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North Atlantic States Regional COUNCIL of CARPENTERS

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If you need assistance, visit [YOUTUBE.COM/NASRCC](https://www.youtube.com/nasrcc)
and watch the Galaxy video or contact Ian Heinz at iheinz@nasrcc.org

Now Is the Time for Unions to Shine



In the last few years, workers are turning to each other and unions as a way of magnifying their voices and increasing the power they have over their lives.

Brothers and Sisters:

In the last few years, there have been things that challenged our belief that we can control our own fates. The pandemic, partisan politics and economic uncertainty have not only dominated the headlines, but our futures.

As union members, though, we have some tools that allow us to make the most of many situations we find ourselves in. We may take them for granted, but we can be reminded by watching what others do.

In the last few years, workers are turning to each other and unions as a way of magnifying their voices and increasing the power they have over their lives. Starbucks stores and Amazon warehouses across the country are the most prominent examples, but there are many others. The level of worker-initiated organizing is higher than it's been in decades. Public opinion polls are also showing strong and consistent support for unions.

The uptick in union support and organizing is a reaction to decades of deteriorating wages and working conditions that was long overdue and was spurred by the pandemic. Workers are organizing to negotiate better pay, health benefits and other working conditions. At a basic level, though, they're doing it to claim respect and a little bit more control in their lives.

As union carpenters, we enjoy standards that began being set more than 140 years ago. We protect them by standing together and providing the highest quality work and unmatched professionalism: helping apprentices learn the ropes, maintaining and focusing our skills to hit deadlines, working safely, and maintaining a partnership of mutual respect with our employers.

A significant source of conflict these days comes from politics. But here, too, we benefit from establishing and protecting certain standards of behavior. Laws and enforcement are necessary in our industry and our union, so we have to be politically active. When we talk politics as a union, we focus on issues that directly impact our work, our industry and our lives as union trades workers. Beyond that, we need to allow different priorities and opinions without losing our bonds as carpenters.

We belong to a tremendous organization. Our union of 28,000 men and women, working in seven states, gives us a greater voice in our work lives than the vast majority of Americans. It is our responsibility to protect our standards for each other and future generations. That's a responsibility I am proud to carry.

In solidarity,

—Joe Byrne

Ahora es el momento de que los sindicatos brillen



En los últimos años, los trabajadores recurren entre sí y a los sindicatos como una forma de magnificar sus voces y aumentar el poder que tienen sobre sus vidas.

Hermanos y Hermanas:

En los últimos años, ha habido cosas que desafiaron nuestra creencia de que podemos controlar nuestro propio destino. La pandemia, la política partidista y la incertidumbre económica no solo han dominado los titulares, sino también nuestros futuros.

Sin embargo, como miembros del sindicato, tenemos algunas herramientas que nos permiten aprovechar al máximo muchas situaciones en las que nos encontramos. Puede que las demos por sentadas, pero podemos recordarnos observando lo que hacen los demás.

En los últimos años, los trabajadores recurren entre sí y a los sindicatos como una forma de magnificar sus voces y aumentar el poder que tienen sobre sus vidas. Las tiendas Starbucks y los almacenes de Amazon en todo el país son los ejemplos más destacados, pero hay muchos otros. El nivel de organización iniciada por los trabajadores es más alto de lo que ha sido en décadas. Las encuestas de opinión pública también muestran un apoyo sólido y constante a los sindicatos.

El repunte en el apoyo y la organización sindical es una reacción a décadas de deterioro de los salarios y las condiciones de trabajo que se debió hace mucho tiempo y fue estimulado por la pandemia. Los trabajadores se están organizando para negociar mejores salarios, beneficios de salud y otras condiciones laborales. Sin embargo, en un nivel básico, lo hacen para reclamar respeto y un poco más de control en sus vidas.

Como carpinteros sindicales, disfrutamos de estándares que comenzaron a establecerse hace más de 140 años. Los protegemos permaneciendo unidos y brindando trabajo de la más alta calidad y profesionalismo inigualable: ayudando a los aprendices a aprender las cuerdas, manteniendo y enfocando nuestras habilidades para cumplir con los plazos, trabajando de manera segura y manteniendo una asociación de respeto mutuo con nuestros empleadores.

Una fuente importante de conflicto en estos días proviene de la política. Pero aquí también nos beneficiamos al establecer y proteger ciertos estándares de comportamiento. Las leyes y el cumplimiento son necesarios en nuestra industria y nuestro sindicato, por lo que debemos ser políticamente activos. Cuando hablamos de política como sindicato, nos enfocamos en temas que impactan directamente nuestro trabajo, nuestra industria y nuestras vidas como trabajadores sindicalizados. Más allá de eso, necesitamos permitir diferentes prioridades y opiniones sin perder nuestros vínculos como carpinteros.

Pertenece a una organización tremenda. Nuestro sindicato de 28,000 hombres y mujeres, que trabajan en siete estados, nos da una mayor voz en nuestra vida laboral que la gran mayoría de los estadounidenses. Es nuestra responsabilidad proteger nuestros estándares para los demás y para las generaciones futuras. Esa es una responsabilidad que estoy orgulloso de llevar.

En solidaridad,

— Joe Byrne



Hayes Takes Position in NYC

Jim Hayes, who led training efforts in New York State for the North Atlantic States Carpenters Training Fund (NASCTF) left his position this spring to become the director of training for the New York City District Council of Carpenters training program.

“Jim is talented and will do a great job for our Brothers and Sisters in New York City,” said Tom Fischer, Executive Director of the NASCTF. “He played a crucial role in helping our training programs unite and deliver consistently excellent programs in top-notch facilities throughout our council.”

When the North Atlantic States Regional Council of Carpenters was formed in 2018, Hayes was part of a program underway to upgrade training facilities throughout New York. Syracuse and Rochester facilities had been completed and schools in Long Island, Albany and Rock Tavern were in various stages of development, with all now having been completed.

Working with Fischer and Assistant Training Director Ziven Drake, Hayes also helped develop a process of ensuring consistent facilities and operations. NASCTF performs regular site visits and performance reviews with follow-up visits to discuss areas of focus.

“To stay current, our programs have to be constantly thinking about and looking at what we do and how we do it,” said Fischer. “Jim was an important part of us doing that to make sure that our members and our employers get the most advanced skills available, because that’s what the industry demands.”

Elizabeth Skidmore has announced her planned retirement for this fall. She finishes her career with more than 35 years of membership, including 25 years as a full-time member of the union’s staff.

In the field and as a union representative, Skidmore has always pushed for greater opportunities for other women to enter and thrive in the trades, including starting a women’s committee as a rank-and-file member in 1989.

“As a woman, it was an almost unbelievably good opportunity to develop real skills and earn equal pay and benefits,” she said, “and I wanted to share it with as many women as I could.”

Skidmore was hired by the union for a temporary political action role, but was kept on and worked in the contractor relations department. She would then work in organizing and servicing positions throughout her career, eventually being assigned to work at a council level to focus more deeply on women’s issues. She has also been a trailblazer nationally, helping establish and expand women’s committees that became the Sisters in the Brotherhood.

“She’s had a tremendous impact on our union over the years,” said John Murphy, chief of staff for the North Atlantic States Regional Council of Carpenters. “Not only do so many women owe her a debt of gratitude, all of

our members do. You can’t modernize an organization like ours without some strong individuals advocating for change and, often, Liz has been that advocate.”

In the last few years, Skidmore has worked on more of a top-down approach to expanding work for women, recognizing that the success the union was having in recruiting was being limited by the availability of work. She’s also led a successful push to create dialogue and pilot programs for daycare programs that serve families who have non-traditional work hours.

“Our union has supported Sisters’ efforts ranging from health care to attendance at conferences to supporting elected officials who support women and carpenters,” Skidmore said.

“I’ve gotten to speak on the value of increasing women in our union at a UBC Convention, and testify in Congress on the importance of diversity in infrastructure spending. It’s been an honor and a privilege and I encourage my Sisters and Brothers to keep reaching for each other.”



”
As a woman, it was an almost unbelievably good opportunity to develop real skills and earn equal pay and benefits...

– LIZ SKIDMORE

NASRCC Scholarship 2022

Each year, the NASRCC awards scholarships to members in good standing and children of members in good standing who are enrolled in post high school education. This year, \$84,400 was given in varying amounts to 115 applicants. Awards are funded by settlements with contractors and other contributions to help members with the ever-increasing costs of higher education.

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

The first prize winner, Abraham Antonelli, will be a sophomore at Gordon College this fall and received \$7,500. His father, Nathan Antonelli, is a member of Local 330.

The second prize winner, Anne Merritt, will be a senior at Boston College this fall and received \$5,000. Her father, Francis Merritt, is a member of Local 328.

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



FIRST PRIZE WINNER
Abraham Antonelli



SECOND PRIZE WINNER
Anne Merritt

The essay topic for this year's scholarship contest:

A coalition of gig economy companies, including Uber and Lyft, have placed a question on the November 2022 Massachusetts ballot related to employment status. Similar to a ballot question they spent more than \$200 million to pass in California, it would declare all app-based drivers to be independent contractors, rather than employees. There are more than 200,000 such workers in Massachusetts. Unions and other worker advocates oppose this question (see update on page 12), saying it is a thinly-veiled effort to strip workers of basic rights, protections and benefits.



Discuss the direct and indirect impact that passage of the ballot question could have on app-based drivers and other workers, including union carpenters. Are there longer-term or wider impacts to be considered?

FROM ABRAHAM ANTONELLI'S ESSAY:

Elimination of the right to unionize in the app-based transportation industry could catalyze a slippery slope of elimination of the right to unionize in more industries, leaving millions of workers vulnerable.





SkillsUSA Syracuse

Investing In Our Industry's Future

Finding the best carpenters for our union's future takes an investment of time and effort. Widespread outreach to the general public is an option, but generally not the most efficient. Personal referrals are much better, but don't result in the number of carpenters the industry requires.

The most consistent pipeline is often trade programs at the high school level, with which training and union staff maintain consistent relationships.

SkillsUSA is an organization dedicated to preparing middle, high-school, and college/post-secondary students to become a skilled workforce. It provides varied education to students through partner schools and programs. It also holds local and national skills competitions.

The North Atlantic States Carpenters Training Fund (NASCTF) hosted SkillsUSA's Connecticut event at the Yalesville training facility. Council and training staff served as judges at that event as well as three other events held in New York.

Local 326 apprentice Christopher Palamar participated in SkillsUSA as a high school senior, finishing second in Connecticut and 30th at the national competition.

"I had a great experience, met some awesome kids and made some great connections," Palamar said. "This was a week-long event filled with activities, live demos, field trips, competition and tools. Students from all over the country gathered to show off their skills. There was so much energy and I came home with hundreds of dollars of free tools. I would encourage anyone who has the opportunity, to participate in SkillsUSA."



I had a great experience, met some awesome kids and made some great connections.

— CHRISTOPHER PALAMAR
LOCAL 326 APPRENTICE

Improving Our Efforts for Vets

The Carpenters union is proud to have among its membership many veterans of the United States military. Their work ethic, determination and professionalism benefits their Brothers and Sisters as well as our partner employers.



Improving Our Efforts for Vets

This summer, union leaders, staff and a few members met with Margarita Devlin, the Deputy Assistant Secretary for Operations and Management at the U.S. Department of Labor, Veterans' Employment and Training Service (VETS) and a handful of other state and federal officials who work on veteran employment issues.

The meeting will begin to help the union recruit more veterans and help them take advantage of their military benefits. Local 327 member John Lewis helped arrange the meeting. He's currently working as Assistant State Director for DOL-VETS.

Thanks to Air Force Veteran Ziven Drake, who is NASCTF assistant training director, for playing a leading role in the meeting and for other NASRCC staff who are veterans and participated in the meeting, including Charlie Payne, Derek Adamiec, Paul Villela and John Dunderdale.

Social and Business Meetings are Back!



Contractor Reception July 2022

The Carpenters union is taking advantage of the opportunity to gather safely by hosting events of all kinds.

Maintaining and improving relationships with employers is an important part of what makes our labor-management partnerships successful. In July, the Contractor Relations Department of the North Atlantic States

Carpenters union (NASRCC) and our Labor-Management Program (NASCLMP) hosted a networking reception at the Carpenters Center in Boston. Dozens of representatives from large and small general contractors and subcontractors attended.

Executive Secretary-Treasurer Joe Byrne, Director of Contractor Relations Steve Joyce and Market Opportunity Fund Director Jack Donahue gave brief updates on union activity, but the real value of the night lay in the individual conversations among union representatives and contractors.

That event followed one in Albany the previous month which brought together a wide group of industry stakeholders and elected officials to discuss the short-term and long-term efforts to recruit more people into the trades.

Because of demographic changes and the generations-long push to make college education the only desirable option for young people, surveys of industry leaders

have consistently showed a fear of skilled labor shortages beyond those caused by economic cycles. Though the cost of college and the burden of education debt and the pandemic have led some to re-think the college option, wage theft and payroll fraud have also led to a decline in standards for many coming into construction.

Local 291's Chris Dugan led the meeting, positioning the issue and focusing on union apprenticeship, life-long training and community outreach.

"The construction industry offers career opportunities that provide good wages and excellent benefits, comparable to or better than many jobs in the white-collar business sector. It's hard work but these jobs come without the burden of tens or hundreds of thousands of dollars of student loan debt. In fact, most careers in the construction industry start in the form of earn while you learn."

Legislative News:

Healey Gets the Nod for Gov in Mass

Union carpenters endorsed Maura Healey for Governor of Massachusetts in an event at the Carpenters Center in Dorchester attended by a swarm of members. Healey is looking to take over from two-term incumbent Charlie Baker, who is not running.

“Maura Healey understands our industry, our issues and the men and women of the Commonwealth who work with their hands,” said Joe Byrne, executive secretary-treasurer of the NASRCC. “She’s been a champion for workers’ rights and for equity and inclusion. Maura Healey is also a fighter who has not been afraid to take on powerful people to protect residents of Massachusetts. As governor, Maura Healey will use the tools already available to protect workers and help us create a construction industry that we can be proud of: one that supports economic development and jobs for healthy, happy middle-class families.”

Citing the long-standing relationship with the union and its members, Healey was thrilled to get the endorsement.

“The Carpenters build our homes, our schools, our businesses, as well as strong career pathways and a fair economy for our families,”



Center: NASRCC Executive Secretary-Treasurer Joe Byrne and Massachusetts Attorney General Maura Healey surrounded by members at an endorsement event.

said Healey. “I’m honored to receive their endorsement, and I look forward to continuing to partner with them to combat wage theft and worker misclassification, advocate for fair wages and enhanced workplace safety, and expand job training opportunities.”

Byrne reminded members that what makes an endorsement from the Carpenters union so valuable to candidates is the reputation they’ve built for being politically educated and being active on the campaign trail and in the voting booth. He encouraged them to uphold that standard in 2022.

The decision by the union to endorse Healey was made after outreach to all declared candidates and thorough discussion with those who responded.

Hochul Is the Union's Choice for NY Gov

After showing clear and consistent support for our union's legislative efforts, Kathy Hochul was enthusiastically endorsed by the North Atlantic States Regional Council and the New York City District Council this summer for governor of New York.

The two councils--representing more than 30,000 New York-based members--made a joint announcement in July with Executive Secretary-Treasurers Joe Byrne and Joe Geiger citing project funding, industry enforcement and worker protections as key.

“Last year, Governor Hochul signed our wage theft bill into law, protecting construction workers across the entire state,” said Byrne.

“This year, she signed our renewable energy legislation, ensuring that renewable energy projects over 1 megawatt will be

covered by prevailing wages. She passed a budget that invests more than \$30 billion in infrastructure. That investment will create jobs for union carpenters in New York for years to come. That’s just in her first year. Imagine what she can do in the next four.”

Raised in a blue-collar family in Buffalo, Hochul has worked her way up the New York political ladder, from her local town board to county clerk and congress before becoming lieutenant governor and governor. Her support for core issues important to union carpenters extends to supporting project labor agreements and other worker protections for state and private projects.

At the endorsement, Hochul didn’t shy away from her history of supporting unions or her intentions to continue advocating for

members, saying “I’m not going to rebuild this state alone...I’m going to do it with union labor! As the daughter of a proud union family, organized labor will always have an ally in me.”



Left to right: Tricia Brown, NY Political Director for NASRCC; Joe Byrne, NASRCC Executive Secretary-Treasurer; NY Governor Kathy Hochul, Joe Geiger, NYDCDC Executive Secretary-Treasurer and Antonio Delgado, NY Lt. Governor.

Healey Obtiene el Respaldo para Gobernar en MASS

Los carpinteros sindicales respaldaron a Maura Healey para Gobernadora de Massachusetts en un evento en el Centro de Carpinteros en Dorchester al que asistieron una gran cantidad de miembros. Healey busca reemplazar al titular de dos mandatos Charlie Baker, quien no se postula.

“Maura Healey entiende nuestra industria, nuestros problemas y los hombres y mujeres del Commonwealth que trabajan con sus manos,” dijo Joe Byrne, Secretario Ejecutivo Tesorero de NASRCC. “Ella ha sido una defensora de los derechos de los trabajadores y de la equidad y la inclusión. Maura Healey también es una luchadora que no ha tenido miedo de enfrentarse a personas poderosas para proteger a los residentes de Massachusetts. Como gobernadora, Maura Healey utilizara las herramientas ya disponibles para proteger a los trabajadores y ayudarnos a crear una industria de la construcción de la que

podamos estar orgullosos: una que apoye el desarrollo económico y el empleo para familias de clase media sanas y felices.”

Citando la relación de largo plazo con el sindicato y sus miembros, Healey estaba encantada de obtener el respaldo.

“Los carpinteros construyen nuestros hogares, nuestras escuelas, nuestros negocios, así como solidas trayectorias profesionales y una economía justa para nuestras familias,” dijo Maura Healey. “Me siento honrada de recibir su respaldo y espero continuar asociándome con ellos para combatir el robo de salarios y la clasificación errónea de los trabajadores, abogar por salarios y la clasificación errónea de los trabajadores, abogar por salarios justos y mejorar la seguridad en el lugar de trabajo, y ampliar las oportunidades de capacitación laboral.”

Byrne les recordó a los miembros que lo que hace que el respaldo del sindicato



de Carpinteros sea tan valioso para los candidatos es la reputación que han construido por tener educación política y ser activos en la campaña electoral y en la cabina de votación. Los animó a mantener ese estándar en 2022.

La decisión del sindicato de carpinteros de respaldar a Healey se tomó después de comunicarse con todos los candidatos declarados y de discutir a fondo con los que respondieron.

Hochul es la Elección del Sindicato para Gobernar Nueva York

Después de mostrar un apoyo claro y constante a los esfuerzos legislativos de nuestro sindicato, Kathy Hochul recibió este verano el respaldo entusiasta del Consejo Regional de los Estados del Atlántico Norte y el Consejo del Distrito de la Ciudad de Nueva York para ser Gobernadora de Nueva York.

Los dos consejos, que representan a más de 30,000 miembros en Nueva York, hicieron un anuncio conjunto en Julio con los Secretarios Ejecutivos Tesoreros Joe Byrne y Joe Geiger, citando como clave la financiación del proyecto, la aplicación de la industria y la protección de los trabajadores.

“El año pasado, el gobernador Hochul promulgó nuestro proyecto de ley contra el robo de salarios, protegiendo a los trabajadores de la construcción en todo el estado,” dijo Byrne. “Este año, firmó nuestra legislación de energía renovable,

asegurando que los proyectos de energía renovable de más de un megavatio estén cubiertos por los salarios prevalecientes. Aprobó un presupuesto que invierte más de \$30 mil millones en infraestructura. Esa inversión creará empleos para los carpinteros sindicales en Nueva York en los próximos años. Eso es solo en su primer año. Imagina lo que puede hacer en los próximos cuatro.”

Criada en una familia obrera en Buffalo, Hochul se ha abierto camino en la escala política de Nueva York, desde la junta de su ciudad local, hasta la secretaria del condado y el congreso antes de convertirse en vicegobernadora y gobernadora. Su apoyo a los temas importantes centrales para los carpinteros sindicales se extiende al apoyo de los acuerdos laborales del proyecto y otras protecciones laborales para proyectos estatales y privados.



En el respaldo, Hochul no rehuyó su historial de apoyo a los sindicatos ni sus intenciones de seguir abogando por los miembros, diciendo: “No voy a reconstruir este estado sola... ¡Lo haré con el trabajo sindicalizado! Como hija de una orgullosa familia sindicalista, el trabajo organizado siempre tendrá un aliado en mí.”

Massachusetts Top Court Blocks Gig Worker Ballot Question

With all the problems caused by independent contractors in the construction industry, you'd think people would be wise. But big tech wanted to pour millions of dollars into Massachusetts this year to convince voters that there should be MORE independent contractors. These "gig barons" came close to a win in California and were looking East to rebuild momentum.

Companies like Uber, Lyft and DoorDash have been fighting with federal and state agencies and lawmakers for years to get their employees re-classified so they don't have to pay state and local taxes

and avoid the most common worker protections. Unable to make a persuasive case with public officials, they decided to use their mega-billions to bulldoze workers and their advocates by trying to pass a state ballot questions.

The North Atlantic States Regional Council of Carpenters was part of a coalition formed to oppose the ballot question. But a lawsuit brought by ten taxpayers—including Local 336's Fred Taylor—has resulted in the Massachusetts Supreme Judicial Court blocking the ballot measure.

Other political and legislative wins for the union this year include:

ME

Legislation passed that requires Project Labor Agreements on any renewable energy projects of 5 megawatts or more if they include any public subsidies.

NH

A bill that would have banned Project Labor Agreements in New Hampshire was defeated.

NY

Contractor registration bill passed the Senate and Assembly requiring all contractors to provide detailed company information to register and qualify every two years to bid public work; use only registered subcontractors in their bids; comply

with prevailing wage or have their registration suspended or revoked.

Lowered the threshold for prevailing wage requirements on solar installations from projects 5 megawatts or more to projects 1 megawatts or more.



NY Lobby Day 2022

There's a real value to our members and representatives from around the state going to Albany and meeting with the legislative body about our statewide agenda.

— TRICIA BROWN, NEW YORK STATE POLITICAL DIRECTOR

Union staff and members in New York visited the capitol building in Albany this spring to reconnect with legislators and their staffs.

They thanked many for the help provided during the pandemic and for the legislative efforts to expand worker protections and provide funding for public construction. They also called on legislators and state agencies to continue to step up enforcement efforts when it comes to wage theft and payroll fraud and to advocate for pending legislation, some of which has already passed.

"There's a real value to our members and representatives from around the state going to Albany and meeting with the legislative body about our statewide agenda," said New York State Political Director Tricia Brown. "Talking about local projects and issues gets that much more attention and buy-in when we connect with them there."

El Tribunal Superior de Massachusetts Bloquea la Pregunta de los Trabajadores Digitales de la Boleta

Con todos los problemas causados por los contratistas independientes en la industria de la construcción, uno pensaría que la gente sería sabia. Pero la gran tecnología quería invertir millones de dólares en Massachusetts este año para convencer a los votantes de que debería haber MÁS contratistas independientes. Estos “magnates digitales” estuvieron cerca de ganar en California y miraban hacia el Este para recuperar el impulso.

Compañías como Uber, Lyft y DoorDash han estado luchando con las agencias federales y estatales y los legisladores durante años para que sus empleados sean reclasificados para que no tengan que pagar impuestos estatales y locales y evitar las protecciones laborales

más comunes. Incapaces de presentar un caso persuasivo con los funcionarios públicos, decidieron usar sus mega-billones para arrasar con los trabajadores y sus defensores tratando de aprobar las preguntas de la boleta electoral estatal.

El Consejo Regional de Carpinteros de los Estados del Atlántico Norte fue parte de una coalición formada para oponerse a la pregunta de la boleta electoral. Pero una demanda presentada por diez contribuyentes, incluido Fred Taylor del Local 336, resultó en que la Corte Judicial Suprema de Massachusetts bloquee la medida de la boleta electoral.

Otras victorias políticas y legislativas para el sindicato este año incluyen:

ME

Se aprobó legislación que requiere Acuerdos Laborales de Proyectos en cualquier proyecto de energía renovable de 5 megavatios o más si incluyen algún subsidio público.

NH

Un proyecto de ley que habría prohibido los Acuerdos Laborales de Proyectos en New Hampshire fue derrotado.

NY

Se aprobó el proyecto de ley de registro de contratistas que requiere que todos los contratistas: proporcionen información detallada de la empresa para registrarse y calificar cada dos años para licitar obras públicas; utilizar únicamente subcontratistas registrados en sus ofertas; cumplir

con el salario prevaleciente o tener su registro suspendido o revocado.

Redujo el umbral para los requisitos salariales prevalecientes en instalaciones solares de proyectos de 5 megavatios o más a proyectos de un megavatio o más.

Stay Plugged In

facebook.com/NorthAtlanticStatesRegionalCouncilofCarpenters

twitter.com/nasrcc_abc

instagram.com/nasrcc_abc

youtube.com/nasrcc



Union carpenters bring skills and smiles to local volunteer project

Union carpenters continue to give back to their communities, showing compassion for kids.

For almost a decade, Local 291 have partnered with *Things of My Very Own*, a local non-profit that provides services to children impacted by domestic abuse and neglect. When additional shelving units were needed to store necessities for these kids and to improve their overall operations, apprentices at the North Atlantic States Training Fund were ready to build; creating the shelves at the Albany training center, and then delivered and installed them at the nearby facility.

“Local 291 is amazing and did most of the building off-site so we can continue to operate without interruptions. As an added bonus, their team members came well equipped with smiles and jokes that had us laughing for hours,” said Rayn

Bonice, CEO and founder of *Things of My Very Own*. “Anyone who has ever worked here can tell you there are six things that we value above all else: family, work ethic, efficiency, compassion, empathy and the desire to push forward when faced with adversity. The members of Local 291 have all of these things. It’s truly amazing to see all that they have accomplished in a few short weeks.”

From providing basic necessities to teaching life skills that instill confidence and self-worth, *Things of My Very Own* services lift fragile children from a place of harm to one of hope.

“In addition to being one of the biggest monetary and gift donators at Christmas time, Local 291 carpenters have volun-

teered their time and skills on site to help with various projects over the years. We are thankful to all the members who have helped thousands of kids by contributing to this great cause,” said Business Representative Peter McAnearney. “Throughout the local, our members are working in their communities to not only build structures, but to improve the lives of people in their communities and raise awareness for important issues.”

“Thank you to all of the members of Local 291, who selflessly contributed their time. We are beaming with pride, knowing that we have such great partners in the community. We hope that you rest well knowing that thousands of children in our community are better off thanks to your contributions,” said Bonice.



In addition to being one of the biggest monetary and gift donators at Christmas time, Local 291 carpenters have volunteered their time and skills on site to help with various projects over the years.

— LOCAL 291 BUSINESS REPRESENTATIVE
PETER MCANEARNEY



Things of my very own 2022

**Meet Our Community**

Local 291 Family Completes Union Pandemic Project



(Left) L-R Local 291 Business Representative Peter McAnearney, Local 291 Journeyman Len Taylor, Jacob Taylor, Daniel Taylor, Local 291 Business Representative and President Jim Margiotta.

(Right) Local 291 carpenter sign in progress

Local 291 member Len Taylor is passing down his carpentry skills to his sons, just like his father and his grandfather did to him.

Local 291 journeyman Len and his sons, Jacob (15) and Daniel (10), have always been creative with their hands and working with whatever materials they have in their workshop at their home in Duaneburg, NY. It was no surprise then, when a casual conversation over dinner about Len's union hardhat sticker quickly turned into a family pandemic project. The trio worked together to create a striking three-dimensional sign that emulates a Local 291 sticker. It proudly greets everyone that enters the Local Hall in Albany. It looks like Jacob and Daniel have their eyes set on carving successful careers in the trades!

The process included scanning and printing off the sticker, graphing it onto plywood and cutting it out with a 1956 scroll saw—a model which belonged to Len's grandfather and has been passed down through the generations.



Even when they're at "school," apprentices spend 90% of their time doing hands-on work.

How Do We Win? Keep Them In!

The retention rate for our apprentices is over 80%!

**Union wages and benefits are very attractive and having a good volume of work helps.
But why are our apprentices sticking with the program at a higher rate in the last three years?
There are a few good reasons.**



Learning from experts in the field.



90/10
SPLIT
FOR HANDS-ON
WORK
VS CLASS

Increasing the applicant pool—union outreach to advertise apprenticeship opportunities has been increased. Our ties to schools, communities and neighborhood organizations has never been more extensive or successful. More people are realizing that “college or bust” can be expensive and disappointing.

Ensuring a good fit—Applicants get more information about our apprenticeship before they apply than ever before. Interviews are conducted by a more diverse set of staff and members who are trained to identify good applicants. Reducing the unknown increases satisfaction.

90/10 split—Even when they're at “school,” apprentices spend 90% of their time doing hands-on work as opposed to classroom instruction. That's a more satisfying and successful mix for our apprentices (and instructors).

Great instructors—Not only are our instructors experts with the tools, they're great leaders with significant experience running crews for major union contractors. They are younger, more diverse and—just like their apprentices—they keep training to get better at everything they do!

Quality, consistent facilities—NASCTF has nine apprenticeship training locations - as well as a handful of smaller satellite locations for skills enhancement - and we invest in keeping them modern and efficient so they deliver everything our members and our industry demands. New curriculum and new materials are in our schools as soon as possible to make sure apprentices handle whatever comes their way on a job.

Better communication—NASCTF and NASRCC want apprentices to succeed, so we've created a culture of teaching apprentices not just about the trade, but about the union and the industry.



The best training in the industry.



Learning together and working as a team.



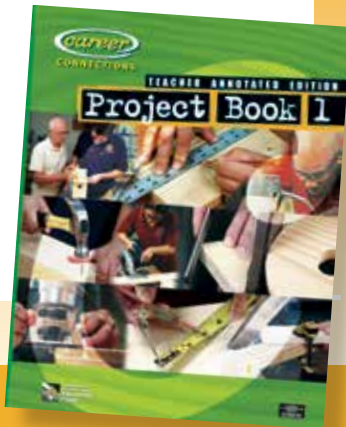
It's time to build.



“Career Connections has provided an excellent pathway to education for our career and tech students. The lesson plans are laid out perfectly and user friendly. I plan on using this program for years to come, setting forth the guidelines to success for our students.”

- Darryl Emmett, CTE teacher, Sullivan County BOCES.

- Preparing youth for a career in the skilled trades
- User-friendly online and textbook resources
- Over 100 schools and organization using Career Connections throughout the seven states of NASRCC



100+

Schools & Orgs.
Using Career
Connections

To learn more about Career
Connections

visit [nasrcc.org/
CareerConnections](http://nasrcc.org/CareerConnections)

NASRCC ICRA Team Reach a New Milestone

Not only does the UBC train its own members, but it also has educational programs that train workers from other trades as well as health care professionals. Through education and training, we bring value and opportunity to our members, our contractors and our communities, and now to the Association for Professionals in Infection Control and Epidemiology (APIC) certified nurses.

It is clear that the Carpenters have developed a strong reputation within the healthcare field since the inception of the Infection Control Risk Assessment (ICRA). The training program, which was developed by the Carpenters union for trades workers and health professionals is just one example of how the North Atlantic States Regional Council of Carpenters' efforts are improving the health care industry and helping to keep patients safe. The U.S. Centers for Disease Control has identified that of the nearly 1.7 million patients who require a hospital stay, 98,000 will die from hospital-acquired infections - which are secondary infections that were contracted while under care. ICRA continues to offer solutions: preventing and reducing the risk of contamination by preparing highly skilled workers for safe, efficient operation within the healthcare environment.

One component of the program includes the eight-hour ICRA Awareness class - which is offered to other trades, healthcare facility personnel and others – and it now offers infection control nurses six infection prevention unit (IPU) credits towards their certification. Infection prevention nurses are required to earn 40 IPUs every five years to maintain their infection control certification and since the beginning of the year, the North Atlantic States Carpenters ICRA team have accredited close to 200 nurses in the region. With this ICRA training, these infection control professionals learn the necessary safeguards to protect patients from health hazards during construction.

“Being awarded the title of Certified in Infection Control (CIC) is a professional designation, and it sets these nurses apart from other professionals in this specialized area, recognizing them for achieving a high degree of knowledge in infection control outside of the nursing curriculum covered while in school,” said Harry Dow, ICRA Coordinator for the North Atlantic States Carpenters.

“Our training is outside the norm for nursing students, so this is very valuable as a resource for them when learning how to manage construction projects and what to be on the lookout for. It elevates patient safety across the board and is key to success in providing safe healthcare construction.”

To learn more or to register for a class, please visit NASRCC.ORG/ICRA.

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.

Fosler Construction, Inc.

Freeport, IL

WD Installations, Inc.

Kingston, NY

Specialties: finish, architectural woodwork, partitions, manufactured casework

Quintal Contracting Corp.

Islip, NY

Specialties: bridge repair, concrete forms

Kaja Custom Builders

Oakhurst, NJ

Specialties: mill-shop, manufactured casework, system furniture
Bidding Range: up to \$250,000

Advanced Signing LLC

Medway, MA

Specialties: visual display boards
Bidding Range: \$500-\$5,000,000

Specialty Services of New England

Salem, NH

Specialties: finish, architectural woodwork, mill-shop, doors, acoustical treatment, visual display boards, service walls, lockers, partitions, furnishings

Evans General Contractors

Alpharetta, GA

Bidding Range: \$5,000,000-\$200,000,000

Millennium Limited Contracting, Inc.

Miller Place, NY

Specialties: rough carpentry, woodframe, siding, finish, thermal and moisture protection, basic door/window materials and methods

Hydro Marine Construction

Hainesport, NJ

Specialties: marine construction
Bidding Range: up to \$2,000,000

A Servidone Services & Sales

Castleton, NY

Northeast I & D

Mahwah, NJ

Precision Construction Corp.

Rochester, NY

Specialties: concrete forms, cast-in-place concrete

GC Flooring

Spencerport, NY

Specialties: flooring

Related Services LLC

Amityville, NY

American Interior Resources

(DBA The Locker Lady)

Newark, NJ

Specialties: flooring, visual board displays, fire protection, partitions



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.

Planning for Your Financial Future and Achieving Financial Well-Being



DYK:

There are free online budgeting tools and apps you can download to your smart-phone such as Mint and Goodbudget to help make your monetary tasks easier.



DYK:

Strategies for paying down debt:

- ✓ Pay off the highest interest rate debt first by making larger payments.
- ✓ Pay off the smallest debt first and work your way up to the highest debt.

For more information, please email info@kgreer.com or contact the funds office.

While financial well-being can have very different meanings for people, there is no doubt that it has strong impact on your overall health and can dramatically improve your life and prevent hardships.

The good news is that it's never too late to organize your financial life, and there are resources available to get you on track. And, regular steps - no matter how small - can lead to healthy financial habits and goals for you and your family.

Review of your income vs. expenditure is key to getting control of your finances

- Get a clear overview of your cash flow each month and look for areas where you can cut back.
- Create a budget that works for your life. It will give you a greater sense of control and awareness over your dollars, and it will also help you achieve financial milestones, such as buying a new home or a truck.
- Shop around for more affordable alternatives for auto/homeowners' insurance, internet/tv.

Build your savings

If you have no savings, every unplanned expense becomes a crisis. Contributing to a savings account regularly - even if it's a small amount - can make a big difference over time. Automating the process can help make the decision "out of sight, out of mind."

Build your credit score

Knowing your credit score is a good start. If you aren't sure of yours, Credit Karma is a free online tool that gives you a credit score and credit report.

- Paying your bills on time is one of the best ways to improve your credit. Setting calendar reminders to make payments may help you stay on top of them.
- It's recommended that you use less than 30% of your limit on any card, and lower is better. Pay down the balance before the billing cycle ends or pay several times throughout the month to keep your balance low. Add alerts on your credit card accounts to let you know when your balance hits a set amount.
- If you notice a mistake on one of your credit reports, you can call and dispute it.

Deal with your debt

Calculating what you owe and how many creditors you owe, knowing your interest rates and understanding the difference between good and bad debt is a good way to deal with paying down your debt. While this can be overwhelming and time-consuming, it can greatly ease your financial strain. By making a larger credit card payment each month, you'll pay off your balance a lot faster, reduce the amount you spend on interest, and have more money available to save.

We understand trying to make financial decisions while juggling your busy work and personal life can be challenging. That's why the benefits fund offer free seminars explaining how your pension, annuity and health benefits work. In addition, the KGA offers help with locating a financial consultant to get you on the path to better financial health while focusing on what's most important to you.

Planificación de su Futuro Financiero y Logro del Bienestar Financiero

El bienestar financiero puede tener significados muy diferentes para las personas, no hay duda de que tiene un fuerte impacto en su salud general y puede mejorar drásticamente su vida y evitar dificultades. La buena noticia es que nunca es demasiado tarde para organizar su vida financiera y hay recursos disponibles para encaminarlo.

Y los pasos regulares, por pequeños que sean, pueden conducir a hábitos y metas financieras saludables para usted y su familia.

Revisar sus ingresos vs gastos es clave para tener el control de tus finanzas

- Obtenga una visión clara del flujo de efectivo cada mes y busque áreas en las que pueda cortar gasto.
- Cree un presupuesto que funcione para su vida. Le dará una mayor sensación de control y conciencia sobre su dinero, y también ayudará a lograr hitos financieros, como comprar una casa nueva o un auto.
- Busque alternativas más asequibles para seguros de automóviles/propiedades, Internet/TV

Construya sus ahorros

Si no tienes ahorros, todo gasto no planificado se convierte en una crisis. Contribuir a una cuenta de ahorros regularmente, incluso si es una cantidad pequeña, puede marcar una gran diferencia con el tiempo. La automatización del

proceso puede ayudar a tomar la decisión "fuera de la vista, fuera de la mente."

Construya su puntaje de crédito

Conocer su puntaje de crédito es un buen comienzo. Si no está seguro del suyo, Credit Karma es una herramienta en línea que le brinda un puntaje de crédito y un informe de crédito gratuitos.

- Pagar sus cuentas a tiempo es una de las mejores maneras de mejorar su crédito. Establecer recordatorios de calendario para realizar pagos puede ayudarlo a estar al tanto de ellos.
- Se recomienda que use menos del 30% de su límite en cualquier tarjeta, y cuanto más bajo, mejor. Pague el saldo antes de que finalice el ciclo de facturación o pague varias veces durante el mes para mantener su saldo bajo. Agregue alertas en sus cuentas de tarjetas de crédito para informarle cuando su saldo alcance una cantidad determinada.
- Si nota un error en uno de sus informes de crédito, puede llamar y disputarlo.

Lidia con su deuda

Calcular lo que debe y a cuántos acreedores debe, conocer sus tasas de interés y comprender la diferencia entre deudas buenas y malas es una buena manera de lidiar con el pago de sus deudas. Si bien esto puede ser abrumador y llevar mucho tiempo, puede aliviar en gran medida su tensión financiera. Al hacer un pago de tarjeta de crédito más grande cada mes, pagará su saldo mucho más rápido, reducirá la cantidad que gasta en intereses y tendrá más dinero disponible para ahorrar.

Entendemos que tratar de tomar decisiones financieras mientras haces malabarismos con tu ajetreado trabajo y tu vida personal puede ser un desafío. Es por eso por lo que el fondo de beneficios ofrece seminarios gratuitos que explican cómo funcionan sus beneficios de pensión, anualidad y salud. Además, la KGA ofrece ayuda para ubicar un asesor financiero que lo encamine hacia una mejor salud financiera mientras se enfoca en lo que es más importante para usted.



DYK:

Existen herramientas y aplicaciones gratuitas de presupuesto en línea que puede descargar en su teléfono, como Mint y Goodbudget, para facilitar sus tareas monetarias.



DYK:

Estrategias para pagar la deuda:

- ✓ **Pague primero la deuda con la tasa de interés más alta haciendo pagos más grandes.**
- ✓ **Pague la deuda más pequeña primero y avance hasta llegar a la deuda más alta**

Para obtener más información, envíe un correo electrónico a info@kgreer.com o comuníquese con la oficina de fondos.

WHAT YOU EARN DEPENDS ON... WHAT YOU LEARN

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

ABC Building Code
Accessibility & Barrier Free Construction
Acoustical Ceilings
Advanced Ceiling Installation
Aerial Lift Operator Qualification
Ardex Surface Prep & Moisture Mitigation Certification
Basic Computers
Carpet INSTALL Certification
Concrete Floor Polishing Practical
Confined Space
Construction Master Pro
Doors and Hardware
Drywall Production
Fall Protection (GS0001)
Finish Carpentry (CA01)
First Aid, CPR, AED (GS07)
*Primeros Auxilios -clase enseñada en Español)
Hazard Communication and Chemical Safety
Hazwoper
Hazwoper Refresher
Hoisting Continuing Ed
Hot Works Permit Certificate
*Permiso para Trabajos en Caliente - clase enseñada en Español

ICRA: BEST PRACTICES IN HEALTHCARE CONSTRUCTION IN OCCUPIED FACILITIES
Interior Systems Layout
Intro to Flooring
Intro to Trim
Introduction to Concrete Floor Polishing
Introduction to Concrete Formwork
Introduction to Metal Framing
Lead Awareness
Mass. Construction Supervisors License Prep
OSHA 10-Hour for Construction
OSHA 30 Hour for Construction
*OSHA de 30 Horas -clase enseñada en Español
Panel Max
Peri Skydeck System
Powered Industrial Truck Operator – Industrial & Rough Terrain
Print Reading
ProCore
Project Survey & Layout
QML800
Resilient INSTALL Certification

RIGGING QUALIFICATION (GS0011)
Rigging Qualification Refresher
Roof (Rafters) Framing
Scaffold User
Scaffolding Erector Qualification
Scaffolding Qualification Refresher
Sexual Harassment Training
Silica Training
Soffit Framing
Solid-Surface Installer Certification
Stair Layout and Framing (CA02)
Substrate Prep
Superintendent Training Program
Tarkett Level I
Total Station
Transition to 9th Edition and Energy Code
UBC Foreman Training

WELDING AND CUTTING
Welding Upgrade and Test Prep

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



TRAIN WITH NASRCC



NASCTF.org

Find locations and training courses online.



North Atlantic States Carpenters TRAINING FUND

Thomas Fischer, *Executive Director*
Ziven Drake, *Assistant Training Director*
631-952-9555 (NY)
508-792-5443 (NE)

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

Rock Tavern Training Center
52 Stone Castle Rd.
Rock Tavern, NY 12575
845-567-1810



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
LOCAL 56		
Gerald Cheslock	48	81
James Sullivan	53	75
William Wareham	26	50
LOCAL 276		
David Alexander	38	65
Richard Banks	74	97
Cosmo Battaglia	52	77
Ronald Blemel	49	89
Scott Dollar	24	48
Raymond Fegley	52	78
Albert Giambattista	72	93
Jos Giardina	64	92
Edwin Gorski	71	89
Stanley Nicewicz	72	105
Thomas Romanowski	65	85
Dominic Salemi	56	84
Sergio Trujillo	5	48
LOCAL 277		
Edward Baker	54	82
Roland Brown	34	70
Robert Chace	15	52
Robert Corning	63	82
Robert Danboise	67	89
Clarence Gallaway	70	95
Edward Henneman	55	86
Willard Hurley	64	82
Michael Janus	64	90
Jeffrey Matta	44	70
Eric McGuane	24	62
Roger Mcomber	67	89
Curtis Murray	58	81
Alfred Paniccia	65	90
Ernest Perkins	68	90

MEMBER	YEARS	AGE
LOCAL 277 CONTD.		
Roger Pyhtila	49	74
David Somerville	53	81
Dana Spaulding	28	67
Donald Stonier	34	59
Michael Vogt	24	61
Robert Wilcox	35	59
LOCAL 279		
John Dillon	68	92
Robert Farrar	66	99
Santi Girolamo	51	79
Antonio lamartino	68	94
Ralph Lanni	69	91
Jack Longo	73	94
Michael Murray	52	89
Patrick Murray	52	81
Lloyd Nelson	48	66
Robert Riehl	73	96
James Scully	67	92
Michael Vesey	23	52
LOCAL 290		
Andrew DiLeo	27	63
Herman Giammarco	61	97
Donald Gibbons	66	88
Giuseppi Izzo	58	94
Robert Jones	61	93
Alan Just	27	51
Ignazio Maltese	63	88
Silvio Marques	50	87
Brian McFadden	36	68
Donald Mott	54	74
William Nunemann	53	74
Vincenzo Pagano	73	94
John Urbanowicz	66	99

MEMBER	YEARS	AGE
LOCAL 291		
Thomas Blair	17	60
Philip Calabrese	62	85
Richard Goyer	52	80
Duane Hurd	52	85
George Jones	70	88
James Kiley	52	77
Andrew Nemec	61	79
Roger Sisson	60	78
Joseph Staunch	40	66
LOCAL 326		
Fred Biga	68	93
Armand Borges	52	85
Dino Bossi	62	88
Allan Bushnell	31	55
Ranceford Byers	43	81
David Davis	32	63
Nicholas Digioia	70	91
Arthur Dutra	69	90
Frank Gerzabek	41	90
Stanley Laskowski	20	64
Albert Lorenti	70	90
Milutin Nedeljkovic	44	85
Nandor Orsos	56	85
Charles Pechkis	60	79
James Pelletier	42	90
John Schlander	36	63
LOCAL 327		
Joseph Bergeron	64	86
James Blaine	25	47
John Campbell	59	83
Roland Dagesse	43	91
James Graham	59	80
Kim Larochelle	26	46

MEMBER	YEARS	AGE
LOCAL 327 CONTD.		
Donald MacKinnon	58	87
George Moore	57	77
George Steeves	58	77
Gordon Stovold	75	96
LOCAL 328		
Jeffrey Chaves	5	33
Ralph Guerriero	68	93
Thomas Hickey	42	80
Charles Jesse	52	80
Robert Knight	59	86
Ryan Krueger	15	39
Demetrios Kyranos	23	82
Robert Mills	74	95
Mario Plante	20	69
LOCAL 330		
Craig Carroll	7	45
John Castaldi	58	89
John D'Angelo	57	83
Richard DesMarais	56	85
Leon Lacroix	57	80

MEMBER	YEARS	AGE
LOCAL 336		
Thomas Brown	62	95
Herbert Buffington	18	37
Robert Chagnon	55	81
Charles Harrison	56	85
John Irwin	36	73
John Kennedy	57	86
Mauricio Melo	68	86
Joseph Sgariglia	51	72
Albert Stevens	6	58
Anthony Wilde	20	48
LOCAL 339		
Joseph Belliveau	62	95
Cameron Bowen	18	37
Roy Fowlie	55	81
Roger Richard	56	85
Leo Trzcinski	36	73
Ronald Tuck	57	86

MEMBER	YEARS	AGE
LOCAL 346		
Arthur Balduf	33	85
Thomas Page	22	69
Earl Smith	69	88
Gary Snaith	34	71
LOCAL 349		
Ronald Anthony	11 mos.	56
John Mackie	10	63
David Poitras	20	55
James Smith	42	77
LOCAL 352		
Laurent Morin	52	72
LOCAL 728		
Jacob Gilcreast	2	26
LOCAL 2168		
Leonard Burke	60	88



Thomas J. Gunning

Gunning Was Key to Labor Management Partnership

Carpenters and employers lost a great friend this summer, with the passing of Thomas J. Gunning after an illness. He was the executive director of the Building Trades Employers' Association (BTEA, now BTEA Northeast) for thirty years. In that capacity, he represented the interests of hundreds of union subcontractors.

In his work, Gunning was a part of negotiating collective bargaining agreements and served as a trustee or chair on joint labor-management funds that provide health care and retirement benefits and training to union members.

For many years, he served as the labor chair of the Carpenters Labor Management Program in New England.

Gunning brought real world experience to his work. He began as a union laborer working for Turner Construction and Macomber Construction. He joined the BTEA staff in 1985 as Director of Industry and Government Affairs before taking the lead of the group in 1992.

“Though many of our members might not recognize the name, Tom Gunning has been one of the most important people in the success of the partnerships the Carpenters union has built and maintained with our employer partners,” said Steve Joyce, executive director of the North Atlantic States Carpenters Labor-Management Program (NASCLMP). “Though he was a smart and strong representative for employers, he prioritized constructive solutions. Trust and understanding mutual interests were key and he was always a gentleman and friend.”

Gunning’s professional and charitable efforts add to a family legacy in the building trades started by his father and now being continued by his son. At a ceremony delayed because of his illness and passing, the union plans to dedicate space and install a plaque at the Carpenters Center in Boston honoring Gunning.

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.

“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 October 1- October 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 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 octubre y 31 de octubre 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.

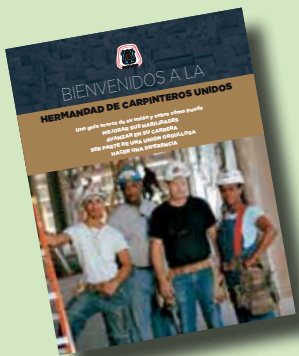
welcome

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

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

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

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

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

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



Remember: when you're on the job

- focus on skill
- quality
- productivity
- safety

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

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

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

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

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

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



Recuerde: ¡Cuando usted está en el trabajo

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

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





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.

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:
Bart Pacekonis, Bartplu326@gmail.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:
Jackie McGurn puck198761@aol.com.

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

NE MA (Local 339): 2nd Thursday
of the month at Local 339, 3Knights of
Columbus, 112 Middlesex Ave., 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 Wednesday of,
odd months, 920 Candia Road, Manchester,
NH, at 4:30 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

Shop and Mill LU 51	1st Wednesday, 6:00pm	Carpenters Center, 750 Dorchester Ave, 3rd Floor, Boston, MA <i>By video conference:</i> 1159 Maryvale Drive, Cheektowaga, NY 10 Corporate Park Drive, Suite A, Hopewell Junction, NY and 270 Motor Parkway, Hauppauge, NY
Piledrivers LU 56	Last Monday, 5:00pm	Carpenters Center, 750 Dorchester Ave, 2nd Floor, Boston, MA
Carpenters LU 276	3rd Tuesday, 6:00pm	Batavia Downs & Casino, 8315 Park Rd., Batavia, NY
Carpenters LU 277	3rd Wednesday, 6:00pm	Even months: Syracuse office 6920 Princeton Court, Syracuse, NY Odd months: Binghamton office 23 Market Street, Binghamton, NY
* Carpenters LU 279	3rd Thursday, 5:00pm	NASCTC, 52 Stone Castle Rd., Rock Tavern, NY
Carpenters LU 290	2nd Wednesday, 6:00pm	IBEW Hall, 370 Motor Parkway, Hauppauge, NY
Carpenters LU 291	2nd Monday, 5:00pm	14 Corporate Circle, Albany, NY
Carpenters LU 326	1st Wednesday, 5:30pm	11 Monticello, 577 S. Broad St., Meriden, CT
Carpenters LU 327	Last Wednesday, 5:00pm	Florian Hall, 55 Hallet St, Dorchester, MA
Carpenters LU 328	3rd Thursday, 5:00pm	American Legion Post 45, 321 Winthrop St., Medford, MA
* Carpenters LU 330	3rd Wednesday, 6:00pm	The Clarion Inn, 940 Fall River Ave, Seekonk, MA
* Carpenters LU 336	3rd Thursday, 5:30pm	Odd months: NASCTC, 13 Holman Rd, Millbury, MA Even months: Knights of Columbus, 460 Granby Rd, Chicopee, MA
Berkshire Area	Tues. before 3rd Th., 5:30pm	Even months only: Elks Lodge, 27 Union St, Pittsfield, MA
Carpenters LU 339	2nd Thursday, 5:00pm	Knights of Columbus, 112 Middlesex Ave, Wilmington, MA
* Carpenters LU 346	2nd Wednesday, 6:00pm	Commercial Club, 1 Neilson Ave., East Bridgewater, MA
* Commercial Carpenters LU 349	2nd Wednesday, 6:00pm	65 Rainmaker Dr, Portland, ME 920 Candia Rd, Manchester, NH 5 Gregory Dr, Burlington, VT
* Interior Systems LU 352	3rd Wednesday, 6:00pm	65 Rainmaker Dr, Portland, ME 920 Candia Rd, Manchester, NH 5 Gregory Dr, Burlington, VT
* Woodframe LU 723	2nd Tuesday, 4:30pm	Carpenters Center, 750 Dorchester Ave, 2nd Floor, Boston, MA
Local 1302 (Electric Boat)	2nd Thursday, 2:45pm	171 Thames St, Groton, CT
* Floorcoverers LU 2168	1st Wednesday, 5:00pm	Florian Hall, 55 Hallet St, Boston, MA
Connecticut Shop Carpenters	TBD	Contact 203-626-1504
Local 3073 -Portsmouth Navy Yard	3rd Tuesday, 4:00 pm	Roundabout Diner Conference Center, 580 Portsmouth Traffic Cir., Portsmouth, NH

*Indicates meeting location offering Wordly translation services

*Indica que el lugar de la reunión ofrece servicios de traducción de Wordly.

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
Business Representative:
Andrew Vooris

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

Piledrivers Local 56

750 Dorchester Ave., Suite 3200
Boston, MA 02125
Phone: 617-443-1988
Regional Manager: Mynor Perez
Business Manager:
John Dunderdale

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
Business Representative:
Matt Osborn

Carpenters Local 326

500 Main Street
Yalesville, CT 06492
Phone: 860-352-1130
Regional Manager: Jeff Wolcheski
Business 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
Business Representatives:
Mark Dellascio,
Raheem Shepard

Carpenters Local 328

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

Carpenters Local 330

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

Carpenters Local 336

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

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

Carpenters Local 339

350 Fordham Road
Wilmington, MA 01887
Phone: 978-229-5200
Regional Manager:
Kevin Kelley
Business Representatives:
Justin Anshewitz,
John Burrows and
Chris Galatis

Carpenters Local 346

26 Memorial Grove Ave.
Weymouth, MA 02190
Phone: 781-353-5530
Regional Manager:
Dennis Lassige
Business Representative:
Craig Ransom

Northern New England Commercial Carpenters Local 349

65 Rainmaker Drive
Portland, ME 04103
Phone: 207-358-6658
Business Representatives:
John Leavitt
Mike McGuigan

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

Local 349 (Continued)

920 Candia Road
Manchester, NH 03109
Phone: 603-222-3223
Business Representative:
Jeff Grinvalsky

Northern New England Interior Systems Local 352

920 Candia Road
Manchester, NH 03109
Phone: 603-222-3223
Regional Manager:
Kim Hokanson
Business Representative:
Jeff Grinvalsky

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

5 Gregory Drive
S. Burlington, VT 05403
Phone: 802-391-8444
Business Representative:
Matt Osborn

Carpenters Local 723

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

Local 3073 – Portsmouth Navy Yard

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



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



HOMES FOR **WOUNDED WARRIORS**

Jared Allen's Homes for Wounded Warriors, the North Atlantic States Regional Council of Carpenters, general contractor Welliver and other partners hosted a "frame signing" celebration at the future mortgage-free, injury specific accessible home in Bath, NY that is being built by Local 277 members for local wounded war veteran SSG Brent Nadjadi.



Scan the QR code to view video from the event.



It's an absolute
pleasure being a
part of this.
God Bless you
and your family,
and thank you
for your service!

- Ian Williams
Council Representative
277 Carpenters