

THE PROFESSIONAL

Winter 2024 | Volume XXX | No.1

Carpenter

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TO
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IN...



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North Atlantic States Regional COUNCIL of CARPENTERS

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GAME *recognizes* GAME



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

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

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



Together, We Meet the Future



As union trades workers, we have all come together to gain as much control as possible over our work and our careers. Together, we train, we build, we negotiate, we plan, and we organize. ”

Brothers and Sisters:

This year is shaping up to be about as interesting and unpredictable as ever. Given our recent pandemic experience, that's no small statement. But instead of spending too many words on politics and the economy here, I want to talk about how we approach any challenges we face.

As union trades workers, we have all come together to gain as much control as possible over our work and our careers. Together, we train, we build, we negotiate, we plan, and we organize.

At the same time, we know that our fate is subject to some things we can't control: the economy and the whim of a developer to build or not build a particular project, for example. Maximizing our effort and our success at what we do is essential.

As a leader in this union, I firmly believe in the programs developed and offered by the United Brotherhood of Carpenters as well as our regional council and local unions. They harness the wisdom and experience of some of the most talented and dedicated men and women in our industry.

I also have an abiding belief in the hard work and judgement of our rank-and-file members to plug into these programs and have a real impact on our industry.

In the last several months, we've seen some great signs throughout our area that our union and our members are prepared to meet the challenges of 2024 and beyond. We may not always have easy times, but we'll make the most of whatever comes down the road. I hope you enjoy learning about some of our efforts in this issue of the *Professional Carpenter* and appreciate your Brothers and Sisters who have stepped forward to meet the trials we'll face.

There are many ways any member can play a role in building a stronger union and a more secure future for yourself and your family. Whether participating in skills training, professional development, mentoring, union social activity, volunteer organizing through area standards campaigns, or political and legislative action, our individual work can make a difference to our entire membership.

Thank you for your membership and service to our union and please join me in supporting and celebrating our fellow Brothers and Sisters as much as possible.

In solidarity,

Joe Byrne

Juntos, Nos Encontramos con el Futuro



Como trabajadores sindicales, todos nos hemos unido para obtener el mayor control posible sobre nuestro trabajo y nuestras carreras. Juntos formamos, construimos, negociamos, planificamos y organizamos. ”

Hermanos y Hermanas:

Este año se perfila como tan interesante e impredecible como siempre. Dada nuestra reciente experiencia pandémica, esa no es una afirmación menor. Pero en lugar de dedicar demasiadas palabras a la política y la economía, quiero hablar sobre cómo abordamos los desafíos que enfrentamos.

Como trabajadores sindicales, todos nos hemos unido para obtener el mayor control posible sobre nuestro trabajo y nuestras carreras. Juntos formamos, construimos, negociamos, planificamos y organizamos.

Al mismo tiempo, sabemos que nuestro destino está sujeto a algunas cosas que no podemos controlar: la economía y el capricho de un desarrollador de construir o no un proyecto en particular, por ejemplo. Maximizar nuestro esfuerzo y nuestro éxito en lo que hacemos es fundamental.

Como líder de este sindicato, creo firmemente en los programas desarrollados y ofrecidos por la Hermandad Unida de Carpinteros, así como por nuestro consejo regional y sindicatos locales. Aprovechan la sabiduría y la experiencia de algunos de los hombres y mujeres más talentosos y dedicados de nuestra industria.

También creo firmemente en el arduo trabajo y el criterio de nuestros miembros de base para conectarse a estos programas y tener un impacto real en nuestra industria.

En los últimos meses, hemos visto grandes señales en toda nuestra área de que nuestro sindicato y nuestros miembros están preparados para enfrentar los desafíos de 2024 y más allá. Puede que no siempre tengamos tiempos fáciles, pero aprovechemos al máximo lo que venga en el futuro. Espero que disfrute aprendiendo sobre algunos de nuestros esfuerzos en esta edición del Professional Carpenter y aprecie a sus hermanos y hermanas que han dado un paso adelante para enfrentar las pruebas que enfrentaremos.

Hay muchas maneras en que cualquier miembro puede desempeñar un papel en la construcción de una unión más fuerte y un futuro más seguro para usted y su familia. Ya sea participando en capacitación de habilidades, desarrollo profesional, tutoría, actividad social sindical, organización de voluntarios a través de campañas de estándares del área o acción política y legislativa, nuestro trabajo individual puede marcar una diferencia para todos nuestros miembros.

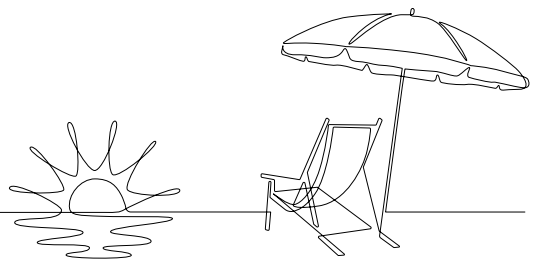
Gracias por su membresía y servicio a nuestro sindicato y únase a mí para apoyar y celebrar a nuestros hermanos y hermanas tanto como sea posible.

En solidaridad,
Joe Byrne

The North Atlantic States Regional Council of Carpenters values the hard work and dedication of our full-time Representatives and Organizers. It's why we're both sad to see them go and happy to know they'll soon be enjoying a secure retirement.

In losing some staff to retirement, we are lucky to find other talented and dedicated members who step up to serve our membership and our industry. The regional council hires full-time representatives using a multi-step process. Interested members are asked to apply and complete an initial screening before attending a 3-day training and evaluation run by the UBC at the International Training Center in Las Vegas. Participants who receive positive evaluations may then be interviewed by regional council leadership and hired for a probationary period.

Please join us in congratulating both retiring and newly hired staff.



Retirees



Jack Donahue, a member of the NASRCC Executive Board and senior staff retired after 37 years of membership. Donahue is a member of Carpenters Local 336 (formerly Local 107) in Worcester, Massachusetts, where he was born, raised and still lives.

A well-respected leader in the field and the local, Donahue was hired as an organizer in 1997 following the restructuring of the union and

establishment of the former New England Regional Council. He eventually became senior organizer and then regional manager for the local before joining the regional council senior staff in 2018.

He retires as the director of the Market Opportunity Fund, which assists union contractors in bidding targeted projects. He is also a longtime trustee for the North Atlantic States Combined Benefit Funds.



Dave Brumsted joined the Brotherhood in 1989 and was hired on staff in 2019. He is a member of Local 276 and worked as a Business Development Representative in Western New York.



Chris Bachant joined the Brotherhood in 1987 and was hired on staff in 2011. He is a member of Local 326 and worked as a Business Representative in Connecticut.



Joe Karas joined the Brotherhood in 1999 and was hired on staff in 2001. He is a member of Local 279 and worked as a Business Representative in the Hudson Valley region of New York.

New Hires



Josh Colon, a 10-year member of Local 723 is working as a Business Representative for Residential Local 723.



Jack Lang, an 8-year member of Local 290, is working as a Business Representative on Long Island.



Catherine Pena, a 7-year member of Local 330, is working as a Business Representative in Southeastern Massachusetts/Rhode Island.



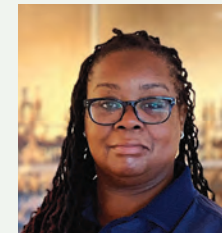
Ardemar Torres, a 19-year member of Local 326, is working as a Business Representative in Connecticut.



Joe Walsh, a 23-year member of Local 327, is working as a Business Representative in Downtown Boston.



Erica Weborg, a 6-year member of Local 326, is working as a Business Representative in Connecticut.



Michelle Wright, a 9-year member of Local 328, is working as a Business Representative in Boston and Eastern Massachusetts.

In other news

The union would like to offer its best wishes and good luck to Tim Crow and Carlos DeSouza, who have both left their full-time positions with NASRCC to work for signatory contractors. Lisa Clauson, the director of strategic partnerships for the North Atlantic States Carpenters Labor Management Program has also moved on to other opportunities.

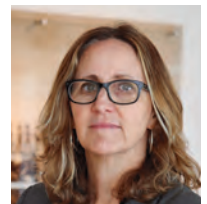
Tim Crow: Crow is a member of Carpenters Local 336 (formerly Local 108) in Western Massachusetts who was an organizer and servicing agent in Berkshire County. He was also the chair of the Carpenters Labor Management Program. He has taken a position with PDC, Incorporated. He joined the council staff in 2001.



Carlos DeSouza: After five years working as an organizer and council representative for Residential Carpenters Local 723 in Boston and Massachusetts, DeSouza resigned his position to take a management role with RISE Development and Construction.



Lisa Clauson: Clauson joined NASCLMP eight years ago with a wealth of experience in community and labor organizing. In addition to facilitating relationships with colleges, universities, and other institutions for the union and signatory contractors, she assisted in developing and executing strategic plans for diversity and other industry advancement programs.



Congratulations!



Benedetto Among Wind Trailblazers

Kudos to Local 1121 Representative Andy Benedetto! As a result of his work as one of the union's point people on green energy, he was a finalist for the 2023 Ventus Award as an Offshore Wind Trailblazer.

The Ventus Awards are sponsored by the Business Network for Offshore Wind and celebrate the people, companies, organizations, and work worldwide ushering in the global adoption of offshore wind energy with awards in nearly a dozen categories.

Benedetto was named a finalist for the Offshore Wind Trailblazer, which is given to “an individual that exhibits outstanding leadership proven through their ability to instigate/bring about industry growth, development, and market maturation. The person's strategic actions demonstrate the highest standards of cooperation, consensus building, inclusivity, integrity, responsibility, transparency, and a keen ability to coordinate among industry peers and external stakeholders in order to advance the offshore wind industry.”

The Eastern Atlantic States Carpenters Regional Council was a finalist and winner in the Supply Chain Advancement category.

The Ventus Awards were presented at a gala event at the Fairmont Copley Plaza Hotel in Boston in November.

Bella Completes Harvard Program

Education doesn't stop when you finish your apprenticeship or even move up the ranks of the industry. That was demonstrated again recently when Local 327 member Dave Bella, who is a vice president of operations at New England Finish Systems, finished up a Harvard Business School program.

Bella said the 9-week, 75-hour Management Essentials will allow him to “enhance my management style and make a positive impact on the Custom Installation Division” and that he's already going back for a program on organizational leadership. He says that seeking out training is something that he's always done. He joined the union as an apprentice after earning a business degree and just kept going.

“I have taken every class and seminar that the Building Trades Employers Association offers. I have a debt of gratitude for all the BTEA does with extended education as well as recovery in the trades. I just attended an improving field communication seminar.”

Asked why he continues he says: “To grow, to learn, and to do my best teaching the next generation of members. I have come to find out this industry is not an easy path, you need to be self-motivated, and I need all the help I can get.”

Working Dues Reduced Council-Wide

The North Atlantic States Regional Council reduced work assessment for members throughout the region following an executive board vote and approval of regional council delegates.

As of November 1, work assessment was reduced from 2.5% to 2.25% of the total package in New England and from 6% of wages in New York to 5.4% of wages.

The move was made for a combination of factors, including the financial health of NASRCC as well as a response to tax changes made under the Trump administration that eliminated the ability for members to deduct union dues.

The reduction in work assessment will result in an increase in take home pay for members of at least several hundred dollars a year, varying by area rates and number of hours worked by a member.



A Long-Standing Partnership

SUNY's long-standing trusted partnership with the North Atlantic States Carpenters Union means more than just access to a deep and qualified workforce.

For over 25 years, SUNY Stony Brook has been a consistent employer of almost 80 carpenters on campus in addition to regularly hiring union contractors on larger, out-sourced projects.

"Stony Brook and the Carpenters union have shared a long, prosperous, and amicable relationship for many years, and we look forward to seeing that relationship continue to strengthen and grow," said Laura Pellizzi, Project Manager for Campus Planning and Development, SUNY Stony Brook. "We work closely on various projects around campus, each of which is performed accurately, timely, safely and professionally."

To further strengthen the relationship and support our industry ally, more than 100 Local 290 members, family and friends turned out to support the Stony Brook Sea Wolves take on Fordham in October. They enjoyed some camaraderie and college football – and of course a pre-game tailgate!



Local 290 members and their families having fun and supporting SUNY Sea Wolves

"This was a great opportunity to show our appreciation to SUNY Stony Brook and their continued commitment to the Carpenters union both in-house as well as our inclusion on outsourced projects," said Anthony Villa, business manager, NASRCC. "SUNY Stony Brook continues to be a tremendous industry partner as well as a renowned academic destination."



The event has returned to an annual schedule and is open to all members and their families and features great food, music, socializing and activities for the kids.

A Day of Fun for the Whole Family

Organizing or attending union social events is an important way to build or strengthen the bonds between members. That's what leads to union power!

The Carpenters Family Day sponsored by the New England Latino Club was held at the Millbury training center in October and brought together over 200 members and their families from multiple locals and different states. The event returned to an annual schedule and had great food, music, socializing and activities for the kids throughout the day.

"The Latino Club has been proud to take on organizing the Family Day and I'm very proud not only to be part of this event but also NASRCC which respects and values other cultures," said Frank Gomez, business representative/organizer for the North Atlantic States Regional Council of Carpenters. "Diversity is one of the keys to success in the construction industry and the Carpenters union leading by both words and actions."

One of the highlights from the day included Brother Nery Palma receiving the honorary 'Manny Gines Award' for his "tireless efforts" to the group's efforts, his Latino Brothers and Sisters, and the unions vision.

Brother Palma moved from Guatemala to the U.S. in the late 80s and is now a 20+ year member with Local 339. He is a journey-level carpenter and a part-time instructor at the Boston training center where he teaches safety classes in both Spanish and English.

He worked some jobs to get by before making the move to inquire about the union. "I used to drive by the old Carpenters school and always wondered what they offered. The sign said Carpenters and I knew I wanted to train and work better," Palma said. The day he decided to stop and get more information was "the right choice" and a "life-changing move."

He has been at the UBC's International Training Center in Las Vegas several times for programs that allow him to serve as a better leader on the job, in the classroom, in the union hall, and in the community. He says he enjoys being able to share knowledge with the members in both languages and opening the doors to union membership for the Latino community. He credits NASCTF Executive Director Tom Fischer and the union for the opportunities he has been given and for understanding the importance of bi-lingual resources for current and prospective members.



L-R: Brother Nery Palma receiving the award from Brother Manny Gines.

Palma has been working for Tight Line Construction for over six years, and loves to drive his daughter, Julie, and son, Donie, around and hear them say "WOW!" as he points out what he has built or is currently building.

Palma says he hopes his kids consider a career in the skilled trades. "It's so rewarding. And when you start to see your benefits accelerating, that's really when you know you made the right choice. I love being out in the field every day and I love seeing apprentices come in with good energy. I guess I just love my work, and I'm very grateful for this award and for everything the union has provided me."



El evento ha vuelto a tener una fecha anual y está abierto a todos los miembros y sus familias con excelente comida, música, socialización y actividades para los niños.

Un Día de Diversión para Toda la Familia

Organizar o asistir a eventos sociales sindicales es una forma importante de construir o fortalecer los vínculos entre los miembros. ¡Eso es lo que lleva al poder sindical!

El Día de Familia de Carpinteros, patrocinado por el Club Latino de Nueva Inglaterra, se llevó a cabo en el centro de capacitación de Millbury en Octubre y reunió a más de 200 miembros y sus familias de múltiples localidades y diferentes estados. El evento regresó a su fecha anual y contó con excelente comida, música, socialización y actividades para los niños durante todo el día.

“El Club Latino se enorgullece de organizar el Día de Familia y estoy muy orgulloso no solo de ser parte de este evento sino también de NASRCC, que respeta y valora otras culturas,” dijo Frank Gómez, representante comercial y organizador de NASRCC y #TITLE del Club Latino. “La diversidad es una de las claves del éxito en la industria de la construcción y el sindicato de carpinteros lidera tanto con palabras como con acciones.”

Uno de los aspectos más destacados del día incluyó que el hermano Nery Palma recibiera el ‘Premio Manny Ginés’ honorario por sus “esfuerzos incansables” en favor del grupo, sus Hermanos y Hermanas Latinos y la visión del sindicato.

El hermano Palma se mudó de Guatemala a los EE. UU. a finales de los años 80 y ahora es miembro del Local 339 desde hace más de 20 años. Es carpintero e instructor de tiempo parcial en el centro de capacitación de Boston, donde imparte clases de seguridad en español e inglés.

Trabajó en algunos trabajos para sobrevivir antes de tomar la decisión de preguntar sobre el sindicato. “Solía pasar por la antigua escuela de Carpinteros y siempre me preguntaba qué ofrecían. El letrado decía Carpinteros y yo sabía que quería capacitarme y trabajar mejor,” dijo Palma. El día que decidió detenerse y obtener más información fue un “movimiento que le cambió la vida” y “la elección correcta.”

Ha estado varias veces en el Centro Internacional de Capacitación de la UBC en Las Vegas para participar en programas que le permiten desempeñarse como un mejor líder en el trabajo, en el aula, en el local sindical y en la comunidad. Dice que disfruta poder compartir conocimientos con los miembros en ambos idiomas y abrir las puertas a la afiliación sindical para la comunidad latina. Él le da crédito al director ejecutivo de NASCTF, Tom Fischer, y al sindicato por las oportunidades que se le han brindado y por comprender la importancia de los recursos bilingües para los miembros actuales y potenciales.



De izquierda a derecha: El Hermano Nery Palma recibiendo el premio de manos del Hermano Manny Ginés.

Palma ha trabajado para Tight Line Construction durante más de seis años y le encanta llevar a su hija, Julie, y a su hijo, Donie, y escucharlos decir “¡WOW!” mientras señala lo que está construyendo o ha construido.

Palma dice que espera que sus hijos consideren una carrera en oficios calificados. “Es muy gratificante. Y cuando uno comienza a ver que sus beneficios creciendo, es entonces cuando realmente sabe que tomó la decisión correcta. Me encanta estar en el campo todos los días y me encanta ver a los aprendices llegar con buena energía. Supongo que amo mi trabajo y estoy muy agradecido por este premio y por todo lo que el sindicato me ha brindado.”

READY TO GO IN



CONNECTICUT



Members in Local 326 are ready to have a big impact on the construction industry in Connecticut following a massive milestone in member activation.

In October, more than 180 rank-and-file members from the local travelled together to the International Training Center (ITC) of the United Brotherhood of Carpenters (UBC) to participate in the union's signature member education program: "Building Leadership for a Strong Future."

It is believed to be the first time in the UBC that an entire session of the three-day training was composed entirely of members from a single local union. More than just a symbolic and logistical achievement, it's expected to pay dividends by developing common bonds among members.

"These members may have different perspectives and their values may not be

identical," said Executive Secretary-Treasurer Joe Byrne. "But they all have some very basic things in common: their interest in the survival and success of this union and the influence it has on the construction industry in Connecticut. Sharing this experience results in a bond and common understanding of purpose we think will have long-term benefits."

Tens of thousands of UBC members have participated in the program, sometimes casually referred to as the ".300 Hitters Program." It reviews the operations and purpose of the union and challenges members to play a greater role in the future of the union, other individual mem-

bers and the larger industry. In addition to education about the interaction of the union and other players in the industry, it provides skills related to leadership, mentoring, coaching and communication.

Council Representative Dave Jarvis helped recruit and coordinate members for the training. He said pulling together such a large number of members wasn't easy, but he was encouraged by the positive response. He also says he is not surprised to already see a reaction.

"The more we learn about our union and the industry, the more we understand the impact each of us individually can have when we get involved," he said.

Everybody related to each other, and everything was more relevant because they were all from the same place and had the same understanding.

— ARDEMAR TORRES
Council Representative



"It's not just the steward or the foreman that completes a project. It's the entire crew of carpenters. The same goes for the union. We have staff and delegates and an executive board, but it's the entire membership that makes our union successful."

Ardemar Torres was hired as a full-time Council Representative just before the session happened and accompanied the group. It wasn't his first time at the program, but he said the composition of the group led to more specific conversations about things back home.

"Everybody related to each other, and everything was more relevant because they were all from the same place and had the same understanding," he said. "The collaboration between members—even Spanish-speaking members and English-speaking members—was deeper and the questions were more specific. By the end, everyone was really active and into the training and nobody felt left out."

Jarvis and Torres say attendance at monthly union meetings has increased significantly and more members have been asking to get involved since returning from Las Vegas. Whether attending public meetings or just changing their communication style, productivity or attitude on the job, they says it all adds up.

"They're concerned about where we're going as a union," Torres said. "Most didn't know and they worried about what they could talk about. Now we've got members talking and bringing new ideas into our local."

Among the list of things carpenters will be doing is getting to know more members in their own communities the way they got to know the ones who shared the Las Vegas experience.

Chris Prevost, a 10-year member of Local 326, has had to pass on participating in the training because he's a single father. And though he said he's taken a few private sector seminars related to skill-building and management styles, he put this one at the top of his list in terms of effectiveness.

"We have serious hurdles to jump over and we need serious people to handle our business," he said. "This program enables us to know more and work together to meet our challenges."

He said being in a room full of people from one area helped facilitate more conversation about jobs worked back home. He says it's also helped when he got back.

"There are always a few people who say you 'drank the Kool-Aid' or just want to be negative. It's nice to have a few people right there on the job who can step in and say they were there and then we can back each other up."

Byrne said the outcome is exactly what he'd hoped for when dedicating the entire session to the local.

"In the conversations I've had with members of Local 326, I've seen the passion and the concerns they have," he said. "We put this group together as a way to increase their understanding of how they can make a difference and to increase their power. I'm excited about the impact they'll have and the rewards they'll enjoy."

Members interested in learning more about professional development and union building programs offered by the UBC at the ITC in Las Vegas should visit nascc.org/ITC and complete the form to be considered for future sessions.



Listo para Entrar a



Connecticut

Los miembros del Local 326 están listos para tener un gran impacto en la industria de la construcción en Connecticut luego de un hito masivo en la activación de miembros.

En octubre, más de 180 miembros del sindicato viajaron juntos al Centro Internacional de Capacitación (ITC) de la Hermandad Unida de Carpinteros (UBC) para participar en el programa de educación para miembros exclusivo del sindicato: “Construyendo Liderazgo para un Futuro Sólido.”

Se cree que es la primera vez en la UBC que una sesión completa de la capacitación de tres días estuvo compuesta exclusivamente por miembros de un solo sindicato local. Más que un simple logro simbólico y logístico, se espera que rinda dividendos al desarrollar vínculos comunes entre los miembros.

“Estos miembros pueden tener perspectivas diferentes y sus valores pueden no ser idénticos,” dijo el Secretario Ejecutivo-Tesorero Joe Byrne. “Pero todos tienen algunas cosas muy básicas en común: su

interés en la supervivencia y el éxito de este sindicato y la influencia que tiene en la industria de la construcción en Connecticut. Compartir esta experiencia da como resultado un vínculo y una comprensión común del propósito que creemos tendrá beneficios a largo plazo.”

Decenas de miles de miembros de la UBC han participado en el programa, al que a veces se hace referencia casualmente como el “Programa de Bateadores .300.” Revisa las operaciones y el propósito del sindicato y desafía a los miembros a desempeñar un papel más importante en el futuro del sindicato, de otros miembros individuales y de la industria en general. Además de la educación sobre la interacción del sindicato y otros actores de la industria, proporciona habilidades

relacionadas con el liderazgo, la tutoría, el entrenamiento y la comunicación.

El Representante del Consejo Dave Jarvis ayudó a reclutar y coordinar miembros para la capacitación. Dijo que reunir a un número tan grande de miembros no fue fácil, pero se sintió alentado por la respuesta positiva. También dice que no le sorprende ver ya una reacción.

“Cuanto más aprendemos sobre nuestro sindicato y la industria, más entendemos el impacto que cada uno de nosotros individualmente puede tener cuando nos involucramos,” dijo. “No es sólo el mayordomo o el capataz quien completa un proyecto. Es todo el equipo de carpinteros. Lo mismo ocurre con el sindicato. Contamos con personal, delegados y una junta ejecutiva, pero son todos los miembros los que hacen que nuestro sindicato tenga éxito.”



Todos se relacionaban entre sí y todo era más relevante porque todos eran del mismo lugar y tenían el mismo entendimiento.

— ARDEMAR TORRES
Council Representative



Ardemar Torres fue contratado como representante del Consejo de tiempo completo justo antes de la sesión y acompañó al grupo. No era su primera vez en el programa, pero dijo que la composición del grupo llevó a conversaciones más específicas sobre cosas en casa.

“Todos se relacionaban entre sí y todo era más relevante porque todos eran del mismo lugar y tenían el mismo entendimiento,” dijo. “La colaboración entre los miembros, incluso los que hablan español e inglés, fue más profunda y las preguntas más específicas. Al final, todos estaban muy activos y participaban en el entrenamiento y nadie se sentía excluido.”

Jarvis y Torres dicen que la asistencia a las reuniones sindicales mensuales ha aumentado significativamente y que más miembros han pedido participar desde que regresaron de Las Vegas. Ya sea asistiendo a reuniones públicas o simplemente cambiando su estilo de comunicación, productividad o actitud en el trabajo, dicen que todo suma.

“Están preocupados sobre hacia dónde vamos como sindicato,” dijo Torres. “La mayoría no lo sabía y les preocupaba de qué podían hablar. Ahora tenemos miembros hablando y aportando nuevas ideas a nuestro local.”

Entre la lista de cosas que harán los carpinteros está conocer a más miembros en sus propias comunidades de la misma manera que conocieron a quienes compartieron la experiencia de Las Vegas.

Chris Prevost, miembro del Local 326 desde hace 10 años, tuvo que dejar de participar en la capacitación porque es padre soltero. Y aunque dijo que ha asistido a algunos seminarios del sector privado relacionados con el desarrollo de habilidades y estilos de gestión, colocó este en el primer lugar de su lista en términos de efectividad.

“Tenemos serios obstáculos que superar y necesitamos gente seria para manejar nuestro negocio,” dijo. “Este programa nos permite saber más y trabajar juntos para enfrentar nuestros desafíos.”

Dijo que estar en una sala llena de gente de un área ayudó a facilitar una mayor conversación sobre los trabajos realizados en casa. Dice que también le ayudó cuando regresó.

“Siempre hay algunas personas que dicen que ‘bebiste Kool-Aid’ o que simplemente quieres ser negativo. Es bueno tener algunas personas ahí en el trabajo que pueden intervenir y decir que estuvieron allí y luego podemos respaldarnos mutuamente.”

Byrne dijo que el resultado es exactamente lo que esperaba al dedicar toda la sesión al local.

“En las conversaciones que he tenido con miembros del Local 326, he visto la pasión y las preocupaciones que tienen,” dijo. “Creamos este grupo como una forma de aumentar su poder y su comprensión de cómo pueden marcar la diferencia. Estoy entusiasmado con el impacto que tendrán y las recompensas que disfrutarán.”

Los miembros interesados en obtener más información sobre los programas de desarrollo profesional y construcción sindical que ofrece la UBC en el ITC en Las Vegas deben visitar narscc.org/ITC y completar el formulario para ser considerados en futuras sesiones.



Boston Member Combines Art, History and Carpentry for a Community Project



For Ben Johnson, Jr., combining his carpentry skills with community work is almost baked into his DNA.

He's the son of a recently retired member of Local 327 and great-grandson of a political pioneer among Black women in Boston and Massachusetts. It's no surprise, then, that he recently attended a ribbon-cutting for a project he's been working on at Malcolm X Park in Roxbury.

At nights and on weekends in his kitchen and the hallway of his apartment building, Johnson has been cutting, carving and finishing pieces for 28 park benches which feature the names of notable Black Bostonians. It's his part in a larger, community-driven project to improve the park space and basketball courts.

"This isn't what we do on the job, but we can use our skills for our art and other things in the community," Johnson said. "I was born and raised not far from here, in Dorchester. To work in the union and the community locally feels really good."

As a gathering space with schools nearby, Johnson said he's happy to hear people ask about the names now featured in the park. He said it has already provided opportunities for them to learn about the history of their community and some of the benefits the people

highlighted on the benches provided for current generations.

Among the names Johnson carved is that of his great-grandmother, Doris Bunte. Bunte was the first Black woman elected to the Massachusetts legislature, serving twelve years in the House of Representatives before becoming the first Black woman to serve as head of the Boston Housing Authority.

"At the community meetings we had about park improvements, people wrote down names of people of significance that they thought should be featured," he said. "It's such an honor to be able to include her."

Bunte passed in 2021 at the age of 87, so Johnson has fond memories of her, including a time when then-Mayor Marty Walsh responded to a request for a conversation by showing up at her door around breakfast time.

Though Johnson followed his dad into the union, he wasn't always sure it was the right place for him. His interest in art, history and music drive him. But he's content now to earn a good living and combine his interests in projects like the Malcolm X benches.

"Our union brings opportunity for a lot of different paths and I'm enjoying the one I'm on right now."



Pile Driver Expo Opens Eyes of Pre Apprentices

”

This was a great opportunity to show people who are already interested in pursuing the trade a close-up view of a specialty area.

– ZIVEN DRAKE
ASSISTANT EXECUTIVE
DIRECTOR OF NASCTF

Rare is the child who grows up knowing they want to be a pile driver. Knowing this--and knowing that even young people who have participated in a pre-apprenticeship related to the Carpenters union may not understand or appreciate the work--the North Atlantic States Carpenters Training Fund (NASCTF) did something about it.

At the Millbury training facility, the program hosted more than 50 pre-apprentices from Building Pathways (Boston and Worcester); Build It!; Building Future Rhode Island; and the Community Mentoring Team for a Pile Driving/Deep Foundations Expo.

More than 20 training staff and union volunteers set up stations, training and demonstrations for welding/burning; rigging/sheet pile installation, drill rig/drill mini piles; and soldier pile and lagging.

The event was attended by Pile Drivers Local 56 Business Manager John Dunderdale and Southeastern Massachusetts/RI Regional Manager Dennis Lassige as well as Alissa Weiss, president of Hub Foundations and Hannah Lezzoni, design engineer from Keller North America.

Ziven Drake, assistant executive director of NASCTF, said it can be expensive and logistically challenging to recruit into this specialty because of the cranes, drill rigs, rigging and welding, involved.

“This was a great opportunity to show people who are already interested in pursuing the trade a close-up view of a specialty area. Pile Drivers are a bit of a different breed. If seeing this kind of unique work early and close-up helps people self-identify, that’s going to lead to great results.”

Dunderdale said he noticed a few people who seemed interested or even excited about following up and that’s a positive result to him.

“The average person has no idea what pile driving is or what the related work looks like,” said Dunderdale. “Getting a good-sized group like this to see it and have some of them respond to it is a great start.”

NASCTF plans to make the PD/Deep Foundations Expo an annual event and is exploring ways to include more employers and pre-apprenticeship programs.

Construction Workers Illegally Misclassified in Large Numbers

The Century Foundation, in partnership with the United Brotherhood of Carpenters has released a study about misclassification in the construction industry and the numbers are not good.

Using national and state-by-state data, the study shows that in the seven states where the North Atlantic States Regional Council of Carpenters operates, an estimated 230,000 construction workers are illegally misclassified, the cost to taxpayers is more than \$1.16 billion and the savings to contractors who cheat is \$1.8 billion.



**Nationwide,
between
1.1 and 2.1
million
construction
workers were
misclassified
or paid off the
books.**

The construction industry is awash in worker misclassification, a practice that hurts workers, honest employers, and local governments alike,” said Century Foundation Fellow and co-author of the report Laura Valle-Cutierrez. “Misclassification denies construction workers their legal rights and shortchanges these workers by \$12 billion a year in lost wages and benefits nationwide. Misclassification also puts law-abiding employers at a significant cost disadvantage and amounts to tax fraud by corporations that skirt the law.”

Through “Tax Fraud Days of Action” and other efforts, union carpenters have called for better laws, improved collaboration between overlapping agencies and stricter enforcement and punishment. The latest study—with both national and state-by-state information based on multiple data sets—backs up the contention that action is long overdue.

Researchers emphasize that their estimates “likely undercount the extent of worker misclassification in the construction industry” because of the inability to include workers who simply don’t show up in records because they are completely off the books.

Nationwide, between 1.1 and 2.1 million construction workers were misclassified or paid off the books. That’s 10-19% of the construction industry’s workforce. Employers are cheating these workers by more than \$12 billion a year from a combination of underpaying them on wages and shortchanging them on contributions for legally required benefits. Nationwide, it is costing taxpayers between \$5 and \$10 billion per year.

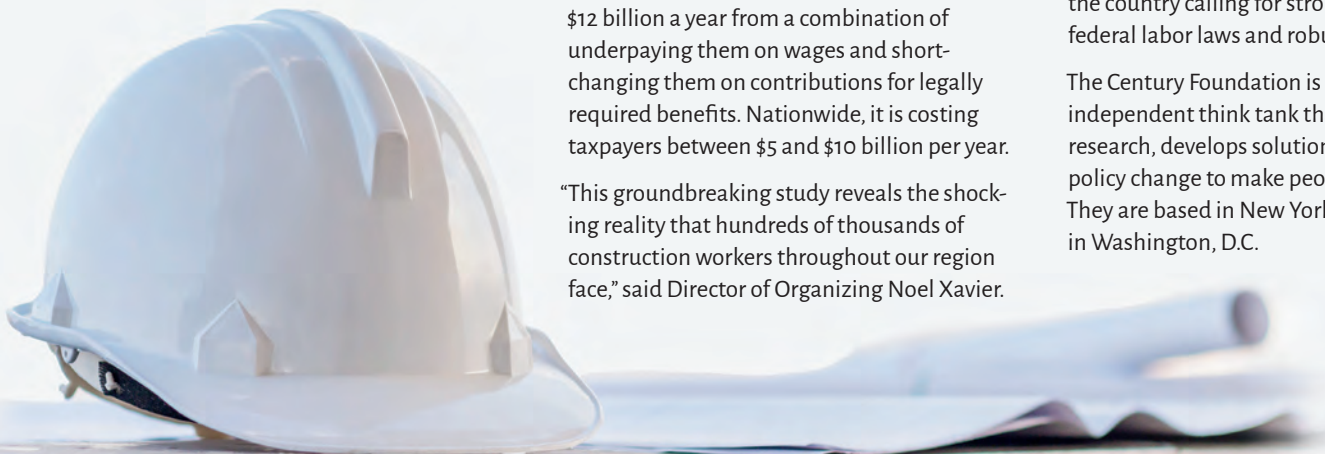
“This groundbreaking study reveals the shocking reality that hundreds of thousands of construction workers throughout our region face,” said Director of Organizing Noel Xavier.

“Unscrupulous employers undermining the rights and protections owed to them comes with a heavy toll to the workforce and our economy. Every worker should be afforded the dignity, benefits, and protections they rightfully deserve, and that’s why enforcement agents have to start treating misclassification as the crime that is and investing in better enforcement.”

Employers have a legal obligation to provide various benefits and protections to their employees and pay certain taxes on their behalf. But when employers misclassify workers as independent contractors, they can significantly cut their labor costs because they avoid those obligations. Workers misclassified as independent contractors are generally not protected by laws against sex, race, and age discrimination or sexual harassment.

“Misclassification is an intentional decision by employers to deprive workers of fair wages, benefits, and protections. No industry is immune from corruption, abuse, and illegal labor practices,” said Connecticut Attorney General William Tong. “This important report underscores what we hear from workers every day—misclassification, wage theft, and worker exploitation is a serious problem in the construction industry here in Connecticut and across the nation. It is one of the reasons we expanded our Connecticut False Claims Act earlier this year, and why I have joined with attorneys general across the country calling for strong, unambiguous federal labor laws and robust enforcement.”

The Century Foundation is a progressive, independent think tank that conducts research, develops solutions, and drives policy change to make people’s lives better. They are based in New York, with an office in Washington, D.C.



Misclassification Costs The New York Construction Industry.

We Have To Fix It. —By Mike Kane

In the cutthroat competition of the construction industry, the relationship between employers and workers can be difficult to navigate. Something as simple as how you classify a worker can have a lasting impact for all involved. Misclassification — where contractors erroneously label employees as “independent contractors” — is a growing problem in the industry that has far-reaching consequences. This practice not only robs workers of their rights and protections but also undermines the very foundation of a fair and competitive industry.

Misclassification primarily occurs when employers intentionally mislabel workers as independent contractors to evade labor laws and avoid paying benefits, taxes and insurance. While this may appear to benefit employers in the short term, the long-term consequences are dire. Honest contractors who comply with labor laws are put at a significant disadvantage, facing unfair competition from those who engage in misclassification. This imbalance disrupts the market, adversely affecting the livelihood of workers as well as law-abiding contractors.

tor is picking pockets and cheating on his taxes, but it's rare to see those laws enforced with the same focus as common theft.

I had been a union carpenter for about 10 years before I started my company in 1992. My experience has shown me the value in hiring a pool of talented workers, with the proper training, to do a quality job — and paying them what they deserve. Not every firm operates like that, so contractors like me are forced to bid against companies that don't pay their workers a living wage, skimp on benefits and cut corners. The cheats have an unfair advantage and they need to be held accountable.

That's how misclassification harms honest contractors. Employers who classify workers as independent contractors avoid paying employment taxes, workers' compensation insurance and unemployment insurance. The cost of liability and umbrella insurance is no small issue to a small business like mine. When I bid on a project, I have to include insurance cost and coverage as part of the hourly labor cost to ensure that every-



If a bunch of thieves were creeping through construction sites, stealing cash out of the boss's office, law enforcement would take action.

— MIKE KANE

As a former union carpenter who started my own construction company, I've seen the issue from both perspectives. A worker who needs a paycheck is going to feel pressure to go along with what the boss says, even if it means no access to benefits or insurance. A contractor competing with other firms that cut corners is going to feel pressure to keep costs down, even if it means breaking the law.

That last point is key. Misclassification is technically against the law. I say “technically” because it's rare that law enforcement dedicates the resources necessary to investigate this crime. That has to change — because misclassification is a crime. The victims are the exploited workers, honest contractors and every law-abiding taxpayer forced to pick up the slack for these deadbeats.

It's time for district attorneys across New York State to step up and do the job needed to level the playing field in the construction industry — including right here in Westchester County.

Think about it. If a bunch of thieves were creeping through construction sites, stealing cash out of the boss's office, law enforcement would take action. Undercover investigators might pose as construction workers to catch them in the act, and there'd be no hesitation in prosecuting the offenders. But when a shady contractor cuts corners and cheats his workers out of pay and benefits, where is the prosecutor? That contrac-

tor is protected — and that makes it hard to compete against contractors who don't take steps to protect their workers. As a result, honest contractors often find themselves unable to compete on price, even though their higher costs are essential for providing proper employee benefits and maintaining legal compliance.

Misclassification in the construction industry is no administrative, paperwork error. It is a corrosive business practice that harms honest contractors, workers, and the industry as a whole. By artificially lowering labor costs and sidestepping legal obligations, misclassification creates an uneven playing field, disadvantages law-abiding contractors and jeopardizes the safety and rights of workers. Addressing this issue requires a concerted effort from policymakers and district attorneys to enforce existing labor laws, promote fair competition and protect the interests of honest contractors. Only through these efforts can we ensure a construction industry that thrives on integrity, fairness and the well-being of all those who contribute to its success.

Mike Kane is a former member and operator of Kane Contracting in Peekskill, New York, a company signatory to an agreement with our union. This opinion piece was published a special to the “USAS Today Network” shortly before the Century Foundation study was completed.

Portland is on the Rise!

It is the largest city in the state of Maine and is well-known for punching above its weight when it comes to high quality restaurants and bars.

Now Portland, Maine is building, and union carpenters are on site with some projects that should increase the city's already considerable popularity.

Maine Medical Center is working with Turner on the latest phase of a \$1 billion master plan to expand one of the region's largest hospital networks.

The \$400 million "Malone Family Tower" is a 265,000 square foot building which will add operating and patient rooms to the hill-top central campus. It's the latest in a billion-dollar master plan. Carpenters have been putting the finishing touches on the windows and exterior siding as well as working on the interior.

An earlier phase completed by Suffolk Construction consisted of a five-story building and a connected, five-story garage. Turner's work began by adding two stories to each.

Union carpentry subcontractors Marguerite Concrete, Manganaro Drywall, ECI, IBC, CCB, Heyward Baker, JGA and Allen Interiors have all been involved in the work at Maine Medical.

Another project turning heads (upwards) in Portland is the Aucocisco Apartments project at 201 Federal Street. Early work involved a tower crane, which is not surprising, given the 18-story 200-foot building is officially the tallest in Maine. It was a rare occurrence that it and two others at Maine Medical were operating at the same time in Portland.

The building will provide 263 units of housing listed as market rate but targeting working class people.

Union employers Marguerite Concrete, North and South Construction Services and Genex Construction Group have worked on-site.

Work also started on phase 2 of Hobson's Landing, an upscale condo building with near-waterfront views and loaded with amenities in the Old Port Neighborhood. The project is creating 64 one-to-three-bedroom condos with several having roof decks.

Marguerite Concrete and North & South Construction Services have put union carpenters to work on the project.





Carpenter Steward Jay Gore enjoyed an enviable view installing roof decking at Hobson's Landing.



Focusing on the Core



The United Brotherhood of Carpenters takes more than a passing interest in government. Our rights and industry regulation are crucial backstops to our work as organizers. That's why our work doesn't end on election day, it enters a new phase.

Working with our elected allies and across the aisle with potential allies happens on a national, state and local basis. Politics can be divisive, but our union is about solidarity, so we stick to issues that are important to all of us as union trades workers.

The union appreciates that not all members share the same political values or views. But we share the same trade and the same union. These are the core issues we make the focus of our political and legislative efforts.

Davis-Bacon & State Prevailing Wage Laws

Prevailing wage refers to regulations at the state or federal level that mandate a minimum wage and benefit package be paid to workers on publicly funded construction. These laws level the playing field, because whether a contractor is union or non-union, they must pay the set rate for work. This allows a union employer to bid on the strength of their effectiveness in project management and their crews' size and skill, not how low they can push wages.

Davis-Bacon is the federal law that sets wages on federally funded projects throughout the country. In specific funding bills, opponents will sometimes try to exempt projects from Davis-Bacon requirements. But the UBC has built a coalition of Democratic and Republican members of Congress who support Davis-Bacon and have fought off those attempts. All of the states in our council, with the exception of New Hampshire, also have prevailing wage requirements for state-funded work. Though support for Davis-Bacon has been strong enough to protect it in Washington, it is a frequent target for some conservatives at the state level.

Payroll Fraud Enforcement

For a long time, payroll fraud has been an issue providing some non-union contractors a significant bidding advantage. By participating in wage theft or treating employees as 1099 employees, cheating contractors cut about 30% of their labor costs. The "savings" come from not providing workers' compensation insurance, not making contributions to Social Security or unemployment insurance, and not withdrawing state or federal taxes.

That 30% doesn't include what they save by not providing health insurance, retirement benefits or decent hourly wages. It's all illegal, but it continues because of a failure to commit resources to effective enforcement.

The level of enforcement varies from state-to-state, even in our council. At the federal level there are some signs of interest and improvement on the issue, but there is much work to be done. Passing both state and national wage theft legislation is currently the top priority for the UBC.

Contractor Accountability

If a construction manager or general contractor is running a project and taking credit for its success, shouldn't they be responsible for illegal activity that happens within the gates, too? The Carpenters union thinks so, which is why we've begun developing and passing legislation on the state level nationwide to make general contractors liable for the wage theft and tax fraud on their projects.

Layering subcontractors to hide employment responsibilities is a significant factor in our industry and clearly an intentional effort to insulate general contractors. It must end and union carpenters are pushing to make it happen.

Infrastructure Spending

One of the most directly beneficial things elected officials can do for our members is invest in infrastructure. The funding dedicated to building roads, bridges, schools, and other public facilities provides good-paying jobs to working class Americans.

The products of that spending allow for new or expanded economic growth within communities and the entire country. Infrastructure spending provides a great return on the initial investment: up to 25% of additional economic growth.

Right to Work

The most popular legislation used by anti-union activists on a broad scale is "Right to Work." The laws allow members to "opt out" of paying union dues. With union operations, including collective bargaining, job-site servicing, organizing, contractor relations and more cut to the bone, the predictable result is that union membership plummets.

This in turn leads to lower wages, benefits and safety protections for workers. States that have adopted "Right to Work" or other "free rider" provisions consistently have the lowest level of wages throughout their economies. Though there are no states in our council that currently have "Right to Work" laws, it has been proposed on several occasions in New Hampshire. It is in place in 27 states.

While the UBC and our labor union partners have blocked attempts to create a national "Right to Work" legislation, if anti-union groups control enough votes in Congress—or a president gets aggressive with executive branch powers—it could become a national law.

Centrándose en el Núcleo



La Hermandad Unida de Carpinteros tiene más que un interés pasajero en el gobierno. Nuestros derechos y la regulación de la industria son respaldos cruciales para nuestro trabajo como organizadores. Por eso nuestro trabajo no termina el día de las elecciones, sino que entra en una nueva fase.

Trabajar con nuestros aliados electos y con aliados potenciales ocurre, a nivel nacional, estatal y local. La política puede ser divisiva, pero nuestro sindicato se basa en la solidaridad, por lo que nos atenemos a cuestiones que son importantes para todos nosotros como trabajadores sindicales.

El sindicato reconoce que no todos los miembros comparten los mismos valores o puntos de vista políticos. Pero compartimos el mismo oficio y sindicato. A continuación, se detallan los temas centrales en los que centramos nuestros esfuerzos políticos y legislativos.

Davis-Bacon y las Leyes Estatales Sobre Salarios Prevalcientes

El salario prevalciente se refiere a las regulaciones a nivel estatal o federal que exigen que se pague un salario mínimo y un paquete de beneficios a los trabajadores en la construcción financiada con fondos públicos. Estas leyes nivelan el campo, porque ya sea que un contratista esté sindicalizado o no, debe pagar la tarifa establecida por el trabajo. Esto permite a un empleador sindical hacer ofertas basándose en su eficacia en la gestión de proyectos y en el tamaño y las habilidades de su personal, no en cuán bajos pueden impulsar los salarios.

Davis-Bacon es la ley federal que fija los salarios en proyectos financiados con fondos federales en todo el país. En proyectos de ley de financiación específicos, los opositores a veces intentarán eximir a los proyectos de los requisitos Davis-Bacon. Pero la UBC ha formado una coalición de miembros demócratas y republicanos del Congreso que apoyan a Davis-Bacon y han rechazado esos intentos. Todos los estados de nuestro consejo, con excepción de New Hampshire, también tienen requisitos salariales prevalcientes para el trabajo financiado por el estado. Aunque el apoyo a Davis-Bacon ha sido lo suficientemente fuerte como para protegerlo en Washington, es un objetivo frecuente para algunos conservadores a nivel estatal.

Aplicación del Fraude en la Nómina

Durante mucho tiempo, el fraude de nómina ha sido un problema que ha proporcionado a algunos contratistas no sindicalizados una importante ventaja en las licitaciones. Al participar en el robo de salarios o tratar a los empleados como empleados 1099, los contratistas tramposos recortan alrededor del 30% de sus costos laborales. Los “ahorros” provienen de no proporcionar un seguro de compensación para trabajadores, no hacer contribuciones al Seguro Social o al seguro de desempleo y no retirar impuestos estatales o federales.

Ese 30% no incluye lo que ahorran al no proporcionar seguro médico, beneficios de jubilación o salarios por hora decentes. Todo es ilegal, pero continúa debido a que no se han comprometido recursos para una aplicación efectiva de la ley. El nivel de aplicación de la ley varía de un estado a otro, incluso en nuestro consejo. A nivel federal hay algunas señales de interés y mejora en el tema, pero queda mucho trabajo por hacer. Aprobar legislación estatal y nacional sobre robo de salarios es actualmente la máxima prioridad para la UBC.

Responsabilidad del Contratista

Si un gerente de construcción o un contratista general está ejecutando un proyecto y atribuyéndose el mérito de su éxito, ¿no debería ser también responsable de la actividad ilegal que ocurre dentro de las puertas? El sindicato de Carpinteros cree que sí, razón por la cual hemos comenzado a desarrollar y aprobar legislación a nivel estatal en todo el país para responsabilizar a los contratistas generales por el robo de salarios y el fraude fiscal en sus proyectos.

Colocar capas de subcontratistas para ocultar responsabilidades laborales es un factor importante en nuestra industria y claramente un esfuerzo intencional para aislar a los contratistas generales. Esto debe terminar y los carpinteros sindicales están presionando para que esto suceda.

Gasto en infraestructura

Una de las cosas más directamente beneficiosas que los funcionarios electos pueden hacer por nuestros miembros es invertir en infraestructura. Los fondos dedicados a la construcción de carreteras, puentes, escuelas y otras instalaciones públicas proporcionan empleos bien remunerados a los estadounidenses de clase trabajadora.

Los productos de ese gasto permiten un crecimiento económico nuevo o ampliado dentro de las comuni-

dades y en todo el país. El gasto en infraestructura proporciona un gran retorno de la inversión inicial: hasta un 25% de crecimiento económico adicional.

Derecho al trabajo

La legislación más popular utilizada por los activistas antisindicales a gran escala es el “Derecho al Trabajo”. Las leyes permiten a los miembros “optar por no” pagar cuotas sindicales. Con operaciones sindicales, incluyendo la negociación colectiva, el servicio en el lugar de trabajo, la organización, las relaciones con los contratistas y más, el resultado previsible es que la afiliación sindical cae en picado. Esto, a su vez, conduce a salarios, beneficios y protecciones de seguridad más bajos para los trabajadores. Los estados que han adoptado el “derecho al trabajo” u otras disposiciones de “gorrón” tienen consistentemente el nivel más bajo de salarios en todas sus economías. Aunque no hay estados en nuestro consejo que actualmente tengan leyes de “Derecho al Trabajo,” se ha propuesto en varias ocasiones en New Hampshire.

Está vigente en 27 estados. Si bien la UBC y nuestros socios sindicales han bloqueado los intentos de crear una legislación nacional sobre el “Derecho al Trabajo,” si los grupos antisindicales controlan suficientes votos en el Congreso—o un presidente se muestra agresivo con los poderes del poder ejecutivo—podría convertirse en una ley nacional.

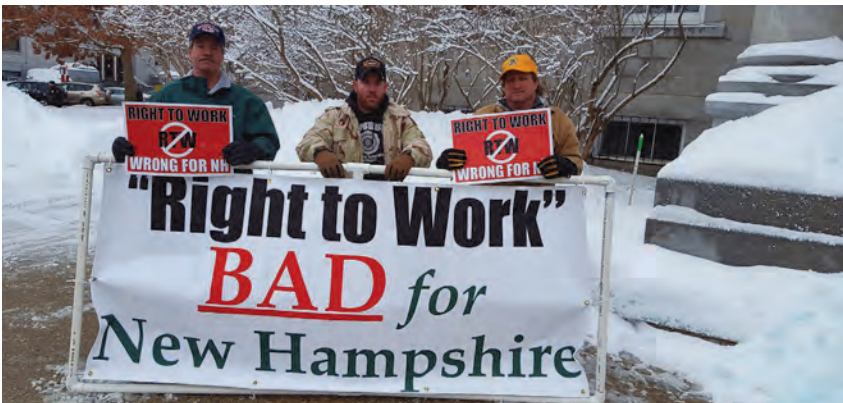


Legislative Priorities

While political pundits will focus most of their attention on the horserace of the presidential election in 2024, union carpenters will spend a good deal of time in the halls of their state capitals and on the minds of their local elected officials.

If we want it to be true that “elections have consequences” we need to stick together on our core issues beyond election day. All Brothers and Sisters are invited and encouraged to learn more about our priorities in each state and to get active when and where it counts!

Here are some of the issues that will be in focus this year:



Rhode Island

Like many states, housing is a major policy priority in the Ocean State. The governor and legislators will be looking to invest and carpenters want to make sure that money is invested wisely, not used as fuel for wage theft and fraud schemes. Carpenters will look for conditions to be attached to initiatives to prevent harm and increase the benefits, similar to how the Biden administration and bi-partisan infrastructure bills have at the federal level.

New York

The State University of New York (SUNY) system is a significant player in state-wide development and construction. The union's experience with contractors and subcontractors chosen for their projects has been mixed. Carpenters will be advocating for legislators to put stronger binding conditions, such as project labor agreements, on SUNY projects valued at \$3 million or more.

Maine

Modernizing Maine's ports is a priority, given the demands of offshore energy projects and other economic development. As has been seen through experience throughout the region, land-based construction to support offshore energy creates significant work for carpenters. There has been some opposition to Department of Transportation plans for port redevelopment, so carpenters will be working hard to prevent the loss of development and work opportunities.

Massachusetts

A wage theft bill that holds upper tier contractors accountable for wage theft by their subcontractors remains a priority as does continued development of wind energy. Governor Maura Healey has also proposed \$4 billion in investments for housing and affordable housing. Carpenters will work to have included in those

plans conditions that discourage or prevent cheating contractors and instead promote registered apprenticeships, health care and other worker-friendly benefits.

Connecticut

With over 2,000 wage cases pending and 800 of them not even assigned for investigations, union carpenters will be collaborating with Connecticut Governor Ned Lamont's office to clear the backlog. They can count on help from Attorney General William Tong for assistance. Tong has learned about wage theft in the construction industry first-hand by visiting nonunion jobsites with union staff and talking to exploited workers.

New Hampshire

Another attempt by national opponents of unions is expected to be made to pass so-called “Right-to-Work” in New Hampshire. It might be an attempt to fire up a conservative base in a swing state during a presidential election year or a point of pride for groups that have tried and failed to pass this bill repeatedly over the years. Carpenters aren't concerned about the motives as much as they are slamming the door on it AGAIN!

Vermont

The union movement in Vermont has been working on amending the state constitution to include collective bargaining rights for workers and union carpenters are in full support. It's possible the campaign could include a ballot question, which would certainly benefit from union carpenters' well-tested political field ability.

Prioridades Legislativas

Mientras que los expertos políticos centraran la mayor parte de su atención en la carrera de las elecciones presidenciales de 2024, los carpinteros sindicales pasaran mucho tiempo en los pasillos de las capitales de sus estados y en las mentes de sus funcionarios electos locales.

Si queremos que sea cierto que “las elecciones tienen consecuencias,” debemos mantenernos unidos en nuestros temas centrales más allá del día de las elecciones. ¡Todos los Hermanos y Hermanas están invitados y alentados a aprender más sobre nuestras prioridades en cada estado y a mantenerse activos cuando y donde sea necesario!

Éstos son algunos de los temas que serán objeto de atención este año:

Rhode Island

Como en muchos estados, la vivienda es una prioridad política importante en el Estado del Océano. El gobernador y los legisladores buscarán invertir y los carpinteros quieren asegurarse de que el dinero se invierta sabiamente y no se utilice como combustible para esquemas de fraude y robo de salarios. Los carpinteros buscarán que se adjunten condiciones a las iniciativas para prevenir daños y aumentar los beneficios, similar a como la han hecho la administración Biden y los proyectos de ley bipartidista de infraestructura a nivel federal.

New York

El sistema de la Universidad Estatal de Nueva York (SUNY) es un actor importante en el desarrollo y la construcción a nivel estatal. La experiencia del sindicato con los contratistas y subcontratistas elegidos para sus proyectos ha sido mixta. Los carpinteros abogarán para que los legisladores establezcan condiciones vinculantes más estrictas, como acuerdos laborales de proyecto, en proyectos de SUNY valorados en \$3 millones o más.

Maine

Modernizar los puertos de Maine es una prioridad, dadas las demandas de los proyectos de energía marina y otros desarrollos económicos. Como se ha visto a través de la experiencia en toda la región, la construcción en tierra para respaldar la energía marina genera un trabajo significativo para los carpinteros. Ha habido cierta oposición a los planes del Departamento de Transporte para la reurbanización del puerto, por lo que los carpinteros trabajarán arduamente para evitar la pérdida de desarrollo y oportunidades laborales.

Massachusetts

Un proyecto de ley sobre robo de salarios que responsabiliza a los contratistas de nivel superior por el robo de salarios por parte de sus subcontratistas sigue siendo una prioridad, al igual que el desarrollo continuo de la energía eólica. La gobernadora Maura Healey también ha propuesto \$4 mil millones en inversiones para viviendas y viviendas asequibles. Los carpinteros trabajarán para que se incluyan en esos planes condiciones que desalienten o impidan que los contratistas hagan trampa y, en cambio, promuevan aprendizajes registrados, atención médica y otros beneficios favorables a los trabajadores.

Connecticut

Con más de 2,000 casos salariales pendientes y 800 de ellos ni siquiera asignados para investigaciones, los carpinteros sindicales colaborarán con la oficina del gobernador de Connecticut, Ned Lamont, para eliminar el retraso. Pueden contar con la ayuda del Fiscal General William Tong. Tong ha aprendido de primera mano sobre el robo de salarios en la industria de la construcción visitando obras de trabajo no sindicalizados con personal sindical y hablando con trabajadores explotados.

New Hampshire

Se espera que los opositores nacionales a los sindicatos hagan otro intento para aprobar el llamado “Derecho al Trabajo” en New Hampshire. Podría ser un intento de estimular una base conservadora en un estado indeciso durante un



año de elecciones presidenciales o un motivo de orgullo para los grupos que han intentado sin éxito aprobar este proyecto de ley repetidamente a lo largo de los años. ¡A los carpinteros no les preocupan tanto los motivos, sino que están cerrando la puerta OTRA VEZ!

Vermont

El movimiento sindical en Vermont ha estado trabajando para enmendar la constitución estatal para incluir derechos de negociación colectiva para los trabajadores y los carpinteros sindicales cuentan con su pleno apoyo. Es posible que la campaña incluya una pregunta electoral, que sin duda se beneficiaría de la probada capacidad política de los carpinteros sindicales.



Members Step Up Political Education at UBC Conference

The following members participated in the conference:

Keisha Campbell, Local 327
John Cienki, Local 277
Evens Cimea, Local 339
Tyler Dixon, Local 352
Stephen Fusco, Local 290
Joshua Gerrish, Local 352
Blaine Hanson, Local 352
Juan Huertas, Local 330
Christopher Katz, Local 336
Mark Lagasse, Local 352
Daniel LeClerc, Local 349
Philip LoPresti, Local 352
Ryan Machalick, Local 326
Tyler Morrison, Local 352
Hieu Nguyen, Local 327
Rob Plunkett, Local 352
Desmond Roach, Local 327
Jair Rodriguez, Local 290
Hamid Savilla, Local 290
Cyprian Springer, Local 290
Ardemar Torres, Local 326
Lashawn Walters, Local 290
Amber Wilmott, Local 277
Darius Wright, Local 277

Congratulations to the members of affiliated locals who attended the UBC's 2024 Get Out the Vote (GOTV) conference and training session "In It To Win It" at the International Training Center in Las Vegas.

The Carpenters union has a strong tradition of political and legislative action that establishes and protects industry standards on a state and federal level. The regularly scheduled GOTV conferences allow some members to deepen their understanding of trends and techniques and take them back to their local communities.



Sessions at the conference included a discussion with UBC leaders and talks by nationally-renowned guest speakers as well as member-to-member presentations and opportunities to network with and learn from other members and their experiences.

"We have some great members who have a real interest in doing political field work within the union," said Political Director Joe O'Brien. "They show up and they extend our efforts even more than they realize. The GOTV conferences are a great investment by the union to help them learn more and do more. They've got what it takes. It's all about putting extra tools in their toolboxes."

Biden Investments Key to Sustaining Work, Members

Early in his administration, President Joe Biden acted decisively to help America work out of a pandemic, but with an eye on inflation and potential recession, too. He did it a bipartisan way. But more than any president before him, he didn't just hope the benefits would "trickle down" to our members, he built in requirements that ensure that they will.

Inflation Reduction Act—mitigates healthcare cost increases, incentivizes construction and manufacturing with prevailing wages and apprentice hiring mandated. Disqualifies companies that commit wage theft with penalties for violations going to cheated workers.

CHIPS Act—massive support for private, US-based technology development and manufacturing. Does not allow stock buybacks, but does require prevailing wage and hiring of registered apprentices.

Bipartisan Infrastructure Law—investments in giving American the best roads, bridges and infrastructure in the world. This will be an economic engine that has only just begun to put construction workers on jobs. The money spent will spur hundreds of billions more in vertical private development.

Conflicting Signs on US Economy

Overall economic anxiety in America has increased over the last year, and the North Atlantic States Regional Council of Carpenters (NASRCC) is seeking to keep its members informed and prepared.

Economists have been predicting a recession that hasn't yet come but that has already started to affect the regional construction industry. Developers and general contractors are talking about more expensive financing and lower profit margins, while architectural and engineering firms are reducing their staff.

For many of the current NASRCC members, the last recession was over before they started their careers. Therefore, it is important for the executive team to provide transparent and helpful information on how to make smart decisions amidst a changing financial climate.

Bill Banfield, assistant executive secretary-treasurer and regional manager in New York, offers members familiar, but reliable advice.

"Unemployment will take the edge off being out of work and there are still going to be

opportunities for our members, especially if you're willing to travel a bit," he says. "But right now, members should also think twice before making any expensive commitments. Pay down your bills. Try to sock some money away. Keep your skills sharp, your attitude positive and your ears open."

Joe Byrne, executive secretary-treasurer of the NASRCC instructs members not to ignore the warning signs but also acknowledges the steady stream of work in the pipeline.

"There are some areas of our region where super-sized projects are starting and in addition, there are billions of dollars in bi-partisan infrastructure money that is starting to have an impact."

”

Their (member) involvement is crucial to our growth and protecting our quality of life.

– NOEL XAVIER
DIRECTOR OF ORGANIZING

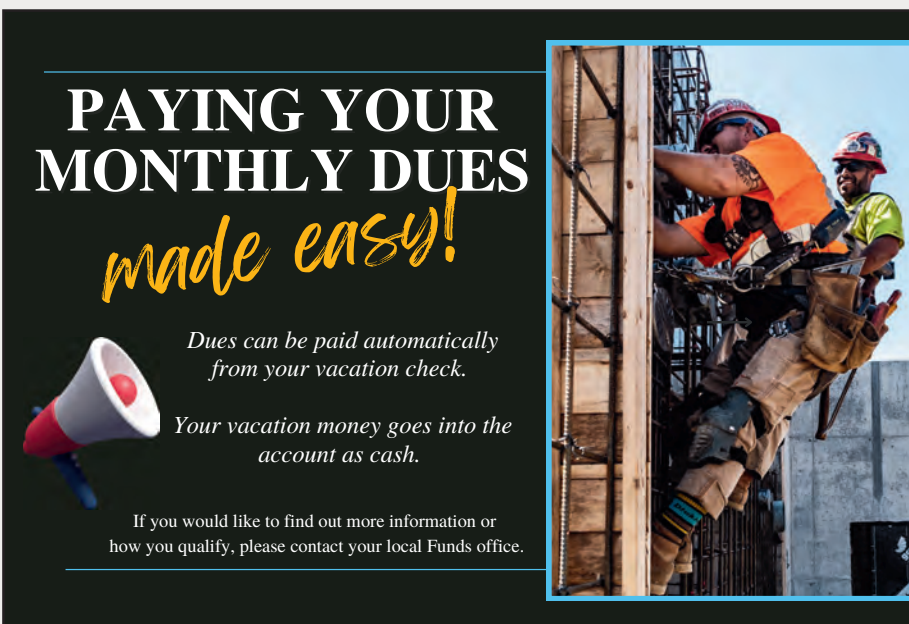
Though there will be varying conditions throughout the NASRCC region, work is expected to keep union carpenters busy through 2024. And any uncertainty beyond 2024, is already being planned for.

Boston Regional Manager Raheem Shepard says, "Even the suggestion of a slowdown can lead to nervous owners making bad decisions and hiring contractors with terrible track records. We need to be visible and vocal in our resistance to that."

Director of Organizing Noel Xavier says that street action by the union has already increased in anticipation of nonunion threats.

"We know who the bad guys are and how they operate. We're mobilizing members because they are our union's greatest strength. Their involvement is crucial to our growth and protecting our quality of life."

While the leadership team works to find solutions to economic threats with internal and external decisions to protect its members, the resounding piece of advice to those in the field is "don't panic, but be careful."



PAYING YOUR MONTHLY DUES
made easy!

Dues can be paid automatically from your vacation check.

Your vacation money goes into the account as cash.

If you would like to find out more information or how you qualify, please contact your local Funds office.



The region's most successful contractors all have one thing in common – they're signatory to the North Atlantic States Carpenters Union.



CELEBRATING 100 YEARS

of tradition, partnership and excellence

WALTER S. JOHNSON BUILDING CO.

100 years of building in Niagara Falls, New York

"Johnson Building Company has been synonymous with Niagara Falls construction and development, overseeing some of the largest projects built in our community."

Fourth generation continuing construction legacy

"While construction technology has evolved over the past century, Johnson Building Company is showing no signs of slowing down as we continue our family tradition of outstanding service and experience, with quality results."

Notable projects throughout its history include:

- Hyde Park Elementary School in the late 1920s
- American Rapids Bridge to Goat Island
- Niagara County Building (now Angelo Delsignore Civic Building)
- Mount St. Mary's Hospital
- Niagara Falls sewage plant demolition and rebuild in the 70s
- Niagara County Community College Culinary Institute
- Niagara Falls International Airport Terminal



The City of Niagara Falls and Niagara USA Chamber recognized this milestone with proclamations. L-R: Mayor Robert Restaino, City of Niagara Falls; Joy Swanson, president, Walter S. Johnson Building Co.; Kory Schuler, executive director, Niagara USA Chamber.



WALTER S. JOHNSON BLDG. CO. INC
General Contractors

wsjbuilding.com

O & G INDUSTRIES, INC

nationally recognized as an industry leader in construction

"O&G Industries, Inc has seen tremendous growth and evolution from its early years as a supplier of construction materials and road builder to a nationally recognized industry leader in building construction, heavy civil, construction materials, and mason products."

Now in its centennial year, O&G is led by third and fourth generation family members



L-R: Jason Travelstead, VP Building Group; Rayan Oneglia, VP Heavy Civil; Kara Oneglia, VP Mason Division; Matt Oneglia, VP Development; Brad Oneglia, VP Asphalt Paving; T.J. Oneglia, VP Construction Materials Division.

O&G notable accolades include:

- O&G is the State of Connecticut's top school builder, having built more than 300 schools, incl. more than six million square feet of sustainable, net-zero, and LEED-certified.
- is one of Engineering News-Record's (ENR) Top 100 Green Contractors in the country, a distinction the company has held every year since the survey's inception in 2007.
- has been named to ENR's annual list of the Top 400 Contractors in the country every year since the list was first published in 1964.



1923-2023
100 YEARS AND BUILDING

ogind.com

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.

Barrett Development

Hanover, MA

Suffolk Regional Off-Track

Betting Corp.

Hauppauge, NY

New Horizons Installations

Salem, NH

Upper Mountain Flooring LLC

Pine Buse, NY

Alpine Industries LLC

Cokato, MN

Coviello Electric & General

Contracting Co. Inc.

North Reading, MA

JR Vinagro Manufacturing &

Processing Company

Johnston, RI

BMG Industrial Contractors Inc.

Willaimson, NY

Southeast Specialty Flooring Inc.

Erin, NY

A&T Energy Solutions

Campbell, NY

Empire Remodeling

Danvers, MA

Champion Painting

Specialty Services

Fort Lauderdale, FL

Dian Concrete Group

Mount Kisco, NY

CPS Construction Group Inc.

Cranberry Township, PA



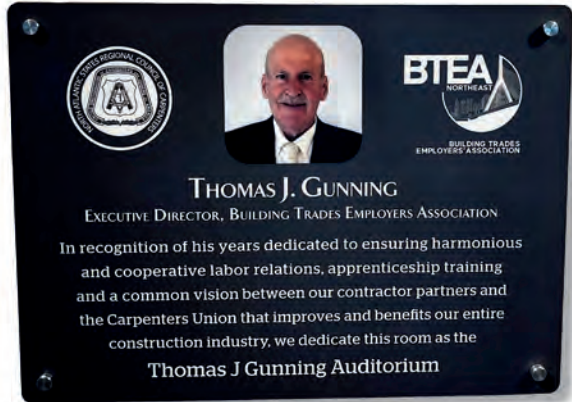
FIND A WINNING PARTNER!

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.



Receptions Recognizing Industry Partners

The fall brought many great events throughout the Council. Three of these events included receptions with construction employers and the Carpenters union, where not only networking took place, but also honoring and recognizing industry partners.



In September, at the construction industry employers' event at the Boston training center, a dedication was made to Thomas J. Gunning, late executive director of the Building Trades Employers Association. Not only did Gunning represent building trades contractors, but he also served on many labor-management funds with the Carpenters union and was a great industry partner. At the reception, the second-floor space of the training center was dedicated to Gunning. Executive Secretary-Treasurer

Joe Byrne unveiled a plaque alongside Tom Gunning III and other members of the Gunning family. This dedication will continue to be a reminder of the work and commitment Gunning showed over the years.

More than forty industry partners gathered in Connecticut at the Yalesville hall and training center for a networking event that featured an update on a state training initiative. Connecticut Department of Transportation Commissioner Garrett Eucalitto and the Connecticut Technical Education & Career System (CTECS) gave a presentation about their collaboration with Local 326. The partnership provides high school juniors and seniors the opportunity to gain real-world, paid experience with an employer and obtain classroom credit.

In November, an event was held at the Carpenters hall in Albany, NY, which included area contractors, NASRCC leadership and staff members. This meeting provided the opportunity to gather feedback from signatory contractors and was also an opportunity to present NASRCC initiatives involving recruitment efforts. These collaborative meetings continue to be of value for both the employers and the union.



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

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

Welcome to our newest Career Connections partners:

- Arlington High School-Lagrangeville, NY
- Delaware-Chenango-Madison-Otsego BOCES-Norwich, NY
- Madison-Oneida BOCES-Verona, NY
- Syracuse CSD-Syracuse, NY
- Tompkins-Seneca-Tioga BOCES-Ithaca, NY
- Ulster BOCES Career & Technical Center Port Ewen, NY



NASCTF Instructor Joshua Tetuan works with students from South Hadley High School.

Shop Fridays

Training centers across the Council are continuing to gain momentum with “Shop Fridays.” The half or full day sessions – which are not always held on a Friday – include an introduction and information session to go over the union and how apprenticeships work. The bulk of the time, though, is spent with tools and materials in their hands.

Students work in groups under the direction of NASCTF instructors, on projects that give them experience in interior systems, welding, scaffolding, concrete forms, and even solar work. This initiative continues to be well-received by high schools across the region.

Recent Shop Friday Participants

CT

Meriden High School
Wallingford High School

MA

Grafton Job Corp
Industry Corps of Wentworth
Millbury High School
Norton High School
South Hadley High School
Youth Build Boston

NY

Averill Park High School
Cassadaga Job Corp
Edison Career and Technology High School
Iroquois Job Corp
Mohonasen High School
Seneca training center
Urban League of Rochester

To learn more about Career Connections and Shop Fridays
visit nasrcc.org/YourFuture

School Counselors Statewide Outreach Opportunities

For the past several years, the North Atlantic States Regional Council of Carpenters (NASRCC) and North Atlantic States Carpenters Training Fund (NASCTF) have been deepening relationships with high schools by connecting with more school counselors.

Relationships with shop teachers and vocational administrators have always been an important part of recruiting young talent. But many of those programs have been eliminated or reduced and would only reach students that have already exhibited an interest in the trades.

Recruitment of the next generation of carpenters requires casting a wider net in order to meet the need of the industry to replace an aging workforce. It also needs to overcome a decades-long belief that college is the best and only real choice for young people.

In recent years, the union has developed a partnership with the New York State School Counselor Association.



The group includes thousands of members and their annual conference draws hundreds of attendees who have been provided with information about our union and our industry. The union is working to create similar relationships with counselors and their associations region-wide.

Through career day events, in-class presentations, parent/student events, and tours and shop days at our training centers, NASRCC has had the opportunity to educate the teachers and counselors about apprenticeship and pre-apprenticeship opportunities.

Through these efforts, the union is bringing more visibility to career opportunities within the trades. School counselors are getting the knowledge and information they need to assist students in giving a fuller consideration to the opportunities and rewards available to them.

New Partnership Provides Career Development for High School Students

Local 326 has established a partnership with the Connecticut Technical Education & Career System (CTECS) Work-Based Learning (WBL) Program to provide high school juniors and seniors the opportunity to gain real-world, hands-on experience with an employer. The students not only obtain classroom credit, they are paid for their work with an employer as well.

In October, an inaugural signing day was held to welcome Christopher Harvey to his carpentry apprenticeship. Harvey is one of the H.H. Ellis Technical High School's carpentry students who worked with signatory contractor Pursuit Construction in Essex, CT. CTECS, the Connecticut Department of Labor, and Local 326 were all on hand to celebrate.

Harvey is the first high school student in Connecticut to enter a construction apprenticeship program and employment via a WBL program.

"CTECS vision is to be premier pipeline for the workforce needs in CT and we strive to meet this vision every day," said Brent McCartney, CTECS' education consultant. "It can be difficult when there are obstacles that are out of our control, but today is



example of all of us working together to remove those barriers and provide new and better opportunities for our students."

Not only will this provide hands-on and career development experience for students, qualifying CTEC students may also receive one year of credit in the apprenticeship program. "This is an opportunity for students to see a pathway to a career, not just a job, and to realize upward mobility in the Carpenters union," said Miguel Fuentes, council representative for Carpenters Local 326. "This significant step will open doors for contractors to find the qualified employees they are in need of and help to address the skills gap left by the aging workforce in our industry."

In Memoriam

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



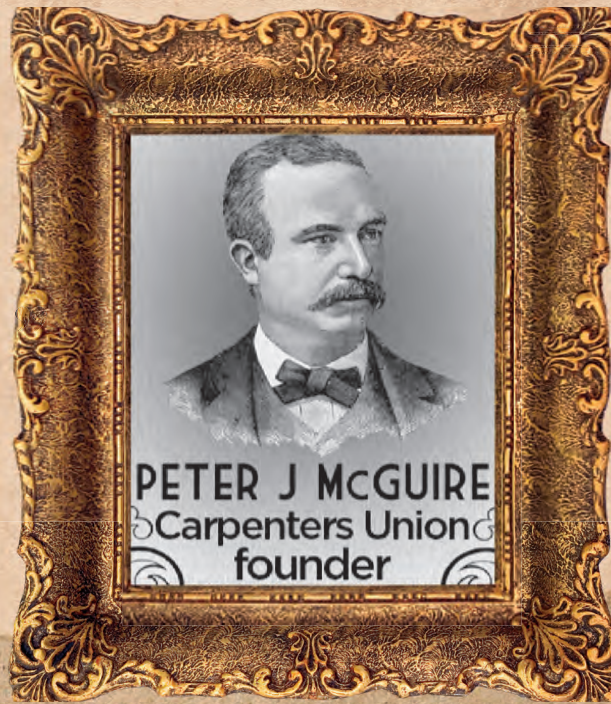
MEMBER	YEARS	AGE
LOCAL 56		
Morris Davis	34	68
Edward Girvan	45	88
LOCAL 276		
Walter Centner	44	75
Philip Gelsomino	66	91
Stephen Goodwill	17	53
Robert Hannel	61	93
Jacqueline Potter	32	60
Robert Weston	62	99
LOCAL 277		
Gerald Caslin	40	82
Michael Corbett	60	81
Charles Fedock	4	35
Edward Ferris	67	100
Cedric Hall	67	93
David Jasinski	68	87
Karl Keuhn	63	87
Ronald Meyers	23	55
Clifford Olney	53	91
Milton Sowards	53	103
Frank Stracqualursi	61	87
Ronald Terwilliger	53	74
LOCAL 279		
Kenneth Boast	65	97
Gino Dippolito	68	88
William Gizas	73	96
Michael Lowe	52	71
Joseph Perkins	40	66
Salvatore Petti	75	93
Vincent Sorano	76	99
Arpad Szanto	55	86
LOCAL 290		
Eugene Colwell	66	92
Alaeldien Elfaham	5 mos.	24
Giuseppe Graziosi	59	86
Thomas Lapersonerie	17	54
William Musso	67	96

MEMBER	YEARS	AGE
Kenneth Senese	40	60
Joseph Terriaca	55	94
LOCAL 291		
Robert Clayton	65	95
Edward Dworakowski	35	71
Matthew McKinnis	5 mos.	39
Gordon Myers	66	93
Anthony Pack	3	33
Earl Smith	75	96
Henry Wells	59	93
LOCAL 326		
Joseph Camarra	63	84
Jason Charron	30	51
Douglas Kling	66	93
William Kuchy, Jr.	50	79
Andrew Laudano	66	91
Santo Salafia	55	87
John Trantales	59	93
Donald Wisne	68	88
John Yacawych	62	92
LOCAL 327		
Thomas Barnaby	23	50
Richard Barter	67	89
Christopher Cameron	19	45
PJ Castellano	59	82
Lawrence Christopher	53	87
Christopher Clifford	36	56
Robert Connearney	55	88
John McQuade	42	76
Ralph Steeves	65	83
Daniel Sullivan	73	95
Robert Verrochi	59	81
David Wieher	27	58
LOCAL 328		
Laurence Cotreau	65	91
Ronnie Houle	49	69
Donald MacKeil	45	84
Richard Monti	67	89

MEMBER	YEARS	AGE
Paul Poirier	39	85
David Primmer	10	39
LOCAL 330		
F. R. Brocchi	59	91
Richard Mowry	59	85
Donald Perrault	59	91
Christopher Taylor	24	62
Robert Walker	54	76
Aaron Waskiewicz	24	48
LOCAL 336		
Paul Arpin	43	70
Gary Babineau	24	67
Leonard Bentley, Jr.	57	77
Gaston Girard	72	91
Michael Harnois	44	70
Norman Vokes	62	88
LOCAL 339		
Brandon Huff	2	39
Thomas Moffett	23	76
LOCAL 349		
Thomas Timberlake	47	86
LOCAL 352		
Ronald Zaiatz	12	66
LOCAL 1121		
Peter Angell	29	61
John Ramsay	55	78
Joshua Wyman	2	28
LOCAL 1163		
Ronald Baker	33	80
John Emrich	8	33

**“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.**



McGuire understood the American workforce is our greatest asset but more importantly understood the need to help build a better future for all workers. He founded the Carpenters union in 1881, when Civil War veterans were still in their working prime. Ancient history? Maybe. But relevant.

McGuire believed that carpenters standing together could all do better than they could on their own. There was resistance. But enough carpenters stuck together to make it work, and solidarity led to gains.

There's still truth to be found in our history: Carpenters standing together can all do better than they can on their own. McGuire and those first union carpenters have all passed into history, but carpenters still face challenges. And thanks to our union and solidarity, they're able to meet them head on.

Peter J. McGuire's efforts affected not only union members but also the average working person throughout the country.

McGuire is credited with:

- Becoming the first General Secretary of the United Brotherhood of Carpenters.
- Gaining national acceptance for the eight-hour workday.
- Laid foundation for a five-day workweek.
- Creating and obtaining recognition for Labor Day, which honors all American workers.
- Co-founding the American Federation of Labor, a forerunner to the AFL-CIO.
- Helping promote one of the first Bureau of Labor Statistics in the United States.
- Founder and editor of the first publication devoted to the carpentry trade, known as "The Carpenter."

SCAN THE QR CODE TO LEARN MORE
ABOUT THE UNITED BROTHERHOOD OF
CARPENTERS' ROOTS, FROM OUR
FOUNDING THROUGH YEARS OF
GROWTH TO WHERE WE ARE TODAY.



WHAT YOU EARN DEPENDS ON... WHAT YOU LEARN

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

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

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

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

WELDING AND CUTTING

Welding Upgrade and Test Prep

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



TRAIN WITH NASRCC



NASCTF.org

Find locations and training courses online.



North Atlantic States Carpenters TRAINING FUND

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

Option 2: Millbury Apprenticeship
Option 3: CT Apprenticeship
Option 4: Skill Enhancement

info@nasctf.org | NASCTF.org



Boston Training Center
750 Dorchester Ave., Unit 2
Boston, MA 02125
508-792-5443, Option 4

Millbury Training Center
13 Holman Rd.
Millbury, MA 01527
508-792-5443, Option 2

Manchester Training Center
920 Candia Rd.
Manchester, NH 03109
508-792-5443, Option 2

Connecticut Training Center
500 Main Street
Yalesville, CT 06492
508-792-5443, Option 3

Long Island Training Center
270 Motor Parkway,
Dept. B
Hauppauge, NY 11788
631-952-9555

Syracuse Training Center
6920 Princeton Ct.
Syracuse, NY 13212
315-468-7901

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

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

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

welcome NEW MEMBERS



Welcome Packet

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



Paquete de bienvenida

El paquete de bienvenida que se muestra en la foto 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 entrenamiento especializado para uno tener éxito, desde entrenamiento de aprendizaje a programas al nivel de un Journeyman (oficial), todo virtualmente SIN costo para usted.

También le enseñaremos sobre la Hermandad y cómo ayudar a que la unión triunfe, 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.

RETIREE CLUBS

Local 276: 2nd Wednesday of the month
21 Jet View Drive, Rochester, NY,
at 12:00 pm. Contact: Bill Smith,
585-813-1448.

Local 277 Retirees Coffee:

Binghamton: 2nd Wednesday of the
month at 23 Market Street, Binghamton,
at 9:00 am.

Horseheads: 2nd Wednesday of the month
at 181 Industrial Park Road, Horseheads, at
9:00 am.

Syracuse: 1st Monday of the month at 6920
Princeton Ct., Syracuse, at 10:00 am.

Local 279: Retiree Club #114: 3rd Thursday
of the month at St. Paul's Episcopal Church,
40 Ganung Dr., Ossining, NY, at 12:00 pm.
Contact: Local at 845-440-1024.

Local 290 Retirees Club:

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

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

Local 326: Retirees Club #96: last Friday of
the month at 500 Main Street, Yalesville, CT,
at 10:00 AM. No meetings Jan/Feb. Contacts:
Bart Pacekonis, Bartplu326@gmail.com;
Joe Morin, jo-morin@sbcglobal.net.

SISTERS IN THE BROTHERHOOD

Boston: 3rd 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, Knights 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.

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,
jlko2222@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, 6:00pm	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
Business Representative: Mike Davey

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

Carpenters Local 327

1252 Massachusetts Ave.
Dorchester, MA 02125
Phone: 617-379-5600
Regional Manager:
Raheem Shepard

Carpenters Local 328

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

Carpenters Local 330

14 Jefferson Park Road
Warwick, RI 02888
Phone: 401-424-1100
Regional Manager: Dennis Lassige

Carpenters Local 336

29 Endicott Street
Worcester, MA 01610
Phone: 508-886-5950
Regional Manager:
David Minasian

29 Oakland St., Suite 1
Springfield, MA 01108
Phone: 413-505-5051

Carpenters Local 339

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

Carpenters Local 346

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

Northern New England Commercial Carpenters Local 349

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

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

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

Carpenters Local 723

750 Dorchester Ave., Suite 3400
Boston, MA 02125
Phone: 617-269-2660
Regional Manager: Mynor Perez
Business Manager: Josh Colon

Millwrights Local 1121

750 Dorchester Ave., 3rd Floor
Boston, MA 02125
Phone: 617-254-1655
Regional Manager:
Zachary Middleton

Millwrights Local 1163

6489 Ridings Road
Syracuse, NY 13206
Phone: 315-671-0672
Regional Manager:
Zachary Middleton

Local 1302 (Electric Boat)

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

Floorcoverers Local 2168

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

Local 3073 – Portsmouth Navy Yard

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

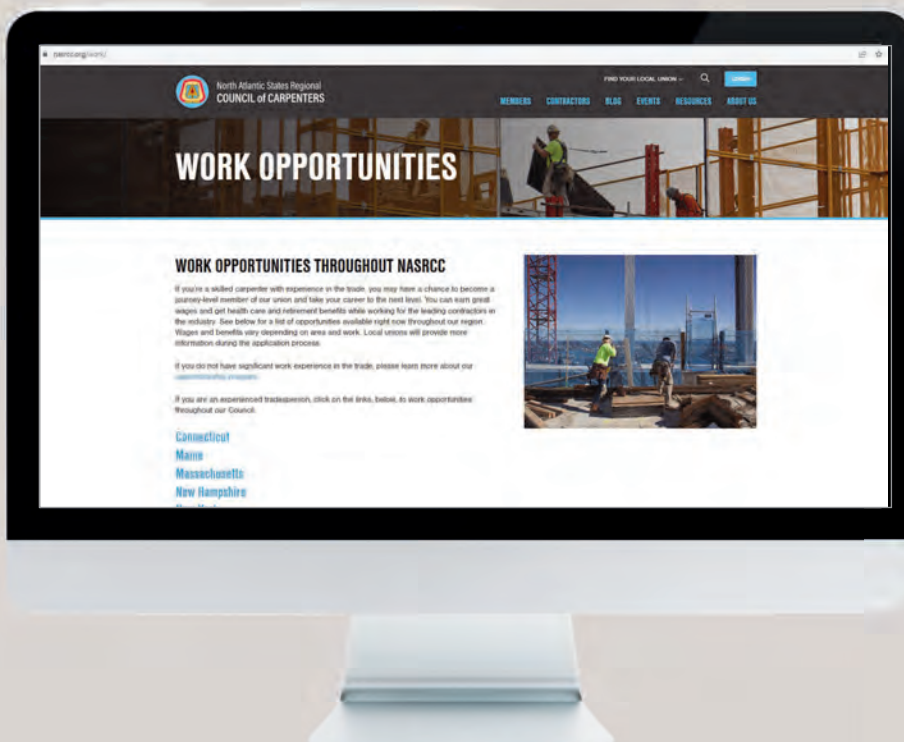


750 Dorchester Avenue
Boston, MA 02125
617-268-0014

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



IF YOU'RE LOOKING FOR WORK, WE'VE GOT /WORK!



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NASRCC.org/work
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