

Carpenter

Opportunity is
Knocking



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North Atlantic States Regional
COUNCIL of CARPENTERS

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Our union and our industry provide opportunities to many who don't have a perfect resume or spotless life history.

De un Pasado Negativo a un Futuro Positivo.

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North Atlantic States Regional
COUNCIL of CARPENTERS

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It's an **OLYMPIC YEAR** IN THE UBC!



Michael Farias of Local 327,
winner of NASRCC regional drywall competition



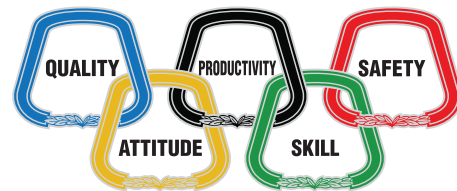
Rui Pedro of Local 2168,
winner of NASRCC regional flooring competition

After a pandemic-related hiatus, the United Brotherhood of Carpenters has brought back the Drywall and Flooring Olympics.

The national competition started with events in each of the regional councils in the United States and Canada. In the North Atlantic States Regional Council, that included events in August in Albany and Millbury.

Congratulations to Michael Farias of Local 327 who won the NASRCC regional drywall competition and Local 2168's Rui Pedro who finished first in floorcovering.

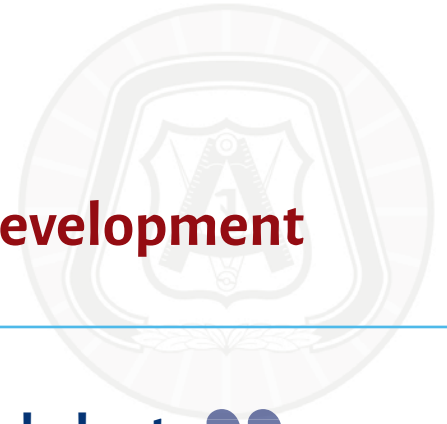
Farias works for TJ McCarthy, Pedro is an employee of Allegheny Contract Flooring. The pair moved on to compete against the best the UBC Eastern District had to offer in Pittsburgh in September. The finals will be held in October at the UBCs International Training Center in Las Vegas.



FOR RESULTS

on the regional, district and national competitions, visit nasrcc.org.

Success and Succession are Fueled by Development



I'm asking every member to think about what they could do to improve or expand what they do for their own good and the good of their union Brothers and Sisters. ”

Brothers and Sisters:

In this issue of the *Professional Carpenter*, we're highlighting some exciting potential for growth in what many are calling an uncertain time. Long-term, reliable work is available that will allow existing members to improve their quality of life. It will open avenues for some to start a career in the trade while helping others upgrade their career by joining our union.

We're also celebrating the work of some members of this union to maintain and improve our efforts through their outstanding leadership. The retirement of Chief of Staff John Murphy, the appointment of John Walsh as chief operations officer and the elevation of Tom Flynn to general vice president of the UBC are significant milestones for them personally and our organization.

There's a connection between the opportunities we see and the accomplished members we recognize, though it might not be obvious at first glance. One will allow and require the union and individuals to advance their skills and responsibilities. The other is the result of individuals doing exactly that multiple times and in different ways.

Successful leaders accomplish what they do not because they were born with extraordinary abilities, but because they work to develop them. Between natural talent, experience and continuous learning, every one of us—and the union as a whole—maintains and increases our effectiveness.

Trade skills are the most basic and important thing to our organization. Safety is also crucial. Over time, good members also learn that dedication to teamwork and productivity makes a real difference. Beyond that, there is tremendous value to the growth of various leadership abilities that allow individuals to be member-mentors, stewards, foremen, superintendents or project managers.

Some knowledge-based areas also make us stronger: learning more about union organizing and the administration of our union, including contract negotiations; the role of political and legislative action in generating work and protecting the standards for how that work is done; a broader view of how the construction industry and businesses work; and the management and investment of our health and retirement funds.

Every carpenter and union leader eventually hangs up their tools. We'll always need other members to take up their work. I'm asking every member to think about what they could do to improve or expand what they do for their own good and the good of their union Brothers and Sisters.

As the leader of this council, I am dedicated to identifying the needs of our union and our industry. It is my responsibility to use our resources to successfully meet those demands.

In solidarity,
Joe Byrne

El Éxito y la Sucesión están Impulsados por el Desarrollo



Les pido a todos los miembros que piensen en lo que podrían hacer para mejorar o ampliar lo que hacen por su propio bien y el de sus hermanos y hermanas sindicales. ”

Hermanos y Hermanas:

En esta edición de *Professional Carpenter*, destacamos un interesante potencial de crecimiento en lo que muchos llaman una época incierta. Se dispone de trabajo confiable y a largo plazo que permitirá a los miembros existentes mejorar su calidad de vida. Abrirá vías para que algunos comiencen una carrera en el sector y, al mismo tiempo, ayudará a otros a mejorar sus carreras uniéndose a nuestro sindicato.

También celebramos el trabajo de algunos miembros de este sindicato para mantener y mejorar nuestros esfuerzos a través de su destacado liderazgo. El retiro del Jefe de Personal John Murphy, el nombramiento de John Walsh como director de operaciones y el ascenso de Tom Flynn a vicepresidente general de la UBC son hitos importantes para ellos personalmente y para nuestra organización.

Existe una conexión entre las oportunidades que vemos y los miembros exitosos que reconocemos, aunque puede que no sea obvia a primera vista. Uno permitirá y exigirá que el sindicato y los individuos mejoren sus habilidades y responsabilidades. El otro es el resultado de que los individuos hagan exactamente eso varias veces y de diferentes maneras.

Los líderes exitosos logran lo que hacen no porque hayan nacido con habilidades extraordinarias, sino porque trabajan para desarrollarlas. Entre el talento natural, la experiencia y el aprendizaje continuo, cada uno de nosotros—y el sindicato en su conjunto—mantenemos y aumentamos nuestra efectividad.

Las habilidades comerciales son lo más básico e importante para nuestra organización. La seguridad también es crucial. Con el tiempo, los buenos miembros también aprenden que la dedicación al trabajo en equipo y la productividad marcan una diferencia real. Más allá de eso, el crecimiento de diversas habilidades de liderazgo que permiten a las personas ser miembros mentores, delegados, capataces, superintendentes o gerentes de proyectos tiene un valor tremendo.

Algunas áreas basadas en el conocimiento también nos hacen más fuertes: aprender más sobre la organización sindical y la administración de nuestro sindicato, incluidas las negociaciones de contrato; el papel de la acción política y legislativa en la generación de trabajo y la protección de las normas sobre cómo se realiza ese trabajo; una visión más amplia de cómo funcionan la industria y las empresas de la construcción; y la gestión e inversión de nuestros fondos de salud y jubilación.

Todo carpintero y dirigente sindical eventualmente cuelga sus herramientas. Siempre necesitaremos que otros miembros asuman su trabajo. Les pido a todos los miembros que piensen en lo que podrían hacer para mejorar o ampliar lo que hacen por su propio bien y el de sus hermanos y hermanas sindicales.

Como líder de este consejo, me dedico a identificar las necesidades de nuestro sindicato y nuestra industria. Es mi responsabilidad utilizar nuestros recursos para satisfacer con éxito esas demandas.

En solidaridad,

Joe Byrne

Flynn Appointed General VP of UBC



Thomas Flynn

General President Douglas McCarron this summer appointed Thomas Flynn to the office of general vice president of the United Brotherhood of Carpenters (UBC), the second ranked office in the union.

A member of Local 327 (previously Local 67) in Boston, Flynn has made a steady climb through leadership positions in the organization since joining the union in 1987. He was elected to his local union executive board and as an organizer and then business manager for Local 67, then appointed political director of the former New England Regional Council (NERCC) and executive director of the former New England Carpenters Labor-Management Program (NECLMP).

He was elected to the NERCC executive board and the board of trustees for the benefits funds, a body for which he remains the chair.

Flynn's first work directly for the national UBC came in 2012, when he was selected by General President

McCarron to be the national political director for the union. He would leave that post in 2017 to become the executive secretary-treasurer of NERCC and guide it through its merger with local unions in New York state and its change to the current North Atlantic States Regional Council.

In 2020 he was appointed and then elected to the UBC's General Executive Board as general executive secretary-treasurer. He became second general



Mark McGriff

NASRCC Executive Secretary-Treasurer Joe Byrne. "He has always been an extremely hard-worker willing to prepare himself for more advanced and wider-ranging roles to benefit our members of our union."

A native of Dorchester who now lives in Milton, MA, Flynn is a member of Local 327 in Boston.

With the elevation of Flynn to the office of second general vice president, Mark McGriff became the general-secretary-treasurer of the UBC.

McGriff began his career in Chicago in 1994 before moving on to Indianapolis, where he eventually was hired as an organizer, senior organizer, director of organizing and chief of staff for the Indiana Regional Council.

In 2012, McGriff was elected executive secretary-treasurer of the Indiana Kentucky Ohio Regional Council before becoming UBC Midwestern District vice president in 2019.

He and his wife now live in Columbus, Indiana.

”
**Local 327 and
NASRCC continue
to be extremely
proud of Tom's
work and
recognition
within the UBC.**
— JOE BYRNE
NASRCC Executive
Secretary-Treasurer

vice president earlier this year following the retirement of David Tharp. Months later, he was appointed general vice president after Frank Spencer retired from that position.

"Local 327 and NASRCC continue to be extremely proud of Tom's work and recognition within the UBC," said



John Murphy

Chief of Staff Murphy Retires

John Murphy, who served as chief of staff to three executive secretary-treasurers of the New England and North

Atlantic States Regional Council of Carpenters, retired this year.

A member of Local 327 (formerly Local 33) for more than 40 years, Murphy steadily worked his way up the ranks from an apprentice to leadership positions on the jobsite, and later the local and regional level. He combined his experience and knowledge of the industry with maturity and a deep love for the union.

Tom Harrington made him chief of staff for the six-state New England Regional Council (NERCC) following his election to the office of executive secretary-treasurer in 2001. He would return to the position again in 2017, serving under Tom Flynn's leadership of the NERCC/NASRCC and continue in the role under current Executive Secretary-Treasurer Joe Byrne.

In 2002, while serving as chief of staff for NERCC, he was appointed senior agent for local unions in the Boston area, which would also later include specialty locals. He served on the NERCC Executive Board from 2003-2005 and again from 2014 until his retirement earlier this year.

Murphy served his local well, as a delegate and member of the local union executive board for a number of years, including as

president of the local. He was a member and chair of the board of trustees for the Training and Apprenticeship Fund and a trustee of the Carpenters Combined Benefits Funds.

United Brotherhood of Carpenters General Vice President Tom Flynn called Murphy "one of the most talented and dedicated union members I've ever had the pleasure to work with" and called him "an integral part of the development, maturing and success of his local and his council."

As chief of staff, Murphy not only supported ongoing operations of the union, but had an eye on the future, working to develop staff and succession plans, including for himself.

He was instrumental in the development of partnership programs with Wentworth Institute of Technology, Cornell University and Benjamin Franklin Institute that served members and staff.

Executive Secretary-Treasurer Joe Byrne—a graduate of the first Wentworth cohort—said he's increasingly come to appreciate Murphy's work over time.

"He did so many things that went unseen, but that solved problems or prevented them from occurring," Byrne said. "He also helped us prioritize and focus because his perspective was informed by such tremendous knowledge and experience."

Congratulations to John for a tremendous career and his outstanding commitment and service to the Brotherhood!



John Walsh

Carpenters Add Walsh to Leadership as COO

The North Atlantic States Regional Council of Carpenters is proud

to welcome John Walsh to its senior management team. An 18-year member of the union, Walsh joins the union administration as chief operating officer. He will work with Executive Secretary-Treasurer Joe Byrne and other members of the senior staff to manage operations of the regional governing body of the United Brotherhood of Carpenters and Joiners of America (UBC).

Walsh comes to the position from Samuels & Associates, a leading developer and property management company in Boston, where he was a senior construction manager. He began his construction career as a member of Carpenters Local 327, working his way up from carpenter to superintendent and earning a degree in Project Management from Wentworth Institute of Technology. Walsh worked with F.L. Caulfield & Sons and Barletta Construction before spending 13 years with Turner Construction serving in many management roles.

"John has worked his way up through the industry with great success and with industry-leading companies. His knowledge and experience will help our union maintain the efficiency and responsiveness that our members and employer-partners deserve," said Byrne. "We look forward to benefiting from his diverse skill set and unique perspective."

"This union has earned its reputation as a serious stakeholder in the construction industry that works hard to create mutually beneficial partnerships," Walsh said. "I'm excited to join the leadership team and be a part of working both internally and externally to maintain and improve what we do."



Chris Stone

Brother Chris Stone Retires

Brother Chris Stone, a 30-year member of Local 276, retired from his position as council representative after 20 years on staff. Over the years, he served on his Local executive board as president and recording secretary and was a delegate to the Council. We wish him good health and happiness in his retirement!

NASRCC Mourns Loss of Brother David Dow, First EST of the NERCC



Dow's political experience and connections played a part in his selection as a business agent. He knew well not just elected officials, but their consultants and their office and campaign staffs. He used those relationships to make the Carpenters union enthusiastic and reliable regulars on the campaign trail and vastly increased the union's political clout.

The North Atlantic States Regional Council of Carpenters mourns David Dow, who recently passed away at the age of 73. Dow served as the first executive secretary-treasurer of the New England Regional Council of Carpenters.

Proudly hailing from Charlestown, Massachusetts, Dow followed in the footsteps of his father, joining Carpenters Local 218 (now 328) in 1978 and became almost immediately involved in union activity. He became a trustee for the local in 1986 and a business agent in 1988, bringing with him a wide array of political relationships he would use to benefit the union throughout his career.

Dow's political experience and connections played a part in his selection as a business agent. He knew well not just elected officials, but their consultants and their office and campaign staffs. He used those relationships to make the Carpenters union enthusiastic and reliable regulars on the campaign trail and vastly increased the union's political clout. During his career, he played leading roles in important elections won by Senators Ted Kennedy and John Kerry as well as Boston Mayor Thomas Menino and other mayors in the area. He was also the lead coordinator for the Carpenters union in the successful

campaign to defeat ballot question #2, which would have repealed prevailing wage laws, in 1988.

In 1989, Dow became executive secretary-treasurer of the former Boston District Council of Carpenters and later the Vice President of the former Massachusetts Council of Carpenters and chair of the Carpenters Combined Benefits Funds of Massachusetts.

When UBC General President Douglas McCarron was elected in 1995, he began to consolidate the strength of the union to match the industry by creating regional councils. He dissolved layers of district and state councils to form the New England Regional Council of Carpenters in 1996, and appointed Dow as its first leader. Dow would go on to serve as a special assistant to the general president before leaving that position to work in municipal government.

He would return to union involvement in 1997, winning election to the office of president of the council and, later, to full-time work for the union. Dow served in various capacities, including a significant role in the redevelopment and construction of the Carpenters Center and as the regional manager for former Local Unions 26, 111, 275 and 475 (now Local 339) in Northeast Massachusetts. He retired in 2016.

UBC General Vice President Tom Flynn considered Dow a close friend and mentor. He pointed to the practical and constructive way Dow approached his work with the union as an example he still tries to emulate.

"Dave not only loved the camaraderie and Brotherhood between members, he loved the operation of the union. He was ambitious, but he was also realistic and shrewdly practical whether it was on the campaign trail or in the council offices," Flynn said. "His lifelong passion for politics and the knowledge of how politics could advance opportunities for our members and contractors is what inspired a whole generation of carpenters to become politically active.

"Every time I visit or drive by our building in Dorchester, I think of Dave's vision and commitment to making sure that we had a world-class headquarters and training center that was seen and envied by so many. Like many others, I consider myself very fortunate to have been able to benefit from his wisdom and loyalty."

Dow leaves his wife, Doris, three children—one of whom is a proud member of Carpenters Local 328—and other family.



Lisa and the Carpenters union have been stellar at making sure that our contractors exceed their diversity goals on our construction projects.



— MAGGIE DROUINEAUD
Chief Diversity Officer for Compliance on Capital Projects

Champion of Change in the Construction Industry

Lisa Clauson, Director of Strategic Partnerships for the North Atlantic States Carpenters Labor Management Program received the 2023 Champions of Change award at the *Women Who Build Summit* at UMass Amherst.

Each year, the Construction Institute honors role models who mentor and support women and others in the industry and whose personal dedication improves the industry. Clauson's efforts to expand opportunities within the construction industry have made a difference in the lives of many individual women across the state and region. Beyond that, the constructive dialogue she has initiated benefits all workers by reducing wage theft and other violations of their rights.

"It's a pleasure to be with all of the women in construction, and the men who support the work of bringing more women into the industry," said Lisa Clauson. Clauson's work involves recruiting more women to consider building a career as union carpenters, supporting those who do, while also getting more owners of construction work to prioritize building their projects with diverse construction crews.

"Lisa is a part of a movement across the state, a movement that I have joined to bring more women into the trades," said Maggie Drouineaud, Chief Diversity Officer for Compliance on Capital Projects, University of Massachusetts Building Authority. "Lisa

and the Carpenters union have been stellar at making sure that our contractors exceed their diversity goals on our construction projects."

Clauson said it was a pleasure to receive this award at UMass because both UMass Amherst and the UMass Building Authority have implemented the model for how this work should be done by prioritizing diversity in the selection process of construction managers, setting clear goals for the workforce and the ownership and instituted best practices for implementing these goals that have resulted in the UMass and the Building Authority to not just meet their goals but exceed them.

Clauson addressed the crowd by stating that more women are needed in the construction industry today and in the future. This is even more the case with trades workers where women nationally and in this region are only 3% of the workforce.

"We know that this is not because women aren't able or aren't interested in doing the work, it's a problem about women not being given opportunities and not being aware of the available opportunities. We're all in this together and we will never ever give up!" Clauson said as she accepted the Champion of Change award.

We're not only proud of the work you do, Lisa, we're better for it. Congratulations on this worthy recognition.

Opportunity is Knocking



It's a good time to be a UBC member. It's also a good time to become a UBC member.

Fueled by multiple factors, work for union carpenters is holding steady in the North Atlantic States region. It's expected to stay that way for the predictable future and grow significantly in some areas.

The forecast is the result of fruit borne by the efforts of union members and their allies in organizing, political action, training and business development and will provide room for growth in membership, our base of employer-partners, and overall work hours.

With a diversity of markets in the seven-state region, current and future conditions do vary a bit. Boston has been a construction boom area for more than a decade. Though things may not still be white-hot, they are certainly still very warm and expected remain that way. In Syracuse, an explosion of work is about to begin that will last a decade or more. Buffalo and Albany have also been busy markets that expect to get a little busier.

Assistant Executive Secretary-Treasurer Bill Banfield says a few big projects are driving some of the increases upstate, and there are generational and market forces at play, as well. He said the \$120 billion Micron project just North of Syracuse, which will go for 20-years is going to spur hundreds of billions of dollars of other growth.

"We see some of the same with the new Bills stadium starting soon in Buffalo (\$1.6 billion) and the Global Foundries (\$15 billion) in the Eastern part of the state," he said. "There's also a simple factor that the industry age is older than it should be and that's opening room for a lot of mid-career and younger people to come in."

Infrastructure has been a major factor in maintaining optimism in the construction industry. Coming out of the COVID pandemic, inflation was rising and many were predicting a recession, and a potentially deep one. The construction industry was also sensitive to the potential impact of office vacancy rates remaining higher than normal.



A series of major federal infrastructure bills passed with bi-partisan support seemed to come at just the right time. Billions of dollars were earmarked for roads and bridges, airports, water and sewer projects that not only support overall economic activity, but spur additional “vertical” development.

Funding strategically targeted green energy projects and domestic manufacturing of computer chips and other advanced technology that was difficult to source during the pandemic.

Best of all, the bills included generous incentives when funding targets used project labor agreements, certified apprenticeship programs, prevailing wages and other methods that encourage use of union labor by establishing or maintaining industry standards.

“Investing in infrastructure is good government at its finest,” said NASRCC Political Director Joe O’Brien. “It not only puts a lot of people to work in good jobs, but the money goes to people who need it and spend it. The projects themselves also benefit private businesses. They lead to private investments and job creation in the private sector beyond the construction industry. That’s why it gets more bi-partisan support than many other issues.”

Housing continues to be a need in many areas, leading to a significant and steady increase in membership for Residential Local 723. The local has been working to increase woodframe construction as well as residential concrete and drywall. Commercial construction for union members is also strong in other markets in the seven-state region.

The union continues to promote the availability of work and the viability of the career to balance the industry demand for our members. The North Atlantic States Carpenters Training Fund and the Labor-Management Program have worked to increase their presence at job fairs and school visits as well as hosting students in union training centers on “Shop Fridays.”

Pre-apprenticeship and other outreach methods have enabled the union to extend its reach to underrepresented communities or community-based

programs that provide career counseling or training. Examples can be seen in stories featured in this issue.

Nonunion carpenters have been taking advantage of increased demand by seeking better conditions from their employer or applying to join the union. Organizers are taking advantage of the market to “strip” targeted nonunion contractors of some of their key workers, too.

Members can play an important part in boosting membership and helping each other find work that suits them. Many members still enter the trade and the union because of a personal recommendation. Networking for employment through the union or member-to-member can be one of the most attractive things about the union. Having a cooperative regional council expands the network for members significantly.

“Whether a journey level member takes some training to move into a different kind of work or a young person relocates to an area where they can get their career off to a fast start, we expect there to be a lot of options for steady, rewarding work,” said NASRCC’s Joe Byrne. “Our union has all the tools to help our members—and those looking to join our union—succeed. This is a really exciting time.”

Members looking for additional work leads or a change of scenery should visit nasc.org/work for an updated listing of areas where good jobs are available to members with good skills.

La Oportunidad está Tocando



Es un buen momento para ser un miembro de la UBC. Es un buen momento para convertirse un miembro de la UBC.

Impulsado por múltiples factores, el trabajo de los carpinteros sindicales se mantiene estable en la región de los Estados del Atlántico Norte. Se espera que se mantenga así en el futuro predecible y crezca significativamente en algunas áreas.

El pronóstico es el resultado de los frutos de los esfuerzos de miembros del sindicato y sus aliados en la organización, la acción política, la capacitación y el desarrollo empresarial y brindará espacio al crecimiento de la membresía, nuestra base de socios empleadores y las horas de trabajo en general.

Con una diversidad de mercados en la región de siete estados, las condiciones actuales y futuras varían un poco. Boston ha sido un área de auge de la construc-

ción durante más de una década. Aunque es posible que las cosas aún no estén al rojo vivo, ciertamente todavía hay mucho y se espera que siga siendo así. En Syracuse, está por comenzar una explosión de trabajo que durará una década o más. Buffalo y Albany también han sido mercados ocupados que esperan estar un poco más ocupados.

El Gerente Regional de Nueva York, Bill Banfield, dice que algunos grandes proyectos están impulsando algunos de los aumentos en el norte del estado, y también hay fuerzas generacionales y de mercado en juego. Dijo que el proyecto Micron de \$120 mil millones justo al Norte de Syracuse, que durará 20 años, estimulará cientos de miles de millones de dólares de otro crecimiento.

“Vemos algo de lo mismo con el nuevo estadio de los Bills que comenzará pronto en Buffalo (\$1,600 millones) y Global

Foundries (\$15,000 millones) en la parte este del estado,” dijo. “También hay un factor simple de que la edad de la industria es más antigua de lo que debería ser y eso está abriendo espacio para que entren muchas personas jóvenes y a mitad de carrera.”

La infraestructura ha sido un factor importante para mantener el optimismo en la industria de la construcción. Al salir de la pandemia de COVID, la inflación estaba aumentando y muchos pronosticaban una recesión, y una potencialmente profunda. La industria de la construcción también fue sensible al impacto potencial de las tasas de vacantes de oficinas que permanecieron más altas de lo normal.

Una serie de importantes proyectos de ley federales de infraestructura aprobados con apoyo bipartidista parecían llegar en el momento justo. Se destinaron miles de millones de dólares para carreteras y

puentes, aeropuertos, proyectos de agua y alcantarillado que no solo respaldan la actividad económica general, sino que también estimulan el desarrollo "vertical" adicional.

El financiamiento adicional se centró estratégicamente en proyectos de energía verde y fabricación nacional de chips de computadora y otra tecnología avanzada que fue difícil de obtener durante la pandemia.

Lo mejor de todo es que los proyectos de ley incluían incentivos generosos cuando los objetivos de financiación utilizaban acuerdos laborales de proyectos, programas de aprendizaje certificados, salarios prevalecientes y otros métodos que fomentan el uso de mano de obra sindicalizada al establecer o mantener estándares de la industria.

"Invertir en infraestructura es un buen gobierno en su máxima expresión," dijo el Director Político de NASRCC, Joe O'Brien. "No solo pone a mucha gente a trabajar en buenos trabajos, sino que el dinero va a la gente que lo necesita y lo gasta. Los proyectos en sí también benefician a las empresas privadas. Conducen a inversiones privadas y creación de empleo en el sector privado más allá de la industria de la construcción. Es por eso que recibe más apoyo bipartidista que tantos otros temas."

Vivienda continúa siendo una necesidad en muchas áreas, lo que lleva a un aumento significativo y constante en la



membresía del Local Residencial 723. El local ha estado trabajando para aumentar la construcción de estructuras de madera y paneles de yeso de concreto residencial. La construcción comercial para miembros del sindicato también es fuerte en otros mercados en la región de siete estados.

El sindicato sigue promoviendo la disponibilidad de trabajo y la viabilidad de la carrera para equilibrar la demanda de la industria de nuestros miembros. El Fondo de Capacitación de Carpinteros de los Estados del Atlántico Norte y el Programa de Gestión Laboral han trabajado para aumentar su presencia en ferias de trabajo y visitas escolares, así como para recibir a estudiantes en centros de capacitación sindicales en los "Viernes de Taller."

El aprendizaje previo y otros métodos de divulgación también han permitido al sindicato extender su alcance a comunidades subrepresentadas o programas basados en la comunidad que brindan

orientación o capacitación profesional. Se pueden ver ejemplos en las historias que aparecen en este número.

Los carpinteros no sindicalizados han aprovechado el aumento de la demanda buscando mejores condiciones de su empleador o solicitando unirse al sindicato. Los organizadores también están aprovechando el mercado para "despojar" a los contratistas no sindicalizados seleccionados de algunos de sus trabajadores clave.

Los miembros pueden desempeñar un papel importante para impulsar la membresía y ayudarse mutuamente a encontrar el trabajo que más les convenga. Muchos miembros aún ingresan al oficio y al sindicato debido a una recomendación personal y la creación de redes para el empleo a través del sindicato o de miembro a miembro puede ser una de las cosas más atractivas del sindicato. Tener un consejo regional cooperativo amplía significativamente la red para los miembros.

"Ya sea que un miembro con experiencia tome alguna capacitación para pasar a un tipo de trabajo diferente o que un joven se traslade a un área donde pueda comenzar su carrera rápidamente, esperamos que haya muchas opciones para un trabajo estable y gratificante," dijo Byrne. "Nuestro sindicato tiene todas las herramientas para ayudar a nuestros miembros, y aquellos que buscan unirse a nuestro sindicato, a tener éxito. Este es un momento realmente emocionante."

The screenshot shows the NASRCC website with a navigation bar including 'MEMBERS', 'CONTRACTORS', 'BLOG', 'EVENTS', 'RESOURCES', and 'ABOUT US'. The main heading is 'WORK OPPORTUNITIES'. Below it, there is a sub-heading 'WORK OPPORTUNITIES THROUGHOUT NASRCC' followed by three paragraphs of text. To the right of the text is a QR code with the NASRCC logo in the center. Below the QR code is a list of states: Connecticut, Maine, Massachusetts, New Hampshire, New York, Rhode Island, and Vermont.

Los miembros que busquen oportunidades de trabajo adicionales o un cambio de escenario deben visitar nasrcc.org/work para obtener una lista actualizada de áreas donde hay buenos trabajos disponibles para miembros con buenas habilidades.



Shuaib Wesley

The North Atlantic States Regional Council of Carpenters works with numerous programs throughout the region that provide support to incarcerated or released people.

Through apprenticeship, pre-apprenticeship and curriculum sharing, the union allows people to re-write their story and rebuild their lives.

We look forward to sharing more of those stories in future issues of the *Professional Carpenter* and at nasrcc.org.

For more information about specific programs, please contact one of our local union affiliates or our training program at nasctf.org.

From a Negative Past to a Positive Future

Every union carpenter has their own story; some follow family traditions and join the union young. Others might take a college path—even if they sense it isn't for them—before discovering they'd be happier using tools than computers.

Shuaib Wesley took a more difficult path. He ran the streets of New York City and spent 18 years in prison before moving to the Binghamton area. Even then, he struggled. He was laid off from a fast-food job and struggled to maintain housing. He visited a state department of labor Workforce 1 New York center, which directed him to the Carpenters union.

He says he met Local 277 Representatives Jon Weston and Ian Williams who had him attend an apprentice information session.

“That night I told my wife that we were going to go to any job fair I could find. The next day I went to one and ran into Jon and Ian. I told them I really needed to work and I didn't care if it was cleaning, but I needed it bad and I was willing to work.”

Impressed by his drive, Weston and Williams gave Wesley a shot.

“I didn't have any experience in construction,” Wesley says. “I didn't even know how to hold a hammer.”

As an apprentice, he's worked steady and learned both on the job and in the training center. He says the people around him are making a difference.

“The union and the apprenticeship program is very good for those who want to learn. People want to see me grow. They're willing to help. It's all positive people. They help me in every situation and make sure I grow. That makes me feel better. It makes me work harder.”

Wesley says he wishes he knew about the Carpenters union when he was younger and wants to help others who have faced problems similar to his find a better way.

“I'm literally starting from scratch. But I went from a negative past to a positive future. The Carpenters union gave me the opportunity to learn a new trade and things I needed to know. It gave me hope for myself. Before, I didn't have this kind of hope.”

Wesley has already found an apartment and been able to get a loan for a car, things he never thought were possible.

“Everything I'm doing now is for the first time. That's because of the union.”



Shuaib Wesley

El Consejo Regional de Carpinteros de los Estados del Atlántico Norte trabaja con numerosos programas en toda la región que brindan apoyo a las personas encarceladas o liberadas.

A través del aprendizaje, el pre-aprendizaje y el intercambio de currículos, el sindicato permite que las personas reescriban su historia y reconstruyan sus vidas.

Esperamos poder compartir más de esas historias en futuras ediciones de *Professional Carpenter* y en nasc.org.

Para obtener más información sobre programas específicos, comuníquese con uno de nuestros afiliados sindicales locales o nuestro programa de capacitación en nasc.org.

De un Pasado Negativo a un Futuro Positivo.

Cada unión de carpinteros tiene su propia historia; algunos siguen las tradiciones familiares y se unen al sindicato jóvenes. Otros pueden tomar un camino universitario, incluso si sienten que no es para ellos, antes de descubrir que serían más felices usando herramientas que computadoras.

Shuaib Wesley tomó un camino más difícil. Corrió por las calles de la ciudad de Nueva York y pasó 18 años en prisión antes de mudarse al área de Binghamton. Incluso entonces, luchó. Fue despedido de un trabajo de comida rápida y luchó por mantener una vivienda. Visitó el centro Workforce 1 en Nueva York del departamento de trabajo del estado, que lo dirigió al sindicato de Carpinteros.

Él dice que conoció a los Representantes del Local 277, Jon Weston e Ian Williams, quienes lo hicieron asistir a una sesión de información para aprendices.

“Esa noche le dije a mi esposa que íbamos a ir a cualquier feria de trabajo que pudiera encontrar. Al día siguiente fui a una y me encontré con Jon e Ian. Les dije que realmente necesitaba trabajar y que no me importaba si era limpieza, pero lo necesitaba mucho y estaba dispuesto a trabajar.”

Impresionados por su impulso, Weston y Williams le dieron una oportunidad a Wesley.

“No tenía ninguna experiencia en construcción,” dice Wesley. “Ni siquiera sabía cómo sostener un martillo.”

Como aprendiz, trabajó constante y aprendió tanto en el trabajo como en el centro de capacitación. Dice que las personas que lo rodean están marcando la diferencia.

“El sindicato y el programa de aprendizaje es muy bueno para aquellos que quieren aprender. La gente quiere verme crecer. Están dispuestos a ayudar. Todos son positivos. Me ayudan en cada situación y se aseguran de que crezca. Eso me hace sentir mejor. Me hace trabajar más duro.”

Wesley dice que desearía haber sabido sobre el sindicato de Carpinteros cuando era más joven y quiere ayudar a otros que han enfrentado problemas similares a los suyos a encontrar una mejor manera.

“Literalmente estoy empezando desde cero. Pero pasé de un pasado negativo a un futuro positivo. El Sindicato de Carpinteros me dio la oportunidad de aprender un nuevo oficio y cosas que necesitaba saber. Me dio esperanza para mí mismo. Antes, no tenía este tipo de esperanza.”

Wesley ya encontró un apartamento y pudo obtener un préstamo para un automóvil, cosas que nunca pensó que fueran posibles.

“Todo lo que estoy haciendo ahora es la primera vez. Eso es por el sindicato.”

Unleashing the Power:

Piledrivers and Millwrights Forge a Competitive Edge in Offshore Wind

As the offshore wind industry continues to grow, so does the demand for a highly skilled and safety-conscious workforce. Piledrivers and millwrights, in collaboration with our contracting partners, are taking the lead in preparing their teams for offshore wind work through a series of advanced training programs.

One of the trainings being conducted is the Global Wind Organization (GWO) Basic Safety Training (BST). This training, held at Mass Maritime Academy in Buzzards Bay, MA, through Survival Systems, covers five essential modules that include “Working at Heights,” “Sea Survival,” “First Aid,” “Fire Awareness,” and “Manual Handling.”

In addition to BST, the workforce is undergoing GWO Basic Technical Training (BTT), which provides a foundational understanding of mechanical, electrical, and hydraulic aptitudes. These skills are essential for maintaining and troubleshooting the intricate machinery used in wind turbines.

To enhance rescue capabilities and mitigate risks in emergency situations, our members are also participating in the GWO Advanced Rescue Training (ART). Participants learn how to access and evacuate injured workers from various sections of a wind turbine, including the hub, nacelle, tower, and basement. By elevating the rescuers' self-reliance, this training ensures that the workforce is better equipped to handle any potential emergencies that may arise offshore.

A unique aspect of the training is the Helicopter Underwater Escape Training (HUET), which is specifically tailored for personnel traveling to and from offshore facilities. Members are subjected to a simulated helicopter submersion and are required to break glass windows with their elbows and swim to safety.

Recently, piledrivers from Local 56 undertook an intensive advanced rigging training known as SOMA training. Recognizing the importance of equipping our instructors with the latest techniques and knowledge, our contractor partner Deme flew in an expert from Europe to conduct a “Train the Trainer” program. As a result, our instructors can now provide comprehensive training in advanced rigging, elevating our expertise and competitiveness in the offshore industry.

In order to become certified trainers, our training center in Millbury had to undergo an extensive approval process.



The program involved four instructors from the North Atlantic State Carpenters Training Fund and two instructors from the New York City Carpenters Training Fund, all of whom underwent rigorous training to become certified trainers. Now, our facility stands proudly as the only one certified for on-site SOMA advanced rigging training.

With the successful completion of the SOMA training, our piledrivers have gained a significant advantage in the offshore industry – and through these advanced training programs, our workforce gains invaluable expertise, promoting safer working environments and ensuring the success of offshore wind initiatives.



NASCTF instructors George Baldwin (far right) and Frank Droham (far left) with military service veterans at a UBC MVP program recently held at Fort Drum in New York.

Opening the Doors to Those Who Serve

The union and our partner employers value both the service of military service veterans and the focus and maturity they bring to a jobsite. That's why the UBC works with a variety of programs to help men and women transitioning out of active service find and start a career in the trades.

The UBC Military Veterans Program (UBC MVP) is one of them. Instructors from the North Atlantic States Carpenters Training Fund (NASCTF) recently led a UBC MVP session at Fort Drum in Jefferson County, New York. The eight-week program included significant hands-on training and will allow participants direct entry to an apprenticeship.

The union is also an active participant in the Helmets to Hardhats program with other building trades unions as well as programs with the United States Department of Defense. NASCTF recently gained approval to be a partner in the US Department of Labor's Employment Navigator and Partnership Pilot (ENPP), an extension of their Transition Assistance Program (TAP). ENPP provides one-on-one support through employment navigators who help connect service members with partners to ensure service members and their spouses get the support needed as they transition out of the service and after separation.

Abriendo las puertas a Los Que Sirven

El sindicato y nuestros empleadores asociados valoran tanto el servicio de los veteranos del servicio militar como el enfoque y la madurez que aportan en el trabajo. Es por eso que la UBC trabaja con una variedad de programas para ayudar a hombres y mujeres que están en la transición del servicio activo a encontrar y comenzar una carrera en los oficios.

El Programa de Veteranos Militares de la UBC (UBC MVP) es uno de ellos. Instructores del Fondo de Capacitación de Carpinteros de los Estados del Atlántico Norte (NASCTF) dirigieron recientemente una sesión de MVP de UBC en Fort Drum en el condado de Jefferson, Nueva York. El programa de ocho semanas incluyó una importante práctica y permitirá a los participantes ingresar directamente a un aprendizaje.

El sindicato también participa activamente en el programa Helmets to Hardhats con otros sindicatos de la construcción, así como en programas con el Departamento de Defensa de los Estados Unidos. NASCTF obtuvo recientemente la aprobación para ser socio en el Programa Piloto de Asociación y Navegador de Empleo (ENPP) del Departamento de Trabajo de EE. UU., una extensión de su Programa de Asistencia para la Transición (TAP). ENPP brinda apoyo personalizado a través de navegadores de empleo que ayudan a conectar a los miembros del servicio con socios para garantizar que los miembros del servicio y sus cónyuges obtengan el apoyo necesario a medida que salen del servicio y después de la separación.



To learn more about UBC MVP, ENPP and other ways our union supports military service veterans, visit nasrcc.org/vets.

Para obtener más información sobre UBC MVP, ENPP y otras formas en que nuestro sindicato apoya a los veteranos del servicio militar, visite nasrcc.org/vets.

Albany Hosts Open House

With the demand for a skilled construction workforce on the rise, the NASRCC is actively preparing the next generation of carpenters by expanding opportunities to explore, prepare for and advance a career in carpentry.

More than 200 students from eight schools around the Capital Region participated in full-day workshops at the North Atlantic States Carpenters' Training Facility in Albany. They received a first-hand glimpse of the comprehensive craft skills training available on their doorstep and learned about 'the other four-year degree' - that doesn't rack up tens of thousands of dollars in debt.

The tours and workshop demonstrations were led by NASCTF training instructors and NASRCC business representatives. There was a constant stream of open conversations with Local 291 apprentices about how programs like our apprentice program positively impact the lives of young adults by receiving tuition-free education, lifelong learning, and representation that results in middle-class earnings and family-supporting health and retirement plans.

In addition to learning about NASRCC's apprenticeship and specialty programs, many were eager to find out more about the career advancement opportunities aided by tuition-reduced college degree programs.

Destini Cole, a junior at Shaker High School, said she learned a lot about the opportunities available and training for carpenter apprentices to hone their craft and encourages all -- particularly women -- to explore the trade and enhance their knowledge in the field.

"Do it because if you feel like you can and want to, you should!"

We should all play a role in promoting and showing people on the outside what's possible when you're a union carpenter. Whether someone is already polished or shows good potential, you can see if they've got what it takes. Check in with your local union to see how you can help recruit or visit NASRCC.ORG/YOURFUTURE for more information.

PARTICIPATING SCHOOLS

- BOCES Franklin, Essex, Hamilton counties
- Albany City School District
- North Colonie CSD
- Rotterdam- Mohonasen CSD
- South Colonie CSD
- Canajoharie Central School
- Social Enterprise and Training Center, SEAT Center
- Saratoga Springs CSD



Students and the general public get the facts! NBC Channel 13 was on-site and aired the workshops as part of their weekly STEM segment. The interactive educational photo booth was a big hit as students noted upcoming information sessions and industry data, took photos and posted them on their social media platforms.



Students learn about the skills and commitment needed to thrive in the industry.

Sisters in the Brotherhood Pre-Apprentice Program Sees New Graduates



Hudson Valley, NY, Pre-Apprenticeship graduates (l-r) Christina Pistone, Shennel Brown and Emily Engler.

The North Atlantic States Regional Council of Carpenters and the North Atlantic States Carpenters Training Fund held its annual Sisters in the Brotherhood (SIB) Pre-Apprentice Program at the NYS training facilities this May and June.

The eight-week program, gave participants a chance to learn some carpentry basics and take their first steps towards becoming union carpenters. More than 20 women graduated from the program this year, bringing the total number of program participants to approximately 150 since its inception.

Ciara Williams, participated in Syracuse and said “I found out about the program through my school, Corcoran High School. They were offering the program to students and I thought it would be a great opportunity, because I didn't know what I wanted to do after high school, and I loved building little small projects throughout my house. I was introduced to new people that I can call friends and I learned a lot such as metal framing, wood framing, and ceilings. Overall, it was an amazing experience.”

Our mission is to strengthen the NY workforce and to do this with the women who can come through this program, learn the skills of being exceptional carpenters, makes it a great day, every day.

– CRICKETT THOMAS-O'DELL
WDI Statewide Pre-Apprentice
Program Coordinator/Director of
Community Engagement

The Workforce Development Institute (WDI), provides grant funding for the SIB program and has been instrumental in the success of the program. “We are so proud to be a part of the Sisters in the Brotherhood program,” says Crickett Thomas-O'Dell, WDI Statewide Pre-Apprentice Program Coordinator/ Director of Community Engagement. “Being able to fund an opportunity for women, specifically women, to get into carpentry is something that we feel is a part of our mission. Our mission is to strengthen the NY workforce and to do this with the women who can come through this program, learn the skills of being exceptional carpenters, makes it a great day, every day.”

With this program, more women continue to have the opportunity to join the Carpenters union and work towards a successful career. Nicole Grodner, Carpenters Local 290 Council Representative and New York Chair of the Sisters in the Brotherhood Committee states “Our union is committed to diversity, equity, and inclusion in the building trades. The Sisters in the Brotherhood Pre-Apprentice Program was created to open the doors of opportunity for women who may not have considered a career in carpentry. We look forward to supporting new members as they begin their career as union carpenters.”



SkillsUSA Natalie Adkins.

Union Helps by Hosting, Judging, Sponsoring in Skills Competitions

SkillsUSA and the Carpenters union once again teamed up for youth carpentry competitions in the seven-state region of the North Atlantic States. In addition to hosting SkillsUSA at the Yalesville, Connecticut training center, several members and union staff served as competition judges.

More than 50 students participated in the carpentry events throughout the various regions, including standout Natalie Adkins. She's a senior at Platt Technical High School in Connecticut who moved on to the national SkillsUSA competition in Atlanta, Georgia. She previously attended a "Workshop Friday" event in Yalesville and her trip to the national competition was sponsored by the North Atlantic States Carpenters Labor-Management Program.

"We have seen Natalie in action at the SkillsUSA competition and in the Connecticut Technical Education and Career System environment," said Local 326 Business Representative Miguel Fuentes. "In each case, Natalie demonstrated she's got all the right stuff to build a career as an exceptional craftsman! A great attitude, grit, and a willingness to continue learning to hone her skills. We'd be lucky to have her on our team."

SkillsUSA is an organization dedicated to preparing middle, high-school, and college/post-secondary students to become a skilled workforce. It partners with schools and industries to provide personal, professional and technical education to students and offers the opportunity to compete in regional, statewide and national competitions.



Training is our future and the more uniform and consistent we are collectively with our training- the better business decision we are for our industry and contractors.

– **BILL WATERKOTTE**
Eastern District Vice President

Training Experts Still Improving

During a summer break in apprenticeship training, instructors and staff from the North Atlantic Carpenters Training Fund (NASCTF) met in Albany for their second annual "Subject Matter Expert" conference.

The four-day series of meetings is set up to allow instructors and staff to learn from each other and qualified other professionals, all with an eye toward upping their game.

"We can always get better and more consistent," said NASCTF Executive Director Tom Fischer. "The first thing an educator needs to do is learn. That's part of our make-up and it doesn't go away when we start teaching. To reach our full potential as individuals and as a team, we have to share our experiences and learn from each other."

Among the agenda items were in-depth discussions of specific craft techniques and materials as well as lesson plans, teaching methods, health and safety and soft skills for helping NASCTF operate more effectively.

This year, the final night's dinner was sponsored by the UBC Eastern District and the conference was attended by a handful of representatives from training programs in other UBC Eastern District regional councils at

the suggestion of Eastern District Vice President Bill Waterkotte.

"Training is our future and the more uniform and consistent we are collectively with our training- the better business decision we are for our industry and contractors," Waterkotte said. "We need to continue to be the best we can be in our training of all our members."

Fischer said the collaborative nature of the meetings improves camaraderie and energizes everyone. Sonny Cirincione, an interior systems instructor at the Millbury training center, agreed.

"The momentum and energy of the conference will spur us on to more progress than we imagined," he said. "Our directors and coordinators are on a mission to improve our curriculum and instruction, so that our apprentices exceed our signatory's expectations from their first days on the job and beyond."

The NASCTF operates 17 training centers in the seven-state jurisdiction of NASRCC. Forty full-time and almost 150 part-time instructors work with program administrators and staff to deliver comprehensive skills training to apprentice and journey-level members of the UBC.

**SAFETY
FIRST**

Safety is our
priority, always.

#1

That's why state-of-the-art safety training is part of the curriculum for every UBC apprentice—and why the Carpenters International Training Fund (CITF) and our regional training centers have ongoing safety training classes for our journey-level members.

On a national scale, Construction Safety Week is held in May while June is recognized as National Safety Month. We not only echo the importance of proper attitude, equipment, and training during these times, but every day, because the risks of not doing so are far too high.



"Safety Slam" Training at the North Atlantic States Carpenters Training Center in Millbury, MA. Photo courtesy of the North Atlantic States Carpenters Training Fund (NASCTF).

To recognize National Safety Month in June, "Safety Slam" trainings were held for first-year apprentices at NASCTF training facilities throughout the region. These classes focused on the most critical components of every construction project: worker safety and job site safety.

Local 330 business representative and chairman of the North Atlantic States Carpenters Training Fund (NASCTF) Michael Holmes (pictured, above, center), spoke to apprentices in Millbury. "While this industry affords us all kinds of opportunities, we can't lose sight of the dangers and hazards we face from project to project," said Holmes. "Credit to the NASCTF team and our council for consistently advocating for safe practices while at the jobsite. Safety is a team sport."



Safety Stand Down at Suffolk Construction's Harrison Albany Block Project in Boston. Photo courtesy of Mark Dellascio, Business Representative, Carpenters Local 327.

A Safety Stand Down took place at Suffolk Construction's Harrison Albany Block Project in Boston. The event was held in May to mark the 10th annual National Safety Stand-Down to Prevent Falls in Construction Week, raising awareness about the importance of fall prevention and safety on the job, always.

An Industry United Against Substance Use Disorder



FACT

Every year, 229 construction workers out of every 100,000 lose their life to substance use.

BTEA Northeast, in collaboration with Turner Construction, Suffolk Construction, and WS Development concluded its third annual Building Trades Recovery Week with job site stand-downs in Massachusetts and Rhode Island.

Around the same time, the Building Trades Employers' Association (BTEA) Northeast's Building Trades National Recovery Week took place. National Recovery Week is an annual substance use awareness campaign that offers in-person and virtual educational sessions, and access to long-term resources and support.

If you are struggling or know someone who is, please know confidential help and support is always available. Learn more about resources available at nasrcc.org/cap

Local 336 Building Renovations Complete

Over the past five years, the union has been systematically assessing and improving local unions and training centers to maximize their efficiency, use, appearance and to extend their lifespan.

\$4M
RENO CELEBRATED
With Leaders,
Members &
Families



Carpenters Local 336, representing members in Central and Western Massachusetts, moved back into its long-time union hall in Worcester after a thorough interior and exterior renovation was completed.

The \$4 million investments were celebrated recently with a ribbon cutting and family day at the Endicott Street location with union leaders, elected officials, community organizations, and union members and their families in attendance.

The Worcester space has been the subject of praise from elected officials and union staff for its look and usability, and its long-term impact on the community. Members, staff and leadership from across the council attended, following the regional council delegate meeting in Millbury.

Included among the guests were Executive Secretary-Treasurer Joe Byrne and UBC General Vice President Tom Flynn.

Byrne said he was proud to see the finished space, citing “the importance of our members and skills being well-represented in New England’s second largest city. It also shows our commitment to the construction markets in central and western Massachusetts.”

“I couldn’t be prouder that North Atlantic States Regional Council of Carpenters Local 336 has a newly renovated home in Worcester where they will continue to raise wages, grow the middle class, and make our union city even stronger. The future of America will be built right here in America,” said Congressman Jim McGovern.

“Congratulations to the North Atlantic States Regional Council of Carpenters on the opening of their new facility in Worcester! Thanks for all of the great work you do for our region and its residents,” said Mike Nicholson, Mayor of the City of Gardner.

Other renovations happening throughout the region include the first floor of the Carpenters Center in Boston to better serve apprentices and the North Atlantic States Carpenters Training Fund (NASCTF) and help accommodate the growing interest in “Shop Fridays” among Boston-area schools and community programs. In addition, the Syracuse-area facility will triple its shop training space to meet the expected demand for crafts workers being fueled by the Micron chip manufacturing facility and the removal and relocation of I-81 in Syracuse.

Local 328 Member is “TOUGH AS NAILS”

The Carpenters union once again made a splash on the little screen this summer, as Local 328 member Cheryl Lieteau competed on season five of the CBS competition show “Tough as Nails.”

Lieteau was a good casting choice for the show. She has worked as a journey level carpenter, foreman and superintendent throughout her career, and as an instructor and coordinator with North Atlantic States Carpenters Training Fund. A Dudley, Massachusetts, resident, she's currently an instructor with the Building Pathways pre-apprenticeship program in Worcester and Boston.

Following her elimination as an individual competitor on the show, we had the chance to ask her a few questions about the experience.

Here are a few more of her reflections on the experience.

Reality TV, even competition-type shows, aren't for everyone. Why did you want to be on “Tough As Nails”?

When I saw the types of challenges presented, I knew I had a chance. The contestants were regular working people, not highly trained athletes in peak condition. I also liked that some challenges were proportioned to the size or weight of the individual, which is important.

What was it like behind the scenes? What was the schedule for living and shooting the show?

We shot 2 episodes a week and filmed every day. We were mic'd 100% of the time while on location but were not allowed to speak to fellow teammates when not being filmed. We were quarantined in our hotel rooms when not on location, so there was no socializing or sightseeing.

When it comes to relationships between participants, how much does what we see differ from your experience?

I think the portrayals of the relationships of the team members are fairly accurate. So much of the interactions did get edited out. But in general, I think they did a good job capturing each person.



Photo courtesy of Matt Barnes/CBS.

There are a variety of trades and job-types represented on the show. How do you feel being a union carpenter gave you an advantage?

The primary advantage I had by being a union carpenter was my experience working with and leading teams.

What do you feel other participants learned about you?

They learned that my knowledge and experience matter more than my size.

How about viewers?

Viewers got to see my authentic self. There are a lot of people who know me from interacting with me when I was an instructor and coordinator at the school. I am hoping that the show gives them much more insight into who I really am outside of those roles that were required of the job.

What has life been like since it was announced you were on the show and it started airing?

Not much has changed except I am on social media a lot more than usual. Occasionally a stranger recognizes me when I'm out.

Would you do it again?

If I had the chance to do the show again I most definitely would!

What would you tell someone that was interested in doing something like this?

Go for it! But remember it is called “Tough as Nails.” They will screen for physical, emotional and mental fortitude. The selection process is long and requires a commitment.

Season 5 of “Tough as Nails” aired on CBS affiliates and can be streamed--with a subscription on--Paramount +. Season Three of the show featured Lamar Hangar, a member of Local 714 in Southern California. Two UBC members from Southern California also participated in Season 4: Local 714's Sergio Robles and Local 909 member Jorge Zavala, who won the competition!



Member Action Drives Legislative Results

Tax fraud in the construction industry may be the single biggest threat to decent standards for carpenters throughout the United States and Canada. That's why around tax deadline day each year, union carpenters take to the streets to raise the profile on an issue that costs taxpayers more than \$8.4 billion annually.

Member advocacy does make a difference. Particularly with elected leaders, it puts the issue front and center, letting them know they have a role to play in making it stop. This year, legislators in two states responded in significant ways.

The state of Rhode Island is the latest in the country to step up the fight against wage theft by passing a law changing it from a misdemeanor to a felony. It could put employers in jail for up to three years if they knowingly and willfully fail to pay an employee more than \$1,500 in wages.

The law allows enforcement agents to prosecute companies even if they leave the state and would allow increased prosecution of employers who misclassify employees.

The bill passed in June with overwhelming support in the legislature before being signed by Governor Dan McKee.

In New York, two laws were passed; one that will increase transparency related to "limited liability companies" (LLCs) and another requiring contractors bidding on public work to register with the Bureau of Public Works.



LLCs are often used by developers and contractors to hide true ownership and often allows bad actors to evade responsibility for crimes. The practice makes wage theft committed against unrepresented workers difficult to prosecute because LLCs are created and dissolved constantly, taking liability with them.

Removing the shield LLCs provide owners should also make it easier to prevent those owners from qualifying for projects because their previous bad acts would be known. It will not

only require more information about LLCs to be included in their registration, it directs the Department of State to create a database that includes information in which LLCs share common ownership.

“These are meaningful legislative pieces that will help restore integrity to our industry,” said Assistant Executive Secretary-Treasurer Bill Banfield. “Our members, our partner-employers and elected officials can be proud of the work we did to improve our industry.”

Rhode Island Attorney General Peter Neronha enthusiastically lobbied for the bill in that state by making common-sense arguments and pointing out actual prosecutions that were limited by the law.

“A person can steal a laptop worth over \$1,500 and it’s a felony, but if a person steals a worker’s wages in any amount, it’s a misdemeanor,” Neronha said while championing the legislation. “Can anyone seriously dispute that an employer’s alleged theft of nearly \$100,000 in wages from hardworking Rhode Islanders by repeatedly refusing to pay them warrants a felony criminal prosecution?”

Union members are rarely victims of wage theft or misclassification because of their union representation. Employers who use wage theft as part of their business model, though, gain a significant bidding advantage over union contractors. That it is an illegitimate advantage is often ignored by general contractors or developers.

“Good laws and effective enforcement of wage and hour laws have a significant impact,” said NASRCC Executive Secretary-Treasurer, Joe Byrne. “When they clamp down on cheating, union members and employers can compete. And we know that when we’re allowed to compete, we more than hold our own.”

Union members are encouraged to celebrate these wins and fight for more. Because workers rights ARE under attack and we all need to STAND UP AND FIGHT BACK!



When they clamp down on cheating, union members and employers can compete. And we know that when we’re allowed to compete, we more than hold our own.

— JOE BYRNE
NASRCC Executive Secretary-Treasurer



Acción de los Miembros Impulsa los Resultados Legislativos

El fraude fiscal en la industria de la construcción puede ser la mayor amenaza a los estándares decentes para los carpinteros en todo Estados Unidos y Canadá. Es por eso que cada año, alrededor del día límite de impuestos, los carpinteros sindicales salen a las calles para elevar el perfil de un tema que cuesta a los contribuyentes más de \$8.4 mil millones al año.

La defensa de los miembros marca la diferencia. Especialmente con los líderes electos, pone el problema en primer plano, haciéndoles saber que tienen un papel que desempeñar para detenerlo. Este año, los legisladores de dos estados respondieron de manera significativa.

El estado de Rhode Island es el último del país en intensificar la lucha contra el robo de salarios al aprobar una ley que lo cambia de delito menor a delito grave. Podría poner a los empleadores en prisión por hasta tres años si, a sabiendas e intencionalmente, no pagan a un empleado más de \$1,500 en salarios. La ley permite que los agentes encargados de hacer cumplir la ley procesen a las

empresas incluso si abandonan el estado y permitiría un mayor enjuiciamiento de los empleadores que clasifican erróneamente a los empleadores.

El proyecto de ley fue aprobado en Junio con un apoyo abrumador en la legislatura antes de ser firmado por el Gobernador Dan McKee.

En Nueva York se aprobaron dos leyes; uno que aumentará la transparencia relacionada con las “sociedades de responsabilidad limitada” (LLC) y otro que requerirá que los contratistas que presenten ofertas de obras públicas se registren en la Oficina de Obras Públicas.



Los desarrolladores y contratistas a menudo utilizan las LLC para ocultar la verdadera propiedad y, a menudo, permiten que los malos actores evadan la responsabilidad por los delitos. La práctica hace que el robo de salarios cometido contra trabajadores no representados sea difícil de enjuiciar porque las LLC se crean y disuelven constantemente, asumiendo la responsabilidad con ellas.

Eliminar el escudo que las LLC brindan a los propietarios también debería facilitar la prevención de que esos propietarios califiquen para proyectos porque se conocerían sus malas acciones anteri-



Cuando toman medidas drásticas contra las trampas, los miembros de los sindicatos y los empleadores pueden competir. Y sabemos que cuando se nos permite competir, nos mantenemos firmes.

— JOE BYRNE
NASRCC Secretario Ejecutivo Tesorero

ores. No solo requerirá que se incluya más información sobre las LLC en su registro, sino que también ordena al Departamento de Estado que cree una base de datos que incluya información en la que las LLC comparten propiedad común.

“Estas son piezas legislativas significativas que ayudarán a restaurar la integridad de nuestra industria,” dijo el Secretario Ejecutivo Adjunto-Tesorero Bill Banfield. “Nuestros miembros, nuestros socios-empleadores y funcionarios electos pueden estar orgullosos del trabajo que hicimos para mejorar nuestra industria.”

El Fiscal General de Rhode Island, Peter Neronha, presionó con entusiasmo a favor del proyecto de ley en ese estado, presentando argumentos de sentido común y señalando procesamientos reales que estaban limitados por la ley.

“Una persona puede robar una computadora portátil con un valor de más de \$ 1,500 y es un delito grave, pero si una persona roba el salario de un trabajador en cualquier cantidad, es un delito menor,” dijo Neronha mientras defendía la legislación. “¿Alguien puede discutir seriamente que el presunto robo de casi \$100,000 en salarios de los trabajadores de Rhode Island por parte de un empleador al negarse repetidamente a pagarles justifica un proceso penal por delito grave?”

Es extraño que los miembros de los sindicatos sean víctimas de robo de salarios o clasificación errónea debido a su representación sindical. Sin embargo, los empleadores que utilizan el robo de salarios como parte de su modelo de negocios obtienen una ventaja de oferta significativa sobre los contratistas sindicales. Los contratistas generales o los desarrolladores suelen ignorar que se trata de una ventaja ilegítima.

“Las buenas leyes y la aplicación eficaz de las leyes sobre salarios y horarios tienen un impacto significativo,” dijo el Secretario Ejecutivo Tesorero de NASRCC, Joe Byrne. “Cuando toman medidas drásticas contra las trampas, los miembros de los sindicatos y los empleadores pueden competir. Y sabemos que cuando se nos permite competir, nos mantenemos firmes.”

Se anima a los miembros del sindicato a celebrar estos triunfos y luchar por más. ¡Porque los derechos de los trabajadores ESTÁN bajo ataque y todos debemos DEFENDERLOS Y LUCHAR!

NASRCC Awards 2023 Scholarships

Each year, the NASRCC awards scholarships to members in good standing and children of members in good standing who are enrolled in post high school education.

This year, \$90,900 was given in varying amounts to 126 winners. Awards are funded by settlements with contractors and other contributions to help members with the ever-increasing costs of higher education.

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

The first prize winner, Casey McQuesten, received \$7,500. He will be a junior at The University of Rhode Island this fall. His father, Thomas McQuesten, is a member of Local 330.

The second prize winner, Shane Gannon, received \$5,000. He will be a sophomore at State University of New York Plattsburgh this fall. His father, John Gannon, is a member of Local 279.



FIRST PRIZE WINNER
Casey McQuesten



SECOND PRIZE WINNER
Shane Gannon



Scan this code to read the winning essays and for a complete list of winners along with the names of the parent/guardian that is a member and that member's local union affiliation.

The essay topic for this year's scholarship contest:



Joe Biden has called himself the most pro-union president in our lifetime. Evaluate that claim by discussing what he has done, directly and indirectly, to benefit unions and union workers. Create context by comparing his actions—positive and negative—with other recent presidents, particularly Donald Trump.

FROM CASEY MCQUESTEN'S ESSAY:



Joe Biden's claim that he is the most pro-union president in American history is supported by his actions as president. He has signed legislation that supports union workers and their families, taken executive actions aimed at strengthening workers' rights and unions' power, and appointed pro-union officials to key positions in his administration.



FAMILY FUN DAY

Presented by the Latino Club

FIESTA FAMILIAR

Presentada por el Club Latino



11am - 3pm

Saturday, October 14

sabado, 14 de octubre



13 Holman Rd., Millbury

Food

Games

Music

Face Painting

Magician



Comida

Juegos

Música

Pintura para la Cara

Mago

Please fill out this form to RSVP.
Complete este formulario para
confirmar su asistencia.



Bring the whole family, everyone welcome!
Traiga toda la familia, todos son bienvenidos!

Appreciation for a key ingredient to the success of our union: MEMBER INVOLVEMENT!

Carpenters Local 279 hosted a 'Member Appreciation Day' at the renovated union hall and training facility in Rock Tavern, New York. More than 100 union members, families, friends, industry partners, and local leaders came together to celebrate the union's essential role in the Hudson Valley community and beyond.

From visiting information booths and vendor tables, attendees got a full insight into the vast opportunities, skills, and training provided in so many areas for carpenters in the region. But the day was laser-focused on recognizing and acknowledging a key ingredient to the success of the union: member involvement.

"It's about recognizing the important role that the apprentices play in the organization and thanking them for their continued hard work and efforts," said Bill Banfield, NASRCC Assistant Executive Secretary-Treasurer.



Kids got to build their own birdhouses—because it's truly never too early to explore a career in carpentry!
Photo courtesy of Mid Hudson News.

The event drew several elected officials including Orange County District Attorney David Hoovler, Assemblymembers Jonathan Jacobson and Karl Brabenec, State Senator Robert Rolison, and Town of Cornwall Council Member Virginia Scott.



Today was a day to celebrate the hard work of our membership with some good food, games, and live music. It was great to see the members and their kids enjoying the beautiful day and getting information on their benefits, training and work opportunities. We thank all the members for their hard work and professionalism on the job.

— KIM HOKANSON
Regional Manager

Locals 349 and 352 held a Family Day event in Manchester, NH, on Saturday July 15th. The day's activities included a kids toolbox building station, games for the family and a barbecue lunch. There was also live music thanks to the talent of Local 349 member Taylor Hughes.

Agradecimiento al ingrediente clave para el éxito de nuestro sindicato: ¡LA PARTICIPACIÓN DE LOS MIEMBROS!

El Local de Carpinteros 279 organizó un "Día de Agradecimiento a los Miembros" en el local sindical renovado y las instalaciones de capacitación en Rock Tavern, Nueva York. Más de 100 miembros del sindicato, familias, amigos, socios de la industria y líderes locales se reunieron para celebrar el papel esencial del sindicato en la comunidad de Hudson Valley y más allá.

Al visitar los puestos de información y las mesas de los proveedores, los asistentes obtuvieron una visión completa de las vastas oportunidades, habilidades y capacitación brindadas en tantas áreas para los carpinteros en la región, pero el día se centró en identificar y reconocer un ingrediente clave para el éxito del sindicato: participación de los miembros.

"Se trata de reconocer el importante papel que desempeñan los aprendices en la organización y agradecerles por su arduo trabajo y esfuerzos continuos," dijo Bill

Banfield, Secretario Ejecutivo Adjunto-Tesorero de NASRCC.

El evento atrajo a varios funcionarios electos, incluido el Fiscal de Distrito del Condado de Orange, David Hoover, los Asambleístas Jonathan Jacobson y Karl Brabenec, el Senador Estatal Robert Rolison y la Concejal del Pueblo de Cornwall, Virginia Scott.



Los niños pudieron construir sus propias casas para pájaros, ¡porque nunca es demasiado pronto para explorar una carrera en carpintería!



Hoy fue un día para celebrar el arduo trabajo de nuestra membresía con buena comida, juegos y música en vivo. Fue genial ver a los miembros y sus hijos disfrutar del hermoso día y obtener información sobre sus beneficios, capacitación y oportunidades laborales. Agradecemos a todos los miembros por su arduo trabajo y profesionalismo en el trabajo.

— KIM HOKANSON
Gerente Regional

Los locales 349 y 352 realizaron un evento del Día de la Familia en Manchester, NH, el Sábado 15 de Julio. Las actividades del día incluyeron una estación de construcción de cajas de herramientas para niños, juegos para la familia y un almuerzo de barbacoa. También hubo música en vivo gracias al talento de Taylor Hughes, miembro del Local 349.

The Sweeney Drywall Team “Ain't Got No Brakes” When It Comes to Fundraising



Well done to the Sweeney Drywall “Ain't Got No Brakes” team! Team members pictured: Damian Bell, Sean Bell, Ciaran Boyle, Phillip Boyle, Neale Pollock, William Mawhinney, Emmett Stottlemeyer, Timur Couture, Mark Brown, Chris Zara, and Ronnie Serrano.

Photo courtesy of Damian Bell.

The team raised \$11,000 to send to MS to hopefully one day find a cure for this deadly illness.

– DAMIAN BELL
Director of Field Operations

For the fifth consecutive year, the folks at Sweeney Drywall participated in the largest Bike MS event in New England, dedicated to changing the world for people affected by Multiple Sclerosis (MS), one pedal stroke at a time.

Sweeney Drywall supplied the cycling gear and the van for transportation, and their dedicated team of 11 cyclists included Sweeney Drywall staff and close friends and family – including some that traveled all the way from Belfast, Northern Ireland - to ride the 175-mile track from Quincy to Provincetown.

“Congratulations to all the team members for riding again for this great cause,” said Damian Bell, Director of Field Operations and member of Carpenters Local 336. “The team raised \$11,000 to send to MS to hopefully one day find a cure for this deadly illness. A special thanks to Dan Sweeney for once again sponsoring this year’s team.”



STAY PLUGGED IN

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twitter.com/nasrcc_abc

instagram.com/nasrcc_abc

youtube.com/nasrcc



Benefit Funds Updates

Spanish Language Phone Extensions Added

The North Atlantic States Carpenters Benefits Funds (NASCBF) has expanded the Spanish language telephone extensions serving New York members. NASCBF members can receive assistance in Spanish by pressing “1” at the telephone prompts when calling any of the New York offices. If Fund staff are not available, members may leave a voice mail message and will be contacted.

As a reminder, NASCBF members in New England may press *2 when calling either the Massachusetts or Connecticut offices to receive assistance in Spanish related to benefits. Also, be on the lookout for various Fund office benefit forms that are being translated into Spanish and will be available!

Reminder About Workers’ Compensation & Your Health Insurance Benefits

The health plan offered through the Fund does not cover instances where medical expenses are covered by workers’ compensation or another occupational disease law as a result of a workplace injury.

However, it is important to remember that workers’ compensation can provide benefits for on-the-job injuries and accidents that may include temporary and permanent disability, and costs of medical treatment.

If you suffer an on-the-job injury, you should report the incident to your employer or to your supervisor immediately. You should complete a workers’ compensation notice of injury form immediately and, if warranted, you may want to see a physician. Additionally, contact your local union business representative to inform them of your injury.

If a work-related injury does arise you must cooperate with the NASCBF office to secure the recovery of payments from a third party or its insurer. You must reimburse the Fund for expenses that it has paid.

If you and/or your eligible dependents incur medical expenses where a third party may be held responsible for payment you must:

- **notify the Fund office, and**
- **execute a Subrogation and Reimbursement Agreement.**

The Subrogation and Reimbursement Agreement must be executed by you and/or your covered dependent and received by the Fund office within 90 days from the date of the incident and in no event later than 12 months from the date of the incident.

Keep Your Contact & Personal Information with the Fund Office Up to Date / Notify Them of Life Events

If you have a change of address, update your address through the member self-service portal in New England or contact the Fund office for an Address Verification Form as soon as possible. It's important for the Fund office to have your most up-to-date contact information on record so that your benefits are in no way delayed or denied and so that they can communicate with you about Plan changes or important information about your Pension, Guaranteed Annuity, Annuity, Vacation and Health Benefits Plans. If you move, contact your local Fund office.

Your benefits are designed to adapt to your needs at different stages of your life. Your coverage is affected when you experience certain “life events” — like marriage, having or adopting a child, retiring, becoming disabled, going through a divorce, or entering active military duty. Also, if your Social Security number has been corrected or updated. A good rule of thumb — always contact the Fund Office when you experience a life event.

As a reminder, you can review account balances and initiate many of the above updates through the NASCBF Member Self-Service portal.



Members in New England



Member in New York

Actualizaciones del Fondos de Beneficios

Extensiones Telefónicas en Español Agregadas

Los Fondos de Beneficios para Carpinteros de los Estados del Atlántico Norte (NASCBF) han ampliado las extensiones telefónicas en español que atienden a los miembros de Nueva York. Los miembros de NASCBF pueden recibir asistencia en español presionando "1" en las indicaciones telefónicas al llamar a cualquiera de las oficinas de Nueva York. Si el personal del Fondo no está disponible, los miembros pueden dejar un mensaje de correo de voz y serán contactados.

Como recordatorio, los miembros de NASCBF en Nueva Inglaterra pueden presionar *2 cuando llamen a las oficinas de Massachusetts o Connecticut para recibir asistencia en español relacionada con los beneficios. Además, ¡esté atento a varios formularios de beneficios de la oficina del Fondo que se están traduciendo en español y estarán disponibles!

Recordatorio Sobre Compensación Laboral y Sus Beneficios de Seguro Médico

El plan de salud que se ofrece a través del Fondo no cubre casos en los que los gastos médicos están cubiertos por la ley de compensación laboral u otra ley de enfermedades ocupacionales debido a una lesión en el trabajo.

Sin embargo, es importante recordar que la compensación para trabajadores puede brindar beneficios por lesiones y accidentes en el trabajo que pueden incluir discapacidad temporal y permanente, y costos de tratamiento médico.

Si sufre una lesión en el trabajo, debe informar el incidente a su empleador o a su supervisor de inmediato. Debe completar un formulario de aviso de lesión de compensación para trabajadores de inmediato y, si se justifica, es posible que desee ver a un médico. Además, comuníquese con el representante comercial de su sindicato local para informarles sobre su lesión.

Si surge una lesión relacionada con el trabajo, debe cooperar con la oficina de NASCBF para asegurar la recuperación de los pagos de un tercero o su aseguradora. Debe reembolsar al Fondo los gastos que haya pagado.

Si usted y/o sus dependientes elegibles incurren en gastos médicos en los que un tercero puede ser responsable del pago, debe:

- **notificar a la oficina del Fondo, y**
- **realizar un Convenio de Subrogación y Reembolso.**

El Acuerdo de Subrogación y Reembolso debe ser ejecutado por usted y/o su dependiente cubierto y recibido por la oficina del

Fondo dentro de los 90 días a partir de la fecha del incidente y en ningún caso después de 12 meses a partir de la fecha del incidente.

Mantenga Actualizada su Información Personal y de Contacto con la Oficina del Fondo / Notifique los Eventos de Vida

Si tiene un cambio de dirección, actualice su dirección a través del portal de autoservicio para miembros en Nueva Inglaterra o comuníquese con la oficina del Fondo para obtener un Formulario de verificación de dirección lo antes posible. Es importante que la oficina del Fondo tenga su información de contacto más actualizada registrada para que sus beneficios no se retrasen o nieguen de ninguna manera y para que puedan comunicarse con usted sobre cambios en el Plan o información importante sobre su Pensión, Anualidad Garantizada, Anualidad, Vacaciones y Planes de Beneficios de Salud. Si se muda, comuníquese con la oficina local del Fondo.

Sus beneficios están diseñados para adaptarse a sus necesidades en las diferentes etapas de su vida. Su cobertura se ve afectada cuando experimenta ciertos "eventos de la vida," como casarse, tener o adoptar un hijo, jubilarse, quedar discapacitado, divorciarse o ingresar al servicio militar activo. Además, si su número de Seguro Social ha sido corregido o actualizado. Una buena regla general: comuníquese siempre con la Oficina del Fondo cuando experimente un evento de vida.

Como recordatorio, puede revisar los saldos de las cuentas e iniciar muchas de las actualizaciones anteriores a través del portal de autoservicio para miembros de NASCBF.



Miembros en Nueva Inglaterra



Miembros en Nueva York

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.

A1 Concrete Cutting & Construction, Inc.

Norton, MA
Specialties: pile driving, retaining walls

AMI (Architectural Millwork Installation)

Hanover, MA

Scorpions Contracting, Inc.

New Bedford, MA
Specialties: residential drywall

City Enterprise, Inc.

Springfield, MA
CM/GC/Sub
MBE/WBE

Williams Construction, LLC

Elmont, NY
Specialties: general conditions, concrete, carpentry, openings, finishes

Select Spray Systems

Salem, NH
Specialties: fire protection specialties

Norwalk Industrial, LLC

Cheektowaga, NY
Specialties: millwright

AM Equipment, LLC

Hogansburg, NY
Specialties: concrete, carpentry, finishes, partitions

JJC Construction Services

Wilmington, MA

Maven Construction

Boston, MA
CM/GC
MBE/WBE

International Management Finishing Systems

Bow, NH
Specialties: general conditions, metal stud & drywall, ceilings, rough carpentry

SSB Industries, LLC

Pelham, NY
Specialties: concrete

Pelham, NY

Specialties: concrete

K2 Infrastructure

Glastonbury, CT
Specialties: heavy/highway

AEG Contractors, LLC

Hartford, CT
Specialties: flooring

HJ Russell

Boston, MA
CM/GC
MBE

US Shrink Wrap, Inc.

Harleysville, PA
Specialties: partitions, service walls, controlled environmental rooms



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.

Subscribe to NASnews!

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



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

Step 1 **Scan**

Step 2 **Hit Send**

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


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
LOCAL 51			LOCAL 279			LOCAL 291		
Soterios Todis	57	90	Carmine Caccamo	59	84	Robert Crannell	52	96
LOCAL 56			Harold Hoyt	66	84	Dolor Dupuis	66	101
Ronald Ezyk	49	74	John Killinger	36	59	John Maclean	66	98
Edward Goddard	56	87	Wilfred Stabler	52	83	Stanley Manell	36	80
LOCAL 276			Chevy Thomas	2	36	John Morin	64	89
Andre Chernogorec	34	62	Walter Tschersch	43	77	Peter Smart	34	61
Renato Conte	69	94	Lawrence Vanpelt	56	86	LOCAL 326		
Johan Kobmann	63	89	Frank Ward	37	73	Ceferino Bayna	26	64
John Krenzer	53	75	John Whitney	64	90	Robert Blagusesky	64	83
Ronald Levan	53	89	LOCAL 290			Ronald Bourgoin	60	82
Lah Paw	1	22	Alan Barraud	51	71	Peter Fidrych	43	64
Vincenzo Perri	62	90	Harold Beaulieu	53	80	Jerome Kern	43	74
Jacqueline Potter	32	60	Thomas Bell	53	84	Louis Lachioma	76	95
Norman Seabert	69	87	William Brown	45	75	Domenic Lopreiato	71	88
Richard Stuhr	33	57	Frank Fazzalari	62	89	Joseph Mariano, Jr.	54	82
Michele Thiele	35	58	Guenter Fielitz	60	84	Donald Morriar III	3	39
LOCAL 277			Peter Fontana	37	69	Pasquale Natale	61	90
James Abare	63	86	Frederick Goetze	54	84	Dean Novak	25	58
Louis Amicucci, Jr	22	62	Gerard Gusmano	63	91	William Oakes	39	64
David Brooks	44	80	Martin Kendrick	59	78	Louis Perzan	62	86
Joseph Dinigro, Jr.	37	62	William McCaw	41	76	Gary Saltus	20	57
Charles Hammitt	56	80	Eddie Nilsen	67	91	Frank Sutay	61	97
Bruce LaChausse	53	83	Alfred Schecher	74	92	Julio Torres	1	51
Buerin Oates	42	80	Roy Shaw	76	94	Domenick Tramontozzi	15	56
Harry Phelps	53	81	Wm Sheridan	73	95	LOCAL 327		
Scott Pierce	44	67	Raimund Skrabitz	58	85	James Callender	22	70
David Thomas	65	89	Edward Truskoski	38	70	Walter Cochrane	51	79
LOCAL 279			Peter Vail	66	85	Richard Conneaney, Jr.	21	40
Asa Barnes	68	98	Daniel Vazquez	1	38	James Costello	61	81
John Bernabo	53	80	Richard Wickboldt	65	92			


MEMBER	YEARS	AGE	MEMBER	YEARS	AGE	MEMBER	YEARS	AGE
LOCAL 327			LOCAL 330			LOCAL 339		
Justin Fortier	8	47	Sean O'Neil	31	53	Jacques Rioux	40	84
Robert Murray	64	86	Joseph Piti	70	96	Peter Ruggeri	64	95
Rile Rhodes	34	57	Joseph Rodericks	68	87	Harris Woodworth	67	90
John Thomas	47	76	John Skalubinski	55	89			
Arthur Wilson	57	87	Robert Smith	63	87	LOCAL 346		
			Howard Walton	58	78	John Wright, Jr.	53	77
LOCAL 328			LOCAL 336			LOCAL 352		
Patrick Connerty	56	77	Robert Ablondi	74	95	Alfred Boudreau	41	70
David Dow	45	73	William Barrett	62	81			
Alain Lacasse	29	65	Desire Cormier	68	97	LOCAL 1121		
Stanley Marson, Jr.	41	60	Ostellio Gasparoni	75	93	Charles Caveny	27	84
James Murphy, Jr.	1	37	Richard Gonfrade	62	87	Timothy Lee	22	68
Michael Ryan	52	81	Gaston Goulet	51	83	Michael Maes	34	68
			Lewis Heitzler	76	98	Roger Pooler	34	76
LOCAL 330			John Jackson	4	60			
Joshua Andrea	1	25	Mark Jones II	1	39	LOCAL 1163		
Germain Bolduc	55	83				Richard Bellinger	21	55
Anthony Curreri	56	80	LOCAL 339			Joseph Fisher	14	66
William Forward	62	88	George Benjamin	56	81			
Bradford Jones	44	74	Marc Bessette	28	53	LOCAL 1302		
Robert Langborg	58	90	Roy Maclean	55	91	Dennis Page, Sr.	8	70
John Lewis	56	87	Joseph Perrone	39	60	Michael Rourke	43	76



**“IN THE PRESENT AGE
THERE IS NO HOPE FOR
THE WORKINGMAN
OUTSIDE OF ORGANIZATION.**

— PETER J. MCGUIRE, FATHER OF LABOR
DAY AND FOUNDER OF THE UBC.

It's worth remembering and celebrating our past.
In it we see both the power of our efforts
and the inspiration for future success.



North Atlantic States Regional
COUNCIL of CARPENTERS

WHAT YOU EARN DEPENDS ON... WHAT YOU LEARN

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

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

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

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

WELDING AND CUTTING

Welding Upgrade and Test Prep

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



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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



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

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

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

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

These rulings clearly contradict the plain language of the statute, which specifically states that an employer can lawfully make an agreement with a union “to require as a condition of employment membership” in the union. Nevertheless, unless and until these legal interpretations are changed, the NASRCC will follow the prevailing law and enforce union security provisions in a manner consistent with the statute and applicable court decisions. Recent court decisions have further narrowed workers’

union security rights, holding that “financial core” nonmembers can file with the union an objection to paying for union activities that are not “germane” to collective bargaining in order to obtain a rebate of that portion of their dues, which is determined to have been expended for non-germane purposes.

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

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

“Financial core” membership carries with it very high costs—the loss of all of the benefits, rights, and privileges that workers would otherwise be entitled to as union members. These include (1) the right to receive union funeral benefits; (2) the right to vote on whether a strike will be called against their employer; (3) the right to vote on the rate of dues they are required to pay; (4) the right to vote on the ratification of collective bargaining agreements that determine their wages, hours, and working conditions; (5) the right to vote in the election of the union officers and stewards who represent them; (6) the right to attend, speak, and vote at union meetings, where union policies that directly affect their jobs are determined; and (7) the right to a transfer card, so that they are not required to pay a new initiation fee if they go to work in a different collective bargaining unit, which frequently happens when a worker changes jobs.

In short, these nonmember workers lose very important rights, benefits, and privileges, including the right to meaningful involvement in setting the terms and conditions of their

employment—a voice and a vote in union governance—thereby allowing others to unilaterally make decisions affecting them, their families, and their livelihoods.

It is illegal for an employer to compensate a non-member worker in any way for the loss of these valuable union rights and benefits. As for the union, it is required by law to represent nonmembers in the same way that it represents members. While the union will meet this requirement of law, it will not do anything for nonmembers that is not absolutely required by law.

Objecting nonmembers who choose to file with the union objections to the expenditure of dues for purposes not germane to collective bargaining must comply with the following procedures:

SECTION 1: Workers who are covered by a union security agreement, who meet their union security obligation by paying all dues and fees but who choose or who have chosen not to become members of the union, or who have resigned from the union (hereafter “nonmembers”), may file objections to expenditures of dues for activities not germane to collective bargaining. Such workers filing objections in accordance with procedures set forth herein shall be entitled to receive an appropriate reduction of their dues or fees.

SECTION 2: Nonmembers who wish to file an objection shall do so annually by notifying in writing the Executive Secretary-Treasurer of the NASRCC at 750 Dorchester Ave., Boston, MA, 02125, of their objections. For those who have previously filed, the annual notice of objection must be received at the above address between November 1-November 31 of the current year. The objection must include the objector’s social security number, a statement of the nature of the objection, and the objector’s current home address, and it must identify the objector’s NASRCC affiliate. Provided, however, that the NASRCC will honor nonmember employees’ express, written statement to the NASRCC that they object on a continuing basis to supporting

union activities not related to collective bargaining and contract administration. The nonmember objector is obligated to inform the Executive Secretary-Treasurer of any change in address. Upon receipt of a proper objection as described above, the NASRCC shall send the objector a letter of acknowledgment and notify the objector's NASRCC affiliate that an objection has been filed. Those individuals who, for the first time, regardless of when it occurs during the year, choose to resign their union membership, or who refuse to join the union and who wish to file an objection, must send their objection to the Executive Secretary-Treasurer no later than 30 days from the date of their resignation or refusal, as otherwise specified above.

SECTION 3: Nonmember objectors shall be charged for all activities germane to collective bargaining, including all union expenditures for activities or projects normally or reasonably undertaken by the union to advance the employment-related interests of those it represents in collective bargaining. Such nonmember objectors shall not be charged for those expenditures that are not germane to collective bargaining. The term "germane" shall be given the most expansive scope allowed by law.

SECTION 4: The Executive Secretary-Treasurer shall review the NASRCC's audited records and determine the amounts of expenditures incurred in the prior fiscal year that are chargeable and nonchargeable to the objector, that is, those that are germane to collective bargaining and those that are non-germane. The Executive Secretary-Treasurer shall allocate union expenses into major categories and shall designate those expenses as either germane or non-germane.

SECTION 5: The NASRCC's and the affiliate's review described in Section 4 shall be completed no later than July 31 of the year following the year in which the expenditures were made. As soon thereafter as practicable, a description of chargeable and nonchargeable expenditures shall be mailed to each nonmember who has filed a timely and proper objection under this procedure. The appropriate NASRCC affiliate shall mail the nonmember objector and the Executive Secretary-Treasurer its description of chargeable and nonchargeable expenditures.

SECTION 6: The amount to be paid by the non-member objector shall be calculated based upon the percentage of chargeable and nonchargeable expenditures indicated in the review. The most current available audit report shall be used by both the NASRCC and the NASRCC affiliate to determine the amount to be paid by the nonmember objector. When more current audit reports and reviews become available, the amount to be paid by the objector shall be adjusted accordingly. Any subsequent adjustment in favor of the objector will be sent to the objector as soon as is practicable.

SECTION 7: Nonmembers filing a proper and timely notice of objection pursuant to Section 2 shall receive a dues reduction in the amount calculated under Section 6 above beginning within sixty (60) days of the receipt of their objection. They shall also receive a dues rebate in the percentage amount of their dues reduction back to the date of their objection.

SECTION 8: Nonmembers filing a proper and timely notice of objection pursuant to Section 2 herein may challenge the calculation of chargeable and nonchargeable expenditures by filing a challenge with the Executive Secretary-Treasurer of the NASRCC, at the address indicated above. Such challenge must be in writing and must be sent to the NASRCC within thirty (30) days from the date of mailing of the description of chargeable and non-chargeable expenditures as set forth in Section 5. Failure to comply with this procedure will render any purported challenge invalid.

SECTION 9: The arbitration procedure which follows is not mandatory. Nonmembers may pursue their rights under all other available legal procedures. Upon receipt of a proper and timely challenge, the Executive Secretary-Treasurer shall refer same to the American Arbitration Association (AAA) for determination under the AAA's Rules for Impartial Determination of Union Fees. Challenges may be consolidated by the Executive Secretary-Treasurer for determination by the AAA as appropriate. The Executive Secretary-Treasurer shall have the authority to informally resolve challenges in the best interests of the NASRCC.

The arbitrator shall have jurisdiction over all procedural matters affecting the arbitration. A court reporter shall make a transcript of all proceedings before the arbitrator at the expense of the NASRCC. The transcript shall be the official record of the proceeding and may be purchased by the challenger or otherwise made available for inspection as required by the arbitrator. Fees and costs charged or associated with a party's representative shall be borne by that party.

SECTION 10: At the arbitration the union shall have the burden of establishing that the reduced dues amount being charged to objecting nonmembers is lawful. In determining the correct amount of the dues reduction, the arbitrator shall give full consideration to the legal requirements limiting the amount the objector may be charged and shall set forth the legal and arithmetical basis of such determination in the written decision. The order and decision of the arbitrator shall be final and binding on all parties.

SECTION 11: The NASRCC shall establish an escrow account containing the portion of dues paid by nonmembers filing challenges pursuant to Section 8 herein which reasonably may be in dispute in arbitration. Upon receipt of the arbitration award, the escrow fund shall be distributed in accordance with the arbitrator's decision.

Procedimientos para Objetores que No son Miembros para Presentar a la Unión sus Objeciones sobre los Gastos de Cuotas para Propósitos que no son Pertinentes a la Negociación de Convenios Colectivos

La membresía de la unión representa un gran valor para las personas que trabajan. La membresía de la unión por sí sola proporciona a los trabajadores una medida de control sobre sus salarios, sus horas, sus beneficios y sus condiciones de trabajo. Bajo la Sección 8 (a) (3) de la Ley Nacional de Relaciones Laborales, 29 U.S.C. 158(a) (3), los empleadores y la unión tienen derecho (excepto en los estados que se hacen llamar estados con derecho a trabajar "right-to-work") a entrar en acuerdos que requieren que los trabajadores, como condición de empleo, se afilian a la unión y mantengan su membresía con la misma.

Esta ley y esta política son consistentes con los principios de la democracia donde rige la mayoría, y se asegura que todos los que se benefician con la representación de la unión compartan los costos que proporcionan esos beneficios. De forma consistente con este principio y la ley, los acuerdos de convenios colectivos entre empleadores y El Consejo Regional de Carpinteros de los Estados del Atlántico Norte (NASRCC) y los Sindicatos Locales de la Hermandad Unida requieren como condición de empleo que los trabajadores que disfrutaban los beneficios de estos acuerdos se afilien a la unión y permanezcan como miembros en buenos términos.

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

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

la unión. Sin embargo, a menos que, y hasta que, estas interpretaciones legales cambien, la NASRCC seguirá la ley prevaleciente y exigirá las medidas de seguridad de la unión de una manera consistente con el estatuto y las decisiones aplicables de la corte.

Recientemente, decisiones tomadas por la corte han acotado aún más los derechos de seguridad de los trabajadores de la unión, estableciendo que las personas que no son miembros de la unión pueden registrar con la unión una objeción por pagarle a ésta por las actividades que no son "pertinentes" a los convenios colectivos con el fin de obtener un descuento de esa porción de sus cuotas que se han gastado en propósitos "no pertinentes".

Ejemplos de actividades financieras centrales "cargables" son negociar acuerdos de negociación colectiva; reunirse con representantes del empleador; reunirse con empleados sobre temas relacionados con el empleo; participar en procedimientos en nombre de los trabajadores bajo el procedimiento de queja, incluido el arbitraje; y gestión de asuntos sindicales internos.

Entre las actividades consideradas "sin cargas," que los objetores no están obligados a apoyar, se encuentran el apoyo a candidatos políticos, servicio comunitario general, donaciones caritativas, actividades legislativas y de cabildeo, ciertos costos de afiliación con organizaciones no pertenecientes al Consejo Regional de Carpinteros de Nueva Inglaterra y beneficios exclusivos para miembros.

La membresía considerando sólo un "núcleo financiero" lleva consigo costos muy altos—la pérdida de todos los beneficios, derechos y privilegios de los trabajadores que de otra manera no tendrían derechos como miembros de la unión. Estos derechos incluyen: (1) el derecho a recibir beneficios fúnebres por parte de la unión, (2) el derecho a votar sobre si se realizará una huelga en contra de su empleador, (3) el derecho a votar sobre las tarifas que se requieren pagar, (4) el derecho a votar en la ratificación de acuerdos de convenios colectivos que determinarán sus salarios, sus horarios y sus condiciones de trabajo, (5) el derecho a votar en la elección de los oficiales de la unión y aquellos que los representan, (6) el derecho a asistir, hablar o votar en las reuniones de la unión, donde se determinan las políticas de

la unión que afectan directamente sus trabajos, y (7) el derecho a una tarjeta de transferencia, para que si ellos se van a trabajar a una unidad diferente de convenio colectivo no tengan que pagar una nueva cuota de iniciación, lo cual sucede frecuentemente cuando el trabajador cambia de empleo.

En resumen, estos trabajadores que no pertenecen a la unión pierden importantes derechos, beneficios y privilegios, incluyendo el derecho a involucrarse de manera significativa en establecer los términos y condiciones de sus empleos—una voz y un voto en las decisiones de la unión—permitiendo así a otros realizar decisiones unilaterales que les afectan a ellos, sus familias y sus vidas.

Es ilegal que un empleador compense a un trabajador que no pertenece a la unión de cualquier manera por la pérdida de estos valiosos derechos y beneficios de la unión. En cuanto a la unión, ésta requiere por ley representar a personas que no pertenecen a ella, al mismo tiempo que representa a sus miembros. Mientras que la unión cumple con estos requerimientos de la ley, no hará nada que no sea absolutamente requerido por ley por las personas que no pertenecen a ella. Las personas que no pertenecen a la unión que están en desacuerdo y deciden registrar sus objeciones con la unión sobre los gastos de las cuotas por propósitos no pertinentes a un convenio colectivo deben cumplir con el siguiente procedimiento:

SECCIÓN 1: Los trabajadores que están cubiertos por un acuerdo de seguridad de la unión, quienes cumplen con las obligaciones de seguridad de la unión pagando sus cargos y cuotas, pero que deciden o que han decidido no convertirse en miembros de la unión, o que han renunciado a la unión (por lo tanto no son miembros de ella), pueden registrar objeciones sobre los gastos por cuotas designadas para actividades no pertinentes al convenio colectivo. Estos trabajadores registrarán sus objeciones de acuerdo con los procedimientos establecidos aquí y tendrán el derecho de recibir una reducción apropiada por sus cargos y cuotas.

SECCIÓN 2: Los que no son miembros de la unión y desean registrar una objeción lo harán anualmente notificando por escrito sus objeciones al "Executive Secretary-Treasurer" del NASRCC a la dirección 750 Dorchester Ave.,

Boston, MA, 02125. Para aquellos que han registrado una objeción previamente, una notificación anual de sus objeciones debe ser recibida en la dirección mencionada entre el 1 de noviembre y 31 de noviembre del año en curso. Ésta debe incluir el número del seguro social del objetor, una declaración de la naturaleza de su objeción, la dirección del hogar del objetor, y debe identificar al objetor como afiliado al NASRCC. El objetor que no es miembro está en la obligación de informar al "Executive Secretary-Treasurer" de cualquier cambio de dirección. Una vez recibida la objeción apropiada, como se describió previamente, el NASRCC enviará al objetor una carta de reconocimiento y notificará a la filial del objetor que una objeción ha sido registrada. Aquellos individuos quienes, sin importar, a pesar de cuándo haya ocurrido durante el año, decidan renunciar a la membresía de la unión, o quienes se rehúsen a unirse a la unión y deseen registrar una objeción, deben enviar su objeción al "Executive Secretary-Treasurer" no más de 30 días después de su fecha de renuncia o de la fecha en la que se rehusaron a unirse, como se especificó previamente.

SECCIÓN 3: Los objetores que no son miembros deberán pagar por todas las actividades pertinentes al convenio colectivo, incluyendo los gastos por las actividades de la unión o proyectos que normalmente, o de manera razonable, lleva a cabo la unión para avanzar los intereses relacionados con el empleo de aquellos que representan en el convenio colectivo. No se cobrará a aquellos objetores que no son miembros por los gastos que no son pertinentes al convenio colectivo. El término "pertinente" se considerará según el marco más amplio de acuerdo con la ley.

SECCIÓN 4: El "Executive Secretary-Treasurer" revisará los documentos auditados del NASRCC para determinar la cantidad de gastos incurridos en el año fiscal previo que se le cobrarán o no cobrarán al objetor, lo que quiere decir, todos aquellos que son pertinentes al convenio colectivo y aquellos que no lo son. El "Executive Secretary-Treasurer" debe designar los gastos de la unión en categorías principales y designar esos gastos como pertinentes o no pertinentes.

SECCIÓN 5: La revisión descrita en la Sección 4 por el NASRCC y sus filiales debe completarse antes del 31 de julio del año siguiente en el que se realizaron los gastos. Tan pronto como sea práctico, una descripción de los gastos que se

le cobrarán, y los que no, será enviada a cada persona no miembro que haya registrado con el tiempo apropiado su objeción bajo este procedimiento. La filial apropiada del NASRCC enviará por correo al objetor no-miembro y al "Executive Secretary-Treasurer" la descripción de gastos que se cobrarán y los que no se le cobrarán.

SECCIÓN 6: La cantidad a ser pagada por la persona objetora no-miembro será calculada sobre la base del porcentaje de gastos que se cobrarán y que no se cobrarán como se indica en la revisión. El reporte de la auditoría más actual y disponible será utilizado tanto por el NASRCC como por la filial del NASRCC para determinar la cantidad a pagar por el objetor no-miembro. Cuando los reportes de auditoría y las revisiones más recientes estén disponibles, la cantidad a pagar por el objetor será ajustada de esta manera. Cualquier ajuste subsecuente a favor del objetor se le enviará tan pronto como sea práctico.

SECCIÓN 7: Las personas no miembros que registren dentro del periodo establecido y de la forma adecuada su objeción según lo estipulado en la Sección 2 recibirán una reducción en sus pagos por la cantidad calculada bajo la Sección 6 antes mencionada comenzando sesenta (60) días después de haber recibido la objeción. También recibirán un descuento en sus cuotas en el porcentaje de la cantidad de la reducción de sus cuotas hasta el día en el que realizaron su objeción.

SECCIÓN 8: Las personas no-miembros que registren dentro del periodo establecido y de la manera adecuada su objeción según lo estipulado en la Sección 2 pueden objetar los cálculos de los gastos cobrables y los no cobrables al registrar sus objeciones con el "Executive Secretary-Treasurer" del NASRCC, a la dirección indicada anteriormente. Esta objeción debe ser por escrito y debe ser enviada al NASRCC dentro de treinta (30) días de la fecha de envío de la descripción de los gastos que se cobrarán y los que no se cobrarán como se especifica en la Sección 5. El no cumplir con este procedimiento hará que su objeción sea inválida.

SECCIÓN 9: El proceso de arbitraje descrito a continuación no es obligatorio. Los que no son miembros pueden hacer valer sus derechos por medio de todos los procedimientos legales disponibles. Una vez recibida la objeción dentro

del periodo apropiado y de la forma adecuada, el "Executive Secretary-Treasurer" se referirá a la Asociación Americana de Arbitraje (AAA, por sus siglas en inglés) para determinación bajo las Reglas y Determinaciones Imparciales de las Cuotas de la Unión de la AAA. Los retos pueden ser consolidados por el "Executive Secretary-Treasurer" para su determinación por la AAA como sea apropiado. El "Executive Secretary-Treasurer" tendrá la autoridad de resolver la objeción de manera informal en el mejor interés para el NASRCC. El árbitro tendrá la jurisdicción sobre todos los asuntos de procedimiento que afecten el arbitraje. Un reportero de la corte hará la transcripción de todos los procedimientos frente al árbitro a expensas del NASRCC. La transcripción será el registro oficial del procedimiento y puede ser adquirida por el objetor o puede estar también disponible para su inspección como lo requiera el árbitro. Los cargos y costos cobrados o asociados con un representante serán cubiertos por esa parte.

SECCIÓN 10: En el arbitraje, la unión tendrá el peso de establecer que la cantidad de las cuotas reducidas cobradas a los objetores que no son miembros son legales. En determinar la cantidad correcta de la reducción de las cuotas, el árbitro dará su completa consideración a los requerimientos legales limitando la cantidad que al objetor se le puede cobrar y determinará las bases aritméticas y legales de tal determinación de la decisión escrita. La orden y la decisión del árbitro será final y obligatoria para todas las partes.

SECCIÓN 11: El NASRCC establecerá una cantidad determinada de depósito que contenga la porción de cuotas pagadas por los que no son miembros que registran objeciones como en la Sección 8 las cuales pueden estar en disputa de arbitraje. Una vez recibida la solución del arbitraje, el fondo del depósito será distribuido de acuerdo con la decisión del árbitro.

welcome

NEW MEMBERS



Welcome Packet

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



Paquete de bienvenida

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

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

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

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

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

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



Remember: when you're on the job

- focus on skill
- quality
- productivity
- safety

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

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

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

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

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

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



Recuerde: ¡Cuando usted está en el trabajo

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

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





Member Committee Meetings

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

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

LATINO CLUBS

Boston: Last Thursday 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.

RETIREES 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 Wednesday of the month at the
Carpenters Center, 750 Dorchester Ave.,
3rd Fl., Boston from 4-6pm. Contact:
Jackie McGurn puck198761@aol.com.

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

NE MA (Local 339): 2nd Thursday
of the month at Local 339, 3Knights of
Columbus, 112 Middlesex Ave., Wilmington,
MA at 5:00 pm. Co-chair: Laurie
Cahalane-Petchar.

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

NNE (Locals 349/352): 3rd Wednesday of,
odd months, 920 Candia Road, Manchester,
NH, at 4:30 pm. Contact: Kim Hokanson,
khokanson@nasrcc.org.

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

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

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

VOLUNTEER ORGANIZING COMMITTEES (VOC)

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

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

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

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

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

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

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



Schedule of Monthly Union Meetings

Shop and Mill LU 51	1st Wednesday, 6:00pm	Carpenters Center, 750 Dorchester Ave, 3rd Floor, Boston, MA <i>By video conference:</i> 1159 Maryvale Drive, Cheektowaga, NY 270 Motor Parkway, Hauppauge, NY 500 Main St., Yalesville, CT
Piledrivers LU 56	Last Monday, 5:00pm	Carpenters Center, 750 Dorchester Ave, 2nd Floor, Boston, MA
Carpenters LU 276	3rd Tuesday, 6:00pm	Batavia Downs & Casino, 8315 Park Rd., Batavia, NY
Carpenters LU 277	3rd Wednesday, 6:00pm	Even months: Syracuse office 6920 Princeton Court, Syracuse, NY Odd months: Binghamton office 23 Market Street, Binghamton, NY
* Carpenters LU 279	3rd Thursday, 5:00pm	NASCTC, 52 Stone Castle Rd., Rock Tavern, NY
Carpenters LU 290	2nd Wednesday, 6:00pm	IBEW Hall, 370 Motor Parkway, Hauppauge, NY
Carpenters LU 291	2nd Monday, 5:00pm	14 Corporate Circle, Albany, NY
Carpenters LU 326	1st Wednesday, 5:30pm	500 Main St., Yalesville, CT
Carpenters LU 327	Last Wednesday, 5:00pm	Florian Hall, 55 Hallet St, Dorchester, MA
Carpenters LU 328	3rd Thursday, 5:00pm	Anthony's of Malden, 105 Canel St., Malden, MA
* Carpenters LU 330	3rd Wednesday, 6:00pm	The Clarion Inn, 940 Fall River Ave, Seekonk, MA
* Carpenters LU 336	3rd Thursday, 5:30pm	Odd months: NASCTC, 13 Holman Rd, Millbury, MA Even months: Knights of Columbus, 460 Granby Rd, Chicopee, MA
Berkshire Area	Tues. before 3rd Th., 5:30pm	Even months only: Elks Lodge, 27 Union St, Pittsfield, MA
Carpenters LU 339	2nd Thursday, 5:00pm	Knights of Columbus, 112 Middlesex Ave, Wilmington, MA
Carpenters LU 346	2nd Wednesday, 6:00 pm	Commercial Club, 1 Neilson Ave., East Bridgewater, MA
* Commercial Carpenters LU 349	2nd Wednesday, 6:00pm	Local Union halls in ME, NH and VT
* Interior Systems LU 352	3rd Wednesday, 6:00pm	Local Union halls in ME, NH and VT
* Woodframe LU 723	2nd Tuesday, 4:30pm	Carpenters Center, 750 Dorchester Ave, 2nd Floor, Boston, MA
Local 1302 (Electric Boat)	2nd Thursday, 2:45pm	Local Union hall
Millwrights LU 1121	2nd Wednesday, 6:00pm	Franco American Club, 55 W. Prescott St., Westford, MA
Millwrights LU 1163	2nd Tuesday, 5:30pm	6489 Ridings Rd., Syracuse, NY 30 Gick Rd., Saratoga Springs, NY
* Floorcoverers LU 2168	1st Wednesday, 5:00pm	Florian Hall, 55 Hallet St, Boston, MA
Local 3073 -Portsmouth Navy Yard	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 and
Chris Galatis

Carpenters Local 346

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

Northern New England Commercial Carpenters Local 349

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

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

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 Representative:
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

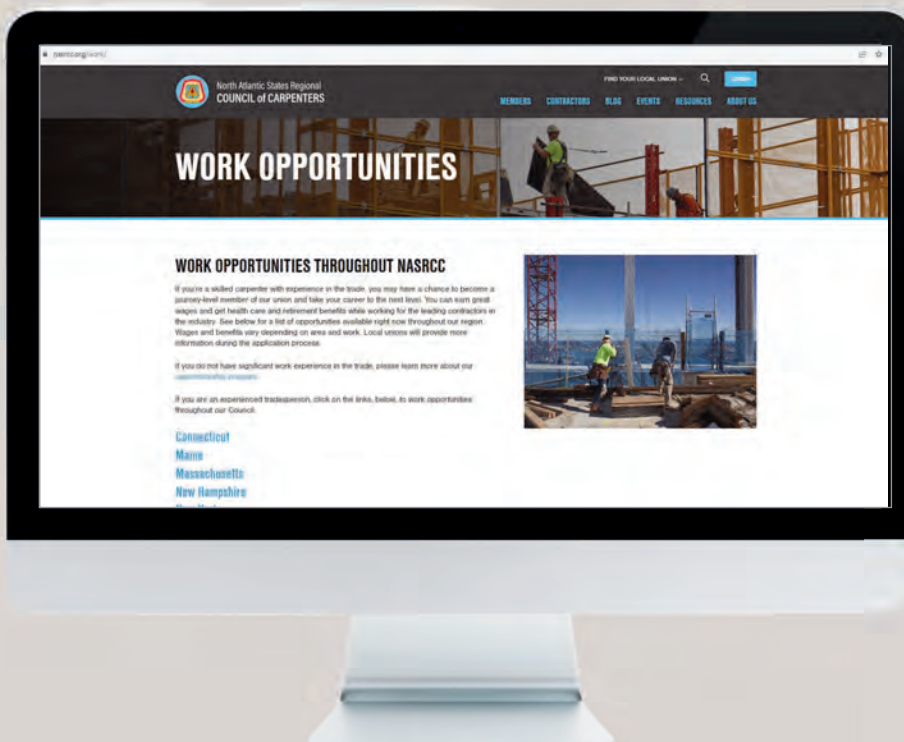


750 Dorchester Avenue
Boston, MA 02125
617-268-0014

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



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