente distanciados para mantener la seguridad.

LA HERMANDAD UNIDA DE CARPINTEROS Y CARPINTEROS DE AMÉRICA CELEBRÓ SU 42ª CONVENCIÓN GENERAL EN AGOSTO, RE-ELEGIENDO A DOUG MCCARRON A UN SEXTO PERÍODO DE CINCO AÑOS COMO PRESIDENTE GENERAL.

Tom Flynn, ex Secretario-Tesorero Ejecutivo del Consejo Regional de Carpinteros del Estado del Atlántico Norte, fue elegido para el cargo de Secretario-Tesorero General. Frank Spencer y David Tharp fueron elegidos como Primer y Segundo Vicepresidente General, respectivamente. También se eligieron Vicepresidentes Regionales, incluyendo Bill Waterkotte como Vicepresidente del distrito este.

Debido a la pandemia de COVID-19, la convención general se basó en Las Vegas, pero con la participación de delegados de diferentes partes de Estados Unidos y Canadá, conectados por transmisión de video en vivo. Un programa de tres días se condensó a siete horas, eliminando no solo la festividad y la creación de redes en el evento, sino también programas que normalmente destacan los programas y éxitos sindicales. Los miembros de

NASRCC sirvieron en numerosos comités, que envían informes oficiales a la convención y el hermano Carlos DeSouza del Local 723 pronunció la oración de apertura de la convención, diciéndola en inglés, español y portugués. Los delegados que representan a NASRCC se reunieron en Albany, Nueva York, donde se realizaron encuestas previas al evento y controles de temperatura; se utilizaron máscaras y asientos socialmente distanciados para mantener la seguridad.

Como en la convención anterior, los delegados recibieron iPads personalizadas con una aplicación de UBC precargada con documentos de la convención. La aplicación también se utilizó para registrar votos no electorales. Se proporcionó un número de PIN en la pantalla para cada pregunta y los delegados lo usaron en la aplicación para autorizarlos a votar.

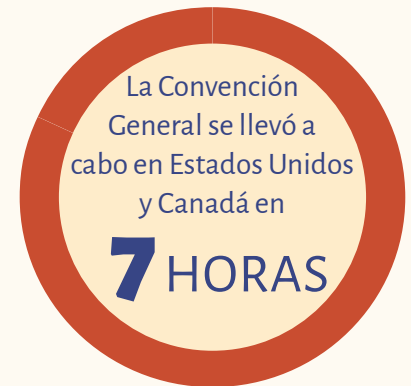
Como oficial general designado, Flynn habló desde Las Vegas a una entusiasta recepción de la delegación de NASRCC en Albany. Después de ser elegido, lo llamó uno de sus momentos de gran orgullo.

“He sido parte de esta organización, esta Hermandad, durante la mayor parte de mi vida y me ha dado mucho,” dijo. “Estoy agradecido de haber podido trabajar con tantas personas talentosas a lo largo de los años, desde la obra de trabajo en adelante y ha sido un gran honor servirlo en diferentes capacidades. Espero servir con este cargo durante los próximos cinco años.”

Para muchos delegados por primera vez, la convención virtual no fue una decepción. Muchos dijeron que estaban impresionados con la forma en que todo se armó y esperan participar en una convención más tradicional en 2025.

(Continuado en la página 34)

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Construimos Fuerte... (Continúa de la página 33)



Y aunque algunos delegados que han servido antes se sintieron decepcionados porque anticipan jubilarse antes de volver a servir, la mayoría entendió que no hay mucho que se pueda hacer.

El Secretario-Tesorero Ejecutivo de NASRCC, Joe Byrne, nombró a Bill Banfield, Asistente del ES-T, como coordinador de la convención virtual y alabo lo bien que fue el evento.

“Bill y todos los miembros y el personal que apoyaron este esfuerzo merecen tanto crédito, al igual que la UBC,” dijo. “Había muchos detalles que tenían que resolverse. Las cosas cambiaban con frecuencia y lo manejaron todo muy bien. No es la forma en que queríamos tener nuestra convención, pero al final resultó tan bien como podría haber sido.”

Para muchos delegados por primera vez, la convención virtual no fue una decepción. Muchos dijeron que estaban impresionados con la forma en que todo se armó.

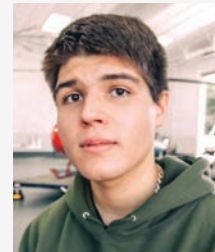
2020 Scholarship Award Winners

Each year, the NASRCC awards scholarships to members in good standing and children of members in good standing who are enrolled in post high school education.

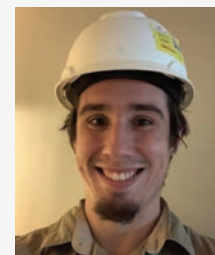
This year, \$90,900 was given in varying amounts to 135 winners. Awards are funded by settlements with contractors and other contributions to help members with the ever-increasing costs of higher education.

The program requires applicants to maintain a “C” average and complete an essay on an assigned topic by the submission deadline. Essays are then graded by committee members, with the identities of the authors kept anonymous.

The first prize winner, Jose Arsenault, will be a junior at North Shore Community College this fall and received \$7,500. His father, Raymond Arsenault, is a member of Local 339. The second prize winner, Dylan Reilly, a member of Local 328 is studying project management at Wentworth Institute of Technology.



JOSE ARSENAULT
First Prize Winner



DYLAN REILLY, LU 328
Second Prize Winner

The essay topic for this year's scholarship contest:

In 2019, union membership continued a long decline with a record low of only 10.5 percent of workers (14.7 million workers) belonging to unions, compared to 17.7 million workers, or about 20.1 percent of the workforce in 1983. While membership in unions has been declining, public support for unions over the last eight years has been rising. A 2019 Gallup Poll found that sixty-four percent of Americans approve of labor unions, surpassing 60% for the third consecutive year and up 16 percentage points from its 2009 low point.

Why do you believe that union membership has continued to decline while public support has continued to rise? What are three specific things that you believe the next President could do to support the growth of unions?

From
Jose Arsenault's essay:

“If the next President wants to support the growth of unions they must eliminate right-to-work laws, make it easier for employees, as well as independent contractors, to form unions, and encourage more collective bargaining.”

Visit nasrcc.org/scholarship for a complete list of winners along with the names of the parent or guardian that is a member and that member's local union affiliation.

Growing to Meet Industry Needs in NY

While the COVID-19 pandemic has put a dent in many industries, construction has been more resilient. In several areas of the region, work only slowed minimally and for a short period.

Locals in upstate New York, in particular, have not only kept available members busy, but have been recruiting experienced carpenters to meet the needs of signatory contractors and their projects.

The efforts have shown significant results in Local 277, which services central New York, including Syracuse and Binghamton. More than 300 members came into the local in the first half of 2020, representing a 15% increase in their membership.

Local 277 Team Lead Jim Mason said while the local has tried to get creative, sometimes it just boiled down to hard work and presenting the great opportunities available in the union.

"We used lawn signs, we pushed ads on social media and a few other things," he said. "But we also made sure to do the legwork to connect with our industry and community partners. We let our elected allies know we were looking and to spread the word. We have a great wage and benefit package and we work for the best employers in the industry. Compared to what most carpenters outside the union get, this is a huge step up."

Similar methods have been used in Western New York, and the Albany and Plattsburgh areas. The combined reach and coordination of union efforts to find and recruit sufficient numbers of qualified carpenters is a big reason contractors partner with the union.

If you know experienced carpenters interested in membership opportunities, have them visit nasrcc.org/work or scan this code to express an interest in applying.



1. Scan this QR code
2. Hit "send"
3. Click on the link
4. Fill out the form

Creciendo para Satisfacer las Necesidades de la Industria en Nueva York

Mientras la pandemia de COVID-19 ha hecho mella en muchas industrias, la construcción ha sido mas resistente. En varias áreas de la región, el trabajo bajo mínimamente y durante un periodo corto.mally and for a short period.

Los locales sindicales del norte de Nueva York, en particular, no solo han mantenido ocupados a los miembros disponibles, sino que han estado reclutando carpinteros con experiencia para satisfacer las necesidades de los contratistas y sus proyectos.

Los esfuerzos han mostrado resultados significativos en el Local 277, que da servicio al centro de Nueva York, incluyendo Syracuse y Binghamton. Más de 300 miembros ingresaron al local en el primer semestre de 2020, lo que representa un aumento del 15% en su membresía.

El líder del Local 277, Jim Mason, dijo que mientras el local ha tratado de ser creativo, a veces se reduce al trabajo duro y ofreciendo grandes oportunidades.

"Usamos letreros en los céspedes, publicamos anuncios en las redes sociales y

algunas otras cosas," dijo. "Pero también nos aseguramos de hacer el trabajo preliminar para conectarnos con nuestra industria y la comunidad. Le dejamos saber a nuestros aliados electos que estábamos buscando y corra la palabra. Tenemos un gran paquete de salarios y beneficios y trabajamos para el mejor empleador en la industria. En comparación con lo que obtienen la mayoría de los carpinteros fuera del sindicato, este es un gran paso adelante."

Se han utilizado métodos similares en el oeste de Nueva York y las áreas de Albany y Plattsburgh. El alcance y la coordinación combinadas de los esfuerzos sindicales para encontrar y reclutar un número suficiente de carpinteros calificados es una de las principales razones por las que los contratistas se asocian con el sindicato.

Si conoce carpinteros con experiencia interesados en oportunidades de afiliación, pídale que visiten nasrcc.org/work o escanee este código para completar una solicitud.



1. Escanee este código QR
2. Haz clic en "enviar"
3. Haga clic en el enlace
4. Complete el formulario



Safety Training Saves Lives

The union prides itself on teaching members to keep themselves and others safe. Accidents can still happen, but knowledge and training can go a long way toward minimizing harm.

Local 279 Brother Scott Bielski put that training to work when someone on his job, the National Purple Heart Hall of Honor in New Windsor, NY, was in danger. The man fell through a hole in the roof, approximately 20-30 feet above the ground.

Fortunately, he was wearing a fall protection harness, which prevented him from falling to the ground. He was dangling in mid-air with no chance of getting to safety when Bielski sprang into

action. Bielski was able to get a ladder up and managed to get the fallen man upright and safely onto the ladder.

Bielski has been a union carpenter for over 35 years and said, "Thirty-five years of union and OSHA training prepared me to act quickly. I am thankful everyone went home safely that afternoon."

Bielski was working for Spearhead Construction. The company's owners were extremely grateful for his heroics and presented Bielski with a recognition

plaque. They also made a donation to the Purple Heart foundation on his behalf.

The National Purple Heart Hall of Honor, which opened in 2006 is the first Purple Heart facility in the country dedicated to the award recipients; an estimated 1.8 million American military members wounded or killed in combat by enemy action or friendly fire. The current expansion project includes almost 4,300 square feet of new and refurbished exhibit space.

New England Carpenters Benefits Funds

Pension, Annuity, Health, Vacation Savings and Central Collection Agency

Richard Monarca, Executive Director
350 Fordham Road, Wilmington, MA 01887

800-344-1515
CarpentersFund.org

New York Members Visit:

ncf.carpenters.fund/new-york-participant/
for access to your member portal and a list of office locations.



The North Atlantic States Regional Council of Carpenters continues to sign companies to collective bargaining agreements, showing that union construction is not only the right thing to do, but makes good business sense as well.

Growth in the number of contractors choosing to do work with union carpenters is not only good for members and the union, but good for other union contractors as well. The more contractors that uphold industry standards, the more level the playing field becomes for honest contractors. It also allows union general contractors more of a selection in building teams for their projects and gives union subcontractors a larger group of general contractors to work for.

The expanded listing of new contractors below is intended to help members and existing union contractors identify and consider newly signed contractors for upcoming work. Contractors are listed in the chronological order they signed collective bargaining agreements.

JC& Co.

Haverhill, MA

Specialties: drywall & metal studs

Bidding Range: \$25,000-\$1,000,000

Ringler Construction

Fishkill, NY

Specialties: concrete forms

Bidding Range: up to \$1,000,000

Fortunato Sons Contracting, Inc.

Bohemia, NY

Specialties: site construction

NE Installations, LLC

North Haven, CT

Specialties: visual display boards, lockers

Beacon Office Installation

Tyngsboro, MA

Specialties: installation store fixtures

Joe Capasso Mason Enterprises

Middletown, CT

Bidding Range: \$500,000-\$50,000,000

RSS LLC

Bethany, CT

Specialties: finish, entrances, storefronts

Bidding Range: \$500,000-\$1,000,000

Pursuit Construction, LLC

Essex, CT

Specialties: finish, architectural
woodwork, millwork

Smidr, Inc.

Holtsville, NY

Specialties: drywall & metal stud

Bidding Range: \$300,000-\$500,000

Kreative Installations

Naperville, IL

Specialties: flooring

Bidding Range: \$100,000-\$500,000

Modular Installations, Inc.

West Haven, CT

Specialties: furnishings, seating, system
furniture

Bidding Range: \$1,000-\$2,000,000

Zavarella Wood Working, Inc.

Newington, CT

Specialties: finish, architectural woodwork

Bidding Range: up to \$3,000,000

Global Diving

Seattle, WA

Bidding Range: up to \$50,000,000

Empire Contractors of CNY, LLC

Syracuse, NY

Specialties: drywall & metal stud

LMC Industrial Contractors

Dansville, NY

Finish Installation of New England, LLC

Salem, NH

Specialties: finish, architectural woodwork,
storefronts, partitions

FGP Construction

Plattsburgh, NY

Specialties: wood & plastics

MPS Plastic Wall Products

Sterling, VA

Specialties: plastic fabrications

Empire Paving

New Haven, CT

Specialties: bridge repair

Czarnowski Exhibit Services Specialists

Lodi, NJ

MC McGrath Architectural Surfaces

Maplewood, MN

Specialties: siding, roofing, panels

Legault Construction

Malone, NY

Bidding Range: \$5,000-\$1,000,000



**FIND A WINNING
PARTNER!**

To learn more about these and other union contractors that can help you build a winning team, contact the Contractor Relations Department at 1-800-275-6200, Ext. 5112 or 617-307-5112.

NEW /// Signatory Contractors Continued...

Lear West Inc.

Gilbert, AZ

Specialties: metal, hoists & cranes

Sunnycrest Millwork Inc.

Bridgewater, MA

Specialties: finish, architectural woodwork

Roll-a-Shade

Riverside, CA

Specialties: window treatment

Bidding Range: \$2,500-\$1,00,000

TJ Fiacco Construction, LLC

City, State

Bidding Range: \$8,000,000-\$15,000,000

Kim Industries, Inc.

Danbury, CT

Specialties: fire & smoke protection

Bidding Range: \$5,000-\$10,000,000

Newfane General Contracting

Lockport, NY

Specialties: basic concrete materials & methods

Bidding Range: up to \$2,000,000

Ihome Solutions

Gap, PA

Specialties: retail



Barbara Surjibally (center) with LU 327's Keith Wright (second from left), LU 328's Michelle Wright (far right) and future third generation carpenters Malcolm and Morgan Wright volunteering at the Roslindale Food Pantry.

From Jobsites to Food Banks...

(Continued from page 22)

Local 279 Meal Delivery

Carpenters Local 279 worked with Assembly member Colin Schmitt and local leaders, including the Mayor of Woodbury, Tim Egan, to deliver free meals to seniors and people in need. The Assemblyman represents the Town of Stony Point in Rockland County and the towns of Wawayanda, Goshen, Hamptonburgh, Chester, Blooming Grove, New Windsor, Cornwall, Highlands and Woodbury in Orange County.

Assemblyman Schmitt, Woodbury Mayor Tim Egan, local officials, Carpenters Local 279, and the Falkirk Estate & Country Club delivered hundreds of meals to seniors and those in need across the 99th Assembly District twice a week at no charge.

Entrega de Alimentos del Local 279

El Local 279 de Carpinteros trabajó con el asambleísta Colin Schmitt y líderes locales, incluido el alcalde de Woodbury, Tim Egan, para entregar comidas gratuitas a personas mayores y personas necesitadas. El Asambleísta representa a la ciudad de Stony Point en el condado de Rockland y las ciudades de Wawayanda, Goshen, Hamptonburgh, Chester, Blooming Grove, New Windsor, Cornwall, Highlands y Woodbury en el condado de Orange.

El asambleísta Schmitt, el alcalde de Woodbury Tim Egan, los funcionarios locales, el Local 279 y Falkirk Estate & Country Club entregaron cientos de comidas a las personas mayores y las personas necesitadas en todo el Distrito 99 de la Asamblea dos veces por semana sin cargo.

Bristol Agricultural High School Student Commons

Union carpenters in Southeastern Massachusetts have been working on an exciting project in Dighton, MA that could be at the forefront of a building trend.

The “Student Commons” at Bristol Agricultural High School is a commercial timber-frame building that mixes light structure, prefabricated walls and glue laminated columns and beams, which will remain exposed. The materials and design were chosen to meet sustainability goals and match the siting and style of the campus. FCP, a new signatory contractor from Plattsburgh, NY, was responsible for the timber framing on the site. Gilbane is the construction manager.

The Bristol Aggie project is not the first of its kind built by union carpenters in Massachusetts. In 2017, Suffolk Construction completed “Design Building” for the University of Massachusetts, Amherst, which also utilized timber-frame construction.



Photos courtesy of FCP Construction



But as owners and designers have focused more on sustainability, structural timber framing on larger, commercial projects has been looked to as a popular carbon-reducing choice, especially when harvested from sustainably managed forests. The world's tallest timber-frame skyscraper opened in Norway last year. The 280-foot, 18 story building showcased what's possible.

As regulations and codes are adapted to accommodate timber-framing on a larger scale, the number of projects using it in our region could increase dramatically.

Director of Contractor Relations Steve Joyce says union carpenters are ready to take it on. "We're working very closely with owners and our contractors to meet the expected demand for this work in the next few years. These are beautiful buildings that highlight some of the traditional aspects of our trade and it's great to see them gaining momentum."



BLACK LIVES MATTER



Local 276 Representative Jomo Akono has been an active organizer for Buffalo's Juneteenth Festival, one of the largest in the country. As the festival approached this year, he wrote an op-ed for the Empire Report about the connection between Juneteenth, the union and the racial inequity that fueled protests.

"Access to jobs with good wages and strong benefits have been one of the great equalizers in American history—and the labor movement has been at the forefront," he wrote. "Unions have led the fight for working people, but they haven't always been a welcome place for people of color. Like others, my union—the Carpenters union—has acknowledged that and we are putting in the hard work needed to do better."

"For my family, the American Dream meant the chance to build a good career that allowed you to pass on more opportunities to your children. My father, a union carpenter, helped get me started on a path forward for my career. I even got to work with my father on my very first job. My experience is living proof of the labor movement's commitment to diversity, inclusion and expanding access to opportunity."

Union Leans Into Difficult Conversations

Just when it felt like nothing could bump COVID-19 from the headlines, the killing of three Black Americans fueled a wave of anger, protests and discussions about racial inequity.

Americans protested, sometimes violently, and the North Atlantic States Regional Council contemplated its own record, both good and bad. In early June, NASRCC became one of the first unions—and the first council in the UBC—to release a statement. In it, the union expressed support for peaceful protesters and law enforcement who were responding professionally. It also looked inward.

"Over the years, the Carpenters union has had to confront our own difficult past, when people of color were discouraged from joining or actively excluded from our ranks. While we have made significant progress, we recognize that there remains more work to be done.

"Confronting injustice—be it racial, economic or gender-based injustice—is complex and uncomfortable. But the issues are too serious and too widespread to ignore simply because they are difficult."

"The North Atlantic States Carpenters union is renewing our commitment to do our part through self-examination, outreach and discussion with impacted communities. We hope that by doing so, we will expand opportunities and advance equity to people who still may not consider our trade or organization a viable option for themselves."

Following that, members held a series of "Black Lives Matter" visibilities and union staff authored opinion pieces on the issue that ran in media outlets throughout the council.

The union's purpose was not to align with the Black Lives Matter organization, but to express its belief simply that Black lives mattered, even when they are treated as if they don't. Messages included "Let's Talk," "Let's Listen," and "Let's Do Better."

In the last few months, Black members of the NASRCC staff have participated in discussions



Local 327 member Dionte Bell (far right), along with his wife and children, participated in a carpenter stand-out in Boston supporting racial justice.

with council leadership about their experiences and a path to improvement for the many members of color in our council. Among them was Charlie Cofield, a member of Local 327 who works on community outreach and recruiting for NASRCC in the Boston area.

"There's no doubt things have gotten better in our union since I joined 35 years ago," he says. "We have a Black woman and a Latino man on the executive board of the council and we've got a growing number of Black and Latino staff. If you go to some of our union meetings, they are as colorful as the communities in which our members work. But we've still got plenty of progress to be made."

Cofield has been working on connecting Black members with opportunities to advance in the union or the industry. Recently, several Black members have been appointed as stewards or hired as foremen by union contractors. He's also begun having more conversations with members about earning degrees at Wentworth, through a cooperative program developed by the union, and recruiting people of color and minorities to join the union.

Unión se Inclina Hacia Conversaciones Difíciles

Justo cuando parecía que nada podía sacar al COVID-19 de los titulares, el asesinato de tres Estadounidenses Afroamericanos alimento una ola de ira, protestas y discusiones sobre la desigualdad racial.



En la foto, I-D: Justin McKinney del Local 339; Martin Sanchez del local 346; y Gio Andino del local 327 en una manifestación en Boston para apoyar la justicia racial.

Estadounidenses protestaron, a veces violentamente, y el Consejo Regional de los Estados del Atlántico Norte contemplo su propio historial, tanto bueno como malo. A principios de Junio, NASRCC se convirtió en uno de los primeros sindicatos, y el primer sindicato de la UBC, en publicar una declaración. En él, el sindicato expreso su apoyo a los manifestantes pacíficos y las fuerzas del orden que estaban respondiendo profesionalmente. También miro hacia adentro.

“A lo largo de los años, el Sindicato de Carpinteros ha tenido que enfrentar nuestro propio pasado difícil, cuando las personas de color se desanimaron de unirse o se excluyeron activamente de nuestras filas. Mientras hemos logrado un progreso significativo, reconocemos que queda más trabajo por hacer.

“Enfrentar la injusticia, ya sea racial, económica o de género, es complejo e incómodo. Pero los problemas son demasiado serios y están demasiado extendidos para ignorarlos simplemente porque son difíciles.”

“El Sindicato de Carpinteros de los Estados del Atlántico Norte esta renovando nuestro compromiso de hacer nuestra parte a través del autoexamen, la divulgación y la discusión con las comunidades afectadas. Esperamos que al hacerlo, ampliaremos las oportunidades y fomentaremos la equidad para las personas que aun no pueden considerar nuestro comercio u organización una opción viable para ellos mismos.”

Después de eso, los miembros realizaron una serie de visibilidades de “Black Lives Matter” y el personal del sindicato redacto artículos de opinión sobre el tema que se publicaron en los medios de comunicación de todo el sindicato.

El propósito del sindicato no era alinearse con la organización Black Lives Matter, sino expresar su creencia simplemente de que los Afroamericanos importan, incluso cuando se les trata como si no lo hicieran. Los mensajes incluían “Hablemos,” “Escuchemos” y “Hagámoslo Mejor.”

En los últimos meses, los miembros Afroamericanos del personal de NASRCC han participado en discusiones con los líderes del sindicato sobre sus experiencias y un camino de mejora para los muchos miembros de color en nuestro sindicato. Entre ellos se encontraba Charlie Cofield, miembro de Local 327 que trabaja en el alcance comunitario y el reclutamiento para NASRCC En el área de Boston.

“No hay duda de que las cosas han mejorado en nuestro sindicato desde que me uní hace 35 años,” dice. “Tenemos una mujer Afroamericana y un hombre Latino en la junta ejecutiva del sindicato y tenemos un numero creciente de personal Afroamericano y Latino. Si asistes a algunas de nuestras reuniones sindicales, son tan coloridas como las comunidades en las que nuestros miembros trabajan. Pero todavía tenemos mucho que hacer.”

Cofield ha estado trabajando para conectar a los miembros Afroamericanos con oportunidades para avanzar en el sindicato o la industria. Recientemente, varios miembros Afroamericanos han sido nombrados administradores o contratados como capataces por contratistas sindicales. También ha comenzado a tener más conversaciones con miembros sobre la obtención de títulos en la Universidad de Wentworth, a través de un programa cooperativo desarrollado por el sindicato y el reclutamiento de Afroamericanos y minorías para unirse al sindicato.

BLACK LIVES MATTER



El representante del Local 267, Jomo Akono, ha sido un organizador activo de Juneteenth Festival (celebración Afroamericana de la liberación de esclavos el June 19 de 1865) en Buffalo, uno de los más grandes del país. A medida que se acercaba el festival de este año, escribió un artículo de opinión para el Empire Resort sobre la conexión entre Junio 19, el sindicato y la inequidad racial que alimento las protestas.

“El acceso a empleos con buenos salarios y fuertes beneficios ha sido uno de los grandes igualadores en la historia de Estados Unidos, y el movimiento laboral ha estado a la vanguardia,” escribió. “Los sindicales han liderado la lucha por los trabajadores, pero no siempre les han dado la bienvenida a las personas de color. Como otros, mi sindicato, el sindicato de carpinteros, lo ha reconocido y estamos trabajando duro para hacerlo mejor.”

“Para mi familia, el Sueño Americano significa la oportunidad de construir una buena carrera que le permitió pasar más oportunidades a sus hijos. Mi padre, un carpintero sindical, me ayudo a iniciar el camino hacia adelante en mi carrera. Hasta llegue a trabajar con mi padre en mi primer trabajo. Mi experiencia es una prueba viviente del compromiso del movimiento laboral con la diversidad, la inclusión y la ampliación del acceso a las oportunidades.”

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North Atlantic States Carpenters TRAINING FUND

Thomas Fischer, *Executive Director*
James Hayes, *Assistant Executive Director*
508-792-5443

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270 Motor Parkway, Dept. B
Hauppauge, NY 11788
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16 Corporate Circle
Albany, NY 12203
518-438-0901

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21 Jetview Drive
Rochester, NY 14624
585-436-1110



welcome

NEW MEMBERS



Welcome Packet

The welcome packet pictured is available to all new members through our local union affiliates. It contains useful information to help you learn what the UBC is about and how you can build a better future for yourself. If you recently joined and did not get a copy, stop by to pick one up.



Paquete de bienvenida

El paquete de bienvenida que se muestra en la foto está disponible para todos los nuevos miembros de nuestros afiliados de la Unión Local. Contiene información útil para ayudarlo a conocer de que se trata la Hermandad de Carpinteros y como puede construir un mejor futuro para usted. Si recientemente se unió y no recibió una copia, pase y recoja una.

Congratulations to all of the Brothers and Sisters who are new to our union!

Being a union carpenter can be a great career if you work hard and have the right attitude.

The union makes available all of the skills training you'll need to succeed, from apprenticeship training to journey-level skills upgrade programs, all at virtually NO cost to you.

We'll also teach you about the Brotherhood and how to help the union succeed, both on the job and in our industry. The UBCs International Training Center has several programs that will teach you professionalism, leadership and collaborative skills that can increase the success of you, your fellow members and the contractors that employ us.

We encourage you to follow the union on social media and to attend union meetings. Ask questions about your benefits, your contract, being dispatched to worksites, how the union works and why. Union staff, jobsite stewards and experienced members are valuable sources of information.



Remember: when you're on the job

- focus on skill
- quality
- productivity
- safety

And as a union member stay informed, support fellow members and advocate for your union!

¡Felicitaciones a todos los hermanos y hermanas que son nuevos en nuestra Unión!

Ser un carpintero sindical puede ser una gran carrera si se trabaja duro y tiene la actitud correcta.

El sindicato pone a disposición todo el entramiento especializado para uno tener éxito, desde entramiento de aprendizaje a programas al nivel de un Journeyman (oficial), todo virtualmente SIN costo para usted.

También le enseñaremos sobre la Hermandad y como ayudar a que la unión triunfa, tanto en el trabajo como en la industria. El Centro Internacional de Entrenamiento de la Hermandad de Carpinteros tiene varios programas que le enseñaría profesionalismo, liderazgo y habilidades colaborativas que puede aumentar el éxito de usted, sus compañeros y los contratistas que nos emplean.

Te animamos a seguir a la Unión en las redes sociales y asistir a reuniones del sindicato. Haga preguntas sobre sus beneficios, su contrato, siendo enviado a obras de trabajo, como funciona la unión, porque y otros aspectos de la unión. Personal de la unión, stewards (encargados) de la obra y miembros con experiencia son fuentes valiosas de información.



Recuerde: ¡Cuando usted está en el trabajo

- enfóquese en sus habilidades,
- calidad,
- productividad
- seguridad

¡Y como miembro de la unión manténgase informado, apoye a sus compañeros y defienda su unión!



Please

update



To help the union keep in touch with you,
please be sure your contact information
—home address, home phone, email, cell phone—
are up-to-date at your local union.

In Memoriam

The North Atlantic States Regional Council of Carpenters would like to recognize the service of the following members who have passed away recently. Our condolences to their families, friends and those who worked with them.



MEMBER	YEARS	AGE	MEMBER	YEARS	AGE	MEMBER	YEARS	AGE
LOCAL 51			LOCAL 277 (CONTD.)			LOCAL 279 (CONTD.)		
Ralph Riggins	73	94	Gerald Cutmore	55	76	Douglas Palmer	64	89
Thomas Sullivan	31	92	Richard Douglas	48	82	Gary Phillips	35	69
Paul Vaillancourt	17	72	Anthony Gabriel	64	90	Lawrence Rix	39	73
LOCAL 56			Allen Gutches	57	80	William Rosa	20	61
James Barton	16	50	James Hourihan	63	90	Arnold Scott	38	70
Russell Beaulieu	54	90	Clark Howey	7	65	Sidney Scott	41	94
LOCAL 276			Elwin Jennings	8	89	Joseph Siciliano	50	71
Ronald Ast	62	83	Maurice Johnson	50	83	Antonio Stellato	59	96
George Carlson	70	89	Stanley Lindow	54	88	Ilmars Uptis	61	86
Charles Dane	53	91	Clarence Masle	64	90	Edward Viviano	37	88
Francis Durski	50	84	Steve Pitoniak	73	95	Michael Winzig	34	68
Sherman Falk	57	94	Duilio Ragonese	63	92	LOCAL 290		
Walter Futyma	68	99	Jeffrey Rice	34	58	William Bergan	65	88
Dallas Garlow	16	40	Nicolino Sterio	34	97	Herman Blind	64	93
Joseph Gaudino	65	84	LOCAL 279			Robert Bowe	39	76
Gerald Grimaldi	53	81	Lawrence Albohn	55	71	Michael Buhay	52	92
Robert Hoffman	2	41	Giuseppe Barrasso	52	77	Joseph Carlson	76	97
Gerhard Jesske	59	80	N Baviello	64	88	Martin Casamassima	35	93
John Kacko	66	93	Robert Beebe	52	82	Anthony	24	56
Jerry Knopf	62	80	Walter Cameron	37	82	Casamassima		
Richard Kolerski	56	81	Edmund Carvalho	48	91	Lawrence Clark	21	62
Dominic Luna	69	87	Rudolph Coby	55	79	S Cosentino	74	96
Charles Musgrove	23	83	Albert Cuomo	46	90	Edmund Doxey	67	85
Frederick Parker	55	81	V Dibiasi	61	95	Joseph Fink	63	87
Ronald Pettengill	64	85	Richard Disbrow	12	72	Salvatore Ganci	30	76
Albert Renzi	73	94	William Durr	58	93	John Grim	23	72
Donald Sporney	61	82	Robert Everle	41	70	James Gunter	7	51
David Stevens	50	79	Carmine Fudge	61	88	Salvatore Italiano	67	95
Howard Tobin	55	96	Warren Hall	74	96	Jack Italiano	42	96
Patrick Viscusi	65	91	Eetu Heino	49	92	John Kelly	49	82
Richard Vitale	67	92	Jeff Howell	31	58	John Korynsel	61	81
Harold Wagner	59	91	Antonio Iannucci	45	75	John Kovarik	70	92
LOCAL 277			Harry King	22	91	Stanley Lach	66	92
David Austin	62	81	Arthur Lachapelle	72	91	John Lilly	14	58
Elam Carrigan	54	92	Eduardo Machado	43	70	Robert Lowth	12	57
Louis Castaldo	70	94	Brian McCarthy	45	71	Frank Luciano	49	73
Laverne Chriscaden	51	87	Niels Olsen	63	88	Vincent Marrone	60	97
			Jerome Pagano	62	87	Scott Noll	1	28

MEMBER	YEARS	AGE
LOCAL 290 (CONTD.)		
Lott O'Halloran	47	71
Louis Pagillo	66	90
Joseph Perrera	68	95
Andrew Richman	18	64
Dewey Rose	64	98
Henry Schandel	58	87
Johann Schulz	38	85
Rogério Silva	34	64
George Smith	23	63
Keith Whitney	25	81
Michael Widener	34	68
LOCAL 291		
Greyson Ciganer	6. mos	26
Joseph DeMaria	72	97
Clarence Lebel	56	80
William Petro	53	85
Joseph Whalen	60	89
LOCAL 326		
Joseph Bourgoïn	50	85
James Callahan	70	90
Joseph Cioffi	70	93
James Cusack	63	83
John Fairchild	34	84
George Francoeur	49	90
George Friend	69	88
George Gabucci	52	76
Kaivon Glover	5 mos.	22
Martin Halle	36	77
Todd Hubbard	22	55
Raymond Kmietek	63	94
Rosaire Mercier	50	88
Michael Rebar	49	69
Timothy Rinaldi	1	41
Frank Rybak	69	91
Louis Schovanec	69	90
Peter Scinto	70	88
Arthur Simko	49	90
Timothy Welsh	5	58
LOCAL 327		
Steven Allard	22	56
Thomas Barone	32	84
Paul Buonopane	6	74
Pedro Cernuda	22	71
Anthony Colantonio	32	85
Joseph Croteau	58	89

MEMBER	YEARS	AGE
LOCAL 327 (CONTD.)		
Bartley Finnerty	51	85
Joseph Fiorello	69	86
Bartley Folan	16	86
Robert Galardi	36	70
Gerald Grenier	12	73
John Harrison	37	85
Denis McCarthy	40	67
Colin Murphy	16	35
Michael O'Toole	51	87
Dennis Ouimette	26	80
Harold Ryan	28	90
Michael Sullivan	49	75
Paul Tait	41	73
Robert Young	5	29
LOCAL 328		
Brian Burns	1	50
Raymond Callaway	33	59
Anthony Celentano	58	84
Daniel Harrington	50	78
Douglas McEachen	50	78
F Morrissey	25	85
Roger Nadeau	62	92
Manuel Pereira	51	94
George Racine	60	88
Antwan Robinson	4	30
Leonard Viera	37	79
Sylvester Zienkiewicz	37	73
LOCAL 330		
Gerald Carpenter	51	76
Edward Eklof	54	85
Ronald Gagnon	52	76
Samuel Haberek	51	78
John Kneeland	69	90
Joseph Laliberte	53	92
Ernest Lisi	55	92
James Maher	52	91
Vincent Mattera	65	88
Angelo Pino	50	81
Louis Ruggieri	53	93
Manuel Silvia	58	89
Manuel White	63	85
LOCAL 336		
Robert Auclair	43	93
Michael Berton	68	91
Robert Brouillet	14	79

MEMBER	YEARS	AGE
LOCAL 336 (CONTD.)		
Sean Burke	22	58
Park Chamberlin	26	75
Robert Collins	73	93
Norman Deshaie	60	88
Normand Dube	47	85
Francis Foley	51	84
Roger Jette	53	89
William Kelley	40	82
John MacGinnis	51	83
Jonathan McKinlay	19	54
Ralph Moshimer	58	76
David Myers	20	75
Paul Savastano	43	69
Allen Stoner	18	60
Kevin Tessier	13	64
Eugene Westbrook	4	48
LOCAL 339		
Joshua Belanger	3	36
William Dash	70	91
Robert Donaldson	76	103
Henry Dufresne	60	92
Archie Kuper	20	68
Ernest Leblanc	23	85
Mark Lomond	39	62
Charles Martin	50	92
Sylvio Milot	51	81
Edward Mulry	31	77
Thomas Murphy	60	81
Francis Murtagh	49	88
Joseph O'Donnell	3	59
LOCAL 346		
James Burba	41	78
Dennis Kasper	32	80
John Manning	20	50
Amelia Phinney	12	37
Joseph Tobin	26	56
LOCAL 349		
Rosario Cadorette	67	99
Allen Wyman	44	64
LOCAL 352		
Erik Rand	9	36

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, collective bargaining agreements between employers and the North Atlantic States Regional Council of Carpenters (“NASRCC”) and NASRCC Local Unions of the United Brotherhood 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 similar 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. Recent 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.

Examples of “charge-able” financial-core activities are negotiating collective bargaining agreements; meeting with employer representatives; meeting with employees on employment-related issues; participating in proceedings on behalf of workers under the grievance procedure, including arbitration; and managing internal union affairs.

Among activities considered “nonchargeable,” which objectors are not required to support, are support of political candidates, general community service, charitable donations, legislative and lobbying activities, certain costs of affiliation with non-NASRCC organizations, and members-only benefits.

The agency fee payer reduction is based on NASRCC’s, NASRCC affiliated Local Unions’ and the United Brotherhood of Carpenters’ percentage of their expenditures that are devoted to “chargeable” and “nonchargeable” activities. NASRCC’s good faith determination is that 93% of the Union’s expenditures are for “chargeable” activities and 7% of its expenditures are for “nonchargeable” activities.

“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. 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 afilien 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, los acuerdos de convenios colectivos entre empleadores y El Consejo Regional de Carpinteros de los Estados del Atlántico Norte y los Sindicatos Locales de la Hermandad Unida 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 similar 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 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".

Ejemplos de actividades financieras centrales "cargables" son negociar acuerdos de negociación colectiva; reunirse con representantes del empleador; reunirse con empleados sobre temas relacionados con el empleo; participar en procedimientos en nombre de los trabajadores bajo el procedimiento de queja, incluido el arbitraje; y gestión de asuntos sindicales internos.

Entre las actividades consideradas "sin cargas," que los objetores no están obligados a apoyar, se encuentran el apoyo a candidatos políticos, servicio comunitario general, donaciones caritativas, actividades legislativas y de cabildeo, ciertos costos de afiliación con organizaciones no pertenecientes al Consejo Regional de Carpinteros de Nueva Inglaterra y beneficios exclusivos para miembros.

La reducción del pago de honorarios de la agencia se basa en el porcentaje de sus gastos del Consejo Regional de Carpinteros de los Estados del Atlántico Norte, Sindicatos locales afiliados al Consejo Regional de Carpinteros de los Estados del Atlántico Norte y la Hermandad de Carpinteros que se dedican a actividades "cargables" y "sin cargas". La determinación de buena fe del Consejo Regional de Carpinteros de los Estados del Atlántico Norte es que 93% de los gastos de la Unión son para actividades "cargables" y 7% de sus gastos son para actividades "sin cargas."

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. 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.



Member Committee Meetings

The basic philosophy of unionism is that individuals working together can achieve more for all than each working alone.

It was true when P.J. McGuire began organizing carpenters in a process that would lead to the founding of the United Brotherhood of Carpenters. It's true today. Members are encouraged to play an active role in their union by attending general union meetings and participating in a range of other committee meetings held across the NASRCC.



Due to current circumstances and rules regarding public gatherings, please double check with your Local or meeting contact for up-to-date meeting schedules.

LATINO CLUBS

Boston: 3rd Tuesday of the month
750 Dorchester, Ave., 2nd Floor,
Boston, MA, at 5:00 pm.

New Hampshire: 1st Wednesday of the
month at 120 Candia Road, Manchester, NH,
at 5:00 pm.

Contacts: Martin Sanchez, 617-869-2700;
Frank Gomez, 857-243-4833; Cesar Rijo,
617-272-0721; Karla Delgado, 617-307-5162
and Giovanni Andino, 860-929-9561.

RETIREEES CLUBS

Local 276: 2nd Wednesday of the month
21 Jet View Drive, Rochester, NY,
at 12:00 pm. Contact: Bill Smith,
585-813-1448.

Local 277 Retirees Coffee:

Binghamton: 2nd Wednesday of the
month at 23 Market Street, Binghamton,
at 9:00 am.

Horseheads: 2nd Wednesday of the month
at 181 Industrial Park Road, Horseheads, at
9:00 am.

Syracuse: 4th Tuesday of the month at 6920
Princeton Ct., Syracuse, at 10:00 am.

Local 279: Retiree Club #114: 3rd Thursday
of the month at St. Paul's Episcopal Church,
40 Ganung Dr., Ossining, NY, at 12:00 pm.
Contact: Local at 845-440-1024.

Local 290: every three months at Masonic
Lodge, 34 River Road, Smithtown, NY.
Contact: Local at 631-952-9800.

Local 291: 1st Wednesday of the month at
14 Corporate Circle, Albany, NY, at 9:00 am.
Contact: Local at 518-438-1905.

Local 326: Retirees Club #96: last Friday of
the month at 500 Main Street, Yalesville, CT,
at 10:00 AM. No meetings Jan/Feb. Contacts:
Ted Doiron, ted_doiron@hotmail.com; Joe
Morin, jo-morin@sbcglobal.net.

SISTERS IN THE BROTHERHOOD

Boston: 3rd Tuesday of the month at the
Carpenters Center, 750 Dorchester Ave.,
3rd Fl., Boston from 4-6pm. Contact:
Liz Skidmore, eskidmore@nasrcc.org.

SE MA (Local 346): 2nd Monday of the
month at the Bridgewater Public Library,
15 South Street, Bridgewater, MA,
at 4:30 pm.

NE MA (Local 339): 2nd Thursday of the
month at the Knights of Columbus, 112
Middlesex Ave., Wilmington, MA
at 4:15 pm. Contact: Kim Hokanson,
khokanson@nasrcc.org.

Western MA (Local 336): 2nd Thursday
even months at the Springfield hall, 29
Oakland Street, at 5:00 pm. Contact:
Lisa Clauson, lclauson@nasclmp.org.

Central MA (Local 336): quarterly at the
Worcester hall, 29 Endicott Street, at 5:30 pm.
Contact: Lisa Clauson, lclauson@nasclmp.org.

NNE (Locals 349/352): 3rd Wednesday,
odd months, at Local 352, 920 Candia Road,
Manchester, NH, at 5:00 pm. Contact: Kim
Hokanson, khokanson@nasrcc.org.

RI & SE MA (Local 330): 2nd Tuesday
of the month at the Joslin Community
Rec Center, 231 Amherst St., Providence, RI
from 6-8 pm.

CT: 4th Tuesday of the month
at Local 326, 500 Main Street,
Yalesville, CT at 5:30 pm. Contact: Ana
Cardona, anacardona6646@gmail.com.

NY: statewide via video conference.
August 24th and November 2nd
at 10:30 AM. Contact: Nicole Grodner,
ngrodner@nasrcc.org.

VOLUNTEER ORGANIZING COMMITTEES (VOC)

Local 276: 3rd Wednesday of the
month prior to the union meeting at
8250 Park Road, Batavia, NY, at 5:40 PM.
Additional meetings held as needed at the
Cheektowaga and Rochester offices.
Contact: Chris Stone, 315-237-3043.

Local 290 (.300 Hitter/VOC): every
quarter before Local union meeting at 270
Motor Parkway, Hauppauge, NY, at 4:00 pm.
Contact: Local at 631-952-9800.

Local 291 (.300 Hitter/VOC): 2nd Monday
of the month immediately following regular
union meeting at 14 Corporate Circle, Albany,
NY. Contact: Local at 518-438-1905

Local 326: 2nd Wednesday of the month at
500 Main Street, Yalesville, CT, or by video
conference at 5:00 pm. Contact: Marc Okun,
mokun@nasrcc.org.

Local 330: 3rd Wednesday of the month
at the Clarion Inn/Grand Rose Ballroom,
940 Fall River Ave., Seekonk, MA,
at 6:00 pm. Contact Derek Adamiec,
dadamiec@nasrcc.org.

Local 336: Central/Metro West: 2nd
Thursday of the month at 29 Endicott St.,
Worcester, MA, at 5:00 pm. Contact/Chair:
Chris Katz, ckatz.voc@gmail.com.

Springfield: 1st Tuesday of the month
at 29 Oakland Street, Springfield, MA,
at 4:30 pm. Contact/Chair: Joe Rapoza,
jlko2222@msn.com.



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Schedule of Monthly Union Meetings



Due to current circumstances and rules regarding public gatherings, please double check with your Local for up-to-date meeting schedules.

Shop and Mill LU 51	1st Wednesday, 6:00pm	Carpenters Center, 750 Dorchester Ave, 3rd Floor, Boston, MA <i>By video conference:</i> 1159 Maryvale Drive, Cheektowaga, NY 10 Corporate Park Drive, Suite A, Hopewell Junction, NY and 270 Motor Parkway, Hauppauge, NY
Piledrivers LU 56	Last Monday, 5:00pm	Carpenters Center, 750 Dorchester Ave, 2nd Floor, Boston, MA
Carpenters LU 276	3rd Tuesday, 6:00pm	Quality Inn & Suites, 8250 Park Road, Batavia, NY
Carpenters LU 277	3rd Wednesday, 6:00pm	Even months: Syracuse office 6920 Princeton Court, Syracuse, NY Odd months: Binghamton office 23 Market Street, Binghamton, NY
Carpenters LU 279	4th Monday, 5:00pm	Mill Creek Caterers, 17 Route 376, Hopewell Junction, NY
Carpenters LU 290	2nd Wednesday, 6:00pm	IBEW Hall, 370 Motor Parkway, Hauppauge, NY
Carpenters LU 291	2nd Monday, 5:00pm	14 Corporate Circle, Albany, NY
Carpenters LU 326	1st Wednesday, 5:30pm	500 Main St, Yalesville, CT
Carpenters LU 327	Last Wednesday, 5:00pm	Florian Hall, 55 Hallet St, Dorchester, MA
Carpenters LU 328	3rd Thursday, 5:00pm	VFW, 114 Mystic Ave, Medford, MA
Carpenters LU 330	3rd Wednesday, 6:00pm	The Clarion Inn, 940 Fall River Ave, Seekonk, MA
Carpenters LU 336	3rd Thursday, 5:30pm	Odd months: NECTC, 13 Holman Rd, Millbury, MA Even months: Knights of Columbus, 460 Granby Rd, Chicopee, MA
Berkshire Area	Tues. before 3rd Th., 5:30pm	Even months only: Elks Lodge, 27 Union St, Pittsfield, MA
Carpenters LU 339	2nd Thursday, 5:00pm	Knights of Columbus, 112 Middlesex Ave, Wilmington, MA
Carpenters LU 346	2nd Monday, 6:00pm	Bridgewater Vets Club, 85 Cottage St, Bridgewater, MA
Commercial Carpenters LU 349	2nd Wednesday, 6:00pm	65 Rainmaker Dr, Portland, ME 920 Candia Rd, Manchester, NH 5 Gregory Dr, Burlington, VT
Interior Systems LU 352	3rd Wednesday, 6:00pm	65 Rainmaker Dr, Portland, ME 920 Candia Rd, Manchester, NH 5 Gregory Dr, Burlington, VT
Woodframe LU 723	2nd Tuesday, 5:00pm	Carpenters Center, 750 Dorchester Ave, 2nd Floor, Boston, MA
Local 1302 (Electric Boat)	2nd Thursday, 2:45pm	171 Thames St, Groton, CT
Floorcoverers LU 2168	1st Wednesday, 5:00pm	Florian Hall, 55 Hallet St, Boston, MA
Connecticut Shop Carpenters	TBD	Contact 203-626-1504
Local 3073 -Portsmouth Navy Yard	3rd Tuesday, 4:00 pm	Roundabout Diner Conference Center, 580 Portsmouth Traffic Cir., Portsmouth, NH

Local Unions Affiliated with the North Atlantic States Regional Council of Carpenters

Shop and Millmen Local 51

Boston Office
750 Dorchester Ave., Suite 3300
Boston, MA 02125
Phone: 617-265-3444
Regional Manager: Mynor Perez

Albany Office
14 Corporate Circle
Albany, NY 12203
Phone: 518-453-3619
Council Representative:
Andrew Vooris

Long Island Office
270 Motor Parkway, Dept. A
Hauppauge, NY 11788
Phone: 631-952-9800
Council Representative: Tom Carey

Piledrivers Local 56

750 Dorchester Ave., Suite 3200
Boston, MA 02125
Phone: 617-443-1988
Regional Manager: Mynor Perez
Council Representative:
Dave Borrus

Carpenters Local 276

Buffalo Office
1159 Maryvale Drive
Cheektowaga, NY 14225
Phone: 716-632-3080
Team Lead: Chris Austin

Rochester Office
21 Jet View Drive
Rochester, NY 14624
Phone: 585-328-6251

Carpenters Local 277

Binghamton Office
23 Market Street
Binghamton, NY 13905
Phone: 607-729-0224

Horseheads Office
181 Industrial Park Road
Horseheads, NY 14845
Phone: 607-739-4685

Syracuse Office
6920 Princeton Court
Syracuse, NY 13212
Phone: 315-455-5797
Team Lead: Jim Mason

Carpenters Local 279

10 Corporate Park Drive, Suite A
Hopewell Junction, NY 12533
Phone: 845-440-1024
Team Lead: Scott Smith

Carpenters Local 290

270 Motor Parkway, Dept. A
Hauppauge, NY 11788
Phone: 631-952-9800
Team Lead: Anthony Villa

Carpenters Local 291

Albany Office
14 Corporate Circle
Albany, NY 12203
Phone: 518-438-1905
Team Lead: Chris Dugan

Plattsburgh Office
327 Cornelia Street, Suite 104
Plattsburgh, NY 12901
Phone: 518-561-2151
Council Representative:
Matt Osborn

Carpenters Local 326

500 Main Street
Yalesville, CT 06492
Phone: 860-352-1130
Regional Manager: Jeff Wolcheski
Business Manager:
Council Representatives:
Chris Bachant, Mark Okun,
Mike Robinson

Carpenters Local 327

1252 Massachusetts Ave.
Dorchester, MA 02125
Phone: 617-379-5600
Regional Manager: Rich Pedi
Business Manager: Rile Rhodes
Council Representatives:
Mark Dellascio,
Raheem Shepard

Carpenters Local 328

10 Holworthy Street
Cambridge, MA 02138
Phone: 617-391-9545
Regional Manager: Rich Pedi
Council Representatives:
John Cusack, Jeff Martin,
Greg Poole

Carpenters Local 330

14 Jefferson Park Road
Warwick, RI 02888
Phone: 401-424-1100
Regional Manager: Dennis Lassige
Council Representatives:
Derek Adamiec,
Michael Holmes

Carpenters Local 336

29 Endicott Street
Worcester, MA 01610
Phone: 508-886-5950
Regional Manager:
David Minasian
Council Representative:
Rick Anketell

29 Oakland St., Suite 1
Springfield, MA 01108
Phone: 413-505-5051
Council Representative:
Tim Crow

Carpenters Local 339

350 Fordham Road
Wilmington, MA 01887
Phone: 978-229-5200
Regional Manager: Harry Dow
Council Representative:
Kevin Kelley

Carpenters Local 346

21 Mazzeo Drive
Randolph, MA 02368
Phone: 781-353-5530
Regional Manager:
Dennis Lassige

Northern New England Commercial Carpenters Local 349

65 Rainmaker Drive
Portland, ME 04103
Phone: 207-358-6658
Regional Manager: John Leavitt
Council Representative:
Jeff Grinvalsky

5 Gregory Drive
S. Burlington, VT 05403
Phone: 802-391-8444
Council Representative:
Kim Hokanson

920 Candia Road
Manchester, NH 03109
Phone: 603-222-3223

Northern New England Interior Systems Local 352

920 Candia Road
Manchester, NH 03109
Phone: 603-222-3223
Regional Manager:
John Leavitt
Council Representative:
Joe Donahue

65 Rainmaker Drive
Portland, ME 04103
Phone: 207-358-6658
Council Representative:
Mike McGuigan

5 Gregory Drive
S. Burlington, VT 05403
Phone: 802-391-8444
Council Representative:
Kim Hokanson

Carpenters Local 723

750 Dorchester Ave., Suite 3400
Boston, MA 02125
Phone: 617-269-2360
Regional Manager: Mynor Perez
Council Representative:
Craig Ransom

Local 1302 (Electric Boat)

171 Thames Street
Groton, CT 06340
Phone: 860-449-0891

Floorcoverers Local 2168

750 Dorchester Ave., 3rd floor
Dorchester, MA 02125
Phone: 617-825-6141
Regional Manager/Council
Representative: Mynor Perez

Local 3073 – Portsmouth Navy Yard

PO Box 2059 Pns
Portsmouth, NH 03801
Phone: 207-439-4281



North Atlantic States Regional Council of Carpenters
750 Dorchester Ave., Unit 1
Boston, MA 02125



UBC LEADERSHIP RE-ELECTED

At the UBCs convention this summer, delegates from across the union re-elected General President Doug McCarron and his slate. The slate, pictured above (l-r), included Eastern District Vice President Bill Waterkotte, Western District Vice President Randy Thornhill, First General Vice President Frank Spencer, McCarron, Second General Vice President Dave Tharp, General Secretary Tom Flynn, Southern District Vice President Dennis Donahou and Midwestern District Vice President Mark McGriff. Canadian District Vice President Jason Rowe is not pictured, as he was unable to attend due to COVID-19 travel restrictions.