

THE PROFESSIONAL

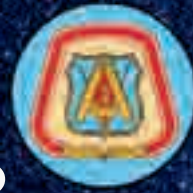
Spring 2023 | Volume XXVIII | No.1

# Carpenter

**Contract  
YEAR**



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Rile Rhodes



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THE PROFESSIONAL

# Carpenter

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

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North Atlantic States Regional  
**COUNCIL of CARPENTERS**

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

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

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





# GAME *recognizes* GAME



NASRCC.ORG

To stay at the top of the industry, our union needs to recruit the best talent. Whether someone is already polished or shows good potential, you can see if they've got what it takes.

Talk to family, friends and neighbors about being a part of something that helps them earn wages, benefits, pride and respect; a career as a union carpenter. Check in with your local union to see how you can help recruit.

**WE CAN ALL PLAY A PART IN GROWING  
OUR UNION.**

## At Every Level, Partnerships are Key



**As a union, our goal is to bring together as many carpenters as possible to increase our ability to improve our work and home lives.** ”

### Brothers and Sisters:

As a union, our goal is to bring together as many carpenters as possible to increase our ability to improve our work and home lives. It's a simple, but very powerful idea. And it works.

The history of our union features not just steadily increased wages, but the establishment of the 8-hour workday, safety measures, formalized craft training, and benefits like health care and retirement security.

These gains were made through collective bargaining and had a direct impact on the prosperity of union carpenters and their families. Indirect benefits—organizing rights, wage and hour laws, and funding for public construction—were gained through unified action among carpenters and other trades in electoral politics and legislative advocacy.

As carpenters, we're practical. We understand that the nature of successful building requires good tools, quality material, and a decent set of plans. We need to possess a level of knowledge and skill in our trade and work with a crew of carpenters that are equally competent, or willing to learn.

Though there are sometimes disagreements with other trades or with employers, we know that a building that we can be proud of isn't possible without a certain level of collaboration and cooperation. Likewise, in political and legislative efforts, we need to work with everyone we can to earn and preserve victories for workers. That's why the UBC has nurtured and grown a group of "Davis Bacon Republicans." This is a reliable group of Congressional members—some of them otherwise quite conservative—who consistently stand up for prevailing wage protections.

Our union will be negotiating several collective bargaining agreements this year. We'll also be working with legislators on both sides of the aisle to protect our rights, our interests and proper standards for our industry.

Developing partnerships is one of the key priorities of the North Atlantic States Regional Council. The broader and deeper our partnerships, the stronger our union becomes and the better we all do as members.

—Joe Byrne



## En Todos los Niveles, Asociaciones son Clave



**Como sindicato, nuestro objetivo es reunir a tantos carpinteros como sea posible para aumentar nuestra capacidad de mejorar nuestra vida laboral y familiar.**

”

### Hermanos y Hermanas:

Como sindicato, nuestro objetivo es reunir a tantos carpinteros como sea posible para aumentar nuestra capacidad de mejorar nuestra vida laboral y familiar. Es una idea simple, pero muy poderosa. Y funciona.

La historia de nuestro sindicato presenta no solo aumentos salariales constantes, sino también el establecimiento el día laboral de 8 horas, medidas de seguridad, capacitación artesanal formalizada y beneficios como atención médica y seguridad de jubilación.

Estos logros se lograron a través de la negociación colectiva y tuvieron un impacto directo en la prosperidad de los carpinteros sindicalizados y sus familias. Los beneficios indirectos—derechos sindicales, leyes de salario y horario, y financiamiento para la construcción pública—se obtuvieron a través de la acción unificada entre carpinteros y otros oficios en la política electoral y la promoción legislativa.

Como carpinteros, somos prácticos. Entendemos que la naturaleza de una construcción exitosa requiere buenas herramientas, material de calidad y un conjunto de planos decente. Necesitamos poseer un nivel de conocimiento y

habilidad en nuestro oficio y trabajar con un equipo de carpinteros que sean igualmente competentes o estén dispuestos a aprender.

Aunque a veces hay desacuerdos con otros oficios o con los empleadores, sabemos que un edificio del que podamos estar orgullosos no es posible sin un cierto nivel de colaboración y cooperación. Asimismo, en los esfuerzos políticos y legislativos, debemos trabajar con todos los que podamos para ganar y preservar las victorias de los trabajadores. Es por eso por lo que la UBC ha nutrido y hecho crecer un grupo de "Republicanos de Davis Bacon." Este es un grupo confiable de miembros del Congreso, algunos de ellos bastante conservadores, que constantemente defienden las protecciones salariales prevalecientes.

Nuestro sindicato negociará varios convenios colectivos este año. También trabajaremos con legisladores de ambos lados para proteger nuestros derechos, nuestros intereses y los estándares adecuados para nuestra industria.

El desarrollo de asociaciones es una de las prioridades clave del Consejo Regional de los Estados del Atlántico Norte. Cuanto más amplias y profundas sean nuestras asociaciones, más fuerte se vuelve nuestra unión y mejor nos va a todos como miembros.

—Joe Byrne

## Mass Gov Taps NASRCC Members for Service

**Two members of NASRCC-affiliated local unions who also work full-time in union positions have been selected by Massachusetts Governor Maura Healey to serve on advisory councils.**

Local 336 Business Representative Fred Taylor was appointed to serve on the Governor's Advisory Council on Black Empowerment. The group of more than 30 Black leaders from across the state will advise Healey and her administration on issues related to the economic prosperity and wellbeing of Massachusetts' Black community, including education, health care, housing and workforce development.

'Massachusetts' Black residents make tremendous contributions to our state, but far too often they face systemic barriers that hold them back from opportunity. Our administration is committed to bringing people together and centering equity in all that we do, and that requires ensuring that those who are most impacted by our policy have a seat at the decision-making table,' said Governor Healey in a statement.

Long active in the union and the community, Taylor is the president of the Worcester chapter of the National Association for the Advancement of Colored People (NAACP) and was named to the *Worcester Business Journal's* "Power 50," which recognizes the most influential people in the Worcester business community. He became a union carpenter apprentice in 2000 and was later elected the local's first Black recording secretary. He was hired as a full-time staff member for the union in 2015.

Governor Maura Healey also appointed Local 56 Sister Ziven Drake to the state's Veterans' Homes Council. The council's responsibilities for veterans' homes are significant, including recommending improvements and policies; submitting recommendations for appointments and removal of superintendents; and developing an annual report reviewing the demographics, finances, staffing levels, efficacy, equity, and resident well-being in homes.

Healey said that the council "will play a critical role in ensuring that we are providing the care that our veterans need and deserve" and that Drake and the other six appointees "have an intimate understanding of the complex needs of veterans, including access to health care, mental health care, housing and food assistance."

Drake is a US Air Force veteran who served as a crew chief in tactical aircraft maintenance. She was a commercial diver in Local 56 before joining the North Atlantic States Carpenters Training Fund, where she now serves as assistant executive director.

"I am honored to have been considered for this appointment, and humbled to have been selected," Drake said. "Aside from the work I do within NASCTF/NASRCC, serving in the USAF has been one of my proudest accomplishments and really allowed me to understand and reach my full potential. I am happy to serve our veteran population and will work hard to ensure they have access to the best resources the Commonwealth of Massachusetts has to offer."

"As the proud daughter of a Navy veteran, I understand how important it is that our veterans receive comprehensive services and care," said Lieutenant Governor Kim Driscoll. "This Council will be critical for ensuring that families can trust that their loved ones are being well cared for in our Veterans' Homes and that their health, safety and well-being are protected."

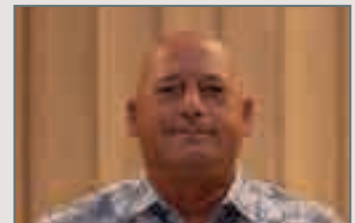


**Fred Taylor**



**Ziven Drake**

### Retiree



**Paul Leo**

Brother Paul Leo retired from his position as a council representative at the end of 2022. Leo, a member of Long Island Local 290, was on staff for 21 years. He also served the local as president and vice president and regional council delegate during his 31 years of membership. We wish him good health and happiness in his retirement.



## NASRCC Mourns Rhodes' Passing

The North Atlantic States Regional Council of Carpenters (NASRCC) and Carpenters Local 327 was saddened by the sudden loss of Brother Rile Rhodes in February. Rhodes, a 34-year member, was a full-time servicing agent and business manager of Local 327 in Boston. He was also the vice president of Local 327, a delegate to the NASRCC and a trustee for the North Atlantic States Carpenters Apprenticeship and Training Fund.

Rhodes grew up in South Boston and was known as an above average basketball player at the Boys and Girls Club before finding a home in the Carpenters union. He earned the "Golden Hammer" as an apprentice and steadily rose through the ranks on high-profile jobs as a journey-level carpenter and steward. He was hired as full-time organizer and business agent by the union in 2014.

Rhodes' focused work ethic combined with his ability to lead, mentor and find the right opportunities for members to succeed earned him a well-deserved reputation as one of the ultimate "good guys." Memories and tributes to Rhodes from members, politicians, contractors and personal friends flooded social media following his passing, referencing help he had given, second chances he had found and his good-natured, but no-nonsense approach.

He was a constant presence at organizing, community and political events initiated by the union, whether they were in Boston or other locations. Despite this, his love and devotion to his family was legendary. It was unusual to talk to Rhodes without hearing about the latest athletic or academic activities of his children—Rile and Faith—or the adventures in travel and hosting he and his wife, Rose, undertook on behalf of their kids and the bands of their friends who were always welcome.



**Rhodes' focused work ethic combined with his ability to lead, mentor and find the right opportunities for members to succeed earned him a well-deserved reputation as one of the ultimate "good guys."**

**He was a constant presence at organizing, community and political events initiated by the union, whether they were in Boston or other locations. Despite this, his love and devotion to his family was legendary.**

## Union Meeting = Red Wings for Members in 277

Thirty-four members of Local 277 are walking around in new Red Wing boots and all they had to do was attend their union meeting.

To drive regular attendance at union meetings, the local announced last year that the Red Wing truck would attend a future union meeting and every member present would get a free pair. The catch? Nobody knew which meeting it would be.

The truck arrived at the February meeting to raucous applause from members.

“Everybody was hyped and excited about it,” said Brother Danneill Bolton. “I was in a bit of denial, to be honest. I always wanted a pair of Red Wing boots, but I had been holding off because of the price.”



**We...want to promote involvement and show appreciation to our members. Attending union meetings on a regular basis can be a big part of keeping members informed and keeping the local strong.**

— JIM MASON  
Business Manager

Bolton says he was already a regular attendee at union meetings and loves it because “it feels like family. It’s warm and very informative. Everybody always has a great and positive attitude.”

Business Manager Jim Mason said the promotion was a big hit and will be repeated, with the potential for the truck to visit one of the satellite locations for the meetings of the Central New York Local.

“When we look at the finances for the local, we try to be as efficient with our expenses as possible,” Mason said, “but we also want to promote involvement and show appreciation to our members. Attending union meetings on a regular basis can be a big part of keeping members informed and keeping the local strong. In the long run, this is a modest expense that can have a positive impact for members who get a nice new pair of boots and, overall, for the local.”



# Carpenters Union Goes for the Gold!

**Union carpenters and contractors played a blinder delivering gold-standard facilities for one of the biggest sporting events in the country.**

Over the course of 11 days in January, the International University Sports Federation World University Games took place at venues throughout the North Country in upstate New York. It was the biggest sporting event the area has hosted since the infamous 1980 Olympic Winter Games where the world witnessed a “Miracle on Ice” when the U.S. ice hockey team defeated the powerful Soviets.

Union carpenters and contractors played a major role in this prominent event as they worked for 21 months on major renovations at the Lake Placid Center, the hub of activity. The renovations were done under a Project Labor Agreement (PLA) negotiated with New York’s Olympic Regional Development Authority, with the UBC’s training ability and staffing capacity a strong selling point, according to Matt Osborn, Local 291 business representative.

“The challenge was the timeline and the logistics of working with several contractors and subcontractors to keep the job staffed properly, while the venue stayed open for its usual business. We had other work going on in the region as well,” Osborn said. “Part of the solution was to grow the union and take in some new apprentices and journeymen.”



50 members of Carpenters Local 291 helped provide the best college athletes in the world with state-of-the-art facilities as they competed in a dozen sports ranging from alpine skiing to figure skating.

## Carpenters worked on the following upgrades:

**New link building:** This new building connects the 1980 complex to the 1932 complex. Carpenters worked on this from concrete to finish with both interior and exterior finishes. It has a bar and cafeteria along with a seating area that overlooks the speed skating oval and the ski jumps. It also features a museum that pertains to the history of athletes and the games that have taken place over the years of different events held in Lake Placid.

**Speed skating oval:** The new observation booth, restroom, and maintenance garage for the speed skating oval, and formed up

for the updated placement of concrete for the new speed skating oval outside.

**1980 Herb Brooks arena:** New seating, ADA-compliant restrooms, and locker rooms for the athletes.

**1932 rink:** Upgrades to locker rooms along with installing an acoustical sound system to the rink ceiling.

For Local 291 member Sam Blair, the project “had a different aura” than what he’s usually worked on in his nine-year UBC career.

“Probably the most interesting part of the project was helping to create the space for the new Olympic Museum” within the complex, Blair said. “It was exciting to see the whole thing come to life after 40 years since it had had any updates.”

Signatory contractors included: AMC Construction and Management Corp; Citizen Companies; Hadley Exhibits; QSI Interiors; Quality Structures; Rozzell; 34 Group.



# Contract YEAR

At the core of every union is collective bargaining. The right, principle and practice of individual workers organizing to negotiate the terms of their employment has been a direct source of economic growth for carpenters since the United Brotherhood of Carpenters was founded in 1881.

In 2023, the North Atlantic States Regional Council of Carpenters will negotiate five agreements that cover the work of a majority of members and hours worked in affiliated local unions (see sidebar) and several shop contracts. Those agreements will largely be the result of the demonstrated skill, efficiency, advocacy and solidarity of our 30,000 members. They will set the standard for our industry.

“We’re able to negotiate wages, benefits and working conditions based on what we bring to the table and the strength of our voice,” said NASRCC Executive Secretary-Treasurer Joe Byrne. “We can command good wages and benefits based on skills, productivity and market share. We fight for what we deserve, and we show others what’s possible through our unity and dedication.”

**We fight for what we deserve, and we show others what's possible through our unity and dedication.**

— **JOE BYRNE**  
NASRCC Executive  
Secretary-Treasurer

The relationship between workers and employers is a symbiotic one and there should always be a partnership between the union and our contractors. In fact, the process of collective bargaining between unions and employers can both resolve and prevent disputes that create friction on the job.

“Some people look at unions and employers as opponents,” says Byrne. “There’s no denying that, in some respects, that’s true. But when there’s a shared goal of building responsibly and efficiently, combined with mutual respect for what each side does and who they are, everyone does better.”

Collective bargaining can be impacted by current conditions, the history of union strength in a local area, upcoming work and relationships with employers and developers. More work on the books usually helps the union’s negotiating position.

Union organizing plays an important role. It lifts up carpenters—even if they don’t become members—and prohibits nonunion contractors from engaging in too much activity that weakens our ability to bargain.





## 2023

### MAJOR CONTRACTS

#### Connecticut

Expired: April 30  
Previously negotiated: 2019

#### Rhode Island

Expires: June 3  
Previously negotiated: 2020

#### Boston/Eastern MA, NNE

Expires: August 31  
Previously negotiated: 2018

#### Western Massachusetts

Expires: August 31  
Previously negotiated: 2019

#### Local 723 Woodframe/ Residential

Expires: September 30  
Previously negotiated: 2020

Negotiations also take place in the context of things outside of jobsites or the industry itself. Short-term expectations for the larger economy always play a role. While financial analysts are cautious about the economy and inflation is a concern; opinions are mixed over whether there will be a downturn when and whether it will impact the construction industry the way it does other sectors. At this stage, there has not been a significant effect.

There have already been major funds dedicated to building projects through bipartisan federal legislation, which will help. On top of that, post-pandemic labor shortages have led to all industries are competing for available workers.

Byrne said it's a combination of the union's efforts that provides an advantage to union employers.

"The Carpenters union has always been a reliable source for a skilled workforce, ready and able to meet the needs of contractors," said Byrne. "That's doesn't happen by accident. It's the result of our organizing, training programs and the respect that comes with being a member of the union."

Budgets and schedules for construction projects have only gotten tighter in the last twenty years. The ability to get sufficiently trained people on a job—or get the existing workforce retrained—is a big component in successful bidding.

It's not just a reliable workforce that makes the Carpenters union a valuable business partner, though.

"Two big issues for any business are consistency in operations and cost predictability," said NASRCC Contractor Relations Director Steve Joyce. "As a regional council, one of our main goals is to create as much consistency as possible in our agreements for employers who work throughout our region. How things are done can differ from one jobsite to the next, but the more we can help reduce conflict, the better for everyone. Combining that with knowing their labor rates and conditions are contractually established for a period of several years

really offers the predictability contractors need to offer realistic bids. These things are critical to success in the construction industry."

Byrne says the union's success in collective bargaining and winning work for union contractors are rooted in the same core values NASRCC has clearly identified and emphasized.

"We're not just negotiating for today, but for the long-term," he said. "We need to imagine and be prepared for the opportunities that will present themselves in the future and collaborate with each other and our union employers to ensure steady growth in market share."

**Members are encouraged to attend monthly local union meetings regularly to learn more about the status of negotiations and provide input and feedback from their own perspectives.**

**There are also opportunities to learn more about collective bargaining and other aspects of union operations at the UBCs International Training Center in Las Vegas.**



# Carpenters

## Bill of Rights & Responsibilities



### All Working People Have A Right To:

- ✓ A good job with decent benefits
- ✓ A living wage that can support a family
- ✓ Security and dignity in retirement
- ✓ A safe and inclusive workplace
- ✓ Career-spanning education and training



### With Rights Come Responsibilities

- ✓ Being productive, efficient workers
- ✓ Producing high-quality work that we stand behind
- ✓ Improving our communities
- ✓ Working safe and welcoming all workers
- ✓ Being active citizens and informed voters

*The Carpenters Bill of Rights and Responsibilities is a simple statement of what we believe and what we stand for. It states the basic rights of every working carpenter—union and non-union—and our responsibilities to do our best.*

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# AÑO de Contrato

En el centro de todos los sindicatos está la negociación colectiva. El derecho, principio y práctica de los trabajadores individuales que se organizan para negociar las condiciones de su empleo ha sido una fuente directa de crecimiento económico para los carpinteros desde que se fundó la Hermandad Unida de Carpinteros en 1881.

En 2023, el Consejo Regional de Carpinteros de los Estados del Atlántico Norte negociará cinco acuerdos que cubren el trabajo de la mayoría de los miembros y las horas trabajadas en sindicatos locales afiliados (ver detalle, [pág./ubicación](#)) y varios contratos de taller. Esos acuerdos serán en gran medida el resultado de la destreza, eficiencia, defensa y solidaridad demostradas de nuestros 30,000 miembros. Establecerán el estándar para nuestra industria.

“Podemos negociar salarios, beneficios y condiciones de trabajo en función de lo que traemos a la mesa y la fuerza de nuestra voz,” dijo el Secretario Ejecutivo y Tesorero de NASRCC, Joe Byrne. “Podemos exigir buenos salarios y beneficios en función de las habilidades, la productividad y la participación

**Luchamos por lo que merecemos y mostramos a otros lo que es posible a través de nuestra unidad y dedicación.**

— JOE BYRNE  
Secretario Ejecutivo  
y Tesorero de NASRCC

en el mercado. Luchamos por lo que merecemos y mostramos a otros lo que es posible a través de nuestra unidad y dedicación.”

La relación entre trabajadores y empleadores es simbiótica y siempre debe haber una asociación entre el sindicato y

nuestros contratistas. De hecho, el proceso de negociación colectiva entre sindicatos y empleadores puede resolver y prevenir disputas que crean fricciones en el trabajo.

“Algunas personas ven a los sindicatos y empleadores como oponentes,” dice Byrne. “No se puede negar que, en algunos aspectos, eso es cierto. Pero cuando hay un objetivo compartido de construir de manera responsable y eficiente, combinado con el respeto mutuo por lo que hace cada lado y quiénes son, todos lo hacen mejor.”

La negociación colectiva puede verse afectada por las condiciones actuales, el historial de fuerza sindical en un área local, el trabajo próximo y las relaciones con los empleadores y los desarrolladores. Más trabajo suele ayudar a la posición negociadora del sindicato.

**Connecticut**

Caducó: 30 de Abril  
Negociado previamente: 2019

**Rhode Island**

Caduca: 3 de Junio  
Negociado previamente: 2020

**Boston/Este de MA, NNE**

Caduca: 31 de Agosto  
Negociado previamente: 2018

**Oeste de Massachusetts**

Caduca: 31 de Agosto  
Negociado previamente: 2019

**Local 723 Estructura de Madera/Residencial**

Caduca: 30 de Septiembre  
Negociado previamente: 2020

La organización sindical juega un papel importante. Apoya a los carpinteros, incluso si no se afilian, y prohíbe que los contratistas no sindicalizados participen en demasiadas actividades que debiliten nuestra capacidad de negociación.

Las negociaciones también tienen lugar en el contexto de cosas fuera de los lugares de trabajo o de la industria misma. Las expectativas a corto plazo para la economía en general siempre juegan un papel. Si bien los analistas financieros son cautelosos acerca de la economía y la inflación es una preocupación; las opiniones están divididas sobre si habrá una recesión cuándo y si afectará a la industria de la construcción de la misma manera que lo hace con otros sectores. En esta etapa, no ha habido un efecto significativo.

Ya ha habido importantes fondos dedicados a proyectos de construcción a través de la legislación federal bipartidista, lo que ayudará. Además de eso, la escasez

de mano de obra posterior a la pandemia ha llevado a que todas las industrias compitan por los trabajadores disponibles.

Byrne dijo que es una combinación de los esfuerzos del sindicato lo que brinda una ventaja a los empleadores sindicales.

“El Sindicato de Carpinteros siempre ha sido una fuente confiable de mano de obra calificada, lista y capaz de satisfacer las necesidades de los contratistas,” dijo Byrne. “Eso no sucede por accidente. Es el resultado de nuestra organización, programas de capacitación y el respeto que conlleva ser miembro del sindicato.”

Los presupuestos y los cronogramas de los proyectos de construcción se han vuelto más ajustados en los últimos veinte años. La capacidad de conseguir personas suficientemente capacitadas para un trabajo, o de volver a capacitar a la fuerza laboral existente, es un componente importante para una licitación exitosa.

Sin embargo, no es solo una fuerza laboral confiable lo que hace que el Sindicato de Carpinteros sea un socio comercial valioso.

“Dos grandes problemas para cualquier negocio son la consistencia en las operaciones y la previsibilidad de costos,” dijo Steve Joyce, Director de Relaciones con Contratistas de NASRCC. “Como consejo regional, uno de nuestros principales objetivos es crear la mayor consistencia posible en nuestros acuerdos para los empleadores que trabajan en toda nuestra región. La forma en que se hacen las cosas puede diferir de un lugar de trabajo a otro, pero cuanto más podamos ayudar a reducir los conflictos,

mejor para todos. La combinación de eso con el conocimiento de que sus tarifas y condiciones laborales se establecen contractualmente por un período de varios años realmente ofrece la previsibilidad que los contratistas necesitan para ofrecer ofertas realistas. Estas cosas son críticas para el éxito en la industria de la construcción.”

Byrne dice que el éxito del sindicato en la negociación colectiva y ganar trabajo para los contratistas sindicales se basa en los mismos valores fundamentales que NASRCC ha identificado y enfatizado claramente.

“No estamos negociando solo por hoy, sino a largo plazo,” dijo. “Necesitamos imaginar y estar preparados para las oportunidades que se presentarán en el futuro y colaborar entre nosotros y con nuestros empleadores sindicales para garantizar un crecimiento constante en la participación de mercado.”

**Se alienta a los miembros a asistir a las reuniones sindicales locales mensuales con regularidad para obtener más información sobre el estado de las negociaciones y proporcionar información y comentarios desde sus propias perspectivas.**

**También hay oportunidades para aprender más sobre la negociación colectiva y otros aspectos de las operaciones sindicales en el Centro Internacional de Capacitación de UBC en Las Vegas.**



# Carta de Derechos y Responsabilidades de los Carpinteros



## Todas Las Personas Que Trabajan Tienen Derecho A:

- ✓ Un buen empleo con beneficios decentes
- ✓ Un salario con el que puedan mantener a su familia
- ✓ Seguridad y dignidad durante la jubilación
- ✓ Un sitio de trabajo seguro e inclusivo
- ✓ Educación y capacitación accesibles durante toda su Carrera



## Con Los Derechos Vienen Las Responsabilidades:

- ✓ Ser trabajadores productivos y eficientes
- ✓ Producir un trabajo con la más alta calidad, un trabajo que respaldemos
- ✓ Mejorar nuestras comunidades
- ✓ Trabajar de forma segura y dar la bienvenida a todos los trabajadores
- ✓ Ser ciudadanos activos y votantes informados

*La Carta de Derechos y Responsabilidades de los Carpinteros es una simple declaración sobre lo que nosotros creemos y lo que representamos. Esta carta declara los derechos básicos de cada trabajador carpintero, dentro y fuera de la unión, y nuestras responsabilidades por hacer lo mejor que podamos.*



## Miracle on Ice in Buffalo or True Grit and Determination?

Buffalo, New York, is known as the City of Good Neighbors, and it is in that spirit that the Buffalo Building Trades host an annual Hockey Tournament Fundraiser with proceeds going to various charities. The event draws hundreds of trades workers and their families together in the spirit of togetherness and friendly competition.

Carpenters Local 276, along with seven other trades, took part in the 6th Annual Hockey Tournament raising \$10,804.00 for the Blue Star Mothers of America, a non-profit that support the families of deployed military personnel.

“The members on the hockey team think it’s special to be part of the tournament team, we have been together for about four years now and each year we get better,” said team captain and Local 276 delegate, Jeff Kowalczewski. “It is an awesome feeling knowing that we can compete with all the other trades that we work with on a daily basis and come out on top and be recognized by our peers as champions.”



Santello’s leadership on a Hamden project stood out to project organizers.

## Carpenter Honored for Service to Vet in CT

Congratulations to Brother Dave Santello of Carpenters Local 326 in Connecticut for being honored by House of Heroes Connecticut this spring at the Service Above Self Awards in the Craftsman category for the 2022 service year.

Santello led a group of carpenters and volunteers who completed bathroom modifications and installation of a handicap ramp at the home of a Hamden, Connecticut firefighter and Air Force/Air Force Reserved veteran who had suffered a stroke shortly after his retirement.

House of Heroes recognizes, honors and serves military and public safety veterans and/or their surviving spouses for their sacrificial service to America. It provides one-day, no-cost home improvements with a priority placed on safety and accessibility and has helped more than 190 veterans or surviving spouses nationwide.

Great job, Dave!



The Carpenters Local 276 squad took the title and some Building Trades bragging rights.

The comradery and pride felt by the players was so strong when they first competed in the Buffalo Building Trades Tournament in 2019 that they decided to continue playing in an adult league.

“The guys like the opportunity to represent the local and showcase the talents on and off the ice that the Carpenters Local 276 team can offer. We all come together and show that we not only build great buildings but can also work as a team,” said Kowalczewski.

“We are so proud of this team and its accomplishments. This team exemplifies the true nature of our brotherhood, with true grit and determination to never give in until the job is done!” said Western NY Business Manager, Chris Austin.



L-R: Local 336 journeyman Carlos Gonzalez and Mark Chevalier.

Congratulations to Carpenters Local 336 member Mark Chevalier (above, right) who was recognized by PDC, Inc., for his commitment to training and enforcing safety protocols.

Mark has spent his 23-year union career working for PDC, Inc., and has held many roles over the two decades, including taping supervisor, foreman, general foreman and project manager. PDC credit Mark for always “going the extra mile” and “continually staying at the top of the curve” by providing a safe work environment for their employees and taking advantage of the union training available to him.

Mark has been to the International Training Center (ITC) in Las Vegas for advanced training programs including the Journeyman Leadership Program (.300 Hitters) and most recently for OSHA 510 “Occupational Safety and Health Standards for the Construction Industry” course. He is on course to earn his OSHA 500 certification this year, and work as a part-time training instructor at Millbury training center.

**To learn more, visit [NASRCC.org/ITC](https://www.nasrcc.org/ITC).**

## State Legislative Priorities

Elections have consequences. They determine who is elected and set the table for changing laws and funding. But even electing the right people doesn't guarantee successful passage of the union's agenda.

The union and members need to be active and vigilant when legislative bodies are in session to parlay campaign clout into more direct benefits to the unions, jobsites and families of construction workers. The US Presidential elections of 2024 will begin soon enough. But in a time when campaign season can seem never-ending, here's what union members are focused on in the legislative bodies of the seven states in our region in 2023.



### Rhode Island

Members in Rhode Island are pushing to make wage theft and misclassification a felony. Under current law, anyone who steals more than \$1,500 of value from someone else can be charged with a felony - excluding employers who steal more than \$1,500 from their employees' pay! In fact, an employer can steal an unlimited amount of money from their employees' pay without ever having committed more than a misdemeanor. That needs to change.

The practice of "passing the buck" in the construction industry should also be coming to an end. Too often, when our organizers come across wage theft or other illegal activity happening on a construction site, the legitimate contractors working on the site pass the buck down to the lowest-tier subcontractor on the job - which is often just someone with a truck paying people cash - and that subcontractor disappears into the night, never to be heard from again. "Up-the-Chain" legislation would allow enforcement agencies to hold contractors responsible for the illegal actions occurring on their jobsites under their watch.



### New Hampshire

The partisan split in the New Hampshire State House of Representatives isn't as important as the allied coalition our union has built at the capitol in Concord. While Republicans maintain a slim majority (201-198) in the chamber, 26 of the newly elected members are supportive of the union. Some of those new allies are Republicans who, when combined with returning Republican and Democratic friends, will limit the anti-union aggression of Republican leadership.

For the first time in many years, a "Right-to-Work" bill was not filed in either the House or Senate. That doesn't mean union members can expect major gains,

though. Popular Governor Chris Sununu is expected to make a run for Republican nomination for President and other members of the state's Republican party remain staunchly opposed to unions. In a state like New Hampshire these days, a temporary political state mate might not be a bad thing for unions. Democrats could pick up another seat in a special election this spring and potentially flip the House before the end of the year. In the meantime, the union will continue to work both sides of the aisle, promoting a more populist economic agenda that includes healthy unions and the potential growth and financial health it would bring Granite-staters.



## Vermont

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A smaller industry and membership in Vermont means focusing on union basics. Members in the state are working with the AFL-CIO and other trades to pass a state constitutional amendment guaranteeing all workers organizing and collective bargaining rights. The law would be similar to one recently passed in Illinois and allow for more aggressive and successful organizing in a state with fairly low union density. Included in the amendment is a legal backstop against “Right-to-Work” (RTW) restrictions, which prohibit unions and employers from negotiating union security agreements into union contracts. Union security clauses prohibit workers from enjoying wages, benefits and working conditions negotiated by unions in their workplace without contributing to the cost.



## Connecticut

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The major legislative push in Connecticut this year is passing legislation that combats wage theft and tax fraud by enacting “Up the Chain” accountability. A bill was raised and heard by the legislature’s labor committee in February. As they did last year, the Connecticut chapters of the Associate General Contractors (AGC) and the non-union Associated Builders and Contractors (ABC) submitted testimony in opposition. But the bill received the support of the Connecticut Department of Labor and the Foundation for Fair Contracting.

The Attorney General’s Office plans to submit testimony in favor of the bill, like it did last year. Senate Labor Committee Co-Chair Julie Kushner has discussed the bill with union carpenters and it was going to be a centerpiece of union efforts during 2023 Tax Fraud Days of Action.



## New York

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New York members may soon be celebrating political wins on the local level, where apprenticeship threshold requirements could soon be in place. Work in Westchester County, Saratoga County and the City of Rochester would require at least 10% of the construction workforce to be apprentices under proposed resolutions elected officials have committed to passing. Though they are not required to be union apprenticeships, unions are the most viable choice right now and the legislation forces nonunion contractors to raise their standards if they want opportunities to work.

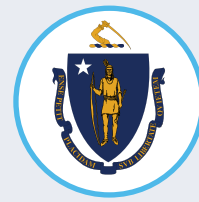
At the state level, the union is advocating for prevailing wage requirements and other labor standards in the governor’s housing initiatives. Discussions are also being held about including similar standards for work at SUNY campuses throughout the state.



## Maine

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Beginning work and establishing standards for Offshore Wind (OSW) projects are forefront in the minds of union staff and members in Maine. Members are working to have the Maine Public Utility Commission begin phased procurement of 2.4 gigawatts of energy, split evenly across deadlines in 2025, 2027 and 2029. They are pushing for construction of projects covered by those procurements to be covered by Project Labor Agreements and for Labor Peace Agreements to be put in place for operation and maintenance of any permanent OSW jobs.



## Massachusetts

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Wage theft and “Up the Chain” legislation continues to be the top priority for members in Massachusetts. The election of Governor Maura Healey—added to the 86 legislators who have sponsored the bill—should aid the cause. So, too, should a survey of Massachusetts voters conducted by MassINC Polling Group, which found more than 2/3rd of voters surveyed would

support legislation that would make lead contractors responsible for wage theft by their subcontractors. It found even more voters support increased penalties for those that engage in these practices. Power in the legislature has become increasingly concentrated among leadership in both branches, requiring broader coalitions with a greater focus.



## State Legislative Priorities

Las elecciones tienen consecuencias. Determinan quién es elegido y preparan la mesa para cambiar las leyes y la financiación. Pero incluso elegir a las personas adecuadas no garantiza la aprobación exitosa de la agenda del sindicato.

El sindicato y los miembros deben estar activos y vigilantes cuando los cuerpos legislativos estén en sesión para convertir la influencia de la campaña en beneficios más directos para los sindicatos, las obras de trabajo y las familias de los trabajadores de la construcción. Las elecciones presidenciales de EE. UU. de 2024 comenzarán muy pronto. Pero en un momento en que la temporada de campaña puede parecer interminable, esto es en lo que se centran los miembros sindicales en los cuerpos legislativos de los siete estados de nuestra región en 2023.



### Rhode Island

Los miembros en Rhode Island están presionando para convertir el robo de salarios y la clasificación errónea en un delito grave. Según la ley actual, cualquier persona que robe más de \$1,500 de valor de otra persona puede ser acusada de un delito grave, ¡excluyendo a los empleadores que roban más de \$1,500 del salario de sus empleados! De hecho, un empleador puede robar una cantidad ilimitada de dinero del salario de sus empleados sin haber cometido más que un delito menor. Eso necesita cambiar.

La práctica de "pasar la pelota" en la industria de la construcción también debería estar llegando a su fin. Con demasiada frecuencia, cuando nuestros organizadores se encuentran con el robo de salarios u otra actividad ilegal en una obra de construcción, los contratistas legítimos que trabajan en las obras pasan la responsabilidad al subcontratista de nivel más bajo en el trabajo, que a menudo es solo alguien pagándole a la gente en efectivo y ese subcontratista desaparece en la noche, y nunca más se supo de él. La legislación "Up-the-Chain" permitiría a las agencias de cumplimiento responsabilizar a los contratistas por las acciones ilegales que ocurren en las obras de trabajo bajo su vigilancia.



### New Hampshire

La división partidista en la Cámara de Representantes del Estado de New Hampshire no es tan importante como la coalición aliada que nuestro sindicato ha construido en el capitolio de Concord. Si bien los republicanos mantienen una pequeña mayoría (201-198) en la cámara, 26 de los miembros recién elegidos apoyan al sindicato. Algunos de esos nuevos aliados son republicanos que, combinados con amigos republicanos y demócratas que regresan, limitarán la agresión antisindical de los líderes republicanos.

Por primera vez en muchos años, no se presentó un proyecto de ley de "Derecho al Trabajo" ni en la Cámara ni en el Senado. Sin embargo, eso no significa que los miembros del sindicato puedan esperar grandes ganancias. Se espera que el popular

gobernador Chris Sununu se postule para la nominación republicana a la presidencia y otros miembros del partido republicano del estado siguen oponiéndose firmemente a los sindicatos.

En un estado como New Hampshire en estos días, un compañero de estado político temporal no sería algo malo para los sindicatos. Los demócratas podrían obtener otro escaño en una elección especial esta primavera y potencialmente dar la vuelta a la Cámara antes de fin de año. Mientras tanto, el sindicato continuará trabajando en ambos lados del pasillo, promoviendo el crecimiento potencial y la salud financiera. Una agenda económica más populista que incluya un sindicato saludable podría traer a los estadistas de granito de clase media.



## Vermont

Una industria y membresía más pequeña en Vermont significa centrarse en los aspectos básicos del sindicato. Los miembros en el estado están trabajando con la AFL-CIO y otros oficios para aprobar una enmienda constitucional estatal que garantice a todos los trabajadores los derechos de organización y negociación colectiva. La ley sería similar a una aprobada recientemente en Illinois y permitiría una organización más agresiva y exitosa en un estado con una densidad sindical bastante baja. En la enmienda se incluye un respaldo legal contra las restricciones del "Derecho al Trabajo" (RTW), que prohíben que los sindicatos y los empleadores negocien acuerdos de seguridad sindical en los contratos sindicales. Las cláusulas de seguridad sindical prohíben que los trabajadores disfruten de salarios, beneficios y condiciones de trabajo negociados por los sindicatos en sus obras de trabajo sin contribuir al costo.



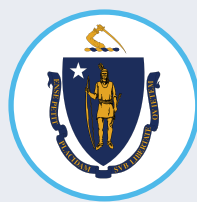
## Maine

Comenzar a trabajar y establecer estándares para proyectos de Energía Eólica Marina (OSW) es una prioridad en la mente del personal y los miembros del sindicato en Maine. Los miembros están trabajando para que la Comisión de Servicios Públicos de Maine comience la adquisición por etapas de 2.4 gigavatios de energía, divididos en partes iguales entre los plazos de 2025, 2027 y 2029. Están presionando para que la construcción de proyectos cubiertos por esas adquisiciones esté cubiertos por Acuerdos Laborales de Proyectos y para Acuerdos de Paz Laboral que se implementarán para la operación y el mantenimiento de cualquier trabajo permanente de OSW.



## Connecticut

El principal impulso legislativo en Connecticut este año es aprobar una ley que combate el robo de salarios y el fraude fiscal mediante la promulgación de la rendición de cuentas "Up the Chain." Un proyecto de ley fue presentado y escuchado por el comité laboral de la legislatura en Febrero. Como lo hicieron el año pasado, los capítulos de Connecticut de Contratistas Generales Asociados (AGC) y Constructores y Contratistas Asociados (ABC) no sindicalizados presentaron testimonio en oposición. Pero el proyecto de ley recibió el apoyo del Departamento de Trabajo de Connecticut y la Fundación para la Contratación Justa. La Fiscalía General planea presentar testimonio a favor del proyecto de ley, como lo hizo el año pasado. La copresidenta del Comité Laboral del Senado, Julie Kushner, discutió el proyecto de ley con los carpinteros sindicales e iba a ser una pieza central de los esfuerzos sindicales durante los Días de Acción Contra el Fraude Fiscal de 2023.



## Massachusetts

El robo de salarios y la legislación "Up the Chain" continúan siendo la principal prioridad para los miembros en Massachusetts. La elección de la gobernadora Maura Healey, sumada a los xxx legisladores que han patrocinado el proyecto de ley, debería ayudar a la causa. También debería hacerlo una encuesta de votantes de Massachusetts realizada por MassINC Polling Group, que encontró que más de 2/3 de los votantes encuestados apoyaría una legislación

que responsabilizaría a los contratistas principales por el robo de salarios por parte de sus subcontratistas.

Encontró que aún más votantes apoyan mayores sanciones para aquellos que participan en estas prácticas. El poder en la legislatura se ha vuelto cada vez más concentrado entre los líderes de ambas ramas, lo que requiere coaliciones más amplias con un mayor enfoque.



## Nueva York

Es posible que los miembros de Nueva York pronto estén celebrando victorias políticas a nivel local, donde pronto podrían establecerse requisitos mínimos de aprendizaje. El trabajo en el condado de Westchester, el condado de Saratoga y la ciudad de Rochester requeriría que al menos el 10% de la fuerza laboral de la construcción sean aprendices según las resoluciones propuestas que los funcionarios electos se han comprometido a aprobar. Aunque no están obligados a ser aprendices sindicales, los sindicatos son la opción más viable en este momento y la legislación obliga a los contratistas no sindicalizados a elevar sus estándares si quieren oportunidades de trabajo.

A nivel estatal, el sindicato aboga por los requisitos salariales prevalecientes y otras normas laborales en las iniciativas de vivienda del gobernador. También se están llevando a cabo discusiones sobre la inclusión de estándares similares para el trabajo en los campus de SUNY en todo el estado.

# A Carpentry Experience for Communities



Keefe Regional Technical School students participated in a Shop Friday event at the NASCTC in Millbury, MA, under the guidance of instructor Josh Tetuan (not pictured).

Young people interested in the trades usually don't enjoy sitting in classrooms and listening to presentations. That's why most of an apprentice's time is spent working on jobsites. Even the weeks of "school" they attend each year only have them in the classroom for about 10% of the time. The other 90% is spent doing hands-on work in the shop under the direction of instructors at the North Atlantic States Carpenters Training Fund.

The same is happening when high school students visit our training centers to learn about apprenticeships and a career in the trades during "Shop Fridays." The half or full day sessions—which are not always held on a Friday—include an introduction and information session to go over the union and how apprenticeships work.

The bulk of their time, though, is spent with tools and materials in their hands. They work in groups under the direction of NASCTF instructors, on projects that give them experience in interior systems, welding, scaffolding, concrete forms, and even solar work.





Students from YouthBuild Boston participated in a Shop Friday Intro to Metal Framing class with NASCTF Instructor Decio Santos (center) at the Boston training facility.



Local 279 apprentices Xavier Villaver (left) and Jaden Manners (right) talk with students from Ulster BOCES about concrete formwork at the Rock Tavern training facility.



Juniors from Quincy High School took an Intro to Metal Framing class at the Boston training facility.

## SHOP FRIDAY PARTICIPANTS

### MA

AFL/CIO  
 Blackstone Valley Regional Vocational Technical High School  
 Brooke High School  
 Broome-Tioga BOCES  
 Building Pathways Boston  
 Hopedale Junior Senior High School  
 Keefe Regional Technical School  
 Lower Pioneer Valley  
 Madison Park High School  
 Millbury High School  
 Quincy High School  
 Youth Build Boston

### NY

ACE Mentoring  
 Batavia BOCES  
 Brockport CSD  
 Broome-Delaware-Tioga BOCES  
 Capital District Employment Opportunity Center  
 Cassadaga Job Corp  
 Cayuga-Onondaga BOCES  
 Center at Belmont BOCES  
 The Center for Instruction, Technology and Innovation (CiTi) BOCES  
 Corcoran High School  
 Encompass Future Ready  
 Franklinville BOCES  
 Genesee Valley BOCES— NY  
 The Greater Southern Tier (GST) BOCES  
 Groton High School  
 Heart of the City Neighborhoods, Inc  
 Iroquois Job Corp  
 ITEC Training and Education Center  
 Lyons Middle/High School  
 Monroe 1 BOCES  
 Multi-Craft Apprenticeship Preparation Program  
 Niagara BOCES  
 Oneida-Herkimer-Madison BOCES  
 Onondaga -Cortland -Madison Counties BOCES  
 Onondaga Nation  
 Orleans BOCES  
 Paul V. Moore High School  
 RISE High at Clarkson  
 Rochester Urban League  
 Seneca Training Center  
 Thomas R. Proctor High School  
 Tompkins-Seneca-Tioga BOCES  
 Ulster BOCES  
 Unadilla Valley CSD  
 University Prep Charter  
 Vertus High School  
 Wayne-Finger Lakes BOCES  
 West Genesee CSD  
 Western NY Maritime High School

### RI

Building Futures Rhode Island  
 Providence Career and Technical Academy  
 RI Women in the Trades

## Union's Approach to Politics: Focus and Results

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

It's the same with politics. Members of our union are much more likely to be registered and active voters than the general public, because they know what's at stake. But just as jobsite success requires teamwork and collaboration, political and legislative action requires uniting around core issues that are essential to us as union builders.

### Davis-Bacon & State Prevailing Wage Laws

Prevailing wage refers to regulations at the state or federal level that mandate a minimum wage and benefit package be paid to workers on publicly funded construction. These laws level the playing field, because whether a contractor is union or non-union, they must pay the set rate for work. This allows a union employer to bid on the strength of their effectiveness in project management and their crews' size and skill, not how low they can push wages. Davis-Bacon is the federal law that sets wages on federally funded projects throughout the country. In specific funding bills, opponents will sometimes try to exempt projects from Davis-Bacon requirements. But the UBC has built a coalition of Democratic and Republican members of Congress who support Davis-Bacon and have fought off those attempts. All of the states in our council, with the exception of New Hampshire, also have prevailing wage requirements for state-funded work. Though support for Davis-Bacon has been strong enough to protect it in Washington, it is a frequent target for some conservatives at the state level.

### Payroll Fraud Enforcement

For a long time, payroll fraud has been an issue providing some non-union contractors a significant bidding advantage. By participating in wage theft or treating employees as 1099 employees, cheating contractors cut about 30% of their labor costs. The "savings" come from

not providing workers' compensation insurance, not making contributions to Social Security or unemployment insurance, and not withdrawing state or federal taxes. That 30% doesn't include what they save by not providing health insurance, retirement benefits or decent hourly wages. It's all illegal, but it continues because of a failure to commit resources to effective enforcement. The level of enforcement varies from state-to-state, even in our council. At the federal level there were some signs of interest and improvement on the issue, but those have been reversed in the last three years. Passing both state and national wage theft legislation is currently the top priority for the UBC.

### Contractor Accountability

If a construction manager or general contractor is running a project and taking credit for its success, shouldn't they be responsible for illegal activity that happens within the gates, too? The Carpenters union thinks so, which is why we've begun developing and passing legislation on the state level nationwide to make general contractors liable for the wage theft and tax fraud on their projects. Layering subcontractors to hide employment responsibilities is a significant factor in our industry and clearly an intentional effort to insulate general contractors. It must end and union carpenters are pushing to make it happen.

### Right to Work

The most popular legislation used by anti-union activists on a broad scale is "Right to Work." The laws allow members to "opt out" of paying union dues. With union operations, including collective bargaining, job-site servicing, organizing, contractor relations and more cut to the bone, the predictable result is that union membership plummets. This in turn leads to lower wages, benefits and safety protections for workers. States that have adopted "Right to Work" or other "free rider" provisions, consistently have the lowest level of wages throughout their economies. Though there are no states in our council that currently have "Right to Work" laws, it has been proposed on several occasions in New Hampshire. It is in place in 27 states. While the UBC and our labor union partners have blocked attempts to create a national "Right to Work" legislation, if anti-union groups control enough votes in Congress—or a president gets aggressive with executive branch powers—it could become a national law.

### Infrastructure Spending

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

## El Enfoque (Propuesta) de la Unión hacia la Política: Enfoque y Resultados

Como constructores, los miembros de este sindicato generalmente adoptan un enfoque práctico de las cosas. Si no nos presentamos, no nos pagan. Si no producimos, no nos quedamos mucho tiempo.

Es lo mismo con la política. Es mucho más probable que los miembros de nuestro sindicato sean votantes registrados y activos que el público en general, porque saben lo que está en juego. Pero, así como el éxito en las obras requiere trabajo en equipo y colaboración, la acción política y legislativa requiere unirse en torno a temas centrales que son esenciales para nosotros como constructores de sindicatos.

### Davis-Bacon y las Leyes Estatales de Salarios Prevalcientes

El salario prevalciente se refiere a las regulaciones a nivel estatal o federal que exigen que se pague un salario mínimo y un paquete de beneficios a los trabajadores de la construcción financiada con fondos públicos. Estas leyes nivelan el campo, porque ya sea que un contratista esté sindicalizado o no sindicalizado, debe pagar la tarifa establecida por el trabajo. Esto le permite a un empleador sindicalizado ofertar por la fuerza de su eficacia en la gestión de proyectos y el tamaño y la habilidad de su equipo, no por cuánto pueden bajar los salarios. Davis-Bacon es la ley federal que establece salarios en proyectos financiados con fondos federales en todo el país. En proyectos de ley de financiamiento específicos, los opositores a veces intentarán eximir proyectos de los requisitos de Davis-Bacon. Pero la UBC ha construido una coalición de miembros demócratas y republicanos del Congreso que apoyan a Davis-Bacon y han combatido esos intentos. Todos los estados de nuestro consejo, con la excepción de New Hampshire, también tienen requisitos de salarios prevalcientes para el trabajo financiado por el estado. Aunque el apoyo a Davis-Bacon ha sido lo suficientemente fuerte como para protegerlo en Washington, es un objetivo frecuente para algunos conservadores a nivel estatal.

### Cumplimiento de Fraude de Nómina

Durante mucho tiempo, el fraude de nómina ha sido un problema que proporciona a algunos contratistas no sindicalizados una ventaja significativa en la licitación. Al participar en el robo de salarios o tratar a los empleados como empleados 1099, los contratistas estafadores recortan alrededor del 30%

de sus costos laborales. Los "ahorros" provienen de no proporcionar seguro de compensación para trabajadores, no hacer contribuciones al Seguro Social o al seguro de desempleo, y no retirar impuestos estatales o federales. Ese 30% no incluye lo que ahorran al no proporcionar seguro médico, beneficios de jubilación o salarios decentes por hora. Todo es ilegal, pero continúa debido a la falta de compromiso de recursos para una aplicación efectiva. El nivel de cumplimiento varía de un estado a otro, incluso en nuestro consejo. A nivel federal hubo algunas señales de interés y mejora en el tema, pero se han revertido en los últimos tres años. La aprobación de la legislación estatal y nacional sobre el robo de salarios es actualmente la máxima prioridad para la UBC.

### Responsabilidad del Contratista

Si un gerente de construcción o un contratista general está ejecutando un proyecto y se atribuye el mérito de su éxito, ¿no debería ser también responsable de las actividades ilegales que ocurren dentro de sus puertas? El sindicato de carpinteros cree que sí, por lo que hemos comenzado a desarrollar y aprobar legislación a nivel estatal en todo el país para responsabilizar a los contratistas generales por el robo de salarios y el fraude fiscal en sus proyectos. La estratificación de subcontratistas para ocultar las responsabilidades laborales es un factor importante en nuestra industria y claramente un esfuerzo intencional para aislar a los contratistas generales. Debe terminar y los carpinteros sindicales están presionando para que esto suceda.

### Derecho al Trabajo

La legislación más popular utilizada por los activistas antisindicales a gran escala es el "Derecho al Trabajo." Las leyes permiten a los miembros "optar por no" pagar las

cuotas sindicales. Con las operaciones sindicales, que incluyen la negociación colectiva, el servicio en las obras de trabajo, la organización, las relaciones con los contratistas y más, el resultado predecible es que la afiliación sindical se desploma. Esto, a su vez, conduce a salarios, beneficios y protecciones de seguridad más bajos para los trabajadores. Los estados que han adoptado el "Derecho al Trabajo" u otras disposiciones de "oportunistas," tienen consistentemente el nivel de salarios más bajo en todas sus economías. Aunque no hay estados en nuestro consejo que actualmente tengan leyes de "Derecho al Trabajo," se ha propuesto en varias ocasiones en New Hampshire. Está vigente en 27 estados. Mientras la UBC y nuestros socios sindicales han bloqueado los intentos de crear una legislación nacional de "Derecho al Trabajo," si los grupos antisindicales controlan suficientes votos en el Congreso, o si un presidente se vuelve agresivo con los poderes del poder ejecutivo, podría convertirse en una ley nacional.

### Gasto en Infraestructura

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



## Elected Members

### Connecticut:

**Martin Alvarenga** – Deputy Treasurer, City of Hartford

**Chris Bachant** – Eastern CT Regional Workforce Development Board

**Bruce Conroy** – Wallingford Zoning Board of Appeals

**Ron Giroux** – Vice-Chair, Lisbon Planning and Zoning; Chair, Southeastern Council of Governments

**Krystal Green** – Bloomfield ARPA Funds Committee

**Dexter Kinsella** – Board of Selectman, Town of Goshen

**Jason Lebel** – Lisbon Planning and Zoning & Constable

**Jim Lohr** – Governor's TOD Task Force & The Workplace

**John Marshall** – Ledyard Board of Selectman

**Bill Martel** – Plainfield Planning and Zoning alternate

**Bart Pacekonis** – Chair of Windsor Planning and Zoning

**Ernie Pagan** – New Haven City Plan Commission

### Maine:

**John Leavitt** – State Workforce Board Member; Senate Commission Paid Family Leave Act; Governors Clean Energy Road Map sub-committee; Saco Zoning Board of Appeals; State Commission, Combat Sports Authority of Maine; Portland Arts Technology HS Advisory Board.

**Mike McGuigan** – Portland Arts Technology HS Advisory Board

### Massachusetts:

**Junice Andujar** – Leominster CTE Advisory Board

**Rick Anketell** – Keefe Regional Technical School Advisory Board; Blackstone Valley Regional Vocational Technical High School Advisory Board

**Justin Anshewitz** – North Shore Workforce Investment Board Salem, MA; Commissioner, Lynn Housing Authority & Neighborhood Development Lynn, MA; Chairman, Wage Theft Advisory Committee Lynn, MA

**Richard Barbieri** – Town Meeting member Plymouth, MA

**Rich Brow** – Leominster CTE Advisory Board

**John Burrows** – Selectman in Billerica, MA

**James Callahan** – Planning Board member Woburn, MA

**Evens Cimea** – Planning Board member Billerica, MA

**Michael Corbett** – Planning Board member Rockland, MA

**Timothy Crow** – Public Schools CVTE General Advisory Board, Pittsfield, MA; Owner's Project Review Panel, Massachusetts School Building Authority

**Christopher Galatis** – Essex North Shore Agricultural and Technical School Advisory Board; Greater Lawrence Technical School Advisory Board

**Stephen Joyce** – Massachusetts Workers Compensation Advisory Council; Commissioner, Framingham Housing Authority

**Kevin Kelley** – Greater Lowell Workforce Investment Board

**Jason Kubert** – Bay Path Regional Technical High School Advisory Board

**Michael Main** – Plymouth MA Zoning Board member

**Anthony McGeorge** – Leominster CTE Advisory Board

**David Minasian** – Redevelopment Authority Board Vice Chair Worcester, MA

**Charles Payne** – Chicopee Conservation Committee member

**Orlando Ramos** – Massachusetts State Representative

**Ronald Reilly** – Town Meeting member and precinct chairman in Plymouth, MA

**Raheem Shepard** – Member Zoning Board of Appeals, Boston MA

**Fred Taylor** – Worcester Technical High School Advisory Board; Worcester Jobs Fund Board; Construction Diversity Monitoring Committee (Chair), Worcester, MA

### New Hampshire:

**Dan LeClerc** – State Representative

### New York:

**Jomo Akono** – Erie County WIB Board; Vice President of Juneteenth Festival Inc.; Steering Committee Member of African Diaspora Development Institute Tri State Institute of Ethiopian Studies Permanent Pan African Wing Initiative

**Armando Moreno** – Town of Brookhaven Labor Advisory Board

**Chris Austin** – Hume Town Councilman; Deputy Supervisor Fair Committee; Allegany County Republican Committee; Alfred State College Building Trades Curriculum Advisory Committee

**Doug Blacklock** – Schenectady County IDA

**Daryl Bodewes** – Fair Committee Niagra Co Economic Development & Strategy Committee

**Anthony Capozella** – City of Middleton Planning Board

**Ed Cooke** – Westchester/Putnam Workforce Investment Board and Putnam County Parks Committee Putnam County IDA

**Gerald Dee** – Monroe County Democratic Committee

**Chris Dugan** – Saratoga Builders Association workforce development board of directors and Capitol District EOC Advisory Board

**Nicole Grodner** – Workforce Development Board – Oyster Bay- N. Hempstead Glen Cove; William Floyd School district advisory board; Wilson Tech Carpentry advisory board

**Kevin Hicks** – Guilderland IDA, Albany Airport Authority

## New York: (continued)

**Tom Iorizzo**—Genesee, Livingston, Orleans, Wyoming (GLOW) Workforce Committee

**Mitch Latimer**—Onondaga Civic Development Corporation and Board of Directors for CNY Works

**Ron Lindsay**—Town of Brookhaven Planning Board

**William Macchione**—NYS Apprenticeship Council Member

**Tom Mair**—Avon Councilman Deputy Supervisor Livingston County Republican Committee

**James Mason**—Operation Oswego County Board of Directors; OCM BOCES Outside Advisory Board; Oswego County CITI CTE Advisory Committee; and the City of Syracuse Residency Workforce Committee

**Peter McAnearney**—Member of the Colonie High School, Schoharie County BOCES, Troy EOC and Mohonasen High School Workforce Development Advisory Boards

**Richard Muscat**—City of Beacon Planning Board

**Brian Noteboom**—Cayuga/Cortland Workforce Investment

**Matt Osborn**—Clinton, Franklin, Essex and Hamilton Counties Workforce Development Boards

**Scott Smith**—Sullivan County Industrial Development Agency; Sullivan Co. Funding Corporation Board; Sullivan Co. Infrastructure and Development Corporation

**Chris Stone**—Erie County Salary Review Commission

**Fred Swayze**—Town Councilman for the Town of Van Etten

**Gary Toth**—Chairman of the Oswego County IDA

**Anthony Villa**—Town of Oyster Bay Labor Advisory Board

**Andrew Vooris**—Rensselaer County Democratic Committee, Town of Nassau Democratic Committee Chair

**Russ Weist**—Harpersville School Board

**Bob Wilmott**—Oswego County Legislator

**Mike Wolfe**—City of Utica Planning Board

## Rhode Island:

**Benjamin Branchaud**—RI Working Families Party State Committee and Climate Jobs RI Executive Board

**David Hart**—Lincoln RI Planning Board

**Billy Holmes**—Warwick RI School Building Committee

## Carpenter Training for Political Action

The United Brotherhood of Carpenters offers a virtual education and training program called “101 Constitution: US Government and Labor Laws.”

The program provides information about how the government functions and how union carpenters can get involved. From prevailing wage campaigns and protecting federal standards for apprenticeship programs to getting union work funded or passed, there are several reasons for member to learn more and stay engaged.



*A view from the rooftop terrace of the UBC's International Headquarters located at 101 Constitution Ave., NW, at the heart of Washington D.C. It is next to the Department of Labor at the foot of Capitol Hill, giving UBC families a strong presence in the policy and political life of the nation.*



**To register for 101 Constitution, visit Galaxy through the login page at [NASRCC.org](https://NASRCC.org) or scan the QR code.**



Career Connections is a curriculum for students in grades 9-12 offered by the United Brotherhood of Carpenters and Joiners of America. It is used to complement schools' existing curriculum, or as their own stand-alone program, and is designed for today's modern learning styles.

All of the lesson plans, working drawings, grading rubrics, project evaluations and state framework alignment have been completed for teacher use. Career Connections not only teaches important hands-on skills for all students, but it also gives the students a direct pathway to a career in construction, with students earning credits toward the apprenticeship program while still in school!

## **WELCOME** to our newest Career Connections partners:

- The Greater Southern Tier (GST) BOCES – Painted Post, NY
- Millbury Memorial Junior/Senior High School – Millbury, MA
- Salem High School – Salem, MA

To learn more about  
Career Connections  
visit [nasrcc.org/  
YourFuture](http://nasrcc.org/YourFuture)

## **Coalition Takes Action to Address Worrying Trend in Massachusetts Vocational Schools**

**A coalition of educational advocacy groups in Massachusetts claims the Department of Elementary and Secondary Education use criteria that allows exclusionary admissions practices at vocational schools which is affecting students of color, native English speakers, economically disadvantaged students and more.**

Our union is committed in its mission of recruiting and retaining a diverse membership, and our partnerships with community organizations dedicated to diversity in the trades have been particularly valuable in this process. However, the one area of recruitment that falls, disappointingly, short in helping us continue to grow a diverse membership is recruitment from Massachusetts vocational schools.

Of the current 34% minority apprentices in the Carpenters program, a mere 1% have come from Massachusetts vocational schools. The increasing drop off in numbers of vocational graduates seeking entry into trade programs, which is now at an all-time low, is of great concern.

“I wonder how many students are not being given the opportunity to pursue a well-paid career in the construction trades due to an intake process which excludes them from this opportunity,” said Tom Fischer, Executive Director of the NASCTF and a member of the coalition taking action.

It's crucial that Massachusetts high school vocational programs find solutions that will lead to an increased and diverse enrollment of students in the skilled trades at the time of graduation.

“In some vocational technical high schools in Massachusetts, more than 70% of graduates are attending college as the next step in their careers,” added Fischer. “Given the tremendous need for skilled trades and the potential for high earnings in those trades, seats, which are limited, should be given to students who have a true desire to pursue careers in trades such as carpentry.”





## Salina Training Center to Triple in Size

The North Atlantic States Regional Council of Carpenters (NASRCC) and the North Atlantic States Carpenters Training Fund (NASCTF) will invest to expand the union's training center in Salina, New York.

The Syracuse-area facility will triple its shop training space from 6,000 square feet to 18,000 square feet. It will include 28-foot ceilings and an overhead crane, allowing training in scaffolding, rigging, high concrete forms and turbine work.

The investment is being made to meet the expected demand for crafts workers being fueled by the \$120 billion, 20-year Micron chip manufacturing facility, removal and relocation of I-81 in Syracuse and the overall expansion of the metro area resulting from both.

"In addition to demographic changes in our industry, there will be massive development

of everything within 40 minutes of Syracuse, from manufacturing and corporate development to entertainment, housing, infrastructure and retail," said Local 277 Business Manager Jim Mason. "We're already aggressively recruiting and training for it."

NASCTF Executive Director Tom Fischer said the facility "will allow us to meet the overall demand from our contractors for qualified crafts workers as well as those specifically required in the tech economy." He said the training center is already running "clean room" training developed by the UBC to provide members with the skills needed for projects like the Micron project.

"Our union looks for opportunities and makes decisive commitments to take advantage of them," said NASRCC Executive Secretary-Treasurer Joe Byrne. "We also take pride in preparing individual workers and

our partner employers to meet the needs of our industry and to exceed its expectations. We're extremely excited about the role we'll play in the future of this area."

The Micron project, which is covered by a project labor agreement, is expected to need as many as 1,700 carpenters on site. Preliminary work will begin later this year, with carpenters getting on site in early 2024. One significant supplier for Micron has already made a commitment to building its own manufacturing facility in the area. Relocating I-81 will include construction of a dozen bridges and unlock significant redevelopment in the city.

The union and training fund expect to incorporate and continue use of the training facility affiliated with Millwrights Local 1163 in nearby Liverpool and provide "cross-training" for members in multiple trades at both facilities.



# Carpenters Center Training Renovation



**We're  
opening it  
(shop space)  
up and  
providing  
more  
flexibility  
in use.**

**– TOM FISCHER  
NASCTF  
Executive Director**

The first floor of the Carpenters Center in Boston is undergoing a renovation to better serve apprentices and the North Atlantic States Carpenters Training Fund (NASCTF). The layout of the space was designed in 2010 when the building was being redeveloped by the union to serve as a training center and regional council headquarters.

At the time, it was expected that the first and second floors would be used almost exclusively for journey level upgrade training.

Several years ago, NASCTF began training more apprentices at the site to eliminate travel to the central training center in Millbury. Though modifications have been done to the first and second floors of the building over the years, NASCTF Executive Director Tom Fischer says this is the first “substantial replanning and reorganization of the shop space” since the shift in use occurred.

“We’re opening it up and providing more flexibility in use,” he said. “Whether it’s the work of the apprentices on a weekly basis or special projects we do, our spaces never stay exactly the same for very long. But in this case, there’s a purposeful and long-term thinking for what we’re doing.”

It will also help the program accommodate the growing interest in “Shop Fridays” among Boston area schools and community programs.





We are excited to be a part of the Vineyard Wind Project - the first project of its kind in the country.



— ANDY BENEDETTO  
Business Representative  
for Local 1121

## A CHANGE IN CURRENT: Offshore Wind Work Booms Throughout Council

Our union has always supported green energy projects which, in turn, have created thousands of construction jobs for our members. As of late, union carpenters, pile drivers and millwrights have been hard at work on various green energy projects – namely, projects working on wind energy. Since the Biden Administration announced that \$30 million from the Bipartisan Infrastructure Law would go to wind energy development, our members have directly benefited by being introduced to a whole new level of training and job opportunities.



In 2021, the Biden Administration approved the nation's first major offshore wind farm off the coast of Massachusetts. The project is in its first phase, and Millwrights are preparing for the onshore work portion where the wind turbines will be staged and preassembled before being installed offshore. Pictured are Local 1121 Millwrights attending GWO (Global Wind Organisation) Basic Safety training, which is a new training program for our membership developed by the GWO. Millwrights will continue to be involved in the installation and maintenance of future commercial wind projects in the United States.

“We are excited to be a part of the Vineyard Wind Project - the first project of its kind in the country. Vineyard Wind will set the tone for many offshore wind farms up and down the east coast and will provide our members with exciting new job opportunities,” said Andy Benedetto, Business Representative for Local 1121. In every commercial offshore wind project, union piledrivers



Carpenters and union representatives at the Revolution Wind project at the Port of Providence.

will drive the piles for the foundation of the wind turbine. In fact, the first union member to ever work on an offshore commercial wind project was Andrea Flanagan, Piledriver out of Local 56. The scope of work involved welding 48” casing for piles, horizontal directional drilling support, pulling product pipe through the borehole, and extracting the casing and piles to restore the offshore site to its original condition. The piledrivers have an estimated 10 projects in the pipeline - including Commonwealth Wind, south of Massachusetts’ Martha’s Vineyard, and Southfork Wind, southeast of Rhode Island’s Block Island. Another project that is stirring up excitement is the Revolution Wind project at the Port of Providence. Riggs Distler, General Contractor, and union carpenters are on site building the concrete exterior work platforms that will be positioned on the towers. For this project alone, there will be 77 platforms built. While carpenters may not be working offshore, the platforms that are built will ensure the other crafts can complete their work safely and efficiently.

No matter the capacity in which our members are involved in these projects, one thing is for certain – we will be a vital part of history in the United States’ sustainable green energy sector.



# 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.

#### **Northeast Retail Construction**

Mooers, NY

**Specialties:** retail

#### **Ranger Construction Corp.**

Fairfield, ME

**Specialties:** concrete

#### **Cadeira Group Inc.**

Hudsonville, MI

**Specialties:** seating

#### **Excellent High Finish**

Boston, MA

**Specialties:** finish, millwork, architectural woodwork, doors

#### **Blakely Builders LLC**

Providence, RI

#### **EK Construction LLC**

Boston, MA

#### **Santos Concrete Construction Company LLC**

Waterbury, CT

**Specialties:** concrete forming, retaining walls, water storage tanks, bridges

#### **Nico Construction Group**

East Patchogue, NY

**Specialties:** light commercial, retail

#### **Acranom Concrete Corp.**

Middletown, CT

**Specialties:** concrete, thermal insulation, exterior insulation, metal wall panels, exterior wall assemblies

#### **Carpet Zone Floor Covering**

East Hartford, CT

**Specialties:** flooring

#### **Integrated Scaffolding & Services**

Birdsboro, PA

**Specialties:** scaffolding & staging

#### **A1 Concrete Cutting & Construction Inc.**

Norton, MA

**Specialties:** concrete, repair and restoration

#### **Wild Atlantic Building Solutions Inc.**

Attleboro, MA

**Specialties:** insulated panels



## 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.*

# LEVEL

Each of us plays a significant role in the success of our union.

# UP



From developing our skills and safely, efficiently completing quality work to helping our union employers win the next job, it's a coordinated effort.



**Visit [nasrcc.org/itc](https://nasrcc.org/itc) to learn about the programs offered like**

- Journeyman Leadership (.300 hitters)
- Foreman Training
- Delegate Training

**How does it all come together and why?**

**What can you do to improve our union?**

Many answers to these questions can be found in membership training programs at the United Brotherhood of Carpenters' International Training Center.

There, our union has invested in programs that help you learn and develop skills that make you a better carpenter and leader.

ITC programs are FREE for members. All arrangements are made by the union and compensation is provided when attendance requires missing work.

**To express your interest in attending a training program in 2023, scan the QR code and fill out the online form.**



### Favorito Takes Over as NASCBF Leader

The North Atlantic States Carpenters Benefits Fund (NASCBF) has announced the hiring of a new executive director for the collectively bargained employee benefit plans serving 46,000 active and retired members and their beneficiaries. Nicola Favorito took over the position in January following an extensive search after the retirement of Rich Monarca.

Nicola (Nick) Favorito previously served as a deputy treasurer for retirement services in the Office of the Massachusetts Treasurer & Receiver General. In that capacity, Nick had been the executive director of the Massachusetts State Employees' Retirement System (MSERS), a defined benefit retirement plan, since February 2003. The MSERS is administered by the Massachusetts State Retirement Board (MSRB), a multi-generational and diverse department of more than ninety employees. The MSRB supports more than 85,000 active members and more than 68,000 retirees & beneficiaries, annually issuing more than \$2.75b in benefits.

Favorito also oversaw the Commonwealth's Deferred Compensation Plans Division and was Treasurer Deborah Goldberg's designee to the Massachusetts Teachers' Retirement Board, the State Retiree Benefit Trust (OPEB) Fund Board, and various other boards and committees. He served as the Commonwealth's Social Security Administrator related to coverage questions for public employees.

Prior to joining the MSERS, Favorito practiced with the law firm of Murphy, Hesse, Toomey & Lehane, LLP where he specialized in public employee retirement law, and education & special education law.

He is a graduate of Harvard University and Suffolk University Law School.

As executive director of NASCBF, Favorito now leads day-to-day management of staff administering union member health, pension, annuity, and vacation plans. The funds are established through collective bargaining between the union and signatory employers. There are more than \$11 billion in combined assets under management by staff and a board of trustees representing the union and employers.

The NASCBF established a search committee to identify a new executive director following the announced departure of Rich Monarca. It included five members of the board of trustees as well as senior staff. A national executive search consulting firm worked with the committee to solicit applications from across the country and received responses from a diverse group of highly experienced and capable individuals.

"Following careful review and several rounds of interviews, the committee identified Favorito as the candidate best positioned to join the organization to support and further our goal of providing best-in-class benefits to our participants," said Tom Flynn, who chaired the committee.



**Nicola (Nick) Favorito**

Favorito stated, "I am tremendously grateful for the opportunity conferred by the NASCBF Board, and I am excited to get to know and work with the highly regarded women and men of the NASCBF who professionally serve the region's hard-working carpenters. We look forward to enhancing the NASCBF's tradition of providing valuable and competitive benefits for all concerned, while striving for improvements where possible."



### Favorito Asume Liderazgo de NASCBF

El Fondo de Beneficios para Carpinteros de los Estados del Atlántico Norte (NASCBF) ha anunciado la contratación de un nuevo director ejecutivo para los planes de beneficios para empleados negociados colectivamente que atienden a 46,000 miembros activos y jubilados y sus beneficiarios. Nicola Favorito asumió el cargo en Enero luego de una extensa búsqueda luego del retiro de Rich Monarca.

Nicola (Nick) Favorito se desempeñó anteriormente como tesorero adjunto de servicios de jubilación en la Oficina del Tesorero y Receptor General de Massachusetts. En ese cargo, Nick había sido director ejecutivo del Sistema de Jubilación de los Empleados del Estado de Massachusetts (MSERS), un plan de jubilación de beneficios definidos, desde Febrero de 2003. El MSERS es administrado por la Junta de Jubilación del Estado de Massachusetts (MSRB), una organización multigeneracional y diverso departamento de más de noventa empleados. La MSRB apoya a más de 85,000 miembros activos y más de 68,000 jubilados y beneficiarios, y emite anualmente más de \$2750 millones en beneficios.

Favorito también supervisó la División de Planes de Compensación Diferida del Estado Libre Asociado y fue designado por la tesorera Deborah Goldberg para la Junta de Jubilación de Maestros de Massachusetts, la Junta del Fondo Fiduciario de Beneficios para Jubilados del Estado (OPEB) y varias otras juntas y comités. Se desempeñó como Administrador del Seguro Social del Estado Libre Asociado en cuestiones de cobertura para empleados públicos.

Antes de unirse al MSERS, Favorito ejerció en el bufete de abogados de Murphy, Hesse, Toomey & Lehane, LLP, donde se especializó en leyes de jubilación de empleados públicos y leyes de educación

y educación especial. Es graduado de la Facultad de Derecho de la Universidad de Harvard y de la Universidad de Suffolk.

Como director ejecutivo de NASCBF, Favorito ahora lidera la gestión diaria del personal que administra los planes de salud, pensiones, anualidad y vacaciones de los miembros del sindicato. Los fondos se establecen mediante negociación colectiva entre el sindicato y los empleadores signatarios. Hay más de \$11 billones en activos combinados bajo la administración del personal y un consejo de administración que representa al sindicato y los empleadores.

El NASCBF estableció un comité de búsqueda para identificar a un nuevo director ejecutivo luego de la salida anunciada de Rich Monarca. Incluía a cinco miembros del consejo de administración, así como al personal superior. Una firma consultora nacional de búsqueda de ejecutivos trabajó con el comité para solicitar solicitudes de todo el país y recibió respuestas de un grupo diverso de personas altamente experimentadas y capaces.

“Luego de una revisión cuidadosa y varias rondas de entrevistas, el comité identificó a Favorito como el candidato mejor posicionado para unirse a la organización para apoyar y promover nuestro objetivo de brindar los mejores beneficios en su clase a nuestros participantes,” dijo Tom Flynn, quien presidió el comité.



**Nicola (Nick) Favorito**

Favorito declaró, “Estoy tremendamente agradecido por la oportunidad conferida por la Junta de NASCBF, y estoy emocionado de conocer y trabajar con las mujeres y hombres de gran prestigio de NASCBF que sirven profesionalmente a los carpinteros que trabajan arduamente en la región. Esperamos mejorar la tradición de NASCBF de brindar beneficios valiosos y competitivos para todos los involucrados, mientras nos esforzamos por lograr mejoras donde sea posible.”

# NASCBF Adds Maternity Benefits, Other Plan Enhancements

The North Atlantic States Carpenters Benefits Funds (NASCBF) has made several enhancements for members throughout the seven states, including industry-leading maternity benefits. The addition of maternity benefits became effective April 1 and includes credited hours, extended health coverage, and supplemental wage replacement for a member for up to 32 weeks per pregnancy. It puts our plan at the forefront among unions and the construction industry for providing crucial assistance to women who choose a career in the building trades.

Other improvements (listed below and at [carpentersfund.org](http://carpentersfund.org)) include extension of dental benefits, employee assistance benefits, life insurance and medical equipment.

“We’re always proud to improve member benefits,” said Executive Secretary-Treasurer Joe Byrne. “To be able to do so on a regional basis, to work towards benefits and plans that are consistent across our council is even better.”

“The addition of maternity benefits is a watershed moment for our health plans,” said NASCBF Executive Director Nick Favorito. “They will have a significant impact on the lives, families and careers of union members and employers and underscore some of the guiding values held by the Board of Trustees.”

Members who are working under a collective bargaining agreement withing the North Atlantic States Regional Council of Carpenters (NASRCC) may take advantage of the following:

A “Supplemental Wage Replacement” provided by the health fund to eligible members at the time of pregnancy-related leave. This is in addition to payments members may be receiving from a state-sponsored paid family medical leave plan. The benefit amount paid by the Health Fund will not exceed a participant’s average weekly wage, up to a maximum of \$1,200 per week.

Credited hours will allow members to achieve health coverage for future insured periods for which they may not have been eligible had the hours not been credited. If a member does not qualify for health coverage after credited hours are applied, they may qualify for a “Maternity Health Extension,” which grants coverage for the next period based on the member’s current health coverage plan of benefits.

All of the provisions detailed above, with the exception of the maternity health extension, will be available for up to 20 weeks per pregnancy pre-birth; up to 12 weeks per pregnancy post-birth for a total of up to 32 weeks per pregnancy.

“Our SIB (Sisters in the Brotherhood) Committees have talked about the importance of maternity benefits for both recruiting and retaining women,” said Kim Hokanson, a trustee to NASCBF and regional manager for NASRCC in Northern New England who led the initiative and development of these new benefits. “These changes are a direct result of their advocacy and the thoughtful consideration of the NASCBF Board of Trustees. We can now fairly call ourselves a national construction industry leader on this topic.”

## Dental Benefits

For New England members, Plan II health coverage has been enhanced to include the same dental benefits as Plan I through Delta Dental.

For New York members, dental benefits will now be provided through Delta Dental. The PPO Plus Premier plan offers a more substantial plan of benefits than previous providers, which may result in less out of pocket expenses necessary for reimbursement through your HRA.

## Employee Assistance Program (“EAP”)

Support services currently provided by KGA to Health Fund members and dependents are now being extended to New York Health Fund members and dependents. These services are available 24/7 at no cost.

## Life Insurance

Effective April 1, 2023, MetLife will administer life insurance and accidental death and dismemberment (AD&D) benefits. The life insurance benefit for eligible members will be \$25,000 and \$2,000 for eligible spouses.

AD&D benefits are payable in addition to and separate from the life insurance benefit. Benefits are payable if the loss is a direct result of any injury caused by an accident. Dependents are not covered under the AD&D benefit. Please refer to the SPD for detailed information.

## Durable Medical Equipment

Effective December 1, 2022, OmniPod 5 insulin pumps and supplies are available under your Express Scripts Prescription Drug brand coverage.

**Details of benefit funds plans can be complicated and vary, based on eligibility of members.** Please be sure to consult the *Summary of Material Modifications* mailed to you, visit [carpentersfund.org](http://carpentersfund.org) and contact fund offices directly for details and information about benefits specific to your situation.

## NASCBF Agrega Beneficios de Maternidad y Otras Mejoras del Plan

Los Fondos de Beneficios para Carpinteros de los Estados del Atlántico Norte (NASCBF) han realizado varias mejoras para los miembros en los siete estados, incluidos los beneficios de maternidad líderes en la industria. La adición de beneficios de maternidad se hizo efectivo el 1º de Abril e incluye horas acreditadas, cobertura de salud extendida y reemplazo de salario suplementario para un miembro por hasta 32 semanas por embarazo. Pone nuestro plan a la vanguardia entre los sindicatos y la industria de la construcción para brindar asistencia crucial a las mujeres que eligen una carrera en los oficios de la construcción.

Otras mejoras (enumeradas a continuación y en [carpentersfund.org](http://carpentersfund.org)) incluyen la extensión de beneficios dentales, beneficios de asistencia para empleados, seguro de vida y equipo médico.

“Siempre estamos orgullosos de mejorar los beneficios para los miembros,” dijo el Secretario Ejecutivo y Tesorero Joe Byrne. “Poder hacerlo a nivel regional, trabajar para obtener beneficios y planes que sean consistentes en todo nuestro consejo es aún mejor.”

“La adición de los beneficios de maternidad es un momento decisivo para nuestros planes de salud,” dijo el Director Ejecutivo de NASCBF, Nick Favorito. “Tendrán un impacto significativo en las vidas, las familias y las carreras de los miembros del sindicato y de los empleadores y subrayarán algunos de los valores rectores de la Junta Directiva.”

Los miembros que trabajan bajo un acuerdo de negociación colectiva dentro del Consejo Regional de Carpinteros de los Estados del Atlántico Norte (NASRCC) pueden aprovechar lo siguiente:

• Un “Reemplazo de Salario Suplementario” proporcionado por el fondo de salud a

los miembros elegibles en el momento relacionado con el embarazo. Esto se suma a los pagos que los miembros pueden estar recibiendo de un plan médico familiar pagado patrocinado por el estado. El monto del beneficio pagado por el Fondo de Salud no excederá el salario semanal promedio de un participante, hasta un máximo de \$1,200 por semana.

Las horas acreditadas permitirán que los miembros obtengan cobertura de salud para futuros períodos asegurados para los cuales podrían no haber sido elegibles si no se hubieran acreditado las horas. Si un miembro no califica para la cobertura de salud después de aplicar las horas acreditadas, puede calificar para una “Extensión de Salud por Maternidad,” que otorga cobertura para el próximo período según el plan de beneficios de cobertura de salud actual del miembro.

Todas las disposiciones detalladas anteriormente, con excepción de la extensión de la salud de la maternidad, estarán disponibles hasta por 20 semanas por embarazo prenatal; hasta 12 semanas por embarazo posparto para un total de hasta 32 semanas por embarazo.

“Nuestro comité de SIB (Hermanas en la Hermandad) han hablado sobre la importancia de los beneficios de maternidad tanto para reclutar como para retener mujeres,” dijo Kim Hokanson, fideicomisaria de NASCBF y Gerente Regional de NASRCC en el Norte de Nueva Inglaterra, quien dirigió la iniciativa y el desarrollo de estos nuevos beneficios. “Estos cambios son el resultado directo de su defensa y la cuidadosa consideración de la Junta Directiva de NASCBF. Ahora podemos llamarnos a nosotros mismos un líder nacional de la industria de la construcción en este tema.”

### Beneficios Dentales

Para los miembros de Nueva Inglaterra, la cobertura de salud del Plan II se ha mejorado para incluir los mismos beneficios dentales que el Plan I a través de Delta Dental.

Para los miembros de Nueva York, los beneficios dentales ahora se brindarán a través de Delta Dental. El plan PPO Plus Premier ofrece un plan de beneficios más sustancial que los proveedores anteriores, lo que puede resultar en menos gastos propios necesarios para el reembolso a través de su HRA.

### Programa de Asistencia al Empleado (“EAP”)

Los servicios de apoyo que actualmente brinda KGA a los miembros y dependientes del Fondo de Salud ahora se están extendiendo a los miembros y dependientes del Fondo de Salud de Nueva York. Estos servicios están disponibles 24/7 sin costo alguno.

### Seguro de vida

A partir del 1º de Abril de 2023, MetLife administrará los beneficios de seguro de vida y muerte accidental y desmembramiento (AD&D). El beneficio del seguro de vida para miembros elegibles será de \$25,000 y \$2,000 para cónyuges elegibles.

Los beneficios de AD&D se pagan además y por separado del beneficio del seguro de vida. Los beneficios son pagados si la pérdida es el resultado directo de cualquier lesión causada por un accidente. Los dependientes no están cubiertos por el beneficio de AD&D. Consulte la SPD para obtener información detallada.

### Equipo Médico Duradero

A partir del 1º de Diciembre de 2022, las bombas de insulina y los suministros OmniPod 5 están disponibles bajo su cobertura recetados por Express Scripts de medicamentos de marca.

**Los detalles de los planes de fondos de beneficios pueden ser complicados y variar, según la elegibilidad de los miembros.** Asegúrese de consultar *el Resumen de Modificaciones* importantes que se le envió por correo, visite [carpentersfund.org](http://carpentersfund.org) y comuníquese directamente con las oficinas del fondo para obtener detalles e información sobre los beneficios específicos para su situación.



# In Memoriam

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



MEMBER	YEARS	AGE	MEMBER	YEARS	AGE	MEMBER	YEARS	AGE
<b>LOCAL 51</b>			<b>LOCAL 277 (contd.)</b>			<b>LOCAL 291</b>		
Cosimo Ali	28	81	Richard Wasylm	51	76	Eric Belanger	18	55
Giovanni Damore	59	88	Burle Whorrall	71	97	John Bradt	50	71
			Ronald Winters	55	89	Valentine Krupski	53	90
<b>LOCAL 56</b>						Nicholas Rizzo		
Alfred Arsenault	76	99				Howard Sposato		
Robert Gaff	52	84				Arthur Wenz		
			<b>LOCAL 279</b>					
<b>LOCAL 276</b>			Frank Anderson					
Gary Allen	55	84	Robert Bogusz	61	80	<b>LOCAL 326</b>		
Arthur Depczynski	56	89	Robert Brady	63	83	Roderick Cady		
Nunzio Ferrucci	53	93	William Dicastro	51	78	John Ciampini, Sr.		
Robert Giardini	72	94	John Dickerson	52	93	Joseph Concodello		
Karl Smith	62	92	Natale Didomizio	67	86	Santino Dimauro		
Lyle Wolcott	54	76	Daniel Emmert	42	63	Roger Dube		
			Donald Goebel	52	94	John Farrelly		
<b>LOCAL 277</b>			Joseph Hoffman			William Hayes		
Mario Baldelli	54	85	Robert Meyer	69	90	William Hubbell		
Salvatore Bonanno	56	82	Michael Muscat	50	68	Leslie LaPlante		
John Clarke, Jr.	62	86	Frank Nutt	54	93	Terry Mount		
Phillip Dunderdale	55	83	Frederick Rutigliano	55	86	John Mullen, Jr.		
Charles Frair	56	93	Joseph Sokolowski	48	85	Edward Neilsen, Jr.		
Michael Ingersoll	17	55	Louis Violetti	60	78	Jaime Pinto, Jr.		
James Little	30	66	<b>LOCAL 290</b>			Matthew Weigold		
Andy Mattison	4	46	Kenneth Chadwick					
Henry Pagano	74	96	Stevie Conway			5 mos.		
Donald Penner	27	76	Thomas Cosgrove			39		
Robert Ryan	61	81	Anthony Dutkowsky			68		
Richard Scott	62	83	Enrico Notarnicola			52		
John Sheridan	50	80	Harry Oberbeck			40		
Richard Thompson	29	77	Peter Schepanski			69		
			Arthur Sickenberger			69		
						<b>LOCAL 327</b>		
						James Barron		
						David Beebe		
						John Carlson		
						Norman Doucet		
						David Drolet, Sr.		
						John Fallon, Jr.		
						Carmen Finocchiaro		
						Lawrence Moore, Jr.		

MEMBER	YEARS	AGE
<b>LOCAL 327 (contd.)</b>		
William Morse	9	52
Rile Rhodes	34	57
Jesse Savard	9	34
Louis Soares	14	58
<b>LOCAL 328</b>		
Ted Doiron	22	52
Keith Estey	7	59
John Fritz	49	83
Thomas Jenkins	36	64
Efstratios Loukareas	52	82
Jorge Monteiro	55	86
James Murphy	54	80
Paul Paakkinen	59	87
David Pratt	59	82
Gerard Thibodeau	39	75

MEMBER	YEARS	AGE
<b>LOCAL 330</b>		
Guy Alves	32	59
Mark Berube	9	45
Guy Brochu	54	92
Lawrence Gautreaux	76	98
Stanley Gustafson	74	94
Armando Merced, Jr.	21	66
Ronald Michael, Jr.	36	56
Joseph Palagi	66	91
Anthony Perry	76	97
Armand Pontbriant	77	100
<b>LOCAL 336</b>		
Stanley Bokoski	70	95
David Cofsky	65	90
Roger Dore	58	82
Paul Horne	67	84
Edward Levasseur	55	77
Donald Pelletier	35	63
Peter Tierney	28	61

MEMBER	YEARS	AGE
<b>LOCAL 339</b>		
Paul Bourque	63	92
Robert Gonnella	70	93
Brian Mello	5	42
Roger Mills	64	88
<b>LOCAL 1121</b>		
James Cicchese	35	79
John Riendeau	3	58
Donald Stuart	43	64
<b>LOCAL 1163</b>		
Merl Allen	24	67
Randy Schultz	21	70
<b>LOCAL 3073</b>		
Christopher Emerson	4 mos.	51



Whether they left us days, years or decades ago, remember the Brothers and Sisters who came before us. For building and maintaining our union, we should hold them in our hearts.

# 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 (Rafter) 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](http://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 Executive 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  
315-468-7901

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

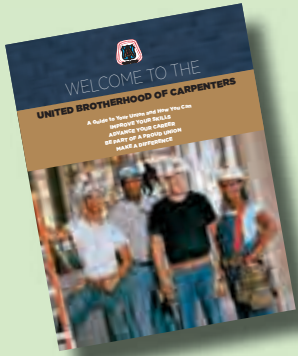
**Rochester Training Center**  
21 Jetview Drive  
Rochester, NY 14624  
585-436-1110

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



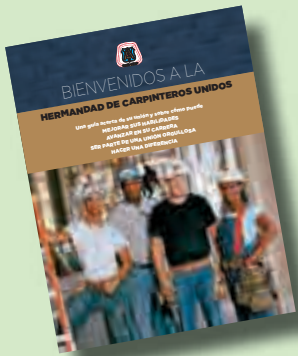
# welcome

## NEW MEMBERS



### Welcome Packet

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



### Paquete de bienvenida

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

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

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

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

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

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



### Remember: when you're on the job

- focus on skill
- quality
- productivity
- safety

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

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

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

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

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

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



### Recuerde: ¡Cuando usted está en el trabajo

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

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





# 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

<b>Shop and Mill LU 51</b>	1st Wednesday, 6:00pm	Carpenters Center, 750 Dorchester Ave, 3rd Floor, Boston, MA <i>By video conference:</i> 1159 Maryvale Drive, Cheektowaga, NY 10 Corporate Park Drive, Suite A, Hopewell Junction, NY and 270 Motor Parkway, Hauppauge, NY
<b>Piledrivers LU 56</b>	Last Monday, 5:00pm	Carpenters Center, 750 Dorchester Ave, 2nd Floor, Boston, MA
<b>Carpenters LU 276</b>	3rd Tuesday, 6:00pm	Batavia Downs & Casino, 8315 Park Rd., Batavia, NY
<b>Carpenters LU 277</b>	3rd Wednesday, 6:00pm	Even months: Syracuse office 6920 Princeton Court, Syracuse, NY Odd months: Binghamton office 23 Market Street, Binghamton, NY
<b>* Carpenters LU 279</b>	3rd Thursday, 5:00pm	NASCTC, 52 Stone Castle Rd., Rock Tavern, NY
<b>Carpenters LU 290</b>	2nd Wednesday, 6:00pm	IBEW Hall, 370 Motor Parkway, Hauppauge, NY
<b>Carpenters LU 291</b>	2nd Monday, 5:00pm	14 Corporate Circle, Albany, NY
<b>Carpenters LU 326</b>	1st Wednesday, 5:30pm	Il Monticello, 577 S. Broad St., Meriden, CT
<b>Carpenters LU 327</b>	Last Wednesday, 5:00pm	Florian Hall, 55 Hallet St, Dorchester, MA
<b>Carpenters LU 328</b>	3rd Thursday, 5:00pm	American Legion Post 45, 321 Winthrop St., Medford, MA
<b>* Carpenters LU 330</b>	3rd Wednesday, 6:00pm	The Clarion Inn, 940 Fall River Ave, Seekonk, MA
<b>* Carpenters LU 336</b>	3rd Thursday, 5:30pm	Odd months: NASCTC, 13 Holman Rd, Millbury, MA Even months: Knights of Columbus, 460 Granby Rd, Chicopee, MA
<b>Berkshire Area</b>	Tues. before 3rd Th., 5:30pm	Even months only: Elks Lodge, 27 Union St, Pittsfield, MA
<b>Carpenters LU 339</b>	2nd Thursday, 5:00pm	Knights of Columbus, 112 Middlesex Ave, Wilmington, MA
<b>Carpenters LU 346</b>	2nd Wednesday, 6:00pm	Commercial Club, 1 Neilson Ave., East Bridgewater, MA
<b>* Commercial Carpenters LU 349</b>	2nd Wednesday, 6:00pm	Local Union halls in ME, NH and VT
<b>* Interior Systems LU 352</b>	3rd Wednesday, 6:00pm	Local Union halls in ME, NH and VT
<b>* Woodframe LU 723</b>	2nd Tuesday, 4:30pm	Carpenters Center, 750 Dorchester Ave, 2nd Floor, Boston, MA
<b>Local 1302 (Electric Boat)</b>	2nd Thursday, 2:45pm	Local Union hall
<b>Millwrights LU 1121</b>	2nd Wednesday, 6:00pm	Franco American Club, 55 W. Prescott St., Westford, MA
<b>Millwrights LU 1163</b>	2nd Tuesday, 5:30pm	6489 Ridings Rd., Syracuse, NY 40 Gardenville Pkwy (upstairs conference room), West Seneca, NY 30 Gick Rd., Saratoga Springs, NY
<b>* Floorcoverers LU 2168</b>	1st Wednesday, 5:00pm	Florian Hall, 55 Hallet St, Boston, MA
<b>Local 3073 -Portsmouth Navy Yard</b>	3rd Tuesday, 4:00 pm	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:  
Raheem Shepard  
Business Representatives:  
Mark Dellascio, Grady Eason

## Carpenters Local 328

10 Holworthy Street  
Cambridge, MA 02138  
Phone: 617-391-9545  
Regional Manager:  
Raheem Shepard  
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,  
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

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

5 Gregory Drive  
S. Burlington, VT 05403  
Phone: 802-391-8444

Regional Manager:  
Kim Hokanson  
Business Manager:  
John Leavitt  
Business Representatives:  
Mike McGuigan (ME),  
Jeff Grinvalsky (NH),  
Matt Osborn (VT)

## Northern New England Interior Systems Local 352

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

65 Rainmaker Drive  
Portland, ME 04103  
Phone: 207-358-6658

5 Gregory Drive  
S. Burlington, VT 05403  
Phone: 802-391-8444

Regional Manager:  
Kim Hokanson  
Business Manager:  
John Leavitt  
Business Representatives:  
Mike McGuigan (ME),  
Jeff Grinvalsky (NH),  
Matt Osborn (VT)

## Carpenters Local 723

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

## Millwrights Local 1121

750 Dorchester Ave., 3rd Floor  
Boston, MA 02125  
Phone: 617-254-1655  
Business Representatives:  
Andy Benedetto, Aron Danielson  
Ernest Johnson, Tim Moriarty

## Millwrights Local 1163

6489 Ridings Road  
Syracuse, NY 13206  
Phone: 315-671-0672  
Regional Manager:  
Zachary Middleton  
Business Representatives:  
Randy Lambert, Brian Scruton,  
Ted Wightman

## Local 1302 (Electric Boat)

171 Thames Street  
Groton, CT 06340  
Phone: 860-449-0891  
Business Representative: Jerry  
Renaud

## 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



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

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



## THE UNREPRESENTED: CARLOS INDRIAGO

Carpenter Carlos Indriago was working on a multi-unit residential project last year when his safety equipment failed and he fell from a roof. He was severely injured, is unable to work and may never be able to return to a career in construction. What made matters worse was how he has been treated after his injury by the contractors who should have protected him from danger and taken care of him since.

**SCAN TO HEAR  
HIS STORY.**

