

THE PROFESSIONAL

Winter 2021 | Volume XXIV | No.1

# Carpenter



INSIDE:

Built for **NOW**,  
Built to **LAST**





**We are strong. We are proud. We are united.**

**WE ARE ESSENTIAL.**

Let's continue to protect ourselves, our families, and our Brothers and Sisters by wearing a face mask and following all CDC guidelines.

**Stay vigilant. Stay safe. Stay essential.**





# Inside

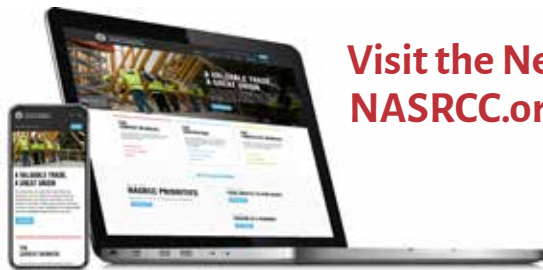
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Haciendo local en robo de salario



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Photos by Kyle West, Local 723, pictured to the right.



THE PROFESSIONAL

# Carpenter

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

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**Escanee este código para leer historias adicionales en español.**



**North Atlantic States Regional COUNCIL of CARPENTERS**

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Address changes or death notices should be reported to the appropriate Local Union, not the NASRCC or the *Professional Carpenter*.



## **NASRCC Scholarship 2021**

The scholarship sub-committee of the NASRCC has established the guidelines for eligibility, application and awarding of scholarships for 2021. Last year, over \$90,000 was awarded in varying amounts to 135 qualified applicants. Members in good standing and dependent children of members in good standing from any Local of the NASRCC may be eligible to apply.

The application deadline is Friday, April 9, 2021.

Visit [nasrcc.org/scholarship](https://nasrcc.org/scholarship) to review the eligibility requirements and fill out an application.

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## **Beca Escolar de NASRCC**

El subcomité de becas de NASRCC ha establecido las pautas para la elegibilidad, la aplicación y la concesión de becas para 2021. El año pasado, se otorgaron mas de \$90,000 en diferentes cantidades a 135 solicitantes calificados. Los miembros activos y los hijos dependes de miembros activos de cualquier Local de NASRCC puedan ser elegibles.

Se aceptaran aplicaciones hasta el Viernes 9 de Abril de 2021.

Visites [nasrcc.org/scholarship](https://nasrcc.org/scholarship) para revisar los requisitos de elegibilidad y completar una aplicación.



## Grounded in the present, planning for the future

### Brothers and Sisters:

*While our most immediate concern as union carpenters is the job we're on, we know that no project lasts forever. We keep an ear to the ground for the next job and we prepare for it. There might be a different foreman, the commute may be different, the crew or the work may change a bit or we may already know that there will be more overtime available. We look ahead and we plan for what's coming. That's how we keep our family budgets in shape, how we make benefit hours and how we build our careers.*



**We go as far as we can go when we go together.** ”  
That's part of the culture we're building and why it's so important that members of our union are informed, educated and involved, not just when it comes to union activities, but in discussions about the future of our union.

Our union is like that too. But for the good of the membership, we're looking more than one job or one year ahead. We're also keeping an eye on what will happen 10 or 20 years from now.

Seeing the industry and jobsites of the future isn't easy. Technology changes, the industry changes and so does society around us. But if we want to keep working, to continue earning good wages and be protected by decent health and retirement benefits, we have to make sure we have both a stable foundation now and the imagination and conviction to prepare for the future.

It's a constant process, but one that has led to significant changes in just a handful of years.

Our union is more open to ideas and discussion with outside partners than it's ever been. Our staff and elected officers are also younger and more diverse. They're participating in training and education that prepares them to take our union to the next level.

"We go as far as we can go when we go together." That's part of the culture we're building and why it's so important that members of our union are informed, educated and involved,

not just when it comes to union activities, but in discussions about the future of our union.

All of this helps us get ready to not only recognize opportunities, but be ready to take advantage of them.

Taking advantage of those opportunities often requires having our union's financial house in order. It means making sure the benefits we provide can be paid for, not just now, but in the future. And ensuring that the cost of our benefits does not make it impossible for our contractors to compete in the marketplace.

Across the United Brotherhood of Carpenters, our goal is to do 70% of the carpentry work in any given market. That's what enables us to ensure a decent wage, benefits and working conditions for all carpenters, whether they belong to our union or not.

We're building the North Atlantic States Regional Council of Carpenters to meet that challenge. Whether you're on your last job and counting down to retirement, on your first job still figuring things out or anywhere in between, your union is standing by your side.

—Joe Byrne



## Basado en el presente, planear para el futuro

### Hermanos y Hermanas:

*Mientras que nuestra preocupación más inmediata como carpinteros sindicales es el trabajo en el que estamos, sabemos que ningún proyecto dura para siempre. Mantenemos el oído atento para el próximo trabajo y nos preparamos para ello. Puede haber otro capataz, el viaje puede ser diferente, la tripulación o el trabajo puede cambiar un poco o ya sabemos que puede haber más o menos horas extras disponibles. Miramos hacia adelante y planeamos lo que viene. Así es como mantenemos nuestros presupuestos familiares en forma, como hacemos horas de beneficios y como construimos nuestras carreras.*



**Llegamos lo más lejos que podemos cuando vamos juntos.** Eso es parte de la cultura que estamos construyendo y porque es tan importante que los miembros de nuestro sindicato estén informados, educados e involucrados, no solo en lo que respecta a las actividades sindicales, sino en las discusiones sobre el futuro de nuestro sindicato.

Nuestro sindicato también es como él. Pero por el bien de los miembros, estamos viendo más de un trabajo o un año por adelante. También estamos atentos a lo que sucederá dentro de 10 o 20 años.

No es fácil ver la industria y las obras de trabajo del futuro. La tecnología cambia, la industria cambia, y también la sociedad que nos rodea. Pero si queremos seguir trabajando, seguir ganando buenos salarios y estar protegidos por beneficios de salud y jubilación decentes, tenemos que asegurarnos de tener una base estable ahora y la imaginación y convicción para prepararnos para el futuro.

Es un proceso constante, pero que ha dado lugar a cambios significantes en solo unos pocos años.

Nuestro sindicato está más abierto a ideas y discusiones con socios externos más que nunca. Nuestro personal y funcionarios electos también son más jóvenes y diversos. Están participando en la formación y la educación que los prepara para llevar nuestro sindicato al siguiente nivel.

“Llegamos lo más lejos que podemos cuando vamos juntos.” Eso es parte de la cultura que estamos construyendo y porque es tan importante que los miembros de nuestro sindicato estén informados, educados e involucrados, no solo en lo que respecta

a las actividades sindicales, sino en las discusiones sobre el futuro de nuestro sindicato.

Todo esto nos ayuda a prepararnos no solo para reconocer oportunidades, sino también para aprovecharlas.

Aprovechar esas oportunidades a menudo requiere tener la casa financiera de nuestra unión en orden. Significa asegurarnos de que los beneficios que brindamos puedan pagarse, no solo ahora, sino en el futuro. Y asegurarnos de que el costo de nuestros beneficios no impida que nuestros contratistas compitan en el mercado.

En la Hermandad Unidad de Carpinteros, nuestro objetivo es hacer el 70% del trabajo de carpintería en cualquier mercado. Eso es lo que nos permite garantizar un salario, beneficios y condiciones de trabajo dignos para todos los carpinteros, pertenezcan o no a nuestro sindicato.

Estamos construyendo el Consejo de los Estados del Atlántico Norte para enfrentar ese desafío. Ya sea que este en su último trabajo y contando los días para jubilarse, en su primer trabajo todavía resolviendo las cosas o en cualquier punto intermedio, este sindicato, su sindicato, está a su lado.

—Joe Byrne

## Staff Retirements:



**Bruce Lydem**

**Bruce Lydem** joined the Brotherhood in 1986 and was hired on staff in 1998. He is a member of Local 326 and worked as a Business Representative in Connecticut. He also served as Regional Manager in Connecticut and was a member of the NERCC/NASRCC executive committee for a number of years.



**Joe Donahue**

**Joe Donahue** joined the Brotherhood in 1987 and was hired on staff in 2002. He is a member of Local 352 and worked as a Business Representative in Northern New England. For many years, he has been the "go-to" guy when it comes to political and legislative action in the state.



**James Malcolm**

**James Malcolm** joined the Brotherhood in 1982 and was hired on staff in 2000. He is a member of Local 279 and worked as a Business Representative in the Hudson Valley region of New York. Jim served diligently as a Trustee on numerous Council Funds throughout his career.



**Robert Owens**

**Robert Owens** joined the Brotherhood in 1998 and was hired on staff in 2004. He is a member of Local 279 and worked as a Business Representative in the Hudson Valley region of New York.



**Kevin Smith**

**Kevin Smith** joined the Brotherhood in 1990 and was hired on staff in 1996. He is a member of Local 279 and worked as a Business Representative in the Hudson Valley region of New York.

**Mike Cinquanti** was hired on staff in 2014 and worked as the Director of Policy and Planning in New York. Cinquanti left to join a lobbying firm, where he continues to work with the union and other trades.

**James McNeil** joined the Brotherhood in 1982 and was hired as a training instructor at the Rochester training center in 2016. He is a member of Local 276 and is a third generation carpenter.

## In Other News:

Local 276 Business Representative **Jomo Akono** and Local 277 Team Lead **Jim Mason** were appointed to the Executive Committee of the NASRCC Executive Board, filling spots left open following the retirements of David Haines and Bruce Lydem.

Local 326 Business Representative **Marc Okun** has been named a trustee for the North Atlantic States Annuity Fund.

# Stay Plugged in



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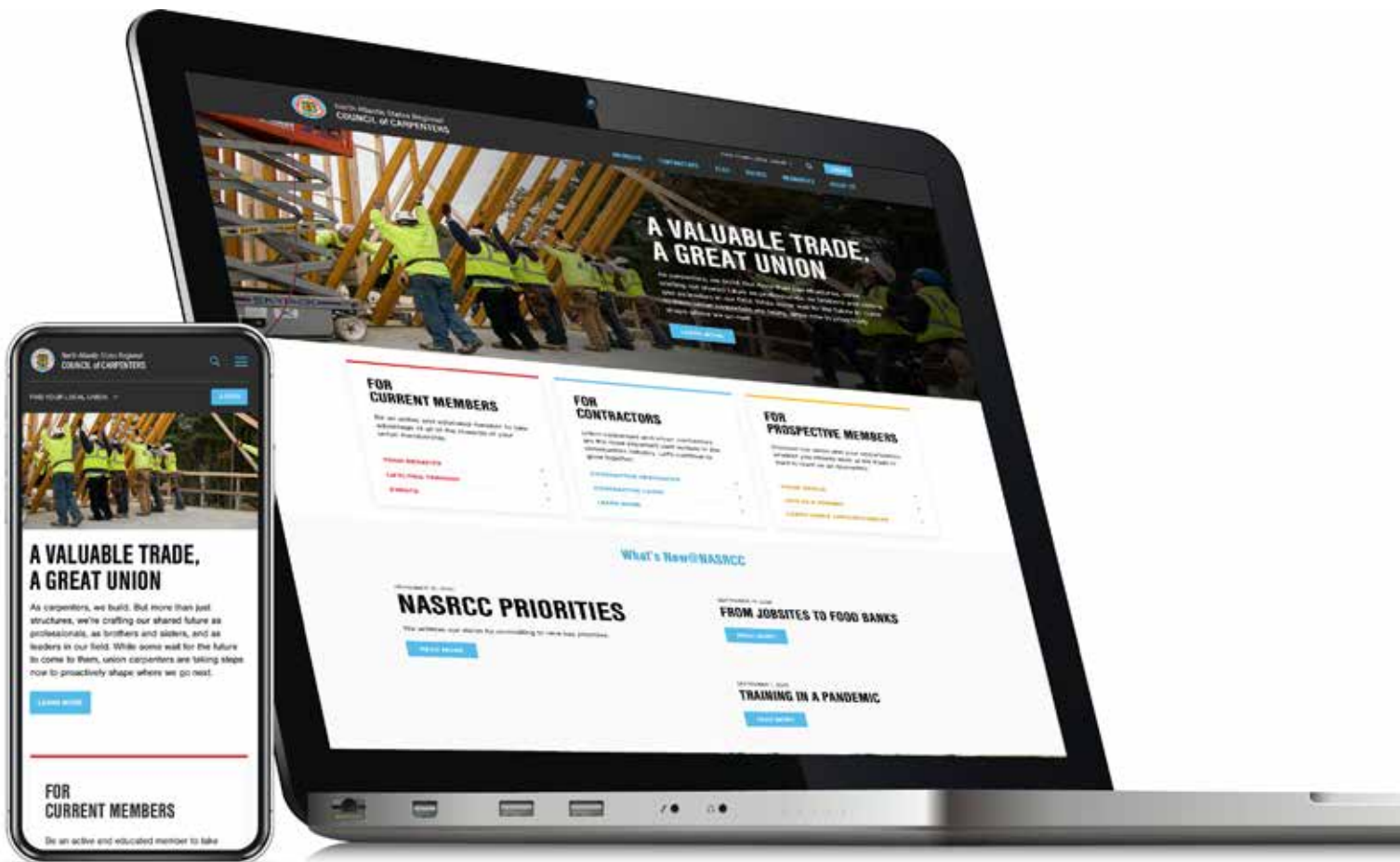


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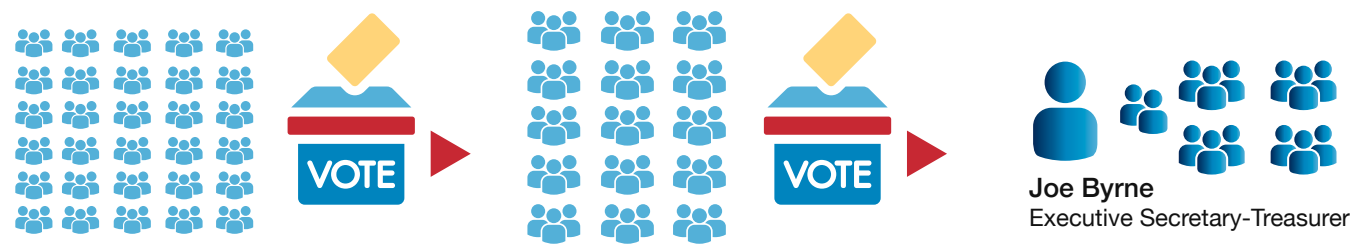


# Visit the New NASRCC.org!

- ✓ Stay Connected
- ✓ Mobile-friendly
- ✓ Easy Training and Benefits Fund access
- ✓ Local-specific news and information



# NASRCC Organization



## Definitions

**Delegates** are elected by their local union Brothers and Sisters to serve as representatives to the regional council and vote for the members of the executive board.

**The Executive Board** is the governing body of the regional council. It includes the Executive Secretary-Treasurer — who serves as the full-time, day-to-day manager of the council's operations and finances.

**The Executive Secretary-Treasurer** selects senior staff and department directors to assist in managing council operations. They also appoint labor trustees to affiliated funds and may serve as chair or appoint labor chairs to those bodies.



## Meet the Executive Board



Joe Byrne  
Executive  
Secretary-Treasurer



Rich Monarca  
President



Brian Richardson  
Vice President



Jeff Wolcheski  
Warden



John Murphy  
Conductor





## SELECTION & APPOINTMENTS

### SENIOR STAFF & DIRECTORS



**John Murphy**  
Chief of Staff



**Bill Banfield**  
Assistant to the  
Executive  
Secretary-Treasurer



**Brian Richardson**  
Director of Organizing



**Steve Joyce**  
Director of Contractor  
Relations



**Jack Donahue**  
Director of Market  
Opportunity Fund



**Joe O'Brien**  
Political Director



**Tricia Brown**  
NYS Political Director

## AFFILIATED FUNDS

### North Atlantic States Combined Benefits Funds

Richard Monarca, Executive Director

### North Atlantic States Carpenters Training Fund

Tom Fischer, Executive Director

James Hayes,  
Assistant Executive Director

Ziven Drake,  
Technical Coordinator in  
Charge of Recruitment  
and Retention

### North Atlantic States Carpenters Labor Management Program

Steve Joyce, Executive Director



**Mike Holmes**  
Trustee



**Mynor Perez**  
Trustee



**Anthony Villa**  
Trustee



**Jomo Akono**  
Executive  
Committee



**Bill Banfield**  
Executive  
Committee



**Jack Donahue**  
Executive  
Committee



**Krystal Green**  
Executive  
Committee



**Dennis Lassige**  
Executive  
Committee



**John Leavitt**  
Executive  
Committee



**Jim Mason**  
Executive  
Committee



Sano-Rubin Advanced Training Symons Panels

# Union Training Emphasizes Focused Training

## NOBODY TRAINS LIKE THE CARPENTERS UNION.

That's been an enduring truth, pretty well understood throughout the construction industry. Union training is the best because improving it is always a focus for the union. Investments are made in facilities, equipment and instructor training. Just as important, the programs never stop evolving to meet the needs of the carpenters and contractors they serve directly or the industry, which demands the best value available.

The North Atlantic Carpenters Training Fund is increasingly working with individual contractors to offer training for skills needed on specific jobs or to meet the development of company crews and their succession plans.

The comprehensive curriculum developed by the United Brotherhood of Carpenters and their affiliated training funds give each regional and local training program the ability to mix and match training components. When the expertise of regional training staff is added, custom training modules can be built on-demand for contractors and scheduled as needed, either on-site in a union training center or in an employers' own shop.

That's backed by leadership and professional development training developed and implemented at the UBC's International Training Center in Las Vegas and in training centers throughout the regional council.

NASCTF Executive Director Tom Fischer says the approach strengthens the partnership between the union and signatory employers.

"Our contractors should have every confidence that no matter how new or complex a system is, their on-site management and our members will be on the same page and step on the job prepared to knock it out of the park."

The approach to training isn't limited to trade skills, it also includes professional development, Fischer says.

"Every contractor has apprentices and journey-level carpenters who they consider part of their future leadership team. We are working with contractors to help develop a skillset that perhaps cannot be completely developed on a jobsite. Whether it's leadership training, foreman training or blueprint reading, the list goes on."





**Our contractors should have every confidence that no matter how new or complex a system is, their on-site management and our members will be on the same page and step on the job prepared to knock it out of the park.**

– TOM FISCHER  
NASCTF EXECUTIVE DIRECTOR

#### Sweeney Apprenticeship Mentoring Program

### Sweeney Drywall Prepares for the Future

A year ago, Damian Bell from Sweeney Drywall recognized that many of the company's experienced union carpenters were approaching retirement age and wanted to do something about it. To ensure continued success of the company, he wanted the skill and knowledge they held to be passed along to future leaders.

An internal mentoring program, backed by training from the North Atlantic States Carpenters Training Fund was what he envisioned. He felt it would help accelerate the learning of younger carpenters and would not only improve their career options, but it would also benefit the company and their clients.

Bell worked with NASCTF Executive Director Tom Fischer to initiate a program and recruit 28 company apprentices to participate. Using the training facility in Millbury and Sweeney's space in Boxborough, Mass., apprentices received advanced training on installation of HM frames, welded frames, shaftwall, soffit framing and layout.

Sweeney's foremen volunteered to teach on weekends, accelerating the training while also mentoring and building camaraderie within the company.

Mike Rakoski, a Local 326 member who started in the program as an apprentice and has graduated to journey-level carpenter said, "This program has given all of us the vote of confidence to be better not only for the company, but for ourselves as well. We no longer felt like JUST an apprentice. We are the future."

Bell adds, "Training is a long-term commitment we make at Sweeney, and NASRCC is a crucial part of the success of the program. It has been a breath of fresh air to see that when a little effort is invested into our apprentices' and carpenters' careers, we can all reap the benefits of their successes; both the UBC and any signatory contractor."

### Sano-Rubin Deepens Apprenticeships

New York based signatory contractor Sano-Rubin Construction Services has been in operation for over 100 years and knows that the key to success is not only being reliable and consistent but being responsive to industry needs. After compiling a precise training package that met Sano-Rubin's job specific needs, Fischer described the partnership as an "exciting initiative."

The first class of the Sano-Rubin training program began in September at the Albany Training Facility. Eric Coburn, Sr., Vice President of Field Operations at Sano-Rubin says it has provided the team with a reinforcement of best practices, career development and a solid investment in their future leadership. Their hand-picked crew of nine apprentices and three foremen began with concrete panel training using details from a concrete foundation they constructed at the Albany High School Phase 2 project.

"When Sano-Rubin first approached the Training Fund with this idea, we were met with overwhelming enthusiasm," said Coburn. "They provided us with a range of expertise from concrete foundations using Symons panel systems to conflict resolution helping to elevate our selected team of carpenters."

The remainder of the program will include framing and drywall systems; doors and hardware; millwork; specialties including bathroom accessories and partitions; computer skills including Bluebeam and P-6 scheduling; LEAN processes; layout/survey; conflict resolution and OSHA 30 which will be provided to all Sano-Rubin supervisors.

This level of customized training stands out because it is tailored to each contractor's needs, helping them build their next generation of leaders. Each class is run by different NASCTF's instructors, who specialize in that aspect of the trade, which ensures our members gain the expertise, skills and the confidence to produce that particular type of work more efficiently on the jobsite for their employer.

By strategically and proactively providing training that translates to productivity on the job, there is no doubt that this type of training builds and amplifies future success for both our contractors and our members.

*(Continued on page 12)*

## Carpenters Prepare Return to Rock Tavern

The best way to ensure a great future is to train for it. Thanks to ongoing investments by the union, that's becoming more efficient and convenient.

The North Atlantic States Carpenters Training Fund and the North Atlantic States Regional Council will soon be occupying space in a newly renovated building in Rock Tavern, New York. The building will allow members in the Hudson Valley to access sophisticated training without travelling to Albany each time they need it.

The building will provide about 25,000 square feet of office, classroom and training space. Union staff will occupy about a third of that, with the training program using the rest.

Work on the facility started last year and included an upgrade to the water supply for fire suppression systems and demolition. Interior and exterior renovations will proceed through the late spring when office space is completed. Training space is expected to be ready for use by apprentices when they return from a summer training shut-down.

"We know that making training facilities convenient for our apprentices and journey-level workers is crucial," said Tom Fischer, Executive Director of NASCTF. "Part of our ongoing plan is to create and maintain excellent facilities and programs wherever they are needed to serve union carpenters and the contractors that rely on their skills. Ninety percent of our training is hands-on. You can't do that without investing in space and equipment, so that's what we do."

The Rock Tavern facility is the latest to undergo significant expansion or upgrades in recent years. Other locations where the union has invested significantly include Manchester, New Hampshire; Yalesville, Connecticut; and Albany, Syracuse and Hauppauge, New York. Plans for renovations at the Warwick, Rhode Island, site were being developed when the COVID-19 pandemic hit. They are expected to be revisited this year.

"Living in the community, training in the community, and working in the community is a benefit to all of our construction partners, as well as an enhancement to the quality of life for our members," Fischer said.



Rendering courtesy of Diller Scofidio and Renfo

## Union Training... (Continued from page 11)

### MG McGrath Builds Local Capacity Through Training

When Minnesota-based MG McGrath was bidding the complete exterior package for a performing arts center at the College of the Holy Cross in Worcester, MA, they knew they had the experience and capacity to do the work. They boast an impressive portfolio of diverse projects across the country. But Local 336 Representative Fred Taylor approached them with an offer to save money and company time spent on logistics without a loss of confidence in the quality of work.

Taylor suggested pre-job training for members in the area, reducing the need for McGrath to send—and pay for—employees from Minnesota for the 9-12 month project.

"Our relationship with McGrath is fairly new," Taylor said. "We want them to succeed, so we scheduled the training so they would have confidence that they could build a local crew and know the product would be handled and installed properly."

"The company hasn't done a lot of work in the area, but we're hoping to change that," McGrath Senior Project Manager Ilja Aljoskin said. "We can obviously reduce costs by having a local workforce. This training is what gives us the ability to do that with confidence."

McGrath sent a mock-up of the system from the Worcester site to NASCTC in Millbury, MA. Though it is not a new system, there are some unique aspects, including the weight and a patina finish that is easily damaged by oils from human skin. They also wanted to focus attention on the air vapor barrier installation and sealing penetrations to prevent leaks.

McGrath sent a few company employees, who worked with about a dozen members Taylor recruited for a Saturday training session. Some were well versed in exterior panel installation, while others had related experience with metal stud framing and drywall installation. Those members have worked steadily on the project and been supplemented by others, who receive "on-the-job training" from their trained Brothers and Sisters.

"This is a newer avenue for us. We haven't had a union offer up training for us like this, ahead of a job. Prejob training is beneficial and I've shared with my colleagues how well it's gone," Aljoskin said. "We hope to do a lot more of it."

Taylor agreed. "The job has gone fantastic. It's been a great experience for us to work with the company and obviously for the members, who have gotten to work on a local project. We look forward to helping link McGrath to more bidding opportunities in the future and getting other contractors to take advantage of our training programs."



# Training Centers Being Certified for Excellence

The North Atlantic States Carpenters Training Fund has initiated a program to thoroughly review and improve their training facilities, training delivery and overall operations throughout the seven states of the region. Started just before the pandemic in 2020, the process is intended to certify that apprentices and journey-level members receive consistent opportunities and high levels of training regardless of where they receive it. An added benefit is to identify best practices in instruction in each of the training centers so as to share those practices throughout the entire training fund.

NASCTF Executive Director Tom Fischer implemented the process for what he considers both practical and philosophical reasons.

“Our members are doing the same work from one end of this council to the other,” he said. “The volume of work or the scope of work may vary, but our level of skill and productivity shouldn’t. We owe it to members and our contractors in every market to not just maximize our potential, but to do it consistently.”

Fischer says that eventually the visits could be shorter and would happen at all facilities annually. He noted that the first round of visits take longer, by nature, and the pandemic has not allowed them to visit as many training centers as they’d like to at this point.

“We think this is an important process and we want to get it right,” he said. All of our training centers have strengths as well as weaknesses. By aiming for consistency, excellence and the sharing of best practices we can build a collective experience at the highest level.

Facilities in Rochester, NY, and Albany, NY, have already been visited. The next scheduled round of visits includes the Millbury, MA, Training Center and the Yalesville, CT, Training Center. Fischer said it’s important to recognize excellence while at the same time holding all in the Training Fund accountable to the needs of educating our members.

**The volume of work or the scope of work may vary, but our level of skill and productivity shouldn’t. We owe it to members and our contractors in every market to not just maximize our potential, but to do it consistently.**

”

- TOM FISCHER  
NASCTF EXECUTIVE DIRECTOR

Fischer and his staff have developed a process that involves a week-long visit to a training center. During that time, three management level NASCTF staff each independently observe all instructors; and check a number of other key operational practices, including the layout of classes and materials in the building; class scheduling and attendance records; and building condition and maintenance.

At the end of the week, there’s a review with the training center’s coordinator, which may include improvement plans as well as recognition of outstanding performance. Follow-up visits are scheduled in six-month increments or sooner, if deemed necessary.

“Assistant Executive Director Jim Hayes, Technical Coordinator Ziven Drake and I have done the first few visits to schools,” he said. “But we’ll bring in different people to review Millbury and Long Island, when the time comes. We want fresh eyes that can take an independent look at what we’re doing. That’s how we’ll know we’re really reaching our full potential for our members and contractors.”

The certification process fits well with the capital improvements NASCTF and NASRCC have undertaken, which have resulted in new or significantly upgraded buildings in New Hampshire, Connecticut and New York. That program will continue in 2020 as training and union facilities in Rock Tavern, NY, and Warwick, RI, and Worcester, MA, are prepared for renovation.



# Mount Washington Hotel Expansion

**An addition to the historic Omni Mount Washington Hotel in Carroll, New Hampshire, is opening this year, with significant help from union carpenters.**

North & South Construction were on-site starting last winter and into the pandemic, doing the wood framing and roofing to weather tight on the four-story, 60,000 square foot building. Laydown and crane operations at the resort during the busy winter season are no easy feat. In addition to crowds, the wind is unpredictable and almost constant at the base of Mount Washington, but the company was able to meet the challenges put in front of them to do their work.

The addition will add 69 rooms and suites as well as a lounge and a business center to the upscale resort. The iconic hotel opened in 1902 and was the site of the Bretton Woods Conference in 1944, which established the World Bank and the International Monetary Fund. It is now one of the most notable destination hotels in the Northeast.

Thanks to Local 723 Brother Kyle West for sharing these photos he took for North & South while working on the project and allowing them to be used by the *Professional Carpenter*.



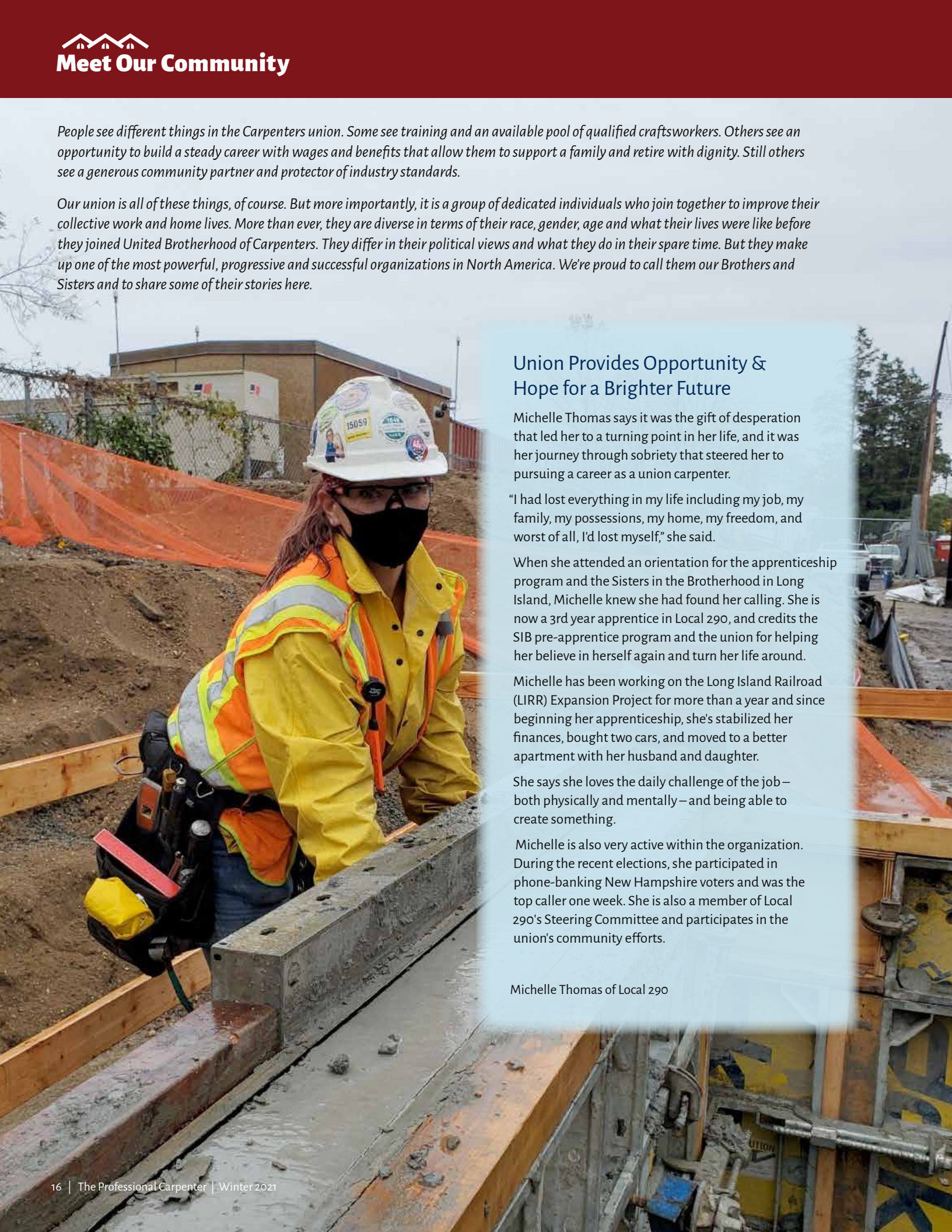






*People see different things in the Carpenters union. Some see training and an available pool of qualified craftworkers. Others see an opportunity to build a steady career with wages and benefits that allow them to support a family and retire with dignity. Still others see a generous community partner and protector of industry standards.*

*Our union is all of these things, of course. But more importantly, it is a group of dedicated individuals who join together to improve their collective work and home lives. More than ever, they are diverse in terms of their race, gender, age and what their lives were like before they joined United Brotherhood of Carpenters. They differ in their political views and what they do in their spare time. But they make up one of the most powerful, progressive and successful organizations in North America. We're proud to call them our Brothers and Sisters and to share some of their stories here.*



### Union Provides Opportunity & Hope for a Brighter Future

Michelle Thomas says it was the gift of desperation that led her to a turning point in her life, and it was her journey through sobriety that steered her to pursuing a career as a union carpenter.

"I had lost everything in my life including my job, my family, my possessions, my home, my freedom, and worst of all, I'd lost myself," she said.

When she attended an orientation for the apprenticeship program and the Sisters in the Brotherhood in Long Island, Michelle knew she had found her calling. She is now a 3rd year apprentice in Local 290, and credits the SIB pre-apprentice program and the union for helping her believe in herself again and turn her life around.

Michelle has been working on the Long Island Railroad (LIRR) Expansion Project for more than a year and since beginning her apprenticeship, she's stabilized her finances, bought two cars, and moved to a better apartment with her husband and daughter.

She says she loves the daily challenge of the job – both physically and mentally – and being able to create something.

Michelle is also very active within the organization. During the recent elections, she participated in phone-banking New Hampshire voters and was the top caller one week. She is also a member of Local 290's Steering Committee and participates in the union's community efforts.

Michelle Thomas of Local 290





Tyler Green, Local 349, at the Dartmouth Hitchcock Medical Center in Lebanon, NH.



Dwayne McClary of Local 276.



Art Seacord, 51-year member of Local 291.

## Tyler Green joined the Carpenters union in Vermont when he was 25 years old,

following a talk with now retired Business Agent Matt Durocher at a nonunion site.

"After hearing about the training, pay and benefits, I knew right away that I wanted to join the union and be part of the Brotherhood. I signed up that week," he says.

The apprenticeship program lived up to all of his expectations, providing him top-class training while he earned a paycheck and benefits. It's part of the reason he's now a part-time instructor at the Burlington training center.

"I loved everything about the apprenticeship, and I'm grateful to be on the other side now, teaching the next generation of skilled union carpenters."

In addition to instructing, Tyler has taken other leadership roles within the union, as a steward and a delegate to the regional council.

He's currently at the Dartmouth Hitchcock Medical Center in Lebanon, New Hampshire, building a \$130 million expansion patient tower.

"It's nothing like the skyscrapers that you'd see in Boston," he joked. "It's a five-story building, but that's pretty big for around here, and it's really great to be part of it," he said.

He's also proud to be an active member of volunteer work the union does and his role as a delegate.

"I believe you've got to give back, so being a committed member and advocating for the union and its members feels good to me," he says. "It's an honor to have been elected to this role."

## Dwayne McClary has been a union carpenter for over 16 years.

He has been hired as a full-time instructor by the NASCTF specializing in interior systems at the Rochester Training Center.

McClary who was born and raised in Rochester, NY, is a graduate of the apprenticeship program and is a member of Local 276. He worked with local signatory contractor Rochester Davis-Fetch Corporation for over five years building major projects in his hometown including the recent edition at the Rochester General Hospital.

McClary says joining the Carpenters union has been one of the best decisions of his life.

"My experience with the Carpenters union has been excellent. I've been welcomed into the organization with open arms and made to feel part of something special."

**My experience with the Carpenters union has been excellent. I've been welcomed into the organization with open arms**

- DWAYNE MCCLARY  
MEMBER LOCAL 276

## Road to Retirement – A Retiree Reminisces

"Many people go to college and then plan what they want to be," said retired union member Art Seacord, "but that isn't the appropriate path for all of us. You have to take life as it comes."

Seacord took up carpentry because he enjoyed physical work and liked remodeling old houses. He was eager to join the union because of the good pay and excellent benefits.

After talking to a contractor and taking the union test, he became a union carpenter in Schenectady, New York 51 years ago. His career included work for MLB Construction Services at Cobleskill College, millwork with Gilboa Powerhouse, and working at the General Electric facility in Schenectady.

Now retired, Seacord is enjoying the lifestyle his pension provides. He stays active with his local and enjoys working alongside his union brothers and sisters volunteering at the Ronald McDonald House, Jack's Place, the Food Bank and Things of our Very Own organization. Every month he attends, and sometimes runs, the retirees meeting.

He acknowledges that carpentry can be a tough way to make a living, but it's what he loves. And it's the basis for what he tells young people who are just starting out in their careers: "You have to like what you are doing. You'll do a better job if you like the work."



# Conoce Nuestra Comunidad

*La gente ve cosas diferentes en el Sindicato de Carpinteros. Algunos ven capacitación y un grupo disponible de artesanos calificados. Otros ven la oportunidad de construir una carrera estable con salarios y beneficios que les permitan mantener una familia y jubilarse con dignidad. Otros ven un socio comunitario generoso y protector de los estándares de la industria.*

*Nuestra unión es todas estas cosas, por supuesto. Pero lo más importante, es un grupo de personas dedicadas que se unen para mejorar su trabajo colectivo y su vida familiar. Mas que nunca, son diversos en términos de raza, género, edad y como eran sus vidas antes de unirse a la Hermandad Unida de Carpinteros.*

*Se diferencian en sus opiniones políticas y en lo que hacen en su tiempo libre. Pero forman una de las organizaciones mas poderosas, progresistas y exitosas de América del Norte. Estamos orgullosos de llamarlos nuestros hermanos y hermanas y de compartir algunas de sus historias aquí.*

## La Unión brinda oportunidades y esperanza para un futuro mejor

Michelle Thomas dice que fue el regalo de la desesperación lo que la llevo a un punto de inflexión en su vida, y fue su viaje a través de la sobriedad lo que la llevo a seguir una carrera como carpintera sindical.

“Lo había perdido todo en mi vida, incluido mi trabajo, mi familia, mi libertad y, lo peor de todo, yo misma,” dijo.

Cuando asistió a una orientación para el programa de aprendizaje y las Hermanas de la Hermandad en Long Island, Michelle supo que había encontrado su vocación. Ahora es aprendiz de tercer año en el Local 290. Dice que el programa de pre-aprendizaje de SIB y el sindicato la ayudaron a creer en si misma nuevamente y cambiar su vida.

Michelle ha estado trabajando en el Proyecto de Expansión del Ferrocarril de Long Island (LIRR) durante más de un año y desde que comenzó su aprendizaje, ha estabilizado sus finanzas, compro dos autos y se mudo a un apartamento mejor con su esposo e hija.

Ella dice que le encanta el desafío diario del trabajo, tanto físico como mentalmente, y poder crear algo.

Michelle también es muy activa dentro de la organización. Durante las elecciones recientes, participo en el banco telefónico de votantes de New Hampshire y fue la persona principal que llamo durante una semana. También es miembro del comité Directivo del Local 290 y participa en los esfuerzos comunitarios del sindicato.

## Tyler Green se unió al sindicato de carpinteros en Vermont cuando tenía 25 años,

luego de una charla con el ahora retirado agente comercial Matt Durocher en una obra no sindicalizada.

“Después de enterarme de la capacitación, el pago y los beneficios, supe de inmediato que quería unirme al sindicato y ser parte de la Hermandad. Me inscribí esa semana,” dice.

El programa de aprendizaje estuvo a la altura de todas sus expectativas, brindándole una capacitación de primera clase mientras ganaba un sueldo y beneficios. Es parte de la razón por la que ahora es instructor a tiempo parcial en el centro de capacitación de Burlington.

“Me encanto todo lo relacionado con el aprendizaje y estoy agradecido de estar del otro lado ahora, enseñando a la próxima generación de carpinteros sindicales capacitados.”

Además de instruir, Tyler ha asumido otros roles de liderazgo dentro del sindicato, como administrador y delegado del consejo regional.

Actualmente se encuentra en el Centro Médico de Dartmouth Hitchcock en Lebanon, New Hampshire, construyendo una torre de expansión de \$130 millones para pacientes.

“No se parece en nada a los rascacielos que uno ve en Boston,” bromeo. “Es un edificio de cinco pisos, pero eso es bastante grande para los alrededores y es realmente genial ser parte de él,” dijo.

También esta orgulloso de ser un miembro activo del trabajo voluntario y de su papel como delegado.

“Creo que hay que retribuir, por lo que ser un miembro comprometido y defender el sindicato y sus miembros me hace sentir bien,” dice. “Es un honor haber sido elegido para este cargo.”

## Dwayne McClary ha sido un carpintero sindical durante más de 16 años.

Ha sido contratado como instructor de tiempo completo por la NASCTF especializándose en sistemas de interiores en el Centro de Entrenamiento de Rochester.

McClary, que nació y se crio en Rochester, se graduó del programa de aprendizaje y es miembro del Local 276. Trabajo con el contratista signatario local Rochester Davis-Fetch Coporation durante más de cinco años construyendo proyectos importantes en su ciudad natal, incluida la edición en el Hospital General de Rochester.

McClary dice que unirse al sindicato de carpinteros ha sido una de las mejores decisiones de su vida.

“Mi experiencia con el sindicato de carpinteros ha sido excelente. Me recibieron en la organización con los brazos abiertos y me hicieron sentir parte de algo especial.”

**Mi experiencia con el sindicato de carpinteros ha sido excelente. Me recibieron en la organización con los brazos abiertos**

- DWAYNE MCCLARY  
MEMBER LOCAL 276

## Camino a la Jubilación: Recuerdos de un Jubilado

“Muchas personas van a la universidad y luego planean lo que quieren ser,” dijo Art Seacord, miembro jubilado del sindicato, “pero ese no es el camino apropiado para todos nosotros. Tienes que tomar la vida como viene.”

Seacord se mudó de Scarsdale a Cobleskill, Nueva York, en 1954. Trabajó en una fábrica de Remington Rand hasta su cierre, cuando se encontró trabajo en casa prefabricadas. Este fue el comienzo de su ruta a la carpintería. Trabajo sin sindicato por varios años hasta que fue contactado directamente por un contratista sindical que resurgía las salas de boliche. Esta era la oportunidad que había estado esperando, por lo que tomo la prueba sindical y en 1969 fue aceptado en el Local 146 en Schenectady, NY. Luego tuvo una carrera muy exitosa como carpintero sindical, algunos de sus aspectos más destacados fueron con el contratista sindical MLB en Cobleskill College, haciendo carpintería con Gilboa Powerhouse y trabajando en las instalaciones de General Electric en Schenectady.

Seacord se inspiró para dedicarse a la carpintería porque le gustaba el trabajo físico y le gustaba remodelar casas antiguas. Estaba ansioso por unirse al sindicato debido al buen pago y los excelentes beneficios. Le encantaba el acabado de interiores y el trabajo de carpintero y reconoció que toda la carpintería es un trabajo duro. Su consejo para la próxima generación de carpinteros potenciales es: “Te tiene que gustar lo que estás haciendo. Harás un mejor trabajo si te gusta el trabajo.”

Seacord disfruta de la jubilación que le proporciona su pensión. Se mantiene activo con su local y disfruta trabajar junto a sus hermanos y hermanas del sindicato como voluntarios en Ronald McDonald House, Jack's Place, el Banco de Alimentos y la organización Things of Our Very Own. Todos los meses asiste, y a veces dirige la reunión de jubilados. El hermano Seacord es un gran defensor de la organización y un orgulloso miembro desde hace 51 años.



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## Staff Focus: Opening Union Doors, Welcoming Diversity

All full-time staff employed by the union and the training program completed diversity and inclusion training in 2020 as part of a regional council initiative.

The effort included more than 200 people, who participated as part of one of twelve groups. Each group attended a two-part training. The first session was led by Melanie Miller, a nationally renowned speaker and trainer for diversity issues who engaged staff in discussion surrounding recognition and understanding of bias and how it impacts people. The second part was led by Attorney Tom Landry, a partner in the law firm retained by NASRCC, who helped staff understand the legal responsibility of the union to respond to jobsite incidents and how to do it fairly and properly.

"This training was part of our strategic plan to become a more inclusive, thoughtful union that fairly represents and invites participation in our union by anyone who wants to pursue a career in our trade," said NASRCC Chief of Staff John Murphy.

"It's not enough to just want those things, even though we've made progress and should be proud of that. We need to continue to give union staff the knowledge and support to continue our progress and respond effectively to incidents or behaviors that could set us back."

Liz Skidmore, a member and Council Representative who has been involved in the union diversity efforts through Sisters in the Brotherhood and other programs, thought staff responded well.

"Meaningful conversations took place in every class, with union and training staff sharing moving experiences and sincere questions," she said. "These conversations have continued after the classes, which was one of the goals—to open the door to better communication about these important issues so we can all help each other get better at handling them well."

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## Hard work and the skills needed to do it

There's an old saying: "if you're not at the table, you're on the menu."

Getting involved in politics and government can be difficult, but when union carpenters focus and speak out on issues related to our work and our union, candidates and elected officials listen.

From prevailing wage campaigns and protecting federal standards for apprenticeship programs to getting union work funded or passed, we've seen it work.

The UBC is finalizing an online course to help even more members see what's at stake and arm them with the skills and confidence to make a difference. Called "101 Constitution: US Government and Labor Law," the program is currently being rolled out to UBC staff and expected to be available for members soon.

Getting involved doesn't mean you have to be a social media warrior or feel like the skunk at the family picnic. But it requires knowing how government and elected officials work and how we can effectively advocate for ourselves. "101 Constitution: US Government and Labor Law" can help every member, from the seasoned political activist to the member who needs some guidance. Look for it this year!



### The course will include five sections:

- The Constitution
- How Laws are Made
- Parties and Elections
- State and Local Government
- Union and Construction Law



## Going Local on Wage Theft

Wage theft has been a serious problem in the construction industry for years, and something against which union carpenters have led the fight locally, regionally, and nationally.

We have seen first-hand how union carpenters have educated the public about what's being lost, implored elected officials and enforcement agencies to do more, and have stood by carpenters who have been cheated.

Last spring in Long Island, Local 290 President Paul Leo and Team Lead Anthony Villa were appointed to a labor task force that is working with the district attorney's office and state department of labor to identify wage theft, tax fraud and extinguish the underground economy in Suffolk County.

In October, efforts by NASRCC organizers and agents led to three Massachusetts construction companies being fined over \$636,000 for failing to pay the state's prevailing wage during the construction of the new police headquarters in Sutton.

But with budgets stretched and the COVID pandemic making it more difficult for investigators to visit jobsites, efforts have continued to shift to a more local focus: municipalities. People in cities and towns are more familiar with the projects and goings on in their own communities than state agencies and have a vested interest in making sure they aren't embarrassed by contractors hoping to cheat while flying under the radar.

Wage theft ordinances have passed in more than a dozen communities, warning contractors to play by the rules or risk fines or losing their building permits. The most recent examples are in Amherst, Massachusetts and Fulton, New York, where wage theft ordinances were supported by union carpenters and passed with overwhelming support.

"Cracking down on wage theft is good for business, good for blue collar workers, and good for the region's economy," said Jim Mason, President of Carpenters Local 277. "We are grateful to Fulton Mayor Deana Michaels and the City of Fulton for standing up for working people."



**Cracking down on wage theft is good for business, good for blue collar workers, and good for the region's economy.**

- JIM MASON  
PRESIDENT OF  
CARPENTERS LOCAL 277

## Haciendo local en robo de salario

El robo de salarios ha sido un problema grave en la industria construcción durante años, y algo contra lo cual los carpinteros sindicales han liderado la lucha a nivel local, regional y nacional.

Hemos visto de primera mano como los carpinteros sindicales han educado al público sobre lo que se está perdiendo, implorado a los funcionarios electos y a las agencias de aplicación de la ley que hagan más, y han apoyado a los carpinteros que han sido engañados.

La primavera pasada en Long Island, el presidente del Local 290 Paul Leo y el líder del equipo Anthony Villa fueron designados para un grupo de trabajo laboral que está trabajando con la oficina del fiscal de distrito y el departamento de trabajo del estado para identificar el robo de salarios, el fraude fiscal y extinguir la economía sumergida en Condado de Suffolk.

En octubre, los esfuerzos de los organizadores y agentes de NASRCC llevaron a tres empresas de construcción en Massachusetts a recibir una multa de más de \$636,000 por no pagar el salario vigente en el estado durante la construcción de la nueva oficina central de la policía en Sutton.

Pero con los presupuestos estirados y la pandemia de COVID que dificulta que los investigadores visiten las obras de trabajo, los esfuerzos han continuado para cambiar a un enfoque más local: los municipios. Las personas en las ciudades y pueblos están más familiarizadas con los proyectos y los acontecimientos en sus propias comunidades que las agencias estatales y tienen un interés personal en asegurarse de que los contratistas no se avergüencen de que los contratistas esperen hacer trampa mientras pasan desapercibidos.

Se han aprobado ordenanzas de robo de salarios en más de una docena de comunidades, advirtiendo a los contratistas que cumplan las reglas o se arriesguen a recibir multas o perder sus permisos de construcción. Los ejemplos más recientes se encuentran en Amherst, Massachusetts y Fulton, Nueva York, donde las ordenanzas de robo de salario fueron apoyadas por carpinteros sindicales y aprobadas con un apoyo abrumador.

"Tomar medidas enérgicas contra el robo de salarios es bueno para los negocios, bueno para los trabajadores manuales y bueno para la economía de la región," dijo Jim Mason, Presidente del Local 277 de Carpinteros. "Estamos agradecidos con la alcaldesa de Fulton, Deana Michaels, y con la ciudad de Fulton por defender a los trabajadores."

**Tomar medidas enérgicas contra el robo de salarios es bueno para los negocios, bueno para los trabajadores manuales y bueno para la economía de la región.**

- JIM MASON  
PRESIDENTE DEL LOCAL 277  
DE CARPINTEROS

# “Moving Up, the Sky's the Limit as a Union Carpenter!”

Just as we teach carpenters to learn the craft, we also understand the importance of proactively preparing our members to be the next generation of leaders by showing them what's possible as a union carpenter.

A three-part webinar series called “Moving Up, the Sky's the Limit as a Union Carpenter!” was developed and hosted by the North Atlantic States Regional Council of Carpenters to provide female members with a platform to further enhance their knowledge about the various career avenues available as a union carpenter while also giving them an opportunity to learn about the different leadership roles accessible with our signatory contractors. These educational workshops were held on Zoom in after-work sessions in the Fall.

Part one of the series featured a panel of NASRCC sisters who are currently in leadership roles with signatory contractors across our region including Local 327 member Samantha Webster, Foreperson for H.J. Gleason, Inc; Local 339 member, Gelmira Alba, Foreperson, M & A Architectural Preservation; and Local 336 member Julie Boucher, Assistant Superintendent, Shawmut Design & Construction. They spoke about their paths to success, and how they “moved up” while also providing practical advice for advancement and growth.

The second week involved a panel of management-level employer representatives who shared honest and useful

information on what they look for in carpenters when choosing leaders in their companies.

Jeff Nielsen, Local 327 member and Vice President of Operations at New England Finish Systems said he looks for someone that demonstrates the “five A's” when selecting a candidate for a leadership role; attitude, aptitude, ambition, attendance, and appearance.

John Walsh, Local 327 member and Operations Manager at Turner Construction SPO and John Abucewicz, Local 328 member and Operations Manager with Starlite Building Services, both agreed and added that being able to adapt and collaborate well with others is also an essential attribute. Another vital piece of advice that was given was to talk about an interest in having a leadership role with a foreperson or someone at an even higher level. Letting them know you're interested may create opportunities.

The third part in the series focused on the educational opportunities that are available to all NASRCC members. The participants were joined by three representatives from our educational partners including Kathleen Casey Ebert, Associate Vice President of

Academic Services at Alfred State College of Technology; Darrell LeMar, Executive Director of the Center for Professional and Continuing Education at Wentworth Institute of Technology; and Ziven Drake, Technical Coordinator for North Atlantic States Carpenters Training Fund. They spoke about the strength and history of these partnerships, degree options and course offerings, and acknowledged the fact that when you earn a degree or complete a certain aspect of training, that is something that can never be taken away from you.

“With over 90 registered members, the virtual webinar series was a success with plenty of positive feedback from both members and panelists. Each webinar was interactive, with break-out sessions that encouraged our sisters to ask questions, seek valuable feedback and share their thoughts and ambitions,” said Kim Hokanson, Local 349/Local 352 Council Representative. “I'd like to thank the NASRCC SIB chairs and committees and all the carpenters for participating in this series as well as the panelists for spending their time sharing their story, their knowledge and advice. I would also like to thank EST Joe Byrne and the council leadership for their support in developing and implementing the program.”

**With over 90 registered members, the virtual webinar series was a success with plenty of positive feedback from both members and panelists.**

- KIM HOKANSON  
LOCAL 349/LOCAL 352  
COUNCIL REPRESENTATIVE



We believe our membership should reflect our communities. One way to achieve this goal is to actively seek women for our Sisters in the Brotherhood pre-apprentice program.

- NICOLE GRODNER  
LOCAL 290  
COUNCIL REPRESENTATIVE

## Sister Chosen For “Top 50 Women in Business” Award

*Nicole Grodner, Council Representative for Local 290, was selected as one of Long Island Business News’ “Top 50 Women in Business” for 2020, which recognizes women who go above and beyond in their profession and communities. LIBN held a virtual event to recognize the 50 women, using multimedia to share each honoree’s story and celebrate their achievement.*

Grodner began her career with the Carpenters union in 2007 as an apprentice and went on to serve as a shop steward and mentor prior to being hired on staff in 2016.

She serves as the New York State Chairwoman for the Sisters in the Brotherhood (SIB), is a board member for the Oyster Bay-North Hempstead-Glen Cove Workforce Development Board and is a trustee on the North Atlantic States Carpenters Training Fund.

Part of her role for the SIB involves facilitating a four-week training program that is designed to recruit women with little to no experience in carpentry and provide them with the skills, knowledge and confidence to start a career with the Carpenters union.

“We believe our membership should reflect our communities. One way to achieve this goal is to actively seek women for our Sisters in the Brotherhood pre-apprentice program,” said Grodner.

Grodner presents at state-wide information sessions with community organizations and other entities, including a “Women in the Trades” webinar hosted by NYS Senator Kaplan from Long Island, and represented the Sisters in the Brotherhood on a panel that focused on gender stereotypes in particular industries.

Grodner has also volunteered on several community projects including helping to organize the National Wreaths Across America Day, which aims to cover all veterans’ graves with a Christmas wreath in remembrance of our nation’s heroes. She also traveled to Puerto Rico to give her time and talent to help rebuild after Hurricane Maria. Whether it is through her job responsibilities or volunteer efforts, Grodner is proud to represent the North Atlantic States Regional Council of Carpenters, the Sisters in the Brotherhood and, above all, is proud to be a union carpenter.





Emily Porter (foreground), Nick Oliverio (background), and instructor Steve Lachawiec on the far right.

## Pile Driving Training in NJ

Through upgraded and improved union training programs, our apprentices are learning more, earlier and in a way that translates more directly to the jobsite than ever before. Investments in training centers across our region and facilities such as the pile drivers training site in Hammonton, New Jersey, provide our members with unparalleled hands-on training in real-world conditions.

In October, the North Atlantic States Carpenters Training Fund technical coordinator Ziven Drake and instructor Pat Paul accompanied 13 pile driver apprentices to the New Jersey facility, which opened in 2019, and is operated by the Northeast Carpenters Apprenticeship Fund.

The Local 56 members – ranging from first year to fourth year apprentices - spent four days training at the 15-acre site and were introduced to the fundamentals of sheet pile installation, as well as various welding and burning techniques.

They also worked together as a team to construct a small cofferdam, each taking turns to signal the crane and “run work” on the mock jobsite.

“My experience in New Jersey was amazing. It was the first time I worked with a crane up close and personal. It gave me the opportunity to work on my craft with the hand signals,” said

Joshua Grigsby, first-year pile driver apprentice. “I learned a lot more about the importance of safety for myself but also for my union brothers and sisters. The instructors were all great with communicating the knowledge down to me. It was also cool for the first time being able to cut sheets with the torch. I’m already looking forward to going back in February.”

Due to the hands-on training and expert instruction they receive, Local 56 apprentices leave the facility with more confidence and a higher level of ability that provides contractors in our region with a prepared, productive, and growing workforce.

“This pile driver training initiative is yet another great example of how the UBC is using its cumulative training knowledge to create a state-of-the-art training center that is second-to-none,” said Tom Fischer, Executive Director of the North Atlantic States Carpenters Training Fund.

“I’d like to say a huge thanks to the training staff in Hammonton including Steve Fanelli, Ed Pomykacz, Steve Lachawiec and Tim Waring for making the week an incredible learning opportunity for some of our newest members,” said Drake. “We all had a great, safe week!”

## Virtual Learning for Voc Students

Timing is everything. Career Connections, the four-year program developed by the UBC for high school carpentry programs has gone virtual! Previously available in textbook form, Career Connections was in the midst of developing a digital version of the program when the COVID-19 pandemic hit. In order to better suit the needs of schools, the union pushed up release of the program on the Learning Management System (LMS). Now it’s making an even greater impact across the region.

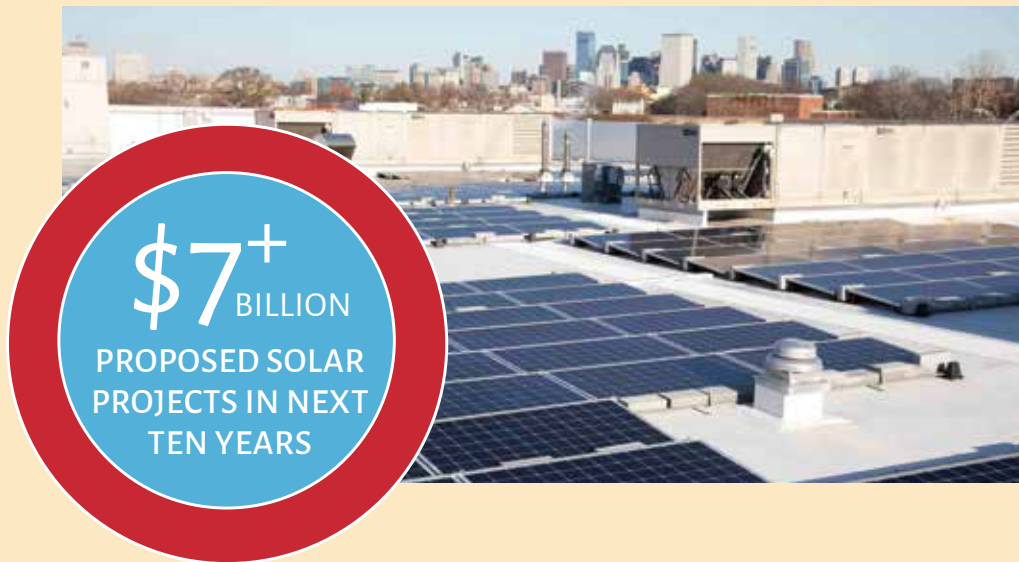
“With so much uncertainty heading into the new school year, we had a unique opportunity to utilize technology to ensure that schools and students who benefit from the Careers Connections program didn’t get left behind,” said Jim Hayes, Assistant Executive Director of the North Atlantic States Carpenters Training Fund. “The education landscape shifted and we were ready to introduce the online curriculum as a safe and productive option for vocational schools that will enhance online communication with students.”

Mario Sousa, a carpentry instructor at Somerville (MA) High School has been using the LMS program. “It has provided us with flexibility, among other benefits, and aids in making remote teaching far easier in the carpentry program,” he said.

“The ability for students to have access to the content on one platform that provides immediate feedback on assessments, video demonstrations to better explain complex carpentry material, and competency tracking, truly makes the Career Connections LMS a fantastic platform. We will be continuing to use it, even when we go back into the classroom.”



More than 100 programs are currently using the Career Connections throughout the region and almost 20% of them are already utilizing the LMS version. Career Connections not only provides schools a comprehensive, flexible curriculum, it gives their students a head start on their career. All students who graduate from a Career Connections program are advised about UBC training opportunities and given a full year’s credit toward their apprenticeship when they join.



## Carpenters Look for a Bright Future With Solar

Carpenters are always looking to the future and now they're seeing a bit of it in the sky. The union has invested in solar panels installed on the roof of the Carpenters Center in Boston and started to train for and build solar fields in what is expected to be a growing market.

Already LEED certifiable, the union's headquarters increased its Earth-friendly efficiency by installing a 148kW direct current system in 2019. It produced more than 170,000 kWhs in its first year after being commissioned.

In 2018, the union installed an 80-acre solar array in Ludlow, Vermont, under an agreement with Blattner Energy. The relationship was facilitated by the United Brotherhood of Carpenters, which has been developing relationships in the solar industry throughout the United States and Canada. The agreement covering the work was based on language in an agreement used by union carpenters in Florida.

The Ludlow project utilized 60 union carpenters.

More recently, the union hosted a meeting with industry partners at the NASCTF training center in Rochester, NY, to discuss future solar work and how the union is prepared for it. Brian Brissenden, Vice President of North American Operations for Sabb Solar attended with additional

company staff. Sabb is an industry-leading signatory contractor that has completed more than 30 solar fields in Canada. Representatives from local signatory contractors BVR Construction, Kircher Construction, LC Whitford and LMC Industrial Contractors also attended.

Union and training staff from the North Atlantic States were joined by Paul Daly, of Carpenters Local 27 in Toronto. Daly is vice president of the local as well as a UBC coordinator for solar training.

Sabb and Daly provided valuable insight into the process of winning and successfully completing solar projects, noting that training and production makes union carpenters and our partner-employers the best option to win for the future work.

Daly helped the UBC create a solar training program for use at local training centers, which participants at the meeting saw first-hand.

"We're ready to go with lesson plans and equipment on-site wherever it's needed,"

said Jim Hayes, Assistant Executive Director of NASCTF. "Instructors have been brought up to speed on the materials and systems being used and the process for installation.

Justin Fillhart, the Business Development Manager for Energy with LC Whitford spoke highly of the future and the progressive approach the union is taking.

"It is exciting and comforting to see that the Carpenters union is taking such a hard look at this new market," he said. "This proactive approach will surely prove to be beneficial not only for members, but also for the contractors and our customers. Being able to see, first-hand, a section of solar panels being put together in the training center was not only eye-opening, but also a true testament to the commitment that the union has."

More than \$7 billion worth of solar-related projects are proposed for the area in the next ten years with billions more expected throughout the entire region.

# ONLINE TRAINING

**Online courses now available:**

- ABC Building Code
- Construction Master Pro
- Hazard Communication and Chemical Safety
- ICRA Awareness (CSL)
- Mass Construction Supervisors License Prep
- OSHA 10-Hour for Construction
- OSHA 30-Hour for Construction
- Print Reading
- Sexual Harassment Training
- Silica Training
- UBC Foreman Training



**VISIT [NASCTF.ORG](https://nasctf.org) TO SIGN UP TODAY!**



# Train with NASRCC



**NASCTF.org**

Find locations and  
training courses online.



## North Atlantic States Carpenters TRAINING FUND

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

*Option 2: Millbury Apprenticeship*

*Option 3: CT Apprenticeship*

*Option 4: Skill Enhancement*

**info@nasctf.org | NASCTF.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 2

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



# Fund Names Aligned With Council

The benefit funds that serve the members of the North Atlantic States Regional Council of Carpenters continue to work toward efficiency and consistency. Recent changes made to funds have led to significant savings in operational costs and the elimination of redundant fees, especially related to managing investment of fund assets. The improvements protect the short and long-term strength and stability of the funds.

To more accurately reflect the participants and areas served by funds and to align with changes within the union, some funds have changed their names. The current names of funds and contact information are:



## NORTH ATLANTIC STATES CARPENTERS

Pension Fund  
Health Benefits Fund  
Vacation Savings Fund  
Annuity Fund



**SERVICING PARTICIPANTS WORKING IN**  
Maine, New Hampshire, Vermont,  
and Massachusetts

## NORTH ATLANTIC STATES CARPENTERS

Annuity Fund  
formerly the Southern New England  
Carpenters Annuity Fund



**SERVICING PARTICIPANTS WORKING IN**  
Connecticut, Rhode Island, and New York

**Contact · 800-344-1515 · [CarpentersFund.org](https://CarpentersFund.org)**

## NORTHEAST CARPENTERS

Health Benefits Funds  
Pension Fund



**SERVICING PARTICIPANTS WORKING IN**  
Hauppauge, Albany, Horseheads,  
Hopewell Junction, and Cheektowaga, NY

**Contact · [ncf.carpenters.fund/new-york-participant/](https://ncf.carpenters.fund/new-york-participant/)**

# In Memoriam

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



MEMBER	YEARS	AGE
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## LOCAL 56

Elliott Fama	8	44
Edward Uburtis	22	54

## LOCAL 276

Adel Adam-Eskander	1	24
Wilfred Barratt	54	90
Thomas Blood	63	89
Richard Burley	53	75
Paul Hoffman	8	60
Earl Jones	52	85
Frederick Quackenbush	30	62
Daniel Roberts	1	39
Ronald Russo	30	62
Thomas Smith	63	86
George Vaccaro	58	92
Richard Weeks	54	87
Frederick Wright	66	93

## LOCAL 277

Timothy LaRoy	43	69
Harold Root	60	93
Harold Zents	71	94

## LOCAL 279

Unto Aro	66	93
Gary Baranowski	49	79
John Cannizzaro	56	95
Danny Coffin	21	86
Brian Decker	3	48
John Fitzpatrick	32	86
Carl Gerow	52	91
Thomas Jantzen	24	56
Leroy Kappes	52	77
John Kellam	60	82
Michael Schrull	49	67
John Sheridan	70	93
Arthur Shute	63	91
Joel Warren	15	70

MEMBER	YEARS	AGE
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## LOCAL 290

John Acquaro	40	67
Herman Berg	66	89
Conrad Carlo	66	92
Michael DeNicolò	67	90
Connor Frawley	8	32
Rick Kuprian	17	56
Ronald Lipski	32	62
Ray Messina	21	76
William Schuller	22	68
Patrick Yanoti	54	93

## LOCAL 291

Deland Averill	30	56
Hogan Irish	1	33

## LOCAL 326

James Ferrier	51	76
Frank Gauthier	40	82
Leonard Nowak	55	93
James O'Malley	51	88
Kenneth Reaves	59	84
Benjamin Szmajlo	46	71

## LOCAL 327

Donald Bennett	6	55
Edward Branchi	12	79
Stephen Buckley	16	69
Gerardo Damato	57	87
Angela Days	4	49
Patrick Malloy	39	85
Jacques Mercier	26	76
Anthony Morais	51	84
Michael Olson	35	54
Carlos Owen	51	80
Daniel Trudell	13	38

MEMBER	YEARS	AGE
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## LOCAL 328

David Aldrich	17	50
Joey Cooper	44	63
James Curtin	51	79
Sylvain Duhamel	21	56
Eugene Grenier	54	78
John Mahoney	37	80
Keith Morley	2	44

## LOCAL 330

Charles Bosma	63	90
Earl Houde	67	90
David Leckie	65	87

## LOCAL 336

Louis Ablondi	45	64
Norbert Brideau	30	76
Patrick Donelan	50	80
Roy Patrie	2	82

## LOCAL 339

Michael Arzoonian	51	91
Mederic Babineau	24	91
Stanley Flight	68	94
Eddie Leblanc	40	86
James Tolman	2	41

## LOCAL 346

A. Arcadipane	72	92
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## LOCAL 352

Raymond Lamy	52	91
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## LOCAL 1302

Fayett Finney	5	57
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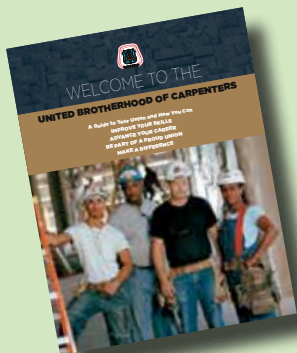
## LOCAL 2168

Jose Guzman	15	50
John Reardon	58	77



# 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.

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

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

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

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

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



**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!



**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!



# Subscribe to NAsnews!

The North Atlantic States Regional Council of Carpenters has improved our texting program to get you the news and information that's most important to you.



To start receiving text alerts with news and information about important events relevant to you, scan this QR code and hit 'send' from your message box.

**Step 1 Scan**

**Step 2 Hit Send**

Periodic text messages will be sent from NASRCC. Message and data rates may apply. Text STOP to 855-962-7722 to stop receiving messages.



# Schedule of Monthly Union Meetings



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

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



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

## Shop and Millmen Local 51

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

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

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

## Piledrivers Local 56

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

## Carpenters Local 276

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

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

## Carpenters Local 277

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

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

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

## Carpenters Local 279

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

## Carpenters Local 290

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

## Carpenters Local 291

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

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

## Carpenters Local 326

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

## Carpenters Local 327

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

## Carpenters Local 328

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

## Carpenters Local 330

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

## Carpenters Local 336

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

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

## Carpenters Local 339

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

## Carpenters Local 346

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

## Northern New England Commercial Carpenters Local 349

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

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

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

## Northern New England Interior Systems Local 352

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

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

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

## Carpenters Local 723

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

## Local 1302 (Electric Boat)

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

## Floorcoverers Local 2168

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

## Local 3073 – Portsmouth Navy Yard

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



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



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