

THE PROFESSIONAL

Fall 2021 | Volume XXIV | No.3

# Carpenter

An aerial photograph of a city skyline. In the foreground, a large, modern glass skyscraper with a curved facade stands out. To its right, a baseball stadium with a green roof is visible. The background shows a dense urban landscape with various buildings and green spaces.

## Keeping It Going

**INSIDE:**

**Ain't No Stopping Us Now • Ahora Nada Nos Detendrá**



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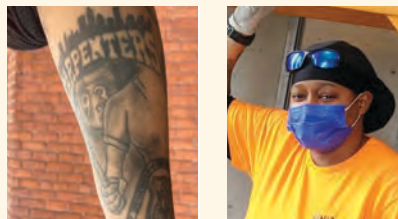
THE PROFESSIONAL

# 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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### Build It!



North Atlantic States Regional  
**COUNCIL of CARPENTERS**

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

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

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código para leer  
historias adicionales  
en español.**



# COVID VACCINATION RAFFLE WINNER!

## Local 327s Marco Bronfield-Abrego

was the big winner of the North Atlantic States Regional Council of Carpenters' COVID vaccination raffle on Labor Day. Bronfield took delivery of his truck at his job in Cambridge, where he's working for Century Drywall on a JMA job.

*He's pictured with NASRCC Director of Organizing Noel Xavier and Local 327 Business Manager Rile Rhodes.*



Bronco said getting vaccinated was a "no brainer" after he caught the virus in 2020 and took several months to return to feeling normal. He said his friends and family have also been vaccinated because they didn't want to go through what he had.

In addition to the grand prize, ten members were drawn at random to win \$500 gift cards on Labor Day. Local unions with the highest percentage of vaccinated active members also received gift cards to raffle off at their union meetings.

The COVID vaccination raffle was developed by NASRCC to encourage and reward members who had taken the necessary step to keep themselves and their Brother and Sister members safe. While vaccination has been a charged issue across the country, NASRCC believes vaccinations are safe, reliable and an essential step to protect jobsites throughout the region, as well as members and their families.

### GIFT CARD WINNERS:

Marika McKeen  
Local 326

Scott Hollis  
Local 336

Brian Lapointe  
Local 330

Aaron Hudson  
Local 352

Christopher Sabo  
Local 336

Andrew Morecroft  
Local 339

Richard Vangel  
Local 330

Paul Davis  
Local 346

Michael Plante  
Local 327

Stephen Vaccaro  
Local 339

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Local 339

Local 346

Floorcoverers  
Local 2168

Local 290

## NASRCC Autumn 2021

### Brothers and Sisters:

*This spring, I had the honor and pleasure to be elected by our local union delegates to a term as executive secretary-treasurer of the North Atlantic States Regional Council of Carpenters.*



**Our skills, our resolve and our dedication to each other make all the difference in the world. The wages we're paid, the benefits we enjoy, safety on the job, and the respect we're given are all results of our collective bargaining backed by our solidarity.**

My experience since being appointed Executive Secretary-Treasurer pro-tem following Tom Flynn's accession to the UBC last year has allowed me to learn so much about our members, our union and the work we have ahead. I'm excited to put that knowledge to work.

The stated vision for our council is to look further ahead to create more opportunities; transform our culture to focus on collaboration and teamwork; and grow sustainably by cultivating our members and our leaders. That vision is reflected in the slate of candidates who were elected with me. The current executive board is more diverse in regards to experience, age, race and gender than any other in our union's history in this region. That's important because, like a jobsite, none of us alone has all of the ideas, talent or capacity to ensure that our union thrives.

The challenges we face demand that we recognize the strengths of both our differences and our common interests. The construction industry is in some ways very complicated. It interacts with the highest levels of corporate business and the seediest of subcontractors and labor brokers who steal from their own employees. For individual carpenters, the resources at hand to protect ourselves might seem few and often uncertain.

Our skills, our resolve and our dedication to each other make all the difference in the world. The wages we're paid, the benefits we enjoy, safety on the job, and the respect we're given are all results of our collective bargaining backed by our solidarity.

We've shown nonunion carpenters what they can gain when they stand together. We've certainly shown it to contractors and developers.

We've also shown that we are mature and professional, willing to dedicate ourselves to the success of anyone who shares our vision and core values.

This council has worked hard to position itself for success that lasts, from our newest apprentices to our staff at the regional council and local unions. We are all dedicated to making sure our union—your union—is being smart with your money, respectful of your hard work, and dedicated to providing the best possible benefits for your families and building successful partnerships with employers.

In the next three years, I look forward to hearing from more members, discussing our common interests and building on the success our United Brotherhood of Carpenters has achieved in its 140-year history.

—Joe Byrne

## NASRCC Otoño 2021

### Hermanos y Hermanas:

*Esta primavera, tuve el honor y el placer de ser elegido por nuestros delegados sindicales locales para un periodo como Executive Secretary-Treasurer del Consejo Regional de Carpinteros de los Estados del Atlántico Norte.*



**Nuestras habilidades, nuestra determinación y nuestra dedicación mutua marcan la diferencia en el mundo. Los salarios que nos pagan, los beneficios que disfrutamos, la seguridad en el trabajo y el respeto que se nos brinda son todos resultados de nuestra negociación colectiva respaldada por nuestra solidaridad.** ”

Mi experiencia desde que fui nombrado Executive Secretary-Treasurer pretérmino luego de la adhesión de Tom Flynn a la UBC el año pasado me ha permitido aprender mucho sobre nuestros miembros, nuestro sindicato y el trabajo que tenemos por delante. Estoy emocionado de poner ese conocimiento en práctica.

La visión declarada de nuestro consejo es mirar más allá para crear más oportunidades; transformar nuestra cultura para enfocarnos en la colaboración y el trabajo en equipo; y crecer de manera sostenible cultivando a nuestros miembros y líderes. Esa visión se refleja en la lista de candidatos que fueron elegidos conmigo. La junta ejecutiva actual es más diversa en cuanto a experiencia, edad, raza y género que cualquier otra en la historia de nuestro sindicato en esta región. Eso es importante porque, como en la obra de trabajo, ninguno de nosotros por sí solo tiene todas las ideas, el talento o la capacidad para garantizar que nuestro sindicato prospere.

Los desafíos que enfrentamos exigen que reconozcamos las fortalezas tanto de nuestras diferencias como de nuestros intereses comunes. La industria de la construcción es, en cierto modo, muy complicada. Interactúa con los más altos niveles de negocios corporativos y los subcontratistas y corredores laborales más sórdidos que roban a sus propios empleados. Para los carpinteros individuales, los recursos disponibles para protegernos son pocos y, a menudo, inciertos.

Nuestras habilidades, nuestra determinación y nuestra dedicación mutua marcan la diferencia en el mundo. Los salarios que nos pagan, los beneficios que disfrutamos, la seguridad en el trabajo y el respeto que se nos brinda son todos resultados de nuestra negociación colectiva respaldada por nuestra solidaridad.

Les hemos mostrado a los carpinteros no sindicalizados lo que pueden ganar cuando están juntos. Ciertamente se lo hemos mostrado a contratistas y desarrolladores.

También hemos demostrado que somos maduros y profesionales, dispuestos a dedicarnos al éxito de cualquiera que comparta nuestra visión y valores fundamentales.

Este consejo ha trabajado duro para posicionarse para éxito que dure, desde nuestros aprendices más nuevos hasta nuestro personal en el consejo regional y los sindicatos locales. Todos estamos dedicados a asegurarnos de que nuestro sindicato, su sindicato, sea inteligente con su dinero, respete su arduo trabajo y se dedique a brindar los mejores beneficios posibles para sus familias ya construir asociaciones exitosas con los empleadores.

En los próximos tres años, espero escuchar a más miembros, discutir nuestros intereses comunes y aprovechar el éxito que nuestra Hermandad Unida de Carpinteros ha logrado en sus 140 años de historia.

—Joe Byrne



## NASRCC Elections:



Delegates to the North Atlantic Regional Council of Carpenters this summer elected Joe Byrne as Executive Secretary-Treasurer of the council and a slate of candidates he headed were all elected to positions on the NASRCC Executive Board.

### ELECTED AS PART OF THE “BYRNE SLATE” WERE:

**Joe Byrne**, Executive Secretary-Treasurer

**Raheem Shepard**, President

**Bill Banfield**, Vice President

**Kim Hokanson**, Warden

**John Murphy**, Conductor

**Anthony Villa**, Trustee

**Michael Holmes**, Trustee

**Mynor Perez**, Trustee

**Jeff Wolcheski**, Executive Committee

**Jomo Akono**, Executive Committee

**Jack Donahue**, Executive Committee

**Krystal Green**, Executive Committee

**Dennis Lassige**, Executive Committee

**Jim Mason**, Executive Committee

**Ernie Pagan**, Executive Committee

Byrne was appointed to the office in the Spring of 2021 when Tom Flynn resigned following his appointment to the office of General Secretary-Treasurer of the United Brotherhood of Carpenters. Byrne will now continue in his role for a term that will expire in 2024.

Byrne's election, which was won without opposition, was seen as a mandate for the agenda he has promoted since taking office, which emphasizes long-term planning and sustainable growth.

The “Byrne Slate” was nominated by Joe Walsh, a delegate representing Local 327 and seconded by Ed Cooke of Local 279.

Shepard succeeds Rich Monarca, who had served as president of the executive board of NASRCC and its predecessor, the New England Regional Council, since 2005. Monarca had been a member of the executive board in some capacity for the two councils since 1997.

Shepard is a third-generation union carpenter and a member of Local 327 in Boston. He is a full-time employee of NASRCC, working as a business representative in Local 327.

Banfield moves into the vice president slot vacated by Brian Richardson. Richardson announced earlier this year that he would be retiring this summer from his position as organizing director and would not seek re-election. Richardson had served on the NERCC and NASRCC executive boards for nearly 20 years.

Banfield is a member of Local 279 in New York's Hudson Valley and part of the executive leadership team for NASRCC. He is assistant to the executive secretary-treasurer and a regional manager for New York, overseeing the work of the agents and organizers in the five locals in the state.

Ernie Pagan and Kim Hokanson are also new members of the board. Pagan is a member of and business representative for Local 326 in Connecticut. Hokanson is the regional manager for Northern New England Local Unions 349 and 352.



## Other News:



**Noel Xavier**



**John O'Connor**

The North Atlantic States Regional Council of Carpenters has named Noel Xavier as the Director of Organizing for its seven-state area. He fills the position vacated by Brian Richardson, who retired this summer. Richardson and Xavier worked together closely for several years as part of the council's succession plan.

Within the Organizing Department, the council has also named John O'Connor as Director of Residential Business Development. He will work with Xavier, regional managers and staff, primarily in Eastern New England.

Executive Secretary-Treasurer Joe Byrne announced the appointments in a memo to staff.

"For more than 140 years, the mission of the Carpenters union has been "Educate, Agitate, Organize." Bringing justice and higher standards to carpenters and construction sites--regardless of their union status--requires a focused, strategic, and persistent approach.

"The industry is in dire need of increased union organizing that results in collaborative partnerships between labor and management," he said. "Noel has demonstrated his ability to take traditional and newer approaches to what is both a modern and very old-fashioned industry. He will effectively leverage the collective power of our union staff and members, helping the Carpenters union achieve sustainable growth that benefits working carpenters and their families."

A floorcoverer by trade, Xavier is a first generation immigrant from Venezuela, born to Portuguese parents and speaks Portuguese, English and Spanish. He was hired as a full-time organizer by NASRCC in 2017 and later became a lead organizer.

"The deteriorating conditions on nonunion projects in the residential segment of our industry--wage theft and misclassification becoming the de facto business model, as detailed in a recent academic study--demand a response," Byrne said. "When it comes to the residential market, there are few people who have the knowledge, experience and extensive contacts John has. He is as comfortable challenging contractors who exploit carpenters as he is developing partnerships between the union and residential developers and contractors."

O'Connor is a member of Local 723 and has held several leadership positions within the local. He was hired as an organizer by the New England Regional Council of Carpenters in 1997 and has also worked in different parts of the country as an organizer for the United Brotherhood of Carpenters.

## Retiree:



**Brian Richardson**

### Director of Organizing Richardson Retires

Brian Richardson, the long-tenured Director of Organizing for the New England and then North Atlantic States Regional Council of Carpenters retired this summer. Richardson had been on staff with the union for over 25 years and has been a member of Pile Drivers Local 56 for 40 years. He was also a member of the executive boards for both the New England Regional Council and then the North Atlantic States Regional Council.

As an organizer, Richardson helped thousands of workers become union members and helped thousands more unrepresented workers win owed wages, safer jobsites and other improvements to working conditions. As the Director of Organizing he coordinated staff efforts region-wide and managed the professional development of organizing staff.

After graduating college with a degree in education, Brian changed direction, following in his father's footsteps and becoming a pile driver. He not only enjoyed the trade, he developed a deep interest in the union and organizing workers.

Richardson put his education degree to work over the years, developing programs for new members as well as members interested in becoming more knowledgeable about the industry or more involved in union organizing efforts.

# Responsible Development Coalition

**Faced with a close and crowded field of candidates for Mayor of Boston this Spring, the North Atlantic States Regional Council of Carpenters decided to take a different approach to its advocacy in the primary election: it chose not to make a primary endorsement.**



NASRCC leader Joe Byrne (R) speaking before the candidate forum sponsored by the Responsible Development Coalition.

Instead, the union became a founding member of the Responsible Development Coalition. Including contractors and developers, the group worked to focus more on its interests than a candidate it liked best or thought had the best chance of winning.

“Before deciding to form this coalition, we thought long and hard about the primary,” said NASRCC leader Joe Byrne. “We interviewed the candidates and reached out to our partners in the industry. One thing became clear: we wanted the candidates to speak about development and what that means to the City of Boston.”

The goal was to get candidates to speak not just about development, but the difference

between responsible development that strengthens neighborhoods, and development that doesn't.

The work of the group started by asking candidates to sign a pledge. In it, candidates agreed that they would support responsible development that: creates good-paying jobs with health care and pensions; incorporates inclusivity and equal pay; increases affordable and workforce housing; promotes more environmentally sustainable building; provides job training opportunities for underserved communities; engages in community outreach; maintains safe job sites and fulfills all tax obligations, without misclassification and payroll tax fraud.

The campaign also included radio and television ads featuring NASRCC leader Joe Byrne and regular social media posts.

Within days, every candidate signed the pledge. Weeks later, they all attended a candidate forum at the Carpenters

Center in Dorchester, an event that drew hundreds of union members that live or work in Boston.

Political Director Joe O'Brien was happy with the result of the Responsible Development Coalition.

“The coalition allowed us to raise carpenter issues and get all of the candidates to commit to supporting our agenda, without our union making an endorsement. This was a big win for our industry and our future, no matter who is ultimately elected the next Mayor of Boston.”

Following the primary election, the union debated endorsing one of the final candidates or not endorsing at all. After discussions that included feedback from Boston members who had been meeting weekly to discuss politics in the city, the union endorsed City Councilor Michelle Wu.



City Councilor Michelle Wu was ultimately endorsed by the Carpenters union.



# They Did It Again!

Union members in New Hampshire once again beat off a conservative effort to weaken unions, sending so-called “Right to Work” legislation to yet another defeat at the hands of a bi-partisan coalition.

New Hampshire Governor Chris Sununu was emboldened by Republicans’ successful 2020 election victories which saw them re-take control of both chambers of the legislature. He made so-called “Right To Work” his number one priority and was expected to try to ram it through early in the session.

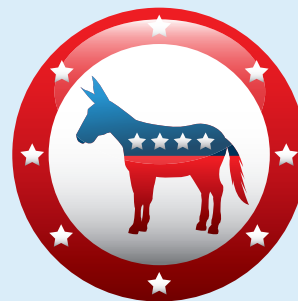
But Sununu underestimated the resolve of union members and their allies in the state who were active early and often, contacting elected officials individually by mail, email, phone calls and, of course, Zoom.

With 424 members of its state legislative bodies, New Hampshire is not the easiest place to lobby legislators. But the large numbers also result in more grounded and independent minded state senators and representatives; ones that understand meat and potato political issues.

After the bill passed the state senate and was sent to the house, union carpenters and organized labor turned up the heat on legislators causing the final vote to be delayed several times. Anti-union leaders in the legislature even threatened to force in-person votes on the bill when COVID infections were soaring and vaccinations were not widely available, hoping that just enough older senators and opponents of the bill would stay home, allowing the bill to pass.

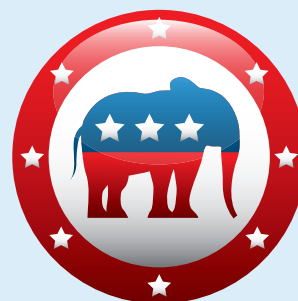
At the end of the session, a flurry of activity—on a day when former Vice President Mike Pence was attending a fundraiser in the state—was not enough to drag the bill over the line; a bipartisan group defeated the bill by a 199-175 vote.

“Our members did a great job engaging their representatives, knocking on doors and taking advantage of every opportunity we gave them to send the message that ‘Right to Work’ was wrong for New Hampshire,” said Kim Hokanson, regional manager for Northern New England. “We know it will be dragged out again and when it is, we’ll beat it again.”



**Bipartisan group  
defeated the bill by**

**199-175  
VOTE**



**We know it will be  
dragged out again  
and when it is, we'll  
beat it again.** ”

KIM HOKANSON  
REGIONAL MANAGER FOR  
NORTHERN NEW ENGLAND



# Wage Theft

The State of New York has taken a significant step to protect construction workers from having their wages stolen by passing a law that has been a top legislative priority for union carpenters.

**For too long, the game has been for contractors to plead ignorance when they're confronted with wage theft**



— BILL BANFIELD

ASSISTANT TO THE EXECUTIVE SECRETARY-TREASURER

The new law, passed by the legislature in the spring and signed by Governor Kathy Hochul on Labor Day makes general or prime contractors on a project jointly liable for wages owed to employees of their subcontractors.

With that responsibility, general contractors have been given the right to demand payroll information from subcontractors and withhold payment if it is not given.

Wage theft has become a significant problem in the industry, steadily increasing as it became clear the use of multiple layers of subcontractors, labor brokers and coyotes insulated decision-makers from any real risk.

“For too long, the game has been for contractors to plead ignorance when they're confronted with wage theft,” said Bill Banfield who is the assistant to the executive secretary-treasurer and the union's regional manager for New York.

“They want credit and all of the profits from their projects, but they don't want any responsibility for how they get done. And then they turn around and tell good contractors that they're sorry, but their prices are just too high. It's not fair and it's going to end.”

The law will not only help unrepresented workers, but union employers and their union crews, too. By reducing the incidence of wage theft and the gap it creates between union and nonunion bidders, more productive, safety- and quality-conscious union contractors will become a more attractive option.

“We've been beating this drum for quite a while,” said Banfield. “Our members, our staff and our political team have used specific stories, studies and common sense to convince the state that this was necessary and timely. We're happy that they listened and took action.”



## TRAINING

### Foreman to Foreman Production Buster Meeting

The NASRCC has begun a series of “Foreman-to-Foreman” meetings to facilitate discussions and create solutions for common issues foremen face on jobsites. The program follows a model used by the Southwest Regional Council and creates a forum where both veteran and newer foremen can benefit from each other's experience and facilitate greater cooperation between the union and our employer partners.

Meetings have focused on “production busters,” skilled workforce shortages, and traditional and specialized training available through the union. They've also heard from regional and local union leadership, who have discussed the overall vision and priorities of the regional council.

Meetings are gradually being added in different areas and are eventually expected to be held regularly throughout the



Foreman to Foreman meeting at the Long Island Training Center.

council. If you are a foreman interested in attending the meetings, contact your local union for more information.



# El robo de salarios

El estado de Nueva York ha dado un paso importante para proteger a los trabajadores de la construcción de que les roben el salario al aprobar una ley que ha sido una de las principales prioridades legislativas para los carpinteros sindicales.



**Durante demasiado tiempo, el juego ha consistido en que los contratistas aleguen ignorancia cuando se enfrentan al robo de salarios**

— BILL BANFIELD

ASISTENTE DEL EXECUTIVE SECRETARY-TREASURER

La nueva ley, aprobada por la legislatura en la primavera y firmada por la gobernadora Kathy Hochul el Día del Trabajo, hace que los contratistas generales o principales de un proyecto sean responsables conjuntamente de los salarios adeudados a los empleados de sus subcontratistas.

Con esa responsabilidad, a los contratistas generales se les ha otorgado el derecho de exigir información sobre la nómina de los subcontratistas y retener el pago si no se proporciona.

El robo de salarios se ha convertido en un problema importante en la industria, aumentando constantemente a medida que se hizo evidente el uso de múltiples capas de

subcontratistas, intermediarios laborales y coyotes aislaron a los tomadores de decisiones de cualquier riesgo real.

"Durante demasiado tiempo, el juego ha consistido en que los contratistas aleguen ignorancia cuando se enfrentan al robo de salarios," dijo Bill Banfield, asistente del Executive Secretary-Treasurer y gerente regional del sindicato de Nueva York. "Quieren crédito y todas las ganancias de sus proyectos, pero no quieren ninguna responsabilidad por cómo se hacen. Y luego se dan la vuelta y les dicen a los buenos contratistas que lo lamentan, pero que sus precios son demasiado altos. No es justo y va a terminar."

La ley no solo ayudará a los trabajadores no representados, sino también a los empleadores y sus equipos sindicales. Al reducir la incidencia del robo de salarios y la brecha que crea entre licitadores sindicalizados y no sindicalizados, los contratistas sindicales más productivos, conscientes de la seguridad y la calidad se convertirán en una opción más atractiva.

"Hemos estado tocando este tambor durante bastante tiempo," dijo Banfield. "Nuestros miembros, nuestro personal y nuestro equipo político han utilizado historias, estudios y sentido común específicos para convencer al estado de que esto era necesario y oportuno. Estamos felices de que hayan escuchado y hayan tomado medidas."



## House of Heroes

For the third consecutive year, Carpenters Local 326 was happy to partner with House of Heroes Connecticut to provide veterans in the community with home repairs and improvements.

Joshua Hight, a U.S. Army and Connecticut National Guard veteran and his wife Amorette, a U.S. Navy veteran, have endured homelessness, PTSD and other life-changing challenges. Over the past number of years, maintenance on the couple's East Hartford home has suffered as they focused on work and caring for their Autistic son.

"Our local heroes, including veterans and first responders, answer the call to serve every day. The Carpenters Local 326 team is humbled to use our skills and knowledge to repay that service," said Chris Bachant, Local 326 Business Representative.

Bachant, and Local 326 members Miguel Fuentes, Mike Robinson, Jason Lebel and Paul Talbot did just that. They showed up at the Hight's home on a Saturday morning and worked until it was transformed, installing 50 sq ft of pre-finished oak hard wood flooring, replacing windows, a basement door, and building an exterior landing.

"Many of us here at Carpenters Local 326, including myself as well as several other staff members, are veterans, so we never hesitate to help veterans in our communities. Amorette and Joshua were very grateful for the work we did on their home and it was an honor to be able to help them," said Regional Manager Jeff Wolcheski.



Local 326 members (l-r) Paul Talbot and Chris Bachant.

## Lending Skills to Help Our Local Heroes

Brothers and Sisters from Carpenters Local 291 volunteered to help renovate a home for a veteran in Malta, NY.

Mike DeCrescenzo, Todd Bennett, Ed Drobneck, John Ferguson, Dan Whelan, Candice Gasson and Terbish Usuhbaatar and Council Representative Tom McKiernan began working with the Malta Veteran Appreciation Program (MVAP) project in October, 2020.

The MVAP provides support services to veterans in need and recently chose a veteran to reside in this mobile home. Some of the additional MVAP services that the Carpenters have assisted with include repairs to veterans homes and transportation to medical appointments.

The Carpenters are always proud to serve our veterans!

## 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.

David Avalone - Local 336

Richard Baarda - Local 336

Tyler Cullen - Local 336

Justin Dias - Local 330

Vincent Digregorio - Local 279

Jonathan Himpsl - Local 291

Brandon Jamieson - Local 327

Andrea Jensen - Local 291

Pierre LeBlanc - Local 328

Matthew Link - Local 276

Joseph Luongo - Local 290

John McDonagh - Local 279

Carlos Montano - Local 326

Jeremy Siewerd - Local 336

Anthony Tassinari - Local 327



## Casa de Héroes

Por tercer año consecutivo, el Local 326 de Carpinteros se complace en asociarse con la Casa de Héroes de Connecticut para proporcionar a los veteranos de la comunidad reparaciones y mejoras en el hogar.

Joshua Hight, un veterano del Ejército de los EE. UU. y la Guardia Nacional de Connecticut, y su esposa Amorette, una veterana de la Marina de los EE. UU., han soportado la falta de un hogar, el trastorno de estrés postraumático y otros desafíos que les cambiaron la vida. Durante los últimos años, el mantenimiento de la casa de la pareja en el Este de Hartford ha sufrido a medida que se concentraban en trabajar y el cuidado de su hijo autista.

“Nuestros héroes locales, incluidos los veteranos y los socorristas, responden al llamado para servir todos los días. El equipo del Local 326 de Carpinteros se siente honrado de usar nuestras habilidades y conocimientos para ese servicio,” dijo Chris Bachant, Representante de Negocios del Local 326.

Bachant y los miembros del Local 326 Miguel Fuentes, Mike Robinson, Jason Lebel y Paul Talbot hicieron precisamente eso. Se presentaron en la casa de los Hights un Sábado por la mañana y trabajaron hasta que se transformó, instalando 50 pies cuadrados de piso de madera de roble preacabado, reemplazando ventanas y una nueva puerta en el sótano, y construyendo un descanso exterior.

“Muchos de nosotros aquí en el Local 326 de Carpinteros, incluyendo a mí y a otros miembros del personal, somos veteranos, por lo que nunca dudamos en ayudar a los veteranos en nuestras comunidades. Amorette y Joshua estaban muy agradecidos por el trabajo que hicimos en su casa y fue un honor poder ayudarlos,” dijo Jeff Wolcheski, Gerente Regional del Local 326.



L-R Ed Drobneck, Tom McKiernan, John Ferguson, Pat Burns, Mike DeCrescenzo, Todd Bennett, and Dan Whalen.

## Prestando Habilidades para Ayudar a Nuestro Héroes Locales

Hermanos y hermanas del Local 291 de Carpinteros se ofrecieron como voluntarios para ayudar a renovar una casa móvil para un veterano en Malta, NY.

Los miembros del Local 291 Mike DeCrescenzo, Todd Bennett, Ed Drobneck, John Ferguson, Dan Whelan, Candice Gasson y Terbish Usuhbaatar y el Representante del Consejo Tom McKiernan comenzaron a trabajar con el proyecto del Programa de Apresiasi de Veteranos de Malta (MVAP) EN Octubre del 2020.

El MVAP brinda servicios de apoyo a los veteranos necesitados y pronto elegirá a un veterano sin hogar o desplazado para que resida en esta casa móvil. Algunos de los servicios MVAP adicionales con los que han ayudado los Carpinteros incluyen reparaciones a hogares de veteranos y transporte a citas médicas.

¡Los Carpinteros siempre están orgullosos de servir a nuestros veteranos!

## Los miembros responden al llamado al deber

Gracias a todos nuestros Hermanos y Hermanas que han servido en las Fuerzas Armadas de los Estados Unidos. Estamos agradecidos por su servicio y sacrificio.

Los siguientes miembros están actualmente activos en el servicio militar.  
Por favor, mantengan a la familia y a sus familias en sus pensamientos.

David Avalone - Local 336

Richard Baarda - Local 336

Tyler Cullen - Local 336

Justin Dias - Local 330

Vincent Digregorio - Local 279

Jonathan Himpsl - Local 291

Brandon Jamieson - Local 327

Andrea Jensen - Local 291

Pierre LeBlanc - Local 328

Matthew Link - Local 276

Joseph Luongo - Local 290

John McDonagh - Local 279

Carlos Montano - Local 326

Jeremy Siewerd - Local 336

Anthony Tassinari - Local 327

# New Study Confirms Scope of Illegal Actions in Nonunion Residential Construction!



Confirms general contractors and developers likely know about it all.  
Stealing from workers and cheating on taxes now the business model.

## What are we talking about?

- Workers getting paid less than they're promised (if at all).
- Not getting overtime pay, being paid in cash, with no benefits, no insurance, and no safety standards.

## What does it cost?

- **For workers:** millions of dollars a year in lost wages; tax liability; no coverage for injuries on the job, no unemployment when they are out of work.
- **For contractors:** a chance to honestly compete for work.
- **For communities:** good jobs, respectable businesses; hundreds of millions of dollars in tax revenue to support first responders, schools and other programs.
- **For our industry:** good workers that don't want to deal with scams; training programs that ensure safe, quality work.



SCAN TO READ THE STUDY:



TALK TO POLITICIANS!

Stand with fellow carpenters for justice!



# ¡Nuevo estudio confirma el alcance de las acciones ilegales en la construcción residencial no sindicalizada!

**PARO**  
Al robo de  
salarios

Confirme que los contratistas generales y los desarrolladores probablemente lo sepan todo. Robarles a los trabajadores y engañar en los impuestos ahora es el modelo de negocio.

## ¿De qué estamos hablando?

- A los trabajadores se les paga menos de lo prometido (si es que se les pagan).
- No cobrar horas extras, cobrar en efectivo, sin beneficios, sin seguro y sin estándares de seguridad.

## ¿Cuánto cuesta?

- **Para los trabajadores:** millones de dólares al año en salarios perdidos; responsabilidad fiscal; sin cobertura por lesiones en el trabajo, sin desempleo cuando están sin trabajo.
- **Para los contratistas:** una oportunidad de competir honestamente por el trabajo.
- **Para las comunidades:** buenos trabajos, negocios respetables; cientos de millones de dólares en ingresos fiscales para apoyar a los socorristas, escuelas y otros programas.
- **Para nuestra industria:** buenos trabajadores que no quieren lidiar con estafas; programas de capacitación que garantizan un trabajo seguro y de calidad."



**ESCANEAR PARA ESTUDIO:**



**¡HABLA CON LOS POLÍTICOS!**  
¡Apoya a tus compañeros carpinteros  
por la justicia!



# Laying a Solid Foundation for Future Success

Maggie Porreca, a member of the Attleboro High School Class of 2021, has wasted no time in getting ahead in her career, and is thankful to Carpenters Local 346 and Century Drywall for helping her grow personally and professionally.



Maggie Porreca on graduation day.

Porreca, who recently turned 19, says she never really had any interest in going the traditional college route, and her love for art and geometry helped steer her in the direction of carpentry. “A blank canvas or an empty parcel of land, I am excited to build it.”



Maggie Porreca

From a young age, Maggie knew the training and hard work involved in becoming a skilled tradesperson. It was something she always admired from her grandfather who was a proud 40-year union member of IBEW Local 2222 in Boston.

Porreca first established a relationship with Local 346 when she volunteered to work on the Vietnam Veterans Memorial “Moving Wall” in Attleboro in 2019. There, she met the late John Manning, Local 346 business representative, and they chatted about working in the trades.

Last year when she sat down with her parents to discuss her career options post-graduation, she remembered her conversation with John. She weighed up

the pros and cons of many career paths – traditional and non-traditional – and identified some selling points for applying for the apprenticeship.

“I said to my parents, I’ll get to attend a good school nearby, get free training and take as many classes as I want. Oh, and I’ll have my own health insurance, annuity and a pension, too. It was a no-brainer when I had it written down.”

She didn’t hesitate to make the next move and went to the union hall in Randolph.

“When I went to the union hall to inquire about the apprenticeship program, John [Manning] remembered me from that day and was very friendly and welcoming. He and Dennis Lassige helped me through the process.”

Manning and Lassige knew Maggie was committed to building her future with the Carpenters and after several meetings she was accepted into the apprenticeship program.

Lassige reached out to Mike Percival, a superintendent at Century Drywall who was happy to bring in such an eager student and help her learn and cultivate the skills with real on-the-job training.

Due to the COVID-19 pandemic and hybrid learning, Maggie was able to work part-time and attend school full-time. Coincidentally, Maggie’s first job was building the new Attleboro High School, just one field away.

“It was pretty neat. I would be out working in my hard hat and work boots, and I’d be able to see my classmates and teachers from the job site. It’s definitely something I never expected to be able to do,” she said smiling.

Percival shared good reports from Maggie’s work thus far.

“Maggie has been very good and is catching on quick to everything. We paired her with Neil LeMay of Local 330 who is a 30-year member. We know he has been a great mentor to her.”

Maggie says the support and encouragement she has received from her fellow brothers and sisters and the team at Century Drywall indicate that she has made the right decision.

“I’ve learned about the endless possibilities that are available to me as a union carpenter. The amount of things I’ve already learned from being on site, and I know that I still have so much to learn; the variety of jobs that I can strive to get makes me even more determined. And all without accumulating college debt.”

“I feel like everyone here cares about me and it makes me feel like I fit in, and that I belong here,” she says. “I love the unity that everyone has on the job site and I couldn’t be happier to be part of a tremendous group of professionals building our communities. I walk in as a 5’1” girl and everyone is so helpful and supportive and say, ‘you can do it kid!’”

## Carpenters Make Dreams a Reality in the Hudson Valley

Seen and unseen, big and small, union carpenters and contractors perform generous acts of kindness in their communities daily, helping those who need a little extra support to cope with tough times. Throughout months of hospital stays, 11-year old Izzy dreamt of a tree house where she could be 'in the clouds' doing arts and crafts be with her friends.

With the help of Make A Wish Hudson Valley, Carpenters Local 279, State Senator Mike Martucci and other local leaders, Izzy's wish was granted and her custom-made treehouse was built.



Make A Wish Hudson Valley Izzy's Treehouse Photo Credit-Denise DAmico

When she recently returned home from months of treatment for a brain tumor, Izzy got to celebrate at a special blue-carpet event and ribbon-cutting ceremony in her backyard in Yulan, NY.

Carpenters Local 279 Business Manager Scott Smith and dozens of members of Local 279 volunteered their time and

resources to help make dreams a reality for children with critical illnesses in the Hudson Valley. In addition to Izzy's treehouse, they built a covered swing and daybed, completed the interior of a playhouse, made a climbing wall and a sensory garden wish for other kids in the community.

## Apprentices Help Lift Up and Strengthen the Lives of Youths

In late spring, the Carpenters union, our training fund, and Commodore Builders partnered with the Ron Burton Training Village (RBTV) in Hubbardston, MA, to work on restoring the exterior of their fitness facility.

Over two weeks, 15 apprentices from Carpenters Locals 327, 336 and 339 used their skills to significantly improve the weight-lifting facility.

"It was a great team effort for a great organization, and an honor to be part of this volunteer project in such a special place in Massachusetts," said Tom Fischer, North Atlantic States Carpenters Training Fund Executive Director.

"The apprentices did an awesome job and they loved being part of such a worthy cause. It was great to see the apprentices really push themselves and using their training to be leaders in the field."

The RBTV is a year-round program designed to enrich the lives of youths and help them be equipped to overcome challenges and excel in life. Ron Burton Sr. was the very first draft pick by the New England Patriots after finishing 10th in the 1959 Heisman voting. In his six seasons with the Patriots, he scored 18 touchdowns and recorded 4,249 all-purpose yards. His son Steve grew up in Framingham, MA, and is a sports reporter and anchor for WBZ in Boston.



Ron Burton Training Village in Hubbardston, MA



# Apprentices Help Guarantee a Summer Full of Memories for Kids Fighting Cancer

In 2018, Timothy O'Connell bought a run-down Falmouth Inn to repurpose into a free vacation home for kids fighting cancer.

His vision was inspired when he received a last-minute cancellation on one of his rental properties. He gifted the week anonymously to a family whose child was battling cancer, giving them the opportunity to escape and enjoy a much-needed vacation.



The Mighty Quinn with Timothy O'Connell, founder and chief organizer of Tommy's Place. Photo Credit: The Waters Family

"A few weeks later, I received letters from the child's mother telling me about their stay and how she hadn't seen her son smile like that in a very long time," explained O'Connell. "Then, I received another letter from the grandmother saying that she hadn't seen her daughter smile like that in a very long time. The family also shared vivid photos of their entire vacation with me and many of those photos had lots of smiling faces. It was at that moment, I was inspired to do more."

Renovations on what would become "Tommy's Place" began in 2020 and involved getting the building structurally sound – replacing the roof, siding and new doors. The contractor O'Connell hired was making good progress until spring of this year when work was almost at a standstill. There was only one carpenter on site with a mountain of work left to do, and it wasn't looking too promising for the planned opening in July.

"When the Carpenters got involved, they transformed the house in a week, and helped ensure that families could get to the Cape and make some summer memories there this year," said O'Connell.

NASRCC Executive Secretary-Treasurer Joe Byrne, NASCTF Executive Director Tom Fischer and Local 328's Jarlath Waters were all instrumental in taking the project off the ground and organizing NASCTF instructor Brian Austin and Daniel Cutter and their crew of 10 apprentices.





NASCTF Instructor Brian Austin, center, with a team of carpenters at Tommy's Place.

"This project was certainly a special one, and we were honored to be able to help such a worthy organization," said Tom Fischer. "The work involved was a good fit for the doors and hardware and millwork trim curriculum at the school. We're proud of our apprentices who used their skills to bring smiles and fun-filled memories to kids fighting cancer."

"We wouldn't be where we are today without the assistance from the Carpenters union and the hard work of those awesome apprentices led by Brian Austin," said O'Connell. "We were blown away by their skills. As apprentices they were some of the finest craftsmen and women out there. Each and every one of them was a class act and very talented. Tommy's Place gives them all a A++."

The large colonial house located in downtown Falmouth, Mass., will now provide a safe getaway and a break from the hospitals for families, friends and caregivers. And it will all be free of charge.

Local 328 carpenter Jarlath Waters and his family were one of the first families to enjoy the fruits of the Carpenters labor when they vacationed there in July.

Jarlath said their trip with "The Mighty Quinn" and his sister Maggie was terrific, and they made some of their greatest memories that week. They ventured to the beach one of the first days there, but they soon realized they didn't need to leave the house again with the array of activities available—game rooms, music rooms, arts and crafts rooms, movie theatres, and more.

"What our friend Tim O'Connell has built is just amazing, our kids had a blast, we had a blast and most of all so many amazing memories were made," said Waters. "We always say, people are so inherently good and all the people who assisted in making Tim's vision and dream come true—including the Carpenters union—are just that—good."

Thank you doesn't seem enough but we promise to help Tim however we can in the future and make these dreams possible for our cancer friends."

"I've said it many times to people, I hope that one day we go out of business because that'll mean there'll be no more sick kids," said O'Connell.

### Thanks to all the apprentices who worked on this project:

Gerald Arneaud—Local 346  
 Geoffrey Bullock—Local 328  
 Aaron Cloutier—Local 328  
 Michael Crowley—Local 327  
 Bryana Freiter—Local 346  
 Joshua Gouveia—Local 327  
 Christopher Majndle—Local 330  
 Dylan Murphy—Local 346  
 Gregoryy Teixeira—Local 346  
 Brendan Weckbacher—Local 327

**Those looking to donate to Tommy's Place can contact O'Connell at [tommysplacefalmouth@gmail.com](mailto:tommysplacefalmouth@gmail.com), or visit [tommysplace.org](http://tommysplace.org).**



# Ain't No Stopping Us Now

**It's a good time to be a union carpenter in the North Atlantic States.**

**Work hours have rebounded well following the early months of the pandemic and have continued to rise in most areas of the North Atlantic States region despite fluctuating materials prices and divisive political debates.**

Several local unions in varied markets in New York and Massachusetts have been consistently recruiting and accepting new members to meet the needs of union employers.

A sign of continued future health can also be found in Boston. For more than forty years and through several boom cycles, not a single development project was approved with “air rights” allowing construction over the Massachusetts Turnpike in Boston.

But in 2021, Parcel 12 and the Fenway Center were given final approvals and began work on projects that will. It has been an amazing show of confidence in the ability of the construction industry to support continued expansion of the regional economy.

Planning for each development cluster started almost a decade ago. In that time, several other air rights projects were considered, but all fell apart for different reasons. But now they're building.





Facing page and top left: renderings of the second phase of the Fenway Center project being built by JMA for John Rosenthal and Meredith Management. The project, along with Suffolk Construction's Parcel 12 work for Samuels and Associates (right and bottom left), total \$1.7 billion in construction in Boston while linking neighborhoods and allowing for continued expansion of the Boston economy. Renderings courtesy of John Rosenthal/Meredith Management and Elkus Manfredi Architects.

"These projects continue the significant growth and evolution of the City of Boston. They provide a tremendous benefit to our members, our industry and the regional economy," said Executive Secretary-Treasurer Joe Byrne.

Strong demand for lab space and housing developments--often incorporated into mixed-used buildings or as part of transit-oriented development in and around Boston--continue to be a focus of city and state leaders in Massachusetts.

Samuels and Associates' \$700+ million Parcel 12 will be built by Suffolk Construction, meaning all of the carpentry work will be done by union subcontractors

and union members. West of Mass Avenue, between Boylston Street and Newbury Street, it includes a 20-story office tower, 13-story hotel, public plaza, retail space and a new entrance for the Hynes Convention Center station on the MBTA's Green Line. The decking alone over the eight lanes of traffic and rail lines will take a year.

Meanwhile John Rosenthal's Meredith Management is starting their air rights project with a 2-acre deck over the Mass Pike between Brookline Avenue and Beacon Street. Five hundred piles will be driven to support the project, which includes a 350-foot tower. The \$1 billion

endeavor is Phase II of its overall Fenway Center and will include more than a million square feet of office and bio-tech lab space. John Moriarty & Associates, which just completed Phase I, will also do the second phase with union carpenters.

The combination of the two multi-year air rights projects won't just add buildings to vacant space. Together they will better connect the Back Bay, Longwood Medical and Kenmore Sq/Fenway neighborhoods, improving the look, feel and use of now empty or unattractive spaces.

They'll also keep a lot of union carpenters busy.





# Ahora Nada Nos Detendrá

**Es un buen momento para ser carpintero sindical en los estados del Atlántico Norte.**

**Las horas de trabajo se han recuperado bien después de los primeros meses de la pandemia y han seguido aumentando en la mayoría de las áreas de la región de los Estados del Atlántico Norte a pesar de la fluctuación de los precios de los materiales y los debates políticos divisivos.**

Varios sindicatos locales en diversos mercados en Nueva York y Massachusetts han estado reclutando y aceptando nuevos miembros constantemente para satisfacer las necesidades de los empleadores sindicales.

También se puede encontrar una señal de salud futura continua en Boston. Durante más de cuarenta años y durante varios ciclos de auge, no se aprobó ni un solo proyecto de desarrollo con "derechos aéreos" que permitieran la construcción

sobre la autopista de peaje (Turnpike) de Massachusetts en Boston.

Pero en 2021, Parcel 12 y el Fenway Center recibieron las aprobaciones finales y comenzaron a trabajar en proyectos que lo harán. Ha sido una asombrosa muestra de confianza en la capacidad de la industria de la construcción para apoyar la expansión continua de la economía regional.

La planificación de cada grupo de desarrollo comenzó hace casi una década. En

ese momento, se consideraron varios proyectos de derechos aéreos, pero todos se derrumbaron por diferentes razones. Pero ahora están construyendo.

"Estos proyectos continúan el crecimiento y la evolución significativa de la ciudad de Boston. Proporcionan un gran beneficio para nuestros miembros, nuestra industria y la economía regional," dijo Executive Secretary-Treasurer Joe Byrne. La fuerte demanda de laboratorios y desarrollos de viviendas, a menudo incorporados en





Página opuesta y arriba a la izquierda: Representaciones de la segunda fase del proyecto del Fenway Center que JMA está construyendo para John Rosenthal y Meredith Management. El proyecto, junto con el trabajo de la Parcela 12 de Suffolk Construction para Samuels y Associates (derecha e inferior izquierda), totaliza \$ 1.7 mil millones en construcción en Boston mientras une vecindarios y permite la expansión continua de la economía de Boston. Reproducción cortesía de John Rosenthal / Meredith Management y Elkus Manfredi Architects.

edificios de uso mixto o como parte de un desarrollo orientado al tránsito en Boston y sus alrededores, continúa siendo un foco de atención de los líderes de la ciudad y el estado de Massachusetts.

Parcel 12 de Samuels and Associates, de más de 700 millones de dólares, será construida por Suffolk Construction, lo que significa que todo el trabajo de carpintería será realizado por subcontratistas y miembros del sindicato. Al oeste de Mass Avenue, entre Boylston Street y Newbury Street, incluye una torre de oficinas de 20 pisos, un hotel de 13 pisos, una plaza pública, un espacio comercial y una nueva

entrada para la estación del Centro de Convenciones Hynes en la Línea Verde de MBTA. Solo la cubierta sobre los ocho carriles de tráfico y líneas ferroviarias llevará un año.

Mientras tanto, Meredith Management de John Rosenthal está comenzando su proyecto de derechos aéreos con una plataforma de 2 acres sobre Mass Pike entre Brookline Avenue y Beacon Street. Se colocarán quinientos pilotes para apoyar el proyecto, que incluye una torre de 350 pies. El esfuerzo de \$1 billón es la Fase II de su Fenway Center general e incluirá más de un millón de pies cuadrados de espacio para oficinas y

laboratorios de biotecnología. John Moriarty & Associates, que acaba de completar la Fase I, también hará la segunda fase con los carpinteros sindicales.

La combinación de los dos proyectos de derechos aéreos de varios años no solo agregará edificios al espacio vacío. Juntos conectarán mejor los vecindarios de Back Bay, Longwood Medical y Kenmore Sq/ Fenway, mejorando el aspecto, la sensación y el uso de espacios ahora vacíos o poco atractivos.

También mantendrán ocupados a muchos carpinteros sindicales.



# Stay Plugged in

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[youtube.com/nasrcc](https://youtube.com/nasrcc)





## Carpenters Help Ensure Better Training for K9s in New England

The North Atlantic States Carpenters Training Fund, Carpenters Local 326 and the North Atlantic States Carpenters Labor Management Program were proud to partner with the New Haven Police Department and Spike's K9 Fund to help police K9s across New England develop confidence in the work they do.

With materials donated by the NASCLMP and prints provided by the police department, members of Local 326 including Jeff Wolcheski, Marc Okun, Brian Scully, Michael Desmond and NASCTF instructors Angelo Defilippo, Piotr Kielbowicz, Josh Colon and Mike Oliver built 11 obstacles at the Yalesville Training Center.

Once the obstacles were complete, our union brothers spent their weekend delivering and installing them at the site in Hamden, CT, and watched in awe as the dogs and law-enforcement personnel took full advantage of their new training props.

"More than 25 working K9s in New England will receive better training, thanks to the work of the Carpenters union. Thanks to the NASCTF for your donation of time, materials and ensuring every obstacle was safely built for the dogs," said a representative of the Spike K9's Fund.



L-R Marc Okun, Michael Oliver, Brian Scully, Jeff Wolcheski, Jim Hatch, Angelo Defilippo, Josh Colon, Michael Desmond, and K-9 Bruce. Photo credit: Spike K9's Fund.

### **Meet Our Community** (CONTINUED)

## Celebrating A Career Milestone With Ink

Lashaunta Santos says she knew she didn't want to do the "college thing" but instead wanted to pursue a good-paying career in the trades.

Lashaunta says she wouldn't change a thing. She loves her trade so much that she even got a tattoo to mark her 10-year anniversary in the union.



"I have lots of other tattoos that are hidden, but this one I knew I wanted everyone to see because I'm proud of what I do every day and what I represent: a sisterhood and a brotherhood. This tattoo is loud and proud," she smiled.

The tattoo itself has the UBC emblem with the Interstate 93 and the Boston skyline in there and, of course, a female carpenter.

Lashaunta is currently working at the Boston Arts Academy for Sweeney Drywall Finishes and said "I'm kinda known as the drywall sister – it's my thing! I've only ever worked for Sweeney (Drywall) and Save-On-Wall throughout my 16-year career. When I walked on the jobsite at Boston Arts, Damian Bell from Sweeney Drywall said to me 'Hey Lashaunta, welcome home!' It's things like that make the job better every day. We really are one big family."

Lashaunta is also active in the Sisters in the Brotherhood chapter in Boston and credits fellow Local 327 sister Keisha Campbell for pushing her to get involved.

"I'm definitely big on helping people and my community. Any knowledge that I can pass on to apprentices or pre-apprentices, I'm all for that."



L-R: Luitza Diana, LU 339 and Lashaunta Santos, LU 327

# NEW /// SIGNATORY CONTRACTORS

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

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

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

## **AOW Associates**

Albany, NY

## **JF Brennan**

La Crosse, WI

Successor to Specialty Diving

## **Skanska/DW White JV**

### **South Coast Rail**

Waltham, MA

## **Elite Fire Stop, LLC**

Southbury, CT

**Specialties:** fire and smoke protection, acoustical treatment, fire protection

## **New England Architectural**

Chepatchet, RI

**Specialties:** Composite Panels and Curtain Wall

## **Shield Insulation**

Sherborn, MA

**Specialties:** basic thermal and moisture protection materials and methods, thermal protection

## **AJ Virgilio Construction, Inc.**

Westfield, MA

**Specialties:** Heavy Civil

## **Nu-Wave General Contracting LLC**

Johnson City, NY

**Specialties:** drywall and metal studs, ceilings

## **Carmen Paliotta Contracting Inc.**

South Park, PA

**Specialties:** bridge repair, concrete forms  
**Bidding Range:** \$100,000-\$15,000,000

## **Mars Architectural Millwork**

Bridgeport, CT

**Specialties:** mill-shop  
**Bidding Range:** up to \$700,000

## **SBS Services Inc.**

Bedford, NY

**Specialties:** rough carpentry/general conditions, drywall and metal studs

## **Elm Carpentry, LLC**

Yonkers, NY

**Specialties:** plaster and gypsum board

## **AM Equipment, LLC**

Hogansburg, NY

**Specialties:** cast-in-place concrete  
**Bidding Range:** up to \$800,000

## **Bond Civil & Utility Construction**

Medford, MA

**Bidding Range:** \$1,000,000-\$200,000,000

## **DGI Menard Inc.**

(Menard USA)

Carnegie, PA

## **D. Installation, LLC**

Rockland, MA

**Specialties:** flooring

## **Westview Building Company**

Boston, MA

**Specialties:** drywall and metal studs

## **Advanced Exterior & Glazing of New England**

Salem, NH

**Specialties:** basic finish materials and methods

**Bidding Range:** \$50,000-\$5,000,000

## **Coffey Design & Build Co.**

Boston, MA

**Specialties:** Tenant improvements



**FIND A WINNING PARTNER!**

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





L-R Dylan DeVito (son) and George DeVito (father)

# A Family Legacy

Generational pride in their work, lifetimes of training and skills, and holding the union label are inherent strengths that give a multi-generation union family the ability to thrive and succeed against many challenges.

At the age of 16 and still in high school, George V. DeVito entered the carpentry apprenticeship program in Hicksville, Long Island. Going to school by day, learning to be an apprentice by night and working with his father in construction on weekends, working hard to achieve the “American Dream” was instilled in him.

“I remember my father’s shop in the basement growing up. I helped out a lot and knew from a young age that I wanted to build things and work with my hands, and it has served me and my family well for generations.”

When he graduated high school, George was a second-year apprentice with Local 1772 (now Local 290), and he soon became a trustee and the recording secretary for the local.

George recalls his “biggest career break” was when he started working for Stern’s Department Store, and got his first taste for millwork, handcrafting cabinets for all

the New York stores for over 14 years. He credits two “exceptional” German craftsmen who had previously built pianos for Steinway & Sons and proved to be great mentors to him. When Stern’s Department Store closed their doors for good in the late 90s, George went on to work installing labs in schools, hospitals, and pharmaceutical facilities.

“When I decided to go into business for myself, I went to the Carpenters and they told me they would do whatever they could to help and support me,” said George. “We have a common goal and they helped me to grow. That’s what being in the union is all about, supporting each other to succeed.”

George’s son, Dylan is a member of Local 51 and is in his final year of the apprenticeship and a valued member of the GVDMC Inc., team operating out of Medford, Long Island. After years of working side by side, they have a good system in place. George tends to concentrate on the estimating and Dylan focuses on looking at the drawings and fabrication.

Dylan says he couldn’t be happier with the decision he made to enter the apprenticeship program as he compares himself to many others his age who have accumulated thousands of dollars worth of college debt.

“I get to work on really cool projects every day, and the UBC training facility in Edison, NJ, is very sophisticated. I’m a proud union member, and I’m always trying to encourage more people to get involved in the trades – while they’re young.”

GVDMC, marks its 21st year in business later this year and over its two decades the business has expanded beyond millwork and custom cabinetry services to residential, institutional, and retail construction.

“We may be a small company but we provide our valued clients with a one-stop shop from making their furniture to hanging their drywall and ceilings to building the exterior of their premises. We understand how businesses operate and we ensure that we don’t disrupt their business operations when we’re doing renovations.”

George praises the efforts of his team – including his son Dylan, his family and the union partnership for its longevity and accomplishments.

“We’re all in this together, and after we are long gone our names might not be remembered but I would like to think that our work will be, and that is where our legacy lives on.”





Last year, the UBC and NASRCC launched and began promoting the Career Connections LMS program; an online delivery for the UBC-developed Career Connections curriculum and teacher support program.

There are now 96 vocational programs using Career Connections throughout NASRCC! Whether it be through the textbooks or the online LMS program, Career Connections is gaining momentum with schools throughout the Council.

### **Congratulations to Local 291 Council Representative Matt Osborn and Franklin-Essex-Hamilton BOCES Building Trades Teacher Erich Ashlaw!**

Osborn introduced Ashlaw to the online LMS for Career Connections and Ashlaw was then honored with the “Champions of Change” award by the New York State School Board Association for using it with his junior and senior classes!



### **The latest schools and programs to begin partnering with the union using Career Connections include:**

- Eli Whitney Technical HS (Hamden, CT)
- Cayuga Onondaga BOCES (Auburn, NY)
- Orange County BOCES (Goshen, NY)
- Plymouth Public Schools (Plymouth, MA)
- Equal Opportunity Center (Syracuse, NY)
- Broome Tioga BOCES (Binghamton, NY)
- Newburgh High School (Newburgh, NY)

To learn more about Career Connections  
**visit [nasrcc.org/CareerConnections](https://nasrcc.org/CareerConnections)**





# Build It!

## Pre-Apprentice Programs Open Doors For Future Carpenters

To meet the current and future needs of the industry, the Carpenters union regularly participates in a variety of recruiting and training efforts, including pre-apprenticeships. Pre-apprenticeship programs are generally partnerships between one or more unions and community groups, schools, or government agencies. But they are occasionally also run solely by the union, particularly when trying to recruit women, who have traditionally not been welcomed by the union or the industry.

Pre-apprenticeship programs provide a community benefit by offering participants an opportunity to explore and prepare for an apprenticeship and rewarding career path. They also allow the union to identify good candidates for our apprenticeship that may never have found the union otherwise and make sure they have the basic skills needed to begin an apprenticeship with the union.

Minuteman Tech in Lexington, Massachusetts is completing a second session of its highly successful "Build It!" pre-apprenticeship this fall. Hosted by the school, it uses the UBC's Career Connections curriculum.

Local 336 member Tom Akers, who has worked as an instructor at the North Atlantic States Carpenters Training Fund and Job Corps, was the instructor for the first session and has continued in that role.

Though open to all, the first group to participate in the program was composed entirely of women.

They attended evening and Saturday sessions at Minuteman Tech and all nine graduates became apprentices, celebrating with a "signing day" at the school. They have since joined various locals, based on where they live, but have all been working steadily.

NASCTF Executive Director Tom Fischer says Build It! program includes a few key elements that make it a successful model. "Having evening and Saturday classes meant the program was able to attract people who were already working but interested in investing time and effort to earn something better," he said.

## CONGRATULATIONS to the Build It! Graduates:

Luiza Diana, Local 339; Graciela Cecile Galdamez Pandey, Local 328; Melanie Miranda, Local 327; Anesa Oliveira, Local 346; Kimberly Peach, Local 339; Anacleliene Franco Soares, Local 339; Jaclyn Warren, Local 339; and Ahna Wowk- Aposhian, Local 328.

The union often provides or helps develop the curriculum for pre-apprenticeships and, depending on the nature of the partnership and funding available, union instructors may be hired to work directly for the program. Graduates of pre-apprenticeship programs may not be guaranteed direct entry into an apprenticeship with the North Atlantic States Carpenters Training Fund, but they do become high-quality applicants.

The NASRCC Sisters in the Brotherhood completed 4-week pre-apprenticeships at several training centers in New York again this year. Recruitment for the program was done by affiliated local unions through their local relationships and online efforts. Several of the women participating were elected to enter directly into full apprenticeships through NASCTF.

"They also come out of the program ready to work, with 300 hours of training and certified for OSHA 10, scaffold safety, fall protection, hot works and mobile elevated work platforms. To a contractor, that's a good first-year apprentice."

Build It! is a partnership between the Carpenters union, Minuteman Regional Vocational Technical High School, the Northeast Center for Tradeswoman's Equity and MassHire with funding from the Commonwealth Corporation.



# VISIT THE NEW NASCTF.ORG!

- Mobile-friendly
- Apprentices Resources
- Sign Up for Classes
- Purchase NASCTF Apparel





# 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



# 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	MEMBER	YEARS	AGE	MEMBER	YEARS	AGE
<b>LOCAL 51</b>			<b>LOCAL 277</b>			<b>LOCAL 291</b>		
Mitchell Fahey	23	52	Douglas Allen	22	61	Edward Balmes, Sr.	50	87
Thomas Fedele	35	69	Charles Bentley	55	80	Earl Catman	51	85
Joshua Smith	9 mos.	29	Gerald Crofoot	33	63	Clarence Conrad, Jr.	51	90
			Leo Delaney	66	89	Dennis Daniels	37	75
<b>LOCAL 276</b>			Charles Henneman	54	81	Jack Finlayson	23	76
Richard Best	65	89	Harry Kineke	57	91	Paul Johnson, Jr.	50	70
Thomas Billings	64	84	Joseph Lull	36	74	William Kessler	55	86
Joe Brown	52	79	John Lyons	55	82	Bernard King	9	54
Gilbert Carlson	66	92	Thomas O'Brien	55	90	Conrad Kupinski	55	90
David Courter	53	75	Willard Weaver	64	93	Donald Mitchell	65	88
Donald Dougher	55	78	Thomas Wilson	47	70	Stephen Pinchook	51	71
Morton Dysinger	50	90				Gary Pulsifer	63	83
Lawrence Edgington	70	89	<b>LOCAL 279</b>			<b>LOCAL 326</b>		
Edward Egan	64	85	Vincent Barton	42	87	Michele Accettullo	52	85
Fredrick Facer	66	96	Frank Biasini	70	93	Carl Bostrom	54	92
George Michael	71	91	Dominic Capogna	64	85	Martin Buckley	60	81
Otto Moore	50	80	Robert Colisto	57	89	Charles Cockerham	28	66
Frank Oddo	51	90	Chester Ferdinand	20	58	Carmine Donofrio	69	91
William Orton	63	91	Robert Jasenec	63	86	Theodore Grieder, Jr.	69	86
Homer Palmer	55	96	Paul Nadeau	60	86	John Khare	63	93
Thomas Pendergast	35	84	Domenico Rivero	64	86	Otto Koenig	59	81
Michael Pippard	28	73	Frank Romano	56	77	Joseph Leblanc	68	91
Carmen Sicoli	59	100	Thomas Shoemaker	24	55	George Menghi	49	73
Ralph Simeone	18	62				Amedeo Negrelli	36	72
Thomas Stafford	66	90	<b>LOCAL 290</b>			Raymond Presley	67	93
Louis Szklany	74	100	Louis Ammerata	58	95	Thomas Reddy	68	92
Herbert Vanharken	64	89	Frank Baier, Jr.	68	86	Jean Paul Roy	51	84
Donald Wagoner	51	87	Anthony Donato	63	90	Mathew Sabanski	65	87
Anthony Waziak	72	97	Devene Haynes	68	96	Edward Samuleman	43	79
			Edward Konicki	74	96	A.J. Schonleben	64	91
			A.H. Lindroth, Jr.	65	89	Russell Sembrat	26	53
			Thomas Monaghan	21	47			
			James Staiger	24	63			



MEMBER	YEARS	AGE
John Senkewicz, Jr.	57	78
Joseph Smilancsky	68	96
Zachary Spurgas	1	31
John Stefanski	40	71
William Sturges	52	90
William Thompson	65	87
Jorge Trevino	16	40
<b>LOCAL 327</b>		
David Butt	23	52
Michael Bythrow	35	58
Patrick Clarke	61	80
Donald Coelho	55	93
George Estano	52	75
Thomas Flaherty	13	47
Peter Giambro	51	80
Charles Macdonald	39	73
Cameron Rodrigues	6 mos.	19
William Ruffin	39	75
<b>LOCAL 328</b>		
Manuel Fernandes	54	83
Richard Higgins	57	76
Perley Jobin	55	77
John Lavelle	35	81
Thomas Lawlor	69	89
Pasquale Marini	72	90
James Morgan, Jr.	80	98
Bryan Prescott	51	91
James Quinn	27	71
Lloyd Smith	74	100
Brian Walsh, Jr.	6	35

MEMBER	YEARS	AGE
<b>LOCAL 330</b>		
Philip Barrett, Jr.	53	79
Alfred Fonteneau	55	82
Real Fortin	52	82
Ronald Kuhn	34	56
Albert Laliberte, Sr.	53	89
Denis Martins	41	68
Mario Mennella, Sr.	43	82
Charles Sidelinger	60	81
William Smith	64	89
Paul Williams	53	83
<b>LOCAL 336</b>		
Eugene Banville	72	95
Jesse Brooks	16	39
Philip Dolan	44	68
Joseph Furtado	44	79
Milton Harnois	74	95
David McGrath	43	84
Charles McLeod, Jr.	58	88
Hugh Murrell	41	79
Jose Rivera	31	74
John Scott	16	60
John Shea	34	70
Clarence Smith	57	89
<b>LOCAL 339</b>		
Real Boyer	25	69
George Breault	61	89
Jamil Halaby	62	89
Joseph Levesque	5	51
Frank Phillips	59	88
Thomas Rolls III	22	58
Albert Silva	42	76
Kenneth Tourigny	39	61
Joseph Walukevich	41	65

MEMBER	YEARS	AGE
<b>LOCAL 346</b>		
Delavan Gee	43	78
Edwin Statkiewicz	65	91
<b>LOCAL 349</b>		
Percy Northrup	57	96
<b>LOCAL 352</b>		
John Conway	41	86
Bernard Marineau	74	94
<b>LOCAL 1302</b>		
Michael Hillman	5	56
Ernest Mendonca, Jr.	44	64
Rosemary Rendeiro	1	62
Charles Ward III	38	64
<b>LOCAL 2168</b>		
Ronald Beattie, Sr.	55	74
Norman Beliveau	39	68
Jonathan Gosselin	6	35

# Procedures for Objecting Nonmembers to File with the Union Objections to The Expenditure of Dues for Purposes Not Germane to Collective Bargaining

Union membership is an asset of great value to working people. Union membership alone provides workers with a measure of control over their wages, hours, benefits, and working conditions. Under Section 8(a)(3) of the National Labor Relations Act, 29 U.S.C. 158(a)(3), employers and unions have the right (except in so-called right-to-work states) to enter into agreements requiring that workers, as a condition of employment, join and maintain their membership in the union.

This law and policy is consistent with the democratic principle of majority rule, and it ensures that everyone who benefits from union representation shares in the cost of providing that benefit. Consistent with this principle and the law, collective bargaining agreements between employers and the North Atlantic States Regional Council of Carpenters (“NASRCC”) and NASRCC Local Unions of the United Brotherhood require as a condition of employment that workers enjoying the benefits of these agreements join the union and remain members in good standing.

Over the years, however, the National Labor Relations Board and the courts have, to some degree, undermined union security by holding that these clauses can be enforced against workers who refuse to join the union or resign from it only to the extent of requiring “financial core” membership, that is, the payment of union initiation fees and periodic dues. Workers cannot lawfully be required to actually join a union as a condition of employment. But, again, they can be required to pay the union an amount similar to the dues and fees uniformly required of union members.

These rulings clearly contradict the plain language of the statute, which specifically states that an employer can lawfully make an agreement with a union “to require as a condition of employment membership” in the union. Nevertheless, unless and until these legal interpretations are changed, the NASRCC 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 non-germane purposes.

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

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

The agency fee payer reduction is based on NASRCC’s, NASRCC affiliated Local Unions’ and the United Brotherhood of Carpenters’ percentage of their expenditures that are devoted to “chargeable” and “nonchargeable” activities. NASRCC’s good faith determination is that 92% of the Union’s expenditures are for “chargeable” activities and 8% of its expenditures are for “non-chargeable” 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 non-member 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 Executive Secretary-Treasurer of the NASRCC at 750 Dorchester Ave., Boston, MA, 02125, of their objections. For those who have previously filed, the annual notice of objection must be received at the above address between December 1 and December 31 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 NASRCC affiliate. Provided, however, that the NASRCC will honor nonmember employees' express, written statement to the NASRCC 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 Executive Secretary-Treasurer of any change in address. Upon receipt of a proper objection as described above, the NASRCC shall send the objector a letter of acknowledgment and notify the objector's NASRCC 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 Executive 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 Executive Secretary-Treasurer shall review the NASRCC'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 non germane. The Executive Secretary-Treasurer shall allocate union expenses into major categories and shall designate those expenses as either germane or non germane.

**SECTION 5:** The NASRCC'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 NASRCC affiliate shall mail the nonmember objector and the Executive Secretary-Treasurer its description of chargeable and nonchargeable expenditures.

**SECTION 6:** The amount to be paid by the non-member 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 NASRCC and the NASRCC 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 Executive Secretary-Treasurer of the NASRCC, at the address indicated above. Such challenge must be in writing and must be sent to the NASRCC within thirty (30) days from the date of mailing of the description of chargeable and non-chargeable 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 Executive 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 Executive Secretary-Treasurer for determination by the AAA as appropriate. The Executive Secretary-Treasurer shall have the authority to informally resolve challenges in the best interests of the NASRCC.

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 NASRCC. 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 NASRCC 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 de los Estados del Atlántico Norte (NASRCC) y los Sindicatos Locales de la Hermandad Unida requieren como condición de empleo que los trabajadores que disfrutaban los beneficios de estos acuerdos se afilien a la unión y permanezcan como miembros en buenos términos.

A través de los años, sin embargo, la Junta Nacional de Relaciones Laborales (National Labor Relations Board) y las cortes han, hasta cierto grado, debilitado la seguridad de la unión al sostener que estas cláusulas pueden ser impuestas contra los trabajadores que se rehúsen a afiliarse a la unión o renuncien a ella sólo hasta el punto de extender la "cuota financiera" requerida de la membresía. Es decir, el pago de cuotas de iniciación de la unión y los cargos periódicos. Por ley, no se puede requerir que los trabajadores se afilien a la unión como una condición de trabajo. Sin embargo, se les puede pedir que paguen a la unión una cantidad similar al monto de los pagos y las cuotas que se requieren de todos los miembros de la unión.

Estos reglamentos claramente contradicen el simple lenguaje del estatuto, el cual especifica a los estados que un empleador puede legalmente hacer un acuerdo con una unión "para requerir como una condición de empleo la membresía" en

la unión. Sin embargo, a menos que, y hasta que, estas interpretaciones legales cambien, la NASRCC 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 NASRCC, Sindicatos locales afiliados al NASRCC y la Hermandad de Carpinteros que se dedican a actividades "cargables" y "sin cargas". La determinación de buena fe del NASRCC es que 92% de los gastos de la Unión son para actividades "cargables" y 8% 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 "Executive Secretary-Treasurer" del NASRCC a la dirección 750 Dorchester Ave., Boston, MA, 02125. 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 diciembre y 31 de diciembre 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 al NASRCC. El objetor que no es miembro está en la obligación de informar al "Executive Secretary-Treasurer" de cualquier cambio de dirección. Una vez recibida la objeción apropiada, como se describió previamente, el NASRCC 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 "Executive Secretary-Treasurer" 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 "Executive Secretary-Treasurer" revisará los documentos auditados del NASRCC 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 "Executive Secretary-Treasurer" debe designar los gastos de la unión en categorías principales y designar esos gastos como pertinentes o no pertinentes.

**SECCIÓN 5:** La revisión descrita en la Sección 4 por el NASRCC 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 del NASRCC enviará por correo al objetor no-miembro y al "Executive Secretary-Treasurer" 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 el NASRCC como por la filial del NASRCC 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 "Executive Secretary-Treasurer" del NASRCC, a la dirección indicada anteriormente. Esta objeción debe ser por escrito y debe ser enviada al NASRCC 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 "Executive Secretary-Treasurer" 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 "Executive Secretary-Treasurer" para su determinación por la AAA como sea apropiado. El "Executive Secretary-Treasurer" tendrá la autoridad de resolver la objeción de manera informal en el mejor interés para el NASRCC. 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 del NASRCC. 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:** El NASRCC 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.

# 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!







# Member Committee Meetings

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

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



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

## LATINO CLUBS

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

**New Hampshire:** 1st Wednesday of the  
month at 920 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;  
Ricardo Xavier 978-328-7891 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:** 1st Monday 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 Retirees Club:

every three months at Masonic Lodge,  
34 River Road, Smithtown, NY.  
Contact: 516-314-1472

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

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

## SISTERS IN THE BROTHERHOOD

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

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

**NE MA (Local 339):** 3rd Monday of the  
month at Local 339, 350 Fordham Rd.,  
Wilmington, MA at 5:00 pm.  
Co-chair: Laurie Cahalane-Petchar.

**Western / Central MA (Local 336):**  
Last Wednesday of the month. Hybrid  
in-person/Zoom at 6:00 pm. Contact: Lisa  
Clauson, lclauson@nasclmp.org.

**NNE (Locals 349/352):** 3rd Thursday of,  
odd months, at Local 352, 920 Candia Road,  
Manchester, NH, at 5:30 pm. Contact: Kim  
Hokanson, khokanson@nasrcc.org.

**RI & SE MA (Local 330):** Virtually, 2nd  
Tuesday of the third month of the quarter.  
Contact Local 330 for meeting link.

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

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

## VOLUNTEER ORGANIZING COMMITTEES (VOC)

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

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

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

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

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

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

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



# 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>	3rd Thursday, 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	Commercial Club, 1 Neilson Ave., 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  
Business Manager: 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  
Business Manager: Jim Mason

## Carpenters Local 279

52 Stone Castle Road  
Rock Tavern, NY 12575  
Phone: 845-440-1024  
Business Manager: Scott Smith

## Carpenters Local 290

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

## Carpenters Local 291

Albany Office  
14 Corporate Circle  
Albany, NY 12203  
Phone: 518-438-1905  
Business Manager: 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

### Temporary Address

150 Lavan Street  
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:  
Kevin Kelley

## Carpenters Local 346

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

## Northern New England Commercial Carpenters

### Local 349

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

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

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:  
Kim Hokanson

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:  
Matt Osborn

## Carpenters Local 723

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

## 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 Carpenters Labor Management Program

750 Dorchester Avenue, Boston, MA 02125 | 617-268-0014



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



# LET'S BUILD TOGETHER.

OUR VISION

Scan to watch!



4:15 / 15:00

