

Carpenter

Salute to Service

INSIDE:

**Feature Section
on Veterans
Dues Holiday**

TRUST

WE GET IT

The seal is circular with a blue border. Inside the border, the words "CARPENTERS CAREER ASSISTANCE PROGRAM" are written in a circular path. In the center of the seal, two carpenter tools, a hammer and a chisel, are crossed at their handles.

NEVER ALONE AGAIN



We've made a number of benefit improvements, to address the unique challenges of addiction. Regardless of who in your family is affected, we are committed to your recovery.

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Hugo Morales



Ted Fotopoulos
(Photo courtesy of Ted Fotopoulos.)

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Photo courtesy of Jarlath Waters.

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Congratulations to the past and present members of Pile Drivers Local 56, which recently celebrated its 100th year of representing workers in Massachusetts!

The local celebrated with an event in Boston where members from across many decades got to share stories and renew bonds of friendship.



Pile Drivers Local 56 was thrilled to welcome Brother Al Arsenault to the local's 100-year anniversary celebration. His 73 years of membership began in 1946, after Brother Arsenault mustered out of the US Army. During his military service, he landed on Utah Beach in Normandy during D-Day in June of 1944.

He's pictured, above, with (l-r) Boston Regional Manager Joe Byrne, Council Rep and Local 56 member Mike Davey, NERCC Contractor Relations Director Steve Joyce, Chief of Staff John Murphy, Executive Secretary-Treasurer Tom Flynn, United States Congressman Stephen Lynch, retired Local 56 Business Manager Dan Kuhs, Local 56 Council Rep Dave Borrus and retired Local 56 Business Manager Dave Woodman.

(Photo courtesy of Local 56)

Pictured left: Steam-powered skid rig in Natick, 1907.

(Photo from Historical New England's Boston & Albany Railroad Company photographic collection).

Member-To-Member Relationships Build a Stronger Union



I'd like to open this issue of the New England Carpenter by letting you know how proud I am to be the leader of the New England Regional Council of Carpenters. My belief in the good that this union does for its members, their families and the communities in which we live is as strong as it has ever been.



I've been fortunate in my career to work at the rank-and-file, local union, regional council and national level for the UBC. What has made my experience so precious to me personally and valuable to me as a union leader has been meeting so many of my Brothers and Sisters and hearing their varied perspectives.

There have been significant changes in our industry and our union in the past few years. It's important to me that members understand those changes and how they impact each of us. I also want members to fully understand the different facets of our union, to understand how things work and the rationale for why.

This summer, I travelled throughout our council to many of our affiliated local unions with my senior leadership team. We visited with thousands of our fellow Brothers and Sisters at NERCC-sponsored cookouts and at the union meetings that followed them. The formal and informal conversations we had were mutually beneficial. We were able to answer questions about serious issues in our union while members were able to share with us their ideas—both positive and negative—about our union. We also got to know and understand each other a little better as fellow members.

Among the important issues we discussed were our new member orientation program, apprenticeship training, skills upgrade training, union market share and mentoring.

Like a family, union members do not always agree on the details of a policy or even some fundamental approaches to challenges that confront our union. But we should do our best to eliminate disagreements based on a lack of information or misunderstandings.

I invite all of my Brothers and Sisters to continue the conversations we started over hamburgers and during union meetings. If I'm not there, please reach out to representatives in local unions, benefit fund trustees, training staff, your regional council delegates or carpenter stewards for information. Be assured, they are consistently encouraged to engage with you and answer questions as well.

To each of my Brothers and Sisters I met with this summer, I'd like to say thank you for your time, your thoughts and your service to our union. I hope we will meet again soon.

—Thomas J. Flynn

Las relaciones de miembro a miembro construyen una unión más fuerte

Me gustaría abrir esta edición del New England Carpenter informándoles lo orgulloso que estoy de ser el líder del Consejo Regional de Carpinteros de Nueva Inglaterra. Mi creencia en lo bien que esta unión hace por sus miembros, sus familias y las comunidades en las que vivimos es tan fuerte como siempre.



He sido afortunado en mi carrera de trabajar a nivel de base, sindicato local, consejo regional y nivel nacional para la UBC. Lo que ha hecho que mi experiencia sea tan valiosa para mí personalmente y valiosa para mí como líder sindical, ha sido conocer a muchos de mis hermanos y hermanas y escuchar varias perspectivas.

Ha habido cambios significativos en nuestra industria y nuestra unión en los últimos años. Para mí es importante que los miembros entiendan esos cambios y cómo nos afectan a cada uno de nosotros. También quiero que los miembros entiendan completamente las diferentes facetas de nuestro sindicato, para entender cómo funcionan las cosas y la razón por qué.

Este verano, viajé por todo nuestro consejo a muchos de nuestros sindicatos locales afiliados con mi equipo. Visitamos a miles de nuestros hermanos y hermanas en las parilladas patrocinadas por NERCC y en las reuniones sindicales que les siguieron. Las conversaciones formales e informales que tuvimos fueron mutuamente beneficiosas. Pudimos responder preguntas sobre problemas serios en nuestro sindicato, mientras que los miembros pudieron compartir sus ideas con nosotros, tanto positivas como negativas, sobre nuestro sindicato. También llegamos a conocernos y entendernos un poco mejor como compañeros.

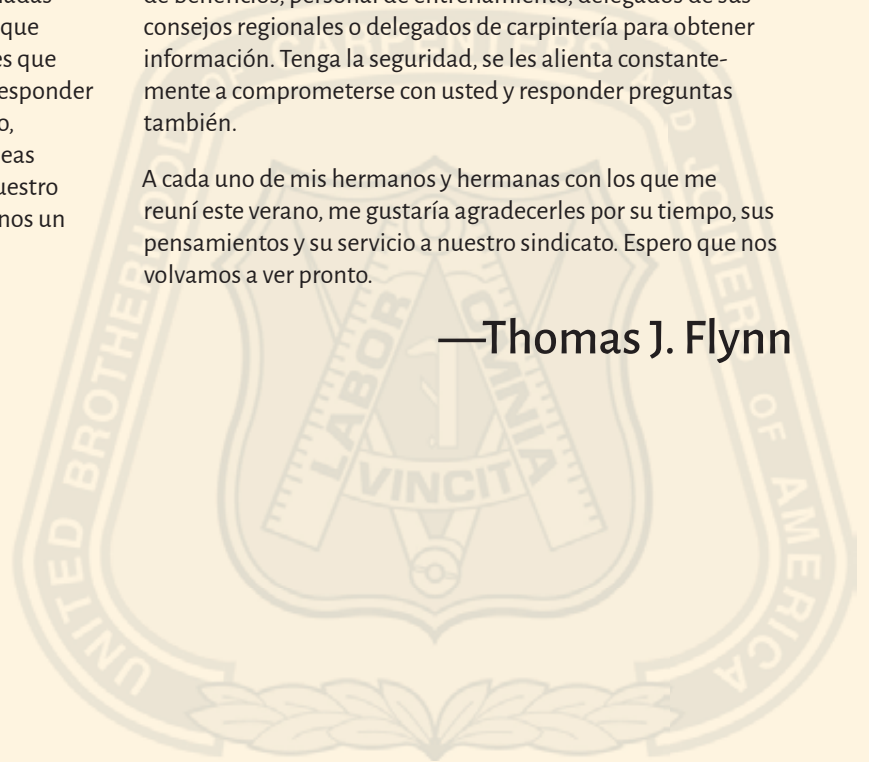
Entre los temas importantes que discutimos esta nuestro programa de orientación para miembros nuevos, entrenamiento para el aprendiz, entrenamiento para mejorar las habilidades, participación en el mercado sindical y tutoría.

Al igual que una familia, los miembros del sindicato no siempre están de acuerdo con los detalles de una política o incluso con algunos enfoques fundamentales de los desafíos que enfrenta nuestro sindicato. Pero debemos hacer todo lo posible para eliminar los desacuerdos basados en la falta de información o malentendidos.

Invito a todos mis hermanos y hermanas a continuar las conversaciones que comenzamos disfrutando las hamburguesas y durante las reuniones del local. Si no estoy allí, comuníquese con representantes de los locales, administradores de fondos de beneficios, personal de entrenamiento, delegados de sus consejos regionales o delegados de carpintería para obtener información. Tenga la seguridad, se les alienta constantemente a comprometerse con usted y responder preguntas también.

A cada uno de mis hermanos y hermanas con los que me reuní este verano, me gustaría agradecerles por su tiempo, sus pensamientos y su servicio a nuestro sindicato. Espero que nos volvamos a ver pronto.

—Thomas J. Flynn



Retirees & New Hires

The New England 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.

In losing some staff to retirement, we are lucky to find other talented and dedicated members who step up to serve our membership and our industry.

Please join us in congratulating both retiring and newly hired staff.



Lou Coccozza joined the Brotherhood in 1993 and was hired on staff in 2006. He is a member of Local 326 in Connecticut where he worked as a Council Representative and Organizer.

Photo courtesy of Local 326.



Daryl Bodewes, joined the Brotherhood in 1985, and was hired on staff in 1996. Bodewes retired as a member of Local 276 and was serving as a Team Lead in Western NY.



Carlos DeSouza, a 12-year member of Massachusetts Woodframe Local 723, is working as a Council Representative and Organizer in the Boston area.



GET PAID UP, GET FREE DUES

The Executive Board of the New England Regional Council is pleased to announce a

4 MONTH "DUES HOLIDAY" FOR OUR MEMBERS.

All active members, including retirees, who are in good standing as of November 30, 2019, will have their dues paid from December 2019 through March 2020.

If you have already paid your dues for all or part of that time, your dues will be credited four months beyond your last paid month.

The Council is able to grant this "dues holiday" because of reduced operating costs as a result of consolidating some locals, eliminating redundant outside service fees and negotiating better rates for others.

Please make sure that your monthly dues are paid in time to qualify!



Pague, Obtenga Membresía Gratis

La Junta Ejecutiva del Consejo Regional de Nueva Inglaterra ha anunciado un

"feriado de cuotas" de **cuatro meses.**

A todos los miembros activos, incluyendo los jubilados, que estén en buen estado el 30 de Septiembre, se les pagarán sus cuotas desde Diciembre de 2019 hasta Marzo de 2020.

Si ya ha pagado sus cuotas durante todo o parte de ese tiempo, sus cuotas se acreditarán cuatro meses después de su último mes pagado.

El Consejo puede otorgar estas "vacaciones de cuotas" debido a la reducción de los costos operativos como resultado de la consolidación de algunos locales, eliminando las tarifas de servicios externos redundantes y negociando mejores tarifas para otros.

¡Asegúrese de que sus cuotas mensuales se paguen a tiempo para calificar!



Every November, our nation celebrates Veterans Day. It rightfully honors those who have served in our military forces, protecting our country and liberties around the world.

As a union, we're proud to have so many military veterans as members. They have certainly earned the right to work in jobs that pay great wages and provide health and retirement benefits.

The leadership and attitude veterans bring from their military training make us better, both in the union hall and on the jobsite. That's why we always look forward to finding and welcoming more veterans into our union.

In this issue of the *New England Carpenter*, we're pleased to be able to feature some examples of military veterans now serving in our union and a few ways our union is recognizing and supporting veterans with our hearts and our skills.



In Honor Of Those Who Have Served Our Nation

En honor a aquellos que han servido a nuestra nación

Cada Noviembre, nuestra nación celebra el Día de los Veteranos. Con todo el derecho honra a aquellos que han servido en nuestras fuerzas armadas, protegiendo a nuestro país y las libertades de todo el mundo.

Como sindicato, estamos orgullosos de tener tantos veteranos militares como miembros. De verdad se han ganado el derecho a trabajar en trabajos que pagan buenos salarios y brindan beneficios de salud y jubilación.

La dirección y la actitud que los veteranos aportan de su entrenamiento militar nos hacen mejores, tanto en el sindicato como en la obra de trabajo. Es por eso siempre esperamos encontrar y dar la bienvenida a más veteranos en nuestro sindicato.

En esta edición del *New England Carpenter*, nos complace poder presentar algunos ejemplos de veteranos militares que ahora prestan servicios en nuestro sindicato y algunas formas en que nuestro sindicato reconoce y apoya a los veteranos con nuestros corazones y nuestras habilidades.



A Suitable Home for Our Heroes

The Long Island State Veterans Home is home to 350 of America's heroes located on the campus of Stony Brook University in beautiful Stony Brook, New York, on the North Shore of Long Island.

We have had the humbling task of not only building but maintaining a state-of-the-art 100,000-square-foot, 4-floor, 350-bed home for our veterans.

- ANTHONY VILLA, LOCAL 290

It is one of five State Veterans Homes in New York State and one of 156 nationwide. The Home serves men and women from military service, their spouses, and Gold Star parents. In addition to providing residential skilled nursing care, the Home also operates a 40-slot Medical Model Adult Day Health Care Program that also serves veterans. This program provides access to a complete array of medical services, and opportunities for registrants to participate in social activities as well as providing respite for their primary caregivers in the community.

The Home maintains the highest occupancy (99.6%) of any skilled nursing facility in New York State.

Operation Rejuvenation is a multi-year, multi-million-dollar modernization project that began construction in January 2016 with a scheduled completion date of September 2021. Since inception, the project has expanded in scope, creating unique elements to enhance the quality of life for the residents of the Home.

"We have had the humbling task of not only building but maintaining a state-of-the-art 100,000-square-foot, 4-floor, 350-bed home for our veterans. The professionalism and dedication put forth by our Local 290 Carpenters in ensuring

(Continued on page 11)

Carpenters were proud of their work, which included building new nursing stations, below. But a bigger treat was meeting some of the heroes that would benefit. Left, back row (l-r): Chris Clemente, Shawn O'Connell, Dave Young, James Warner, Keith Buckley, Chris Ryba, Paul Pasciuto, Richard Bischof, Bert Kane, Paul Maguire. Front row (l-r) William Byrne, James Carbone, Albert Anderson, Michael Lotierzo, Kenneth Long. Photos by Steven Giannitsis for NERCC.



Un hogar adecuado para nuestros héroes

El Hogar de Veteranos del Estado de Long Island es el hogar de 350 de los héroes de Estados Unidos ubicados en el campus de la Universidad Stony Brook en la hermosa Stony Brook, Nueva York, en la Costa Norte de Long Island.

Es una de las cinco residencias estatales para veteranos en el estado de Nueva York y una de 156 en todo el país. El Hogar atiende a hombres y mujeres del servicio militar, sus cónyuges y padres Gold Star. Además de proporcionar atención residencial de enfermería especializada, El Hogar también opera un

comenzó a construirse en Enero del 2016 con una fecha de finalización programada para Septiembre del 2021. Desde su inicio, el proyecto ha ampliado su alcance, creando elementos únicos para mejorar la calidad de vida de los residentes del Hogar.

Hemos tenido la humilde tarea de no solo construir sino mantener una casa de vanguardia de 100,000 pies cuadrados, 4 pisos y 350 camas para nuestros veteranos

- ANTHONY VILLA, LOCAL 290

programa de 40 espacios con atención médica durante el día para adultos. Este programa brinda acceso a una gama completa de servicios médicos y oportunidades para que los registrados participen en actividades sociales, además de proporcionar un respiro para sus cuidadores primarios en la comunidad. El Hogar mantiene la ocupación más alta (99.6%) de cualquier centro de enfermería especializada en el estado de Nueva York.

La Operación Rejuvenecimiento es un proyecto de modernización de varios años y varios millones de dólares que

“Hemos tenido la humilde tarea de no solo construir sino mantener una casa de vanguardia de 100,000 pies cuadrados, 4 pisos y 350 camas para nuestros veteranos. El profesionalismo y la dedicación de nuestros Carpinteros del Local 290 para garantizar que estos veteranos tengan un alojamiento confortable habla mucho sobre cuál es nuestro objetivo y los esfuerzos que hacemos para lograrlo. Los veteranos, el servicio activo y todas las fuerzas armadas ocupan un lugar especial en nuestros corazones como locales y siempre estaremos aquí para ellos”, dijo Anthony Villa, Jefe de Equipo del Local 290.

“Nuestros carpinteros sindicales se han convertido en parte de nuestra familia de cuidadores aquí en nuestro Hogar, identificándose con nuestra misión, visión y valores al servir orgullosamente a quienes han servido a nuestra nación. Estos carpinteros son maestros artesanos que han producido resultados de clase mundial en nuestro esfuerzo de modernización”, dijo Fred Sganga, Director Ejecutivo del Hogar.



Home for Our Heroes (Continued)

these veterans have comfortable living quarters speaks volumes about what our goal is and the lengths we go in order to achieve it. Veterans, active duty and all armed forces hold a special place in our hearts as a local and we will always be here for them," said Anthony Villa, Team Lead for Local 290.

"Our union carpenters have become part of our family of caregivers here at our Home, identifying with our mission, vision and values as we proudly serve those who have served our nation. These carpenters are master craftsmen who have produced world-class results in our modernization effort," said Fred Sganga, Executive Director for the Home.

The project is broken down into 12 phases, each representing a nursing unit. Residents are transferred to a separately

constructed "swing space" along with their caregivers. The modernization includes all new finish surfaces, recessed wardrobes, flat screen LCD televisions, Acrovyn® doors, state-of-the-art LED lighting, Corian® countertops and bathrooms, open-concept dining and pantry spaces and upgraded electrical and plumbing infrastructure. New center corridors and support spaces are included in the project and totals over 100,000 square feet. Operation Rejuvenation is managed through the Stony Brook University Office of Facilities and Construction's Project Management Office.

"Our close relationship with Stony Brook University management and personnel has allowed us to secure employment for carpenters who have built every structure on both the academic and the hospital side of the campus.

54 carpenters are employed in-house, full time," said Thomas Ferris, Local 290 Council Representative.

Paul Maguire, the Associate Executive Director and Project Executive added, "All of the union trades working on this project take tremendous pride in the work that they are doing. They are real problem-solvers working on a complex project in an occupied environment. In October 2019, we passed the 50% completion milestone of this very important project and we proudly salute our union construction partners as we continue towards project completion."

MEMBERS ANSWER CALL TO DUTY

THANK YOU TO ALL OUR BROTHERS AND SISTERS WHO HAVE SERVED IN THE UNITED STATES ARMED FORCES.
WE ARE GRATEFUL FOR YOUR SERVICE AND SACRIFICE.
THE FOLLOWING MEMBERS ARE CURRENTLY ACTIVE IN MILITARY SERVICE. PLEASE KEEP THEM, AND THEIR FAMILIES, IN YOUR THOUGHTS.

NATHAN WEST – LOCAL 56	JONATHAN HIMPSL – LOCAL 291	TREVYN BONVIE – LOCAL 328
GREGORY LAFAYE – LOCAL 276	TREVOR ROSA – LOCAL 291	JEREMY SIEWERD – LOCAL 336
VINCENT DIGREGORIO – LOCAL 279	ANDREA JENSEN – LOCAL 291	RICHARD BAARDA – LOCAL 336
SEAN EVANS – LOCAL 279	LEWIS YOUNG – LOCAL 326	DAVID AVALONE – LOCAL 336
JOHN MCDONAGH – LOCAL 279	CURT BUCHENHOLZ – LOCAL 326	JOSMAR BURGA – LOCAL 346
JOSEPH LUONGO – LOCAL 290	ERIK KOWALSKI – LOCAL 326	JERRY MOREL – LOCAL 346

Lending a Hand to Remembrance, Healing

This summer and fall, dozens of union carpenters donated their time and skills to honor Vietnam War veterans by helping to set up replica memorial walls on Long Island, New York, and in Massachusetts.

The Vietnam Veterans Memorial "Wall That Heals" was assembled by members of Carpenters Local 290 at Eisenhower Park in East Meadow on Long Island. A few weeks later, members of Locals 346 & 330 built the wooden track for the panels that constitute "The Moving Wall" in Highland Park in Attleboro.

These traveling memorial exhibits stand as symbols of recognition for the sacrifices of Vietnam veterans and their families.

Our carpenters take pride in every volunteer project they are involved in, but with projects like these, they go the extra mile. We would like to thank apprentices, members, staff and retirees—some of them Vietnam War veterans—for their volunteerism, hard work and for always helping to make a positive impact in the veterans' community.



Echar una mano al recuerdo, curando

Este verano y otoño, docenas de carpinteros sindicales donaron su tiempo y habilidades para honrar a los veteranos de Vietnam al ayudar a establecer réplicas de muros conmemorativos en Long Island, Nueva York y Massachusetts.

El "Muro que cura" Memorial de Veteranos de Vietnam fue montado por miembros del Local de carpinteros 290 en el Parque Eisenhower en East Meadow en Long Island. Unas semanas más tarde, miembros del Local 346 construyeron la pista de madera para los paneles que constituyen "La Pared que se Mueve" en Highland Park en Attleboro.

Estas exhibiciones conmemorativas itinerantes se erigen como símbolos de reconocimiento por los sacrificios de los veteranos de Vietnam y sus familias.

Nuestros carpinteros se enorgullecen de cada proyecto voluntario en el que están involucrados, pero con proyectos como estos, hacen un esfuerzo adicional. Nos gustaría agradecer a los aprendices, miembros, personal y jubilados, algunos de ellos veteranos de Vietnam, por su voluntariado, trabajo duro y por ayudar siempre a tener un impacto positivo en la comunidad de veteranos.

Members from Locals 346 and 330 build the base for "The Moving Wall" in Attleboro, MA.

Un hogar para nuestra héroes

(Continuado)

El proyecto es dividido en 12 fases, cada una representando una unidad de enfermería. Los residentes son transferidos a un "espacio para columpios" construido por separado junto con sus cuidadores. La modernización incluye todas las nuevas superficies de acabado, armarios empotrados, televisores LCD de pantalla plana, puertas Acrovyn®, iluminación LED de última generación, encimeras y baños Corian®, espacios abiertos de comedor y despensa y una infraestructura eléctrica y de plomería mejorada. Los nuevos corredores centrales y espacios de apoyo están incluidos en el proyecto y suman más de 100,000 pies cuadrados. La Operación Rejuvenecimiento se administra a través de la Oficina de Administración de Proyectos de la Oficina de Instalaciones y Construcción de la Universidad Stony Brook.

"Nuestra estrecha relación con la gerencia y el personal de la Universidad de Stonybrook nos ha permitido asegurar el empleo para carpinteros que han construido todas las estructuras tanto académicas como hospitalarias del campus. Cincuenta y cuatro carpinteros están empleados internamente, a tiempo completo," dijo Thomas Ferris, Representante del Local de Carpinteros 290.

Paul Maguire, director ejecutivo asociado y ejecutivo del proyecto, agregó: "Todos los oficios sindicales que trabajan en este proyecto se enorgullecen enormemente del trabajo que están haciendo. Son verdaderos solucionadores de problemas que trabajan en un proyecto complejo en un entorno ocupado. En Octubre de 2019, superaremos la marca de finalización del 50% de este proyecto tan importante y saludamos con orgullo a nuestros socios de construcción sindical a medida que continuamos hacia la finalización del proyecto".

His Mission of Service Continues

Su misión de servicio continúa



Hugo Morales joined the Marine Corps out of high school because he wanted to broaden his life experience. He was a good student, but he wasn't stimulated and didn't like the idea of paying for college and being bored with it. Returning to civilian life after ten years travelling the world in the Corps, he struggled to find a path for himself. Needing a job, he walked onto a construction site in East Boston, where he grew up.

"I knew I was good with my hands and I was a grunt in the Marine Corps, so hard work for me comes pretty naturally," he said. "I talked to the carpenter steward, Joe Leonard, and he plugged me into the process of becoming an apprentice."

Once accepted, Morales went right back to working with Leonard, building a housing project by Maverick Station. And though he wasn't interested in college, that didn't mean he wasn't interested in learning.

"The Marine Corps emphasizes education. An educated Marine is a dangerous Marine," he said. "They wanted us to know everything about every weapon we used or were exposed to. I didn't have to be told to study. I made sure I knew the ins and outs of the weapon, the nomenclature, what type of round, the speed of the rounds, every detail."

He found the same was true when he began working as a carpenter. He would watch others work and be able to pick up on what they were doing and learn to do it on his own.

Over his six years as a member of Local 328 in Boston, Morales has been given more responsibility, becoming a steward and, recently, a delegate to the New England Regional Council.

"I learned leadership and discipline in the Corps. I knew how to delegate, knew how to be responsible and what it meant to have people I was in charge of, to be compassionate because you never know what a person's situation is on a day-to-day basis."

Construction can be a dangerous business, but the stakes aren't as high as what Morales faced in multiple tours overseas. Still, he sees similarities in the relationships that are formed.

(Continued on page 14)

Hugo Morales se unió a la Marina de la escuela secundaria porque quería ampliar su experiencia de vida. Era un buen estudiante, pero no estaba estimulado y no le gustaba la idea de pagar la universidad y aburrirse de ella. Volviendo a la vida civil después de diez años viajando por el mundo con la Marina, luchó por encontrar un camino para sí mismo. Necesitando un trabajo, entró en una obra de construcción en East Boston, donde creció.

"Sabía que era bueno con mis manos y que era un gruñido en la Marina, por lo que el trabajo duro para mí es bastante natural", dijo. "Hablé con el steward (jefe de obra), Joe Leonard, y él me conectó con el proceso para convertirme en aprendiz."

Una vez aceptado, Morales volvió a trabajar con Leonard, construyendo un proyecto de vivienda por la estación Maverick. Y aunque no estaba interesado en la universidad, eso no significaba que no estuviera interesado en aprender.

"La Marina enfatiza los estudios. Un marino educado es un marino peligroso," dijo. "Querían que supiéramos todo acerca de cada arma que usamos o a la que estuvimos expuestos. No tenía que decirme que estudiaría. Me aseguré en conocer los entresijos del arma, la nomenclatura, qué tipo de ronda, la velocidad de las rondas, cada detalle."

Descubrió que lo mismo era cierto cuando comenzó a trabajar como carpintero. Observaba a otros trabajar y podía captar lo que estaban haciendo y aprender a hacerlo el mismo.

Durante sus seis años como miembro del Local 328 en Boston, a Morales se le ha dado más responsabilidad, convirtiéndose en un steward (jefe de obras) y, recientemente, un delegado en el Consejo Regional de Nueva Inglaterra.

"Aprendí liderazgo y disciplina en la Marina. Sabía cómo delegar, sabía ser responsable y lo que significaba tener personas de las que estaba a cargo, ser compasivo porque nunca se sabe cuál es la situación de una persona en el día a día."

I learned leadership and discipline in the Corps. I knew how to delegate, knew how to be responsible...

- HUGO MORALES



Photo courtesy of Hugo Morales

Opportunities for Veterans Make Our Union Stronger

The men and women who serve in our armed forces demonstrate a certain set of values when they enlist and complete their deployment.

Those values are supplemented by discipline, skills and maturity learned and earned through their military service.

But when they transition out of the military, the gaps in veterans' resumes and difficulty finding exact matches for their military skill sets can make things tough. The United Brotherhood of Carpenters and the New England Regional Council appreciate the service of military veterans and place a high value on their skills and experience.

That's why we're enthusiastic participants in the Helmets to Hardhats program.

Helmets to Hardhats connects transitioning military with training and careers in the building trades. They benefit from direct entry and can begin applying their service skills to their new career.

Effort and a positive, can-do attitude are essential to success in our trade, and military veterans bring that with them. They also bring valuable organizational and leadership skills.



Hundreds of veterans are members of local unions affiliated with the New England Regional Council. Since its inception in 2002, many of them have joined through Helmets to Hardhats. If you're transitioning out of active service or know a service member who is, connect them to the Carpenters union through the Helmets to Hardhats program at HelmetstoHardhats.org or at a military career services center.

His Mission... (Continued)

"We spend a majority of our time with co-workers," he said. "With the guy to your left or the woman on your right. You're sweating, you're working, you're out here getting it. You create bonds that can grow stronger over time."

Morales loves the trade because he says it helps him work out physical and mental stress and he can leave most of his problems at the jobsite. He also likes the legacy he's leaving behind.

"I love the fact that you can come to work, meet good people, sweat it out and accomplish something at the end of the day. I don't know where I'm going to be 10-15 years down the road. My child could go to this school that I'm building right now.

"In the Corps, I helped people. It was indirectly, but I helped millions of people. It's the same concept here. Whether it's a housing project we're building or I'm helping a carpenter that's going through a hard time and point them toward help, that makes my day worth it. That brings me joy, to be able to help people, even indirectly."

Me encanta el hecho de que puedes venir a trabajar a conocer gente buena, sudar y lograr algo al final del día.

- HUGO MORALES

Su misión... (Continued)

La construcción puede ser un negocio peligroso, pero lo que está en juego no es tan alto como lo que Morales enfrentó en múltiples giras por el extranjero. Aun así, ve similitudes en las relaciones que se forman.

"Pasamos la mayoría de nuestro tiempo con compañeros de trabajo," dijo. "Con el chico a tu izquierda o la mujer a tu derecha. Estás sudando, estás trabajando, estás aquí luchando. Se crean vínculos que con el tiempo se fortalecen."

A Morales le encanta el oficio porque dice que lo ayuda a resolver el estrés físico y mental y que puede dejar la mayoría de sus problemas en la obra de trabajo. También le gusta el legado que está dejando atrás.

"Me encanta el hecho de que puedes venir a trabajar a conocer gente buena, sudar y lograr algo al final del día. No sé dónde voy a estar dentro de 10-15 años. Mi hijo podría ir a esta escuela que estoy construyendo en este momento."

"En La Marina, ayudé a la gente. Fue indirectamente, pero ayudé a millones de personas. Es el mismo concepto aquí. Ya sea que se trate de un proyecto de vivienda que estamos construyendo o que esté ayudando a un carpintero que está pasando por un momento difícil y que le indique ayuda, eso hace que valga la pena. Eso me da alegría poder ayudar a las personas, aunque sea indirectamente."

Retrained and Redeployed at Home



Born and raised in Middletown, New York, Ted Fotopoulos loves everything that New York's Hudson Valley region has to offer. From the rolling hills of the Catskill Mountains to the rivers and lakes, Fotopoulos wouldn't want to live anywhere else with his wife and their two kids.

Fotopoulos joined the US Army out of high school and served two deployments to Iraq. After his five-years of service in the military police, he transitioned back to civilian life and began working as a carpenter before starting a landscaping business, and later becoming a welder.

"When I got out of the military, I worked in construction, nonunion. I worked some other jobs, but I didn't see a real future in it," he said. "Then I had a couple of children and realized I needed something better for my future, for me and for them."



Brent Berlinski, a friend and member of Local 279, suggested he look into the Carpenters union and Ted, liking what he saw, became an apprentice. He wanted everything a career as a union carpenter offered: the opportunity to add high-quality workmanship to his existing skillset, a steady paycheck and great benefits that ensured stability for his family.

(Continued on page 16)

Reentrado y redistribuido en casa

Nacido y criado en Middletown, Nueva York, Ted Fotopoulos ama todo lo que la región del Hudson Valley de Nueva York tiene para ofrecer. Desde las colinas de las montañas Catskill hasta los ríos y lagos, Fotopoulos no querría vivir en ningún otro lugar con su esposa y sus dos hijos.

Fotopoulos se unió al ejército de EE. UU. al salir de la secundaria y sirvió en dos jiras en Irak. Después de sus cinco años de servicio en como oficial del ejército, volvió a la vida civil y comenzó a trabajar como carpintero antes de comenzar un negocio de jardinería, y luego convirtiéndose en soldador.

"Cuando salí del ejército, trabajé en la construcción, no sindicalizada. Trabajé en otros trabajos, pero no veía un futuro real," dijo. "Luego tuve un par de hijos y me di cuenta de que necesitaba algo mejor para mi futuro, para mí y para ellos".

Brent Berlinski, un amigo y miembro del Local 279 le sugirió que se informe del sindicato de Carpinteros y Ted le gustó lo que vio, se convirtió en aprendiz. Quería todo lo que le ofrecía una carrera como carpintero sindical; la oportunidad de agregar mano de obra de alta calidad a su mezcla de habilidades, un sueldo constante y grandes beneficios que aseguraron la estabilidad de su familia. Sobre todo, quería trabajar y criar a su familia en el área donde creció y apreciaba.

(Continued on page 16)



Fotopoulos ha quedado sorprendido y emocionado por el programa de aprendizaje.

Retrained and Redeployed... (Continued)

Above all, he wanted to work and raise his family in the area he grew up in and cherished.

As an apprentice in Local 279, Ted says he recognizes and appreciates similarities between union construction and his military service.

"I like moving around, doing physical work and working as a team," he says "And in the union there's more camaraderie on the jobsite than when I worked nonunion. You feel like it's more of a tight-knit group, like it is in the military."

While all carpenters feel pride in the work they do, Fotopoulos was given a special opportunity when we was able to work on a project at the US Mint in West Point, close by the US Military Academy.

West Point is an incredibly historic place that has been so vital to our nation for so long. Having had the privilege to work there as a union carpenter and a veteran is something I take a great amount of pride in.

- TED FOTOPOULOS

Fotopoulos has been surprised and excited by the apprenticeship program.

"The training has really exceeded my expectations," he says. "To see how much is dedicated to developing carpenters; the tools and the facilities that are filled with the skills we need. In five years, I'm going to have learned all that I need to know to call myself a real carpenter."

When asked what he thinks it takes to be a successful union carpenter, he mentions things closely connected to military training.

"Being punctual is a big one; you have to be on time and ready to work. You must have a willingness to learn and be able to handle constructive criticism. Oh, and be a team player."

Ted has already been able to afford a new vehicle for his family. As a veteran, it's no surprise that he's also excited about the opportunity to work on volunteer projects that will benefit his neighbors, his friends and his children.

Reentrado y Redistribuido... (Continued)

Como aprendiz en el Local 279, Ted dice que reconoce y aprecia las similitudes entre la construcción sindical y su servicio militar.

"Me gusta moverme, hacer trabajo físico y trabajar en equipo," dice, "y en el sindicato hay más camaradería en las obras de trabajo que cuando trabajaba sin unión. Sientes que es más un grupo muy unido, como si estuviera en el ejército."

Mientras todos los carpinteros se sienten orgullosos del trabajo que realizan, Fotopoulos tuvo una oportunidad especial cuando pudimos trabajar en un proyecto en la Casa de Moneda de los Estados Unidos en West Point, cerca de la Academia Militar.

West Point es un lugar increíblemente histórico que ha sido tan vital para nuestra nación durante tanto tiempo. Tener el privilegio de trabajar allí como carpintero sindical y veterano es algo que me enorgulleze mucho.

- TED FOTOPOULOS

Fotopoulos ha quedado sorprendido y emocionado por el programa de aprendizaje.

"El entrenamiento realmente superó mis expectativas," dice. "Ver cuánto se dedica al desarrollo de carpinteros; las herramientas y las escuelas que están llenas de las habilidades que necesitamos. En cinco años, habré aprendido todo lo que necesito saber para llamarme un verdadero carpintero."

Cuando se le pregunta qué cree que se necesita para ser un carpintero sindical exitoso, menciona cosas relacionadas con el entrenamiento militar.

"Ser puntual es grande; tienes que llegar a tiempo y listo para trabajar. Debes estar dispuesto a aprender y ser capaz de manejar críticas constructivas. Ah, y ser un jugador de equipo."

Ted ya ha podido comprar un nuevo vehículo para su familia. Como veterano, no sorprende que también esté entusiasmado con la oportunidad de trabajar en proyectos voluntarios que beneficiarán a sus vecinos, sus amigos y sus hijos.

NERCC Reloads Political Team

The New England Regional Council of Carpenters is pleased to announce that Joe O'Brien and Ian Heinz have joined the regional political team for the union and will lead legislative and political efforts in the six New England states. O'Brien will serve as director and Heinz as deputy director.

"We're proud we are able to bring talented and experienced people like Joe and Ian onto our team," said Executive Secretary-Treasurer Thomas J. Flynn. "Working people still need representation on the job and in the halls of power. Joe and Ian will lead our fight to have heard the voices of middle-class workers in our trade at the ballot box and in the rooms where decisions are made at the local, state and federal levels."

O'Brien comes directly from the Environmental League of Massachusetts Action Fund, where he served as executive director, but also has significant electoral experience in Worcester, where he served as mayor, a city councilor and a member of the school committee. O'Brien worked as district director for Congressman Jim McGovern as well as serving in leadership positions in campaigns for both McGovern and former Lieutenant Governor Tim Murray.

O'Brien's work on both electoral politics and legislative issues combined with his experience as an office-holder are a good match for the wide-spread advocacy work of the Carpenters union. His experience and extensive relationships will also enhance the union's ability to work with elected officials and agency personnel at local, state and federal levels.

"In my three decades of public service I have had the opportunity to see first-hand the remarkable work that members of the Carpenters union are doing to build stronger communities and to strengthen the labor movement. I am truly honored to have this opportunity to work with NERCC's leadership team and members to grow the political power of union carpenters and ensure a better future for our members and working families across the region."

Heinz is the former political director for the Keystone Mountain Lakes Regional Council of Carpenters (KML Regional Council), which represents carpenters and affiliated trades workers in New Jersey, Pennsylvania, Virginia, West Virginia, Delaware, Maryland and the District of Columbia. He was born in Massachusetts before moving to Virginia where he started his professional career.

Heinz began working with the Carpenters union on campaigns in Virginia while he was still in high school. He maintained that relationship while working in nearly every department and leadership of various political campaigns, including managing two local races and serving as field director for a U.S. Congressional campaign, predominantly in Virginia. He was hired as deputy political director for the KML Regional Council and eventually promoted to political director, building and managing union political and legislative efforts in many areas not considered strongholds for the union.

"There are few jobs that I would begin to consider transitioning to from where I was," Heinz says. "But my family roots, history, and passion for serving the members of the United Brotherhood of Carpenters began in New England and I'm excited about coming back and working with Tom Flynn, Joe O'Brien and the members here."

Steve Joyce, who has served as political director for the union for several years, has increased his work as Executive Director of Contractor Relations for the union as well as Executive Director of the New England Carpenters Labor-Management Program, a cooperative and promotional group for the partnership between the union and its signatory employers. He will continue to serve as co-political director with O'Brien for an undetermined period of time.

O'Brien and Heinz will coordinate their efforts with the council's existing political team in Albany, giving NERCC a powerful political team throughout the region.



Joe O'Brien

In my three decades of public service I have had the opportunity to see first-hand the remarkable work that members of the Carpenters union are doing...

- JOE O'BRIEN



Ian Heinz

...my family roots... and passion for serving the members of the United Brotherhood of Carpenters began in New England ...

- IAN HEINZ

EBoard Confirms Four Seats

Delegates to the New England Regional Council of Carpenters elected four officers to the Executive Committee of the Council's Executive Board to fill terms that will expire in June of 2021.

Each of the offices had been temporarily filled by appointments made by Executive Secretary-Treasurer Tom Flynn. But with more than half of the terms still to be served when those appointments were made, the election was held.

Bill Banfield of Local 279 in Hopewell Junction, NY; Dave Haines of Local 277 in Binghamton, NY; Krystal Green of Local 326 in Yalesville, CT; and Dennis Lassige of Local 346 in Randolph, MA; were successfully elected and sworn in at the meeting. Rick Anderson of Local 346 was also nominated, but failed to win election.

Two positions were added to the board in January of 2018 when the five local unions from New York were added to the Council. They had been filled by Brothers Haines and Banfield. Krystal Green was appointed in December of 2018 to fill a position left open by the resignation of John Cunningham. Gary DeCosta's resignation from the board this summer was filled by the appointment of Dennis Lassige.

"With the changes we've had in our Council and the length of time left on these terms, we thought holding an election was the right thing to do," said Flynn. "I think this Board is well constituted to take on the challenges that face our union and I look forward to our doing good work for our members."

Eboard confirma cuatro asientos

Los delegados al Consejo Regional de Carpinteros de Nueva Inglaterra eligieron a cuatro oficiales para el Comité Ejecutivo de la Junta Ejecutiva del Consejo para llenar los términos que expirarán en junio de 2021.

Cada una de las oficinas han sido ocupadas temporalmente por nombramientos hechos por el Secretario-Tesorero Ejecutivo Tom Flynn. Pero con más de la mitad de los términos por cumplir cuando se hicieron esos nombramientos, la elección se llevó a cabo.

Bill Banfield del Local 279 en Hopewell Junction, NY; Dave Haines del Local 277 en Binghamton, NY; Krystal Green del Local 326 en Yalesville, CT; y Dennis Lassige del Local 346 en Randolph, MA. fueron elegidos y juramentados con éxito en la reunión. Rick Anderson del Local 346, el estado también fue nominado, pero no ganó las elecciones.

Se agregaron dos posiciones a la junta en Enero de 2018 cuando los cinco sindicatos locales de Nueva York se agregaron al Consejo. Habían sido llenados por los hermanos Haines y Banfield. Krystal Greene fue nombrada en Diciembre de 2018 para ocupar un puesto que quedó abierto por la renuncia de John Cunningham. La renuncia de Gary DeCosta a la junta este verano se completó con el nombramiento de Dennis Lassige.

"Con los cambios que hemos tenido en nuestro Consejo y el tiempo restante en estos términos, pensamos que tener una elección era lo correcto", dijo Flynn. "Creo que esta Junta está bien constituida para asumir los desafíos que enfrenta nuestro sindicato y espero que hagamos un buen trabajo para nuestros miembros".



Bill Banfield



Dave Haines



Krystal Green



Dennis Lassige



Training for Pile Drivers in the northeast just took a major leap forward.

The Eastern District of the United Brotherhood of Carpenters has opened a training facility in Hammonton, New Jersey, that will provide hands-on pile driver training in real-world conditions for apprentices in three regional councils from Maine to Maryland, including the New England Regional Council of Carpenters.

Opened in September, it will host groups of apprentices for four days of training on a 15-acre site fully equipped with what would be used on a live site.

The first training module being implemented is cofferdam construction, a program 14 first-year apprentices from Massachusetts Pile Drivers Local 56 completed in September.

Apprentices worked on layout, excavation, rigging, hoisting and vibrating 25-foot sheets into the ground, as well as plumbing sheets and using whaler systems. Welding and burning are also part of the cofferdam program.

The cost of equipment alone has made this kind of training prohibitive for local unions or even regional councils, so the investment by the UBCs Eastern District allows for a significant advance in training for members.

“This is a huge boost for our members and our employers,” said David Borrus, Council Representative for Local 56. “This is real-time construction on jobsite conditions, but with expert ongoing instruction. They learn how to work in teams and will go back to work for our employers with more confidence and a higher level of ability.”

Pat Paul, the pile driving instructor for the New England Carpenters Training Fund, accompanied the group of apprentices and helped instruct them, using UBC-developed curriculum.

The cofferdam construction program is the first of what is expected to be several training modules offered at the New Jersey site. Apprentices could go to New Jersey for up to six of the sixteen school sessions required during their apprenticeship. The remaining sessions would be completed at the New England Carpenters Training Center in Millbury, Massachusetts, or other training centers throughout the council.

This is a huge boost for our members and our employers. This is real-time construction on jobsite conditions, but with expert ongoing instruction.

”

They learn how to work in teams and will go back to work for our employers with more confidence and a higher level of ability.

—DAVID BORRUS,
COUNCIL REPRESENTATIVE
FOR LOCAL 56

From left, Pile Driving instructor Edward Pomykacz and Local 56 apprentices, Makeysha Richards, Troy Santosuosso, and Sophak Peth, installing sheet piling to build the cofferdam as part of their training at the Thomas C. Ober Carpenters Training Center in Hammonton, N.J.

(Photo by Dave Borrus/NERCC).

DELEGATES to the New England Regional Council of Carpenters

Delegates to the New England Regional Council of Carpenters are elected by vote of the members of each local union affiliated with the council. The number of council delegates elected by each local union is dictated by the number of members in the local, in accordance with NERCC bylaws. Elected delegates and alternates attend quarterly delegate meetings of the council and elect council officers.

LOCAL 51

Edward Bozian
Thomas Carey
Bryan Lohr
Richard Manganaro
Robert Meighan
Andrew Vooris
Paul Horstmann, Jr.*
Michael Veno, Sr.*

LOCAL 56

David Borrus
Michael Davey
Ziven Drake
Brian Richardson
Juan Novoa*
Nicholas Schulz*

LOCAL 276

Jomo Akono
Christopher Austin
William Bing
Stephen Cappelletti
Dallas Garlow
Kirk Kazial
Jeffery Kowalczewski

Leroy McDonald Phillip
Thomas Page
Jeffrey Pasnik
Paul Ritzenthaler
Christopher Stone
Brandon Young
Danielle Cole*
Thomas Kelly*

LOCAL 277

Norman Cory
Kevin Eisnor
Todd Fish
Brian Haines
David Haines, Jr.
Francis Iorizzo
Mitchell Latimer
James Mason
William Maxim
Brian Noteboom
Michael Sanford
Marie Smithgall
Frederick Swayze, Jr.
Kevin Tillotson
Robert Tokos
Jonathan Weston
Ian Williams
Robert Wilmott
Perry Clark*

Nathan Palmisano*

LOCAL 279

William Banfield
Paul Cassel
Edward Cooke
William D'Attore
Danny Durham
Pedro Galaviz
Jacob Greenfield
Stephen Jones, Jr.

James Malcolm
Augusto Marciante
Robert Owens
Matthew Ross
Kevin Smith
Scott Smith
Edmond Streich
Kyle Thomas
Travis Hunt*
Leodegario Muniz*

LOCAL 290

Edward Enders
Thomas Ferris
Nicole Grodner
James Hayes
Scott Heppler
Alan Just

Paul Leo
Justin McCavanagh
Elaine Nicholetti
Santo Oliveri
Linton Smith
Anthony Villa
Mark West, III
Timothy Abrams*
Joseph Reina*

LOCAL 291

Rosalee Carlton
Curtis Carlton
Christopher Dugan
Candice Gasson
James Margiotta
Peter McAnearney
Thomas McKiernan
Shaleeak Michael
Louis Radliff, Jr.
Michael Shanahan
Gabriel Vitetta
Alvin Sumpter, Jr.*
Benjamin Villano*

LOCAL 326

Martin Alvarenga
Christopher Bachant

William Baker, III
Robert Bennett
John Canny
Ana Cardona
Bruce Conroy
Edwin Crespo
Krystal Green
Michael Iacoviello
David Jarvis
Jason Lebel
Michael Luzzi
Bruce Lydem
Richard Monarca
MarcAnthony Okun
Michael Oliver
Ernest Pagan
Juan Rivera
Michael Robinson
Frank Scalo, Jr.
Steven Sipperly
Gerald St.Louis, Jr.
Jeff Wolcheski
Yoshika Crews*
Kelly Johnson*

LOCAL 327

Dionte Bell
Joseph Byrne
Keisha Campbell

Nicholas Cotterpong
Mark Dellascio
Grady Eason
James Fahey, Jr.
Thomas Flynn
Daniel Flynn
Jeffrey Glynn
Robyn Linscott
James McAndrew, Jr.
Christopher McDermott
Matthew Montanino
John Murphy, Jr.
Rile Rhodes
Desmond Roach
Jose Rodriguez
Raheem Shepard
Orlando Stallworth
Joseph Stoller
Joseph Walsh
Ana Edwards*
William Lynch*

LOCAL 328

Dennis Ambrose
Justin Anshewitz
Scott Boussy
James Burrows



I do hereby solemnly and sincerely pledge my honor

in the presence of the members of this Order here assembled to perform the duties of my office as prescribed in the Constitution and Laws—unless prevented by sickness or some unavoidable accident—that I will deliver to my successor in office all books, papers, and other property of the United Brotherhood that may be in my possession at the close of my official term. All of this I most sincerely promise—with a full knowledge that to violate this pledge is to stamp me as a person devoid of principle - and destitute of honor only worthy of the scorn and contempt of my Brothers and Sisters.

Oath

Nicholas Crimaldi
John Cusack
Jeffrey Donahue
Daniel Fahey
Jeffrey Martin
John Mathurin
Hugo Morales
Gregory Poole
Dylan Reilly
Sean Shanahan
Michelle Wright
Christopher Correia*
Michael DiBenedetto*

LOCAL 330

Kevin Anderson
Robin Booth
Anita Bruno
Gary Cipalone
Luis Corona Alvarado
Paulo Duarte
John Flanagan, IV
Michael Holmes
Paul Jordan
Paul Lander
Zachary McQuesten
Carl Silva
Osmond Weekes
Joshua Accetturo*
Sergio Ramos*

LOCAL 336

Richard Anketell
Duane Bastarache
Damian Bell
Matthew Calistro
Angel Castillo
Nathaniel Garand

David Grange
Edward Gravel
Joel Gregory
Timothy Kissane
Matthew McGurn
Eric Skowron
Andrew Wall
Todd Carlson*
Erik Stevens*

LOCAL 339

Alan Boswell
Daniel Campagna
Evens Cimea
Andrew Croteau
Manuel Domingues
Robert Feeley
Victor Fitzgerald
Thomas Geary
Chris Juszczak
Kevin McDermott
John McFarland
Sara Richard
Gelmira Alba*
Robert Judson*

LOCAL 346

Richard Anderson
Frank Baxter, IV
Mark Kauranen
Dennis Lassige
John Manning
Amelia Phinney
Michael Sullivan
John Fonseca*
Jeffrey Samways*

LOCAL 349

Tyler Green*
Jeffrey Grinvalsky
John Leavitt

Daniel Leclerc
Peter Uribe
Walter Smith*
LOCAL 352
Richard Cummings, Jr.
Blaine Hanson
Daniel Heckathorn
Tracey Loftis
Jeremiah Nolan*
Robert Plunkett*

LOCAL 723

Elmer Boyd
Patrick Flaherty
Jennifer Frederico
Hanani Medina
Rodney Allen*
Paul Healey*

LOCAL 1302

Michael Malone
Robert Tardif
Gerald Renaud, Jr.*
Jacob Ruff*

LOCAL 2168

Luis Daya
Mynor Perez
Paul Vilela
Noel Xavier
David Young
Hector Rivera*
Ricardo Xavier*

LOCAL 3073

Nate Proper
Paul Michaud, Jr.*

**Signifies Alternate*

National Comedy Center

This Job Was No Joke

Our union contractors and carpenters build the world's greatest!

The National Comedy Center in Jamestown, New York, has been named one of TIME's "World's Greatest Places" in 2019.

The National Comedy Center was selected as one of only "100 new and newly noteworthy destinations to experience right now" and one of only nine attractions to visit in the United States. To add to its list of honors, it was selected by *People* magazine as one of the "100 Reasons to Love America" and earlier this year, it was voted a "Best New Attraction" by *USA TODAY* readers, ranking number 2 out of 20 new attractions and selected as the number one museum and number one ticketed attraction in the country. Visitors from all 50 states and nine countries have given the Center a rare 5/5 rating on TripAdvisor, ranking among the highest in the attraction and tourism industry.

The 37,000-square-foot world-class facility was built by general contractor E.E. Austin & Son, Inc. and Local 276 carpenters.

"E.E. Austin is proud to be part of such a unique project. We could not have handpicked a better crew to work on this state-of-the-art facility. The quality of work, productivity and professionalism carried out by every union carpenter on this project was exceptional," said Mike Dolph, General Superintendent at E.E. Austin and Son, Inc.



”
Thanks to the contributions of so many talented designers, craftsmen, and content creators, I know that we've hit our mark.

- TOM BENSON, PROJECT CHAIRMAN

Having opened in August 2018 in Jamestown, New York, the museum complex offers an unprecedented visitor experience using state-of-the-art technology and personalization which enables visitors to take an interactive journey through comedy history.

“Our goal was to create a world-class attraction where visitors from all over the world would be entertained, educated, inspired and just have fun,” said Tom Benson, National Comedy Center Project Chairman.

“Thanks to the contributions of so many talented designers, craftsmen, and content creators, I know that we've hit our mark. It's wonderful to walk through the building now and hear laughter ringing from all corners – from people of all ages and walks of life. *TIME* selecting the National Comedy Center as one of the 'World's Greatest Places' is icing on the cake,” Benson added.

Jamestown is the ancestral home of Lucille Ball, the “Queen of Comedy,” and the 37,000 square feet of exhibits at the National Comedy Center, according to its mission statement, embodies Lucille Ball's vision for her hometown to become a destination for the celebration of the comedic arts.

“None of this would be possible without our General Contractor, E.E. Austin. The work they have done has just been phenomenal,” said Journey Gunderson, the National Comedy Center's Executive Director.





Photo courtesy of Local 326.

Union Cookouts Bring Members Together

Though unions are predominantly work-focused organizations, they have also traditionally encouraged social activities to foster solidarity.

Holiday parties, summer picnics and dinner dances were common events in any local union when union members and often their families would come together and share recreational time earned by their hard work.

The New England Regional Council did a bit to start reviving those traditions at the end of the summer, sponsoring member events at each local union, before monthly meetings. The cookouts were a way for members to socialize and catch up with fellow Brothers and Sisters that they might not have seen for a while.

The cookouts were a way for members to socialize and catch up with fellow Brothers and Sisters...

It was also a chance for Executive Secretary-Treasurer Tom Flynn and his senior leadership team to talk one-on-one with members and get to know them a bit, socially. Flynn and the leadership would then attend the monthly meeting and have question-and-answer sessions with the members as a group.



Photo courtesy of Local 330.

Las parrilladas fueron una forma para que los miembros socializaran y se pusieran al día con sus hermanos y hermanas ...



Photo courtesy of Local 290.

Parrilladas del sindicato reúne a los miembros

Aunque los sindicatos son organizaciones predominantemente centradas en el trabajo, también han fomentado una tradición de actividades sociales para enforzar la solidaridad. Las fiestas navideñas, los picnics de verano y los bailes con cena eran eventos comunes en cualquier sindicato local cuando los

miembros del sindicato y sus familias se reunían y compartían el tiempo recreativo ganado por su trabajo duro.

El Consejo Regional de Nueva Inglaterra hizo un poco para comenzar a revivir esas tradiciones al final del verano, patrocinando eventos de miembros en cada sindicato local, antes de las reuniones mensuales. Las parrilladas fueron una forma para que los miembros

socializaran y se pusieran al día con sus hermanos y hermanas que haga visto por un tiempo.

También fue una oportunidad para el Secretario-Tesorero Ejecutivo Tom Flynn y su equipo de liderazgo sénior para hablar uno a uno con los miembros y conocerlos un poco, socialmente. Flynn y los líderes asistirían a la reunión mensual y tendrían sesiones de preguntas y respuestas con los miembros como grupo.



Floorcoverers Local 2168 members Viviane Alemao, left, and Jessica Lambert at their cookout.

Photo courtesy of NERCC staff.



Photo courtesy of Local 723.

The New England 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.

Sciaba Construction Corp.

Walpole, MA

Webb Construction

Norwalk, CT

Specialties: concrete forms & accessories

Bidding Range: \$50,000-\$2,000,000

Empire Marine Corp.

Hilton, NJ

Specialties: marine construction, commercial diving, welding

Manafort Transit, LLC

Plainville, CT

Specialties: piledriving

Bidding Range: up to \$100,000,000

Capital Distribution & Delivery

Bedford, NH

Specialties: toilet, bath & laundry accessories

Bison Contracting

Buffalo, NY

Specialties: scaffolding

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

Edbauer Construction

West Seneca, NY

Bidding Range: up to \$15,000,000

Ajay Glass & Mirror Co., Inc.

Canandaigua, NY

Specialties: metal, doors & windows

Bidding Range: \$500,000-\$15,000,000

Holder Group

Little Falls, NJ

Specialties: drywall & metal studs

Bidding Range: \$100,000-\$5,000,000

Peony Flooring

Highland, NY

Specialties: flooring, access flooring

SAP Contractors NYC Corp.

Fresh Meadows, NY

Specialties: woodframing, drywall & metal studs

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

Whitehawk Construction Services, Inc.

Hamden, CT

Bidding Range: \$10,000-\$20,000,000

Ferraro Pile & Shoring, Inc.

Alden, NY

Specialties: foundation & loading-bearing elements

Bidding Range: \$100,000-\$6,000,000

Welkin Mechanical, LLC

College Point, NY

Specialties: plumbing & refrigeration

Maritime Mechanical

Cortland, NY

Specialties: commercial diving, welding

Bidding range: up to \$150,000



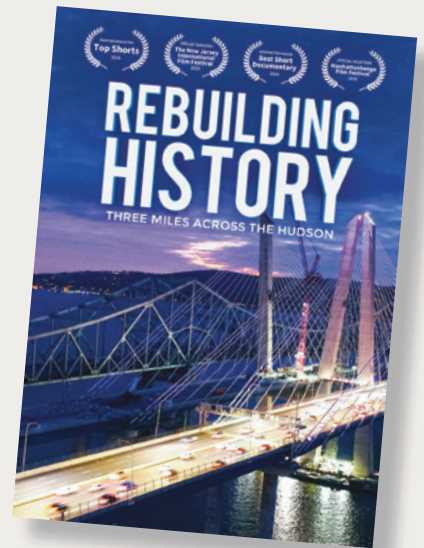
FIND A WINNING PARTNER!

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



REBUILDING History

Three Miles Across THE HUDSON



Rebuilding History: Three Miles Across the Hudson, is an award-winning documentary that tells the captivating story of 150 Local 279 carpenters and their journey as they rebuilt history: the 3-mile-long Tappan Zee Bridge over the Hudson River in New York.

The film delves into the trials and tribulations of one of the largest architectural rebuilds in history, developing not just a new bridge, but also a safer motorway for future generations. The Governor Mario M. Cuomo Bridge means less congestion and frustration for motorists, with eight general traffic lanes and space for disabled vehicles, emergency responders and buses. More than 7,000 people have worked on the project so far and Tappan Zee Constructors, LLC (TZC) has utilized more than 847 New York companies to help build the new twin-span bridge.

This is a story of never giving up, even in the face of adversity – a story of determination, perseverance, and sheer grit. The men

and women—our union carpenters—stood behind the project with great energy and enthusiasm, determined to change history, strengthen economies and communities, and represent pure pride.

This powerful story has already won Best Short Documentary at the Indiefest Festival, and Best Inspirational Documentary at the TopShorts Awards thus far. It's a must-see of 2019 and will be featured in film festivals across the United States in the upcoming months. For more information please visit www.rebuildinghistory.film.

Above: A still shot from the film.

Bottom right: Photo courtesy of New York State Thruway.



YOUR PRESENCE AND YOUR VOICE MAKE A DIFFERENCE

- When employers mistreat carpenters.
- When project owners and developers play dumb.
- When politicians and enforcers need a “heads up.”
- When the public needs to know.
- When our standards are being threatened.
- When carpenters need our support.

**WHEN WORKERS
RIGHTS ARE
UNDER ATTACK,
WHAT DO WE DO?
STAND UP!
FIGHT BACK!**

NERCC Builds Important ICRA PARTNERShip

Partners Healthcare, a Boston-based non-profit hospital and physicians network, has adopted the Best Practices in Healthcare Construction – ICRA training program, which was developed by the Carpenters union for trades workers and health professionals.

This will provide members and our signatory contractors more opportunities for working throughout the New England Regional Council of Carpenters.

The adoption of this program by Partners means that all carpenters will need to have a current 24-hour ICRA certification to be eligible to work on construction projects at Mass General Hospital, Brigham & Women's Hospital and Faulkner Hospital. In the coming months, the certification will be required at other Partners Healthcare facilities within their network and by other healthcare providers within the NERCC.

“To receive a commitment from Partners requiring ICRA-trained carpenters across their many projects is extremely encouraging but also reflects the level of professionalism and skill each of our union carpenters brings to the job every day,” notes Harry Dow, ICRA Lead for the New England Carpenters Labor Management Program.

Working safely and efficiently in a healthcare environment requires shared knowledge across all members of the facility and building team. Issues as diverse as infection and contamination risk, facility protocols, jobsite conduct, and communication are all key to success in healthcare construction.

The 24-hour training certification involves four, 4-hour classroom sessions and one Saturday in the shop working in a mock-up hospital display. Multiple classes are being offered across the NERCC to make getting or updating certification as easy as possible for all members. Visit nectf.org/courses for a list of upcoming classes.

Massive Support Flocks to the "Quinn-dow"

Come all without, come all within. You'll not see nothing like the Mighty Quinn



— MIGHTY QUINN, LYRICS BY BOB DYLAN



The Waters family with Dropkick Murphys' Ken Casey, right, and Tim Brennan, front.

There are few challenges tougher than being a parent whose child is seriously ill. For Local 327's Jarlath Waters and his family, it's a tough reality, but one that's made him realize how important his union, his employer and his community are to him. It's a lesson that's been brought right to his front window.

In February of this year, the day after his third birthday, Quinn Waters was diagnosed with a brain tumor. The day after that, he had surgery to remove 90% of the tumor. The remaining portion was resting on his brain stem and has been treated with three rounds of chemotherapy, one round of high-dose chemotherapy and one stem cell transplant.

The treatments have left his immune system so vulnerable that Quinn has had to stay indoors to avoid any sort of infection. Jarlath, Quinn's mom Tara and his sister Maggie have also had to curtail their lives to keep from bringing home a virus or other germs that might hurt Quinn.

Jarlath says his union health insurance has been a blessing, covering most of what he says has been "a stack of bills up to the ceiling," but being out of work for months has made things financially difficult. There have been almost daily trips to the hospital that require money for gas and parking as well as other day-to-day living expenses that have added up. That's where his union and others in the industry started to step up.

"They've been incredible," he says. "Some came by and remodeled the basement so that Quinn has had a nice space to play while he's confined to the house. Guys I work with have been selling t-shirts, hardhat stickers and donating blood and platelets. They've been great."

Waters was working for S&F Concrete on a project in Boston when Quinn was diagnosed. They've guaranteed him a job as soon as he's able to return to work. He said company Superintendent Steve Monteiro, a member of Local 328, and the job steward Desmond Roache, have been in touch regularly, checking in on the family and providing support.

"It really is a Brotherhood. I've made lifelong friends in the union. It is like family and it's not hard to work for a company like S&F when you know they have your back the way they've had mine."

Waters said the financial and emotional support has been great, but what union members and others have done that's been so helpful is raise the profile of "the Mighty Quinn" and his battle with cancer.

Aside from hospital visits, one of Quinn's only personal connections to the outside has been through a window at the front of the house, which has become known as the "Quinn-dow."

"He loves it when people come by the house and he can watch out the window. The first motorcycle rally that came by had about 137 bikes and Quinn loved seeing and hearing them all."

The shirts, hardhats and a steady string of events encouraged a swell of publicity.

"It started with a few people, friends and guys from the job, then it snowballed, everyone wanting to put a smile on his face," he said. "There's been a car rally with 200 cars, Local 103 came by with the Northeast Electrical trucks, the fire, police and EMTs have come by with their trucks and sirens.



Jarlath, right, with Quinn.

We've had a fleet of mail trucks and the Boston Police Gaelic Column came by to play for him. It's been overwhelming."

Quinn has also gotten visits from the Dropkick Murphys, the Boston Bruin Charlie Coyle, the New England Patriot Cheerleaders and a personal video shout out from Tom Brady.

"The fundraising is helpful, but the visits have been amazing," Waters says. "It means he's not just stuck in the house staring at four walls. The good energy is more important for him than the money is for us."

Quinn suffered a setback in September, when he had to be admitted to the hospital with a blood infection, but all of his supporters stood by his side, waiting for a chance to return to his window and see "the Mighty Quinn."

"He's such an upbeat little kid," Waters says. "Always happy. When bad days are going on in the world, this community spirit brings people together."

For more information on The Mighty Quinn, including events and ways to offer financial support, visit "The Mighty Quinn" Facebook page or visit mightyquinn.godaddysites.com

Progreso de toda la vida a través de la unión y acción política

Soy residente de toda la vida de la ciudad de New Haven, Connecticut. Soy dueño de una casa, carpintero, representante del consejo y padre con hijos. Me involucré en la campaña del alcalde Toni Harp debido a los cambios que ella inició en esta ciudad y en nuestro sindicato.

Antes de que los carpinteros sindicales comenzaran a trabajar en proyectos facilitados por Toni Harp cuando era senadora estatal, nuestro local tenía muy pocos miembros minoritarios de New Haven. Ahora tiene más de 150 miembros y más del 35% de minorías en todo el estado. Solo en los últimos 18 meses, nuestro sindicato ha acogido a 45 residentes de New Haven, que en su mayoría son de vecindarios de bajos ingresos.

Tenemos representación minoritaria en nuestra junta ejecutiva del consejo regional, dos asientos en la junta ejecutiva del Local 326 están ocupados por residentes minoritarios de New Haven y tenemos cuatro delegadas Afroamericanas en el local. Estoy orgulloso del trabajo que mi sindicato y yo hemos realizado para lograr estas hazañas notables y no dudo en decir que el alcalde Harp desempeñó un papel importante en este éxito.

Su elección como alcalde en 2013 marcó un cambio en el enfoque de nuestro sindicato trabajando en New Haven y más allá. No habíamos respaldado al alcalde Harp y no teníamos el programa sólido para contratar en el local que tenemos ahora. Ella no guardo rencor, pero sugirió que invirtiéramos en crear caminos hacia trabajos de aprendizaje para residentes de New Haven y personas de color. El sindicato estuvo de acuerdo y me asignaron a dirigir nuestro esfuerzo.

Desde entonces, nuestro sindicato y el alcalde Harp han creado un entorno en el que muchos residentes de New Haven se benefician en la construcción a lo grande con empleos de clase media y afiliación sindical.

Este trabajo ha brindado más oportunidades para personas con historias como la mía. Crecí en West Rock, enfrentando dificultades que muchos residentes en este vecindario todavía enfrentan; aumento de alquileres, violencia y falta de oportunidades. Mi vida cambió cuando me convertí en aprendiz carpintero sindical. Me ofreció la oportunidad de ir más allá de la supervivencia a la seguridad económica para mí y mi familia.

Tener un trabajo sindical también me permitió recuperarme de una terrible injusticia. En 2007, fui acusado falsamente de asesinato. Mi familia y yo no podíamos pagar la fianza de \$3 millones, por lo que permanecí en prisión durante 14 meses mientras continuaba mi juicio. Tuve la suerte de tener un buen defensor público y fui exonerado de todos los cargos en mi juicio.

Mi experiencia es algo única, pero muestra cómo algo completamente fuera de tu control puede cambiar tu vida. Los sindicatos brindan seguridad contra estos desafíos. Pude continuar mi carrera como carpintero. ¿Habría podido hacerlo si estuviera en un trabajo no sindicalizado?

Creo que cada trabajador en nuestra ciudad merece la seguridad de un trabajo sindical. El alcalde Harp también cree lo mismo. Además de liderar la contratación local, trabajó con nosotros para establecer un programa de pre-aprendizaje en Hillhouse High School y organizar reuniones periódicas entre Desarrollo Económico y los oficios. Como resultado de nuestros esfuerzos combinados, Yale

ha reiniciado sus reuniones de EEO y está presionando a sus cuatro empresas de construcción más grandes (Dimeo, Turner, Skanska, Gilbane) para que contraten a más personas de cada vecindario de New Haven.

Con cada contratación local, tengo la oportunidad de compartir mi historia y convertirme en un mentor. Ayudo a los miembros a reconocer las oportunidades disponibles si se comprometen a aprender el oficio y a hacer el trabajo. Trabajo con ellos para asegurarme de que los desafíos que experimentaron al crecer no impidan su éxito en los oficios.

La alcaldesa Harp perdió su reciente elección primaria, pero no estoy menos orgullosa del trabajo que hicimos juntos. Ese trabajo tendrá un impacto que durará en nuestra ciudad y nuestro sindicato.

Cuando miro el horizonte de New Haven, veo mi trabajo y el de mis vecinos. Veo las habilidades de nuestros residentes y la seguridad de sus familias. Veo el trabajo de un líder electo como el alcalde Harp. Y juntos, puedo ver un mejor New Haven, una ciudad donde podemos vivir y trabajar con dignidad, una ciudad donde trabajamos en unidad. Por eso soy un carpintero sindical involucrado en política.

Ernie Pagan es miembro del Local 326 de Carpinteros en Connecticut y representante del consejo del Consejo Regional de Carpinteros de Nueva Inglaterra. Una versión de esta pieza se publicó anteriormente en el Registro de New Haven.

Carpenters Continue Growth of Seaport with OMNI

Work is well underway at the Omni Boston Hotel at the Seaport across the street from the Boston Convention and Exhibition Center. Crews from S&F Concrete have been on site and were making significant progress on the first of two 21-story twin towers as the summer came to an end.

The towers will each feature cast-in-place concrete towers on top of six-story steel podiums on either side of a four-floor center section. The center section will incorporate a prefabricated, light-gauge metal frame system manufactured by Jobsite Steel and installed by East Coast Interiors (ECI).

The Omni will be the first project in Boston proper featuring Jobsite Steel. The employees in the company's main manufacturing plant just outside of Knoxville, Tennessee, are UBC members. The company is known for its highly efficient panels that are designed, produced, packaged and shipped to maximize efficiency in construction. ECI previously built with Jobsite Steel on a Homewood Suites by Hilton in Providence.



Union carpenters lay decking for the PERI Skydeck systems.

The Omni Hotel will provide badly needed hotel space for the Convention Center and the Seaport District. The \$500 million project is being built by union general contractor John Moriarty and Associates and union carpentry subcontractors.



From left, Asia Tarver of Local 327 and Robert Riccio of Local 328 prepare the deck for the concrete pour.

The productivity of union carpenters and employers was expected to allow Century Drywall to begin ramping up their portion of the work on the project this fall.

The Omni Hotel will provide badly needed hotel space for the Convention Center and the Seaport District. The \$500 million project is being built by union general contractor John Moriarty and Associates and union carpentry subcontractors.

It will provide more than 1,000 rooms, 47,000 square feet of retail space and more than 100,00 square feet of convention space. When finished, it will be the largest hotel in the Seaport District and the fourth largest hotel in Massachusetts. Albert Spahiu is the carpenter steward on the project for Carpenters Local 327.

Investors in the project include the New England Regional Council of Carpenters and other affiliates or benefit funds affiliated with the United Brotherhood of Carpenters. The project was given very high marks by investment advisors and should provide healthy returns.



Omni Boston Hotel at the Seaport



From left, Jason Linton of Local 339, Bryan Proia of Local 328 and John Conroy of Local 328 install components of the PERI formwork bracing system.



From left, Rico Cabral of Local 327, Donata Wolterding of Local 328 and Dan Crowley of Local 330 level the core wall.

In Memoriam

The New England 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 279			LOCAL 326		
Earl C. Lemke, Jr.	20	68	Raymond Azzaro	48	68	Frank Bologna	75	94
			Donald Baker	44	74	Joseph Bonilla	14	63
LOCAL 56			Mario Baldassarra	55	83	Edward Dayton	61	93
John Fallon	19	65	Petrus Bouwman	58	93	Scott Dolloff	20	56
Mark Leblanc	39	64	Alfred Camardella	62	87	James Fraser	64	93
Edward Melanson	70	88	Martin Coyne	54	74	Dennis Guillemette	43	63
Packie Shea	54	79	Denis Cronin	36	90	Irving Henk	72	94
Robert Vynorius	25	59	Louis Dolfinger, Jr.	52	82	Hermel Levesque	51	74
			Louis Monti	68	87	Vincent Montanaro	39	88
LOCAL 276			Joseph A. Mottola, Jr.	35	54	Matthew C. Nagle, Jr.	49	80
Kurt Aeckerle	49	89	Anthony Pelliccio	71	94	Donald Pendleton	62	94
Gerard Huberth	72	95	LOCAL 290			Robert Sheard	53	74
Al Jones	70	93	Michael Ammerata	40	61	LOCAL 327		
Robert Slocum	59	80	Donald Beck	69	91	Michael Dussourd	4	44
Kenneth Turgeon	13	50	Ansgar Fagerland	63	88	Nicholas Fiorello	71	93
LOCAL 277			Richard Forelli	23	53	James Hanlon	72	93
Zakariya Abdullah	1	42	John Furlan	14	47	James Locke	55	76
Ralph Ariola	42	85	John Godden	16	51	Kenneth McDonough	55	76
Franklin Boyce	52	98	Ronald Graebe	46	71	Odell Peer	4	53
Paul Carrier	51	83	Dominick Malusa	59	87	Scott Ranlett	17	60
Donald Davies	54	91	Patrick Ouellette	65	97	LOCAL 328		
John Dombroski, Jr.	73	94	Robert Raby	38	77	Robert Cataldo	50	82
Frank Fischer	54	84	Thomas Regan	16	64	Gregorie Demers	32	78
George R. Lacroix, Jr.	63	94	George Williams, Jr.	55	78	Paul Doherty	31	65
Joseph J. Monaco, Jr.	38	69	LOCAL 291			Neil Gillis	11 mo.	31
Joseph Paragi	72	95	Walter Deay	68	87	Stanley Gwozdz	21	90
Richard Parmelee	62	86	James Morby	53	86	Yves Tardif	43	70
Robert Phillips	67	99	Bernard Pariseau	33	74	Normand Thibault	63	85
Victor Shadel	50	77	Jerry Phillips	34	58			
Kaare Sparby	39	81	Arthur Relyea, Jr.	48	78			
			Chester South	67	88			
			John Teauhey	53	89			

MEMBER	YEARS	AGE
LOCAL 330		
Manuel Amaral	21	63
Olivier Barrette, Jr.	64	87
Warren Bristow	72	98
Robert Caito	72	91
Remo Cicchelli	68	98
Aldo Ratti	73	96
Philip Rivard	34	64
Robert R. Townner, III	8 mo.	40
LOCAL 336		
Robert Berndt	51	93
David Berry	49	70
Peter Consolini	53	83
Anthony Dallesandro, Jr.	52	90
Leo Dufault	21	79
Gayle Fitzgerald	23	68
Harold Gionet	26	95
Homer Goldie	31	66
Stephen Grybowski	19	54
George Himmelman	34	75
Matthew Kennedy	16	48

MEMBER	YEARS	AGE
LOCAL 336 (Continued)		
Charles M. King, Jr.	53	85
David Prairie	21	62
Louis Renaud	62	94
Ernest Seidenberg	27	72
Joseph Siemasko	67	95
John Tighe	29	77
LOCAL 339		
Gino Desantis	27	90
Kenneth Godbout	15	36
Roger Coguen	40	81
Real Mathieu	44	81
Brian Moran	24	60
Bernard Nealon	21	74
Matthew Pendergast	72	92
Miguel Sousa	18	64
LOCAL 346		
Raymond Clapp	26	88
Marc Dupont	2	54
Ernest Salamone	25	66
Robert Stull	8	45

MEMBER	YEARS	AGE
LOCAL 349		
Dennis Curtis	36	77
Stanley Munson	31	72
LOCAL 352		
Earl Chase	50	86
LOCAL 723		
Andrew Dubuc	21	57
Terrance Murphy	8	43
LOCAL 2168		
Anthony Arnone	42	75

History Highlight

1931

The Davis-Bacon Act is passed, which established the requirement for paying prevailing wage on public works projects.

From left, Senator James J. Davis and Representative Robert L. Bacon, the co-sponsors of the Davis-Bacon Act of 1931 (historical photos from the Library of Congress).



What you earn depends on... What you Learn

A sampling of courses currently being offered at training locations across the NERCC.

ABC Building Code
Accessibility & Barrier Free Construction
Acoustical Ceilings
Advanced Ceiling Installation
Aerial Lift Operator Qualification
Ardex Surface Prep & Moisture Mitigation Certification
Basic Computers
Carpet INSTALL Certification
Concrete Floor Polishing Practical
Confined Space
Construction Master Pro
Doors and Hardware
Drywall Production
English as a Second Language
Exterior Composite Panels (ECP01)
Fall Protection (GS0001)
Finish Carpentry (CA01)
First Aid, CPR, AED (GS07)
*Primeros Auxilios -clase enseñada en Español)

FOREMAN TRAINING

Hazard Communication and Chemical Safety
Hazwoper
Hazwoper Refresher
Hoisting Continuing Ed

Union carpenters working at the Kendall Square Development in Cambridge, Mass.

Hot Works Permit Certificate
*Permiso para Trabajos en Caliente - clase enseñada en Español

ICRA: BEST PRACTICES IN HEALTHCARE CONSTRUCTION IN OCCUPIED FACILITIES

Interior Systems Layout
Intro to Flooring
Intro to Trim
Introduction to Concrete Floor Polishing
Introduction to Concrete Formwork
Introduction to Metal Framing
Lead Awareness
Mass. Construction Supervisors License Prep
Math for the Trades
OSHA 10-Hour for Construction
OSHA 30 Hour for Construction
*OSHA de 30 Horas -clase enseñada en Español
Panel Max
Peri Skydeck System
Powered Industrial Truck Operator – Industrial & Rough Terrain
Print Reading
Project Survey & Layout
Resilient INSTALL Certification

RIGGING QUALIFICATION (GS0011)

Rigging Qualification Refresher
Roof (Rafters) Framing
Rough Terrain
Scaffold User
Scaffolding Erector Qualification
Scaffolding Qualification Refresher
Sexual Harassment Training
Silica Training
Soffit Framing
Solid-Surface Installer Certification
Stair Layout and Framing (CA02)
Substrate Prep
Superintendent Training Program
Tarkett Level I
Total Station
Transition to 9th Edition and Energy Code
UBC Foreman Training

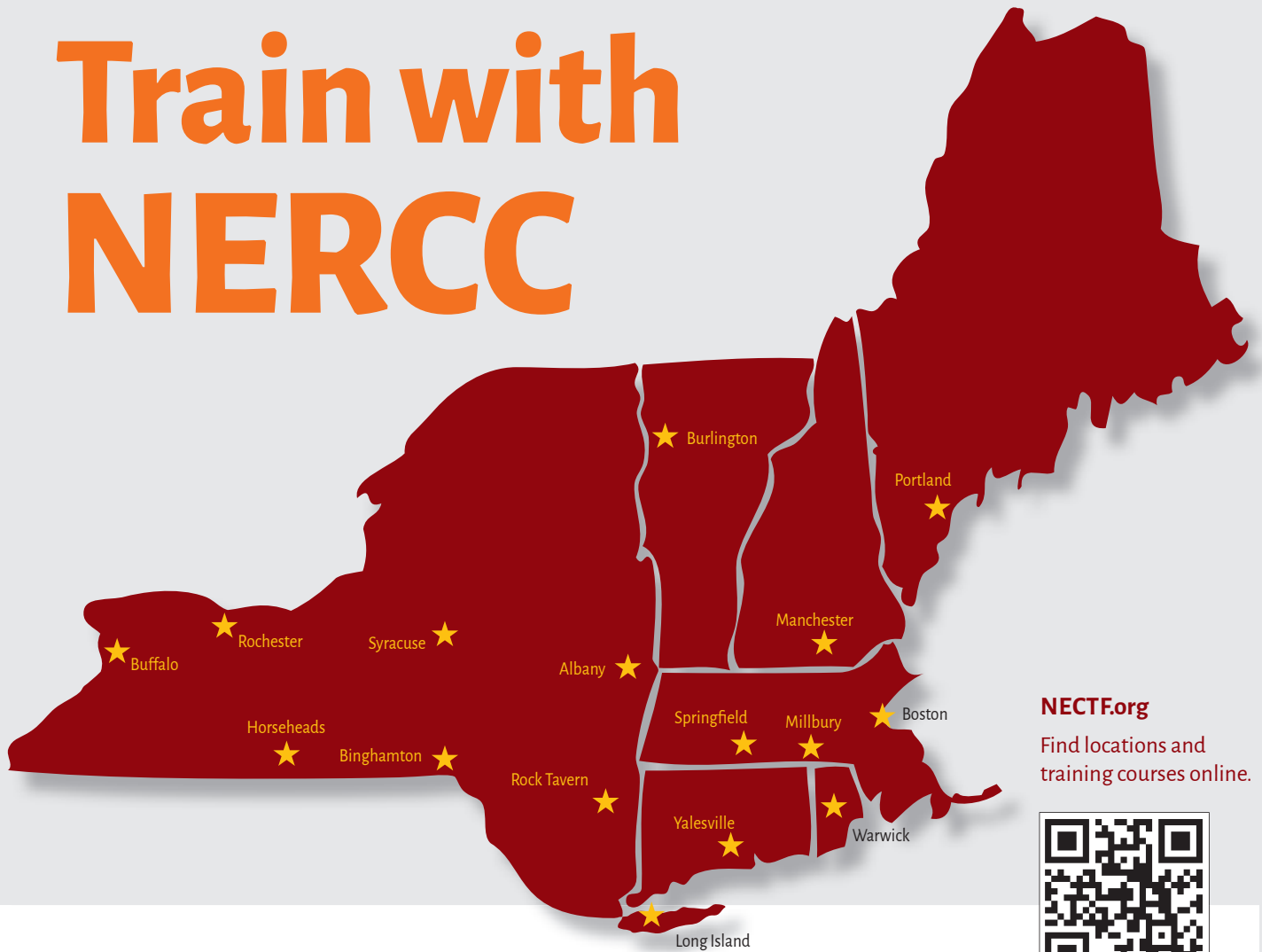
WELDING AND CUTTING

Welding Upgrade and Test Prep

Courses are added as demand arises. Be sure to visit www.NECTF.org for a complete listing of current classes being offered, including training locations, dates and times. You may register for classes online or by contacting the training facility directly.



Train with NERCC



NECTF.org

Find locations and training courses online.



New England Carpenters TRAINING FUND

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

Option 2: Millbury Apprenticeship

Option 3: CT Apprenticeship

Option 4: Skill Enhancement

info@nectf.org | NECTF.org



Boston Training Center
750 Dorchester Ave., Unit 2
Boston, MA 02125
508-792-5443, Option 4

Millbury Training Center
13 Holman Rd.
Millbury, MA 01527
508-792-5443, Option 2

Manchester Training Center
920 Candia Rd.
Manchester, NH 03109
508-792-5443, Option 4

Connecticut Training Center
500 Main Street
Yalesville, CT 06492
508-792-5443, Option 3

Long Island Training Center
270 Motor Parkway, Dept. B
Hauppauge, NY 11788
631-952-9555

Syracuse Training Center
6920 Princeton Ct.
Syracuse, NY 13212
607-760-9809

Albany Training Center
16 Corporate Circle
Albany, NY 12203
518-438-0901

Rochester Training Center
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 esta 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!

Se 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!



New England Carpenters Benefit 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.



New England Carpenters Training Fund

Apprenticeship and skills enhancement training throughout New England and New York state.

Thomas Fischer, *Executive Director*
James Hayes, *Assistant Executive Director*
James Barr, *Assistant Executive Director*

13 Holman Road, Millbury, MA -01527
508-792-5443

Options:

Option 2:
Millbury Apprenticeship

Option 3:
CT Apprenticeship

Option 4:
Skill Enhancement

In New York:

270 Motor Parkway, Dept. B,
Hauppauge, NY 11788
631-952-9555



What You Earn Depends On...What You Learn

NECTF.org  **Email: info@nectf.org**

Benefit Changes

Read, Listen, Ask about Benefit Changes

Trustees for health and retirement funds affiliated with the New England Regional Council of Carpenters continue to evaluate and make changes to fund structures and plans to ensure sustainability and quality benefits for members.

Changes for funds managing plans in Connecticut, Rhode Island and New York are being made that will lead to changes in benefits or qualifying requirements for plans. In other cases, changes are being made to more efficiently manage investments and operations and will not impact member benefit plans.

Changes made by benefit funds are always communicated to members well in advance of taking effect, generally in direct mailings to members' homes, and in discussions at monthly union meetings. Your labor trustees for the funds attend monthly union meetings to present changes and answer questions. They may be joined by representatives of the funds and are also available to answer questions by phone or by dropping by the nearest office.

Our members are among the most skilled and efficient in any industry and deserve quality benefit plans. Their benefits should and do reflect that.

— TOM FLYNN, EXECUTIVE
SECRETARY-TREASURER OF NERCC

While funds in our area continue to be financially sound, a number of factors make it essential that trustees remain vigilant:

- The continuing inflation in the cost of health care and prescription drugs.
- The importance of sustainably funding retirement plans so they can be relied upon by participants for long-term planning and long retirements.
- The negative implications on union employers' ability to win work and put our members to work in a competitive bid industry if the cost of benefits are excessive.

Being financially prudent does not mean that quality benefits plans will be eliminated.

"Though we have had to make some difficult decisions, we continue to offer health coverage and retirement plans that our members can be proud of," said Tom Flynn, Executive Secretary-Treasurer of the New England Regional Council of Carpenters. "Our members are among the most skilled and efficient in any industry and deserve quality benefit plans. Their benefits should and do reflect that."

Cambios de Beneficios

Lea, Escuche, Pregunte sobre los Cambios de Beneficios

Los fideicomisarios de los fondos de salud y jubilación afiliados al Consejo Regional de Carpinteros de Nueva Inglaterra continúan evaluando y haciendo cambios para financiar estructuras y planes para garantizar la sostenibilidad y la calidad de los beneficios para los miembros.

Se están realizando cambios para los planes de administración de fondos en Connecticut, Rhode Island y Nueva York que conducirán a cambios en los beneficios o requisitos de calificación para los planes. En otros casos, se están realizando cambios para administrar de manera más eficiente las inversiones y operaciones y no afectarán los planes de beneficios para de los miembros

Los cambios realizados por los fondos de beneficios siempre se comunican a los miembros mucho antes de que tomen efecto, generalmente en envíos directos a los hogares de los miembros y en discusiones en reuniones mensuales del sindicato. ¿Para sus fideicomisarios laborales? los fondos asisten a reuniones mensuales del sindicato para presentar cambios y responder preguntas. Pueden estar acompañados por representantes de los fondos y también están disponibles para responder preguntas por teléfono o dirigiéndose a la oficina más cercana.

Mientras los fondos en nuestra área continúan siendo financieramente sólidos, una serie de factores hacen que sea esencial que los fideicomisarios permanezcan vigilantes:

- La inflación continua en el costo de la atención médica y los medicamentos recetados.
- La importancia de financiar de manera sostenible los planes de jubilación para que los participantes puedan contar con ellos para la planificación a largo plazo y las jubilaciones a largo plazo.
- Las implicaciones negativas en la capacidad de los empleadores sindicales para ganar trabajo y poner a nuestros miembros a trabajar en una industria de licitación competitiva si el costo de los beneficios es excesivo.

Ser financieramente prudente no significa que se eliminarán los planes de beneficios de calidad.

"Aunque hemos tenido que tomar algunas decisiones difíciles, seguimos ofreciendo cobertura de salud y planes de jubilación de los que nuestros miembros pueden estar orgullosos", dijo Tom Flynn, Secretario Ejecutivo-Tesorero del Consejo Regional de Carpinteros de Nueva Inglaterra. "Nuestros miembros se encuentran entre los más calificados y eficientes en cualquier industria y merecen planes de beneficios de calidad. Sus beneficios deberían y reflejan eso".

NEW ENGLAND REGIONAL COUNCIL
OF CARPENTERS HOSTED THE

22nd Annual Carpenters Cure FORE Ovarian Cancer Golf Classic

AT PINEHILLS GOLF CLUB
IN PLYMOUTH, MASSACHUSETTS

This summer, the New England Regional Council of Carpenters hosted the 22nd Annual Carpenters Cure FORE Ovarian Cancer Golf Classic at Pinehills Golf Club in Plymouth, Massachusetts. The event brought together many leaders of the Carpenters union and construction industry as well as financial service providers.

This year's tournament cleared more than \$225,000 for the Research Foundation for the Treatment of Ovarian Cancer, Inc.

The fund strategically invests in progressive research, with a particular interest in promising treatment trials.

Leading outside sponsors for this year's tournament included:

Czech Asset Management
Radius Bank
Solamere Capital
The Cronin Group
Vitech
Blue Cross/Blue Shield of Massachusetts
BNY Mellon
UBCJA
Constitution Capital Partners
Intercontinental Real Estate Corporation
Meketa Investment Group
Related Fund Management
Robbins, Geller, Rudman & Down, LLP
TJ McCartney, Inc.
Washington Capital Management, Inc.



22nd Annual **Carpenters Cure FORE Ovarian Cancer Golf Classic**

AT PINEHILLS GOLF CLUB
IN PLYMOUTH, MASSACHUSETTS

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 New England Regional Council of Carpenters (“NERCC”) and NERCC 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 NERCC 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-NERCC organizations, and members-only benefits.

The agency fee payer reduction is based on NERCC’s, NERCC affiliated Local Unions’ and the United Brotherhood of Carpenters’ percentage of their expenditures that are devoted to “chargeable” and “nonchargeable” activities. NERCC’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 afilian a la unión y mantengan su membresía con la misma.

Esta ley y esta política son consistentes con los principios de la democracia donde rige la mayoría, y se asegura que todos los que se benefician con la representación de la unión compartan los costos que proporcionan esos beneficios. De forma consistente con este principio y la ley, los acuerdos de convenios colectivos entre empleadores y El Consejo Regional de Carpinteros en Nueva Inglaterra 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 rehúsan a afiliarse a la unión o renuncian a ella sólo hasta el punto de extender la “cuota financiera” requerida de la membresía. Es decir, el pago de cuotas de iniciación de la unión y los cargos periódicos. Por ley, no se puede requerir que los trabajadores se afilien a la unión como una condición de trabajo. Sin embargo, se les puede pedir que paguen a la unión una cantidad 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 NERCC 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 Nueva Inglaterra, Sindicatos locales afiliados al Consejo Regional de Carpinteros de Nueva Inglaterra 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 Nueva Inglaterra 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 NERCC.

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.

RETIREE 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 Monday 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@nercc.org.

SE MA (Local 346): 2nd Monday of the
month at the Bridgewater Public Library,
15 South Street, Bridgewater, MA,
at 4:30 pm. Contact: Amelia Phinney,
aphinney@nercc.org.

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@nercc.org.

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

Central MA (Local 336): quarterly at the
Worcester hall, 29 Endicott Street, at 5:30 pm.
Contact: Lisa Clauson, lclauson@neclmp.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@nercc.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. Contact: Anita Bruno,
anitaelectric@yahoo.com.

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@nercc.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@nercc.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@nercc.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, kcatz.voc@gmail.com.

Springfield: 1st Tuesday of the month
at 29 Oakland Street, Springfield, MA,
at 4:30 pm. Contact/Chair: Joe Rapoza,
jlk02222@msn.com.

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Schedule of Monthly Union Meetings

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	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 New England 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
Council Representative:
Vic Carrara

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: 518-458-1905
Team Lead: Chris Dugan

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

Carpenters Local 326

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

Carpenters Local 327

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

Carpenters Local 328

10 Holworthy Street
Cambridge, MA 02138
Phone: 617-391-9545
Regional Manager: Joe Byrne
Business Manager: Rich Pedit
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,
Paul Lander

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:
Chris Galatis, Joe Gangi, Jr.,
Kevin Kelley

Carpenters Local 346

21 Mazzeo Drive
Randolph, MA 02368
Phone: 781-353-5530
Regional Manager:
Dennis Lassige
Council Representative:
John Manning,
Amelia Phinney

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
Council Representative:
Dan LeClerc

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



New England Regional Council of Carpenters
750 Dorchester Ave., Unit 1
Boston, MA 02125

