

Carpenter



STAND
UP FIGHT
BACK



GAME *recognizes* GAME

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.

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

Check in with your local union to see how you can help.



nasrcc.org

Inside



TRAINING

Page 27 ►



6 NASRCC Organization

11 Amid Uncertainty, Members Host Recession Themed Information Session

As union members, we have access to more resources than most and the power to face challenges and fight back together.



PAGES 12 - 15

Shame on Tufts University! ¡Qué vergüenza, Tufts!

16 NASRCC Expands Recruitment and Support Efforts for Military Servicemembers

NASRCC has been committed throughout the years to recruitment efforts for veterans and those transitioning out of the military.

17 NASRCC Amplía sus Esfuerzos de Reclutamiento y Apoyo para Miembros del Servicio Militar

NASRCC se ha comprometido a lo largo de los años con los esfuerzos de reclutamiento para veteranos y aquellos que salen del ejército.

18 When One Door Closes

While a plant closure left thousands of workers uncertain about their futures, it also opened the door to a new career in the Carpenters union.



THE PROFESSIONAL

Carpenter

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

The Professional Carpenter | Summer 2025 | 1

Inside

Issue Highlights (Continued)



20 Unions Win Again in New Hampshire

The "Right to Work" legislation was defeated again this year in the Granite State

Los Sindicatos Vuelven a Ganar en New Hampshire

La legislación "Derecho al Trabajo" fue derrotada nuevamente este año en el Estado del Granito

24 Carpenters Again Raise Our Voices Against Tax Fraud

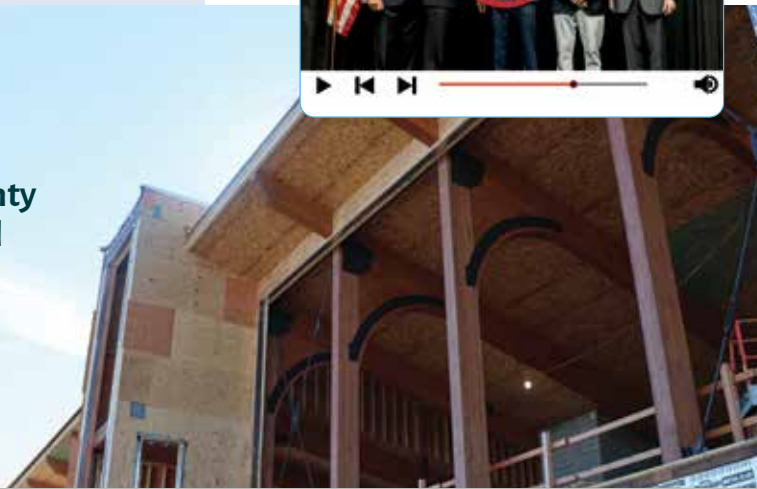
Each year on the April 15 tax filing deadline, union carpenters across the United States and Canada take to the streets to call for action against those employers who cheat the system.

26 Naval Submarine League Workforce Star

Local 1302 member Jacob Moreau was honored by the Naval Submarine League as a recipient of the Workforce Star Award.



22 Sullivan County International Airport Terminal



More News & Info

NASRCC News

- 8 Comings & Goings
- Appointments and Awards

Legislative News

- 21 Apprentices Get Issue Primers

Training

- 27 Shop Days
- 28 Training for Diverse Learners
- Local 346 Spearheads
- Successful Campaign for
- New High School
- 29 Congratulations Graduates!

Contractor's Corner

- 30 New Signatory Contractors
- 31 NASCTF Partners with
- Miller Paneling Specialties
- on Collaborative Training

Standard Departments

- 4 EST Message
- 33 In Memoriam
- 37 Training Map
- 38 BECK Notice
- 42 Welcome New Members
- 44 Schedule of Monthly
- Union Meetings
- 45 Local Listings



Escanee este código para leer historias adicionales en español.



North Atlantic States Regional
COUNCIL of CARPENTERS

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

Address:
750 Dorchester Ave., Unit 1
Boston, MA 02125
Telephone: (617) 307-5100
NASRCC.org

Executive Secretary-Treasurer
Joseph Byrne

The *Professional Carpenter* Staff:

Editor: Bert Durand

Managing Editor: Molly Walsh

Writers: Bert Durand, Jill O'Brien,
Molly Walsh & Melissa Clark

Art Directors & Design:

Tammy Torrey, Alicia Ozyjowski, & Jill O'Brien

Spanish translations: Karla Delgado

**THE NORTH ATLANTIC STATES REGIONAL COUNCIL OF
CARPENTERS IS PROUD AND GRATEFUL TO HAVE SO
MANY MILITARY VETERANS IN OUR UNION.**



The training, experience, and attitude veterans possess make them excellent members and leaders.

In order to properly recognize and communicate with our Brothers and Sisters who have served in the United States Armed Forces, we need to be sure they are identified in our records.



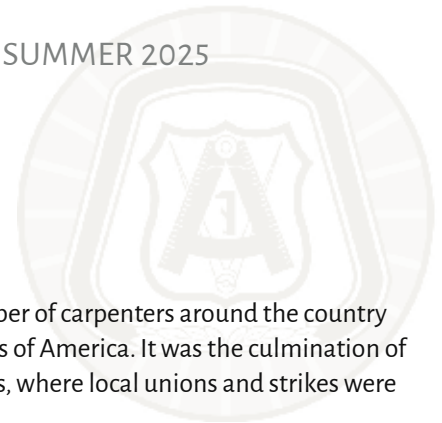
If you are a military veteran, please **scan this QR code** to let us know. This will help us communicate with you about veteran-specific issues, like taking full advantage of your military benefits or getting involved in military events.



North Atlantic States Regional
COUNCIL of CARPENTERS
nasrcc.org/vets



Educate, Agitate, Organize



Brothers and Sisters:

In August of 1881, PJ McGuire and a rapidly growing number of carpenters around the country formed the United Brotherhood of Carpenters and Joiners of America. It was the culmination of several years of effort in pockets around the United States, where local unions and strikes were becoming more common.

Earlier in 1881, the first volume of Carpenter magazine was published and distributed. It was four pages of dense text—one of which was in German! It included details about conditions and organized efforts by carpenters in places like Fall River, Massachusetts, Buffalo, New York and New Haven, Connecticut. Most importantly, it called for formation of a national union and made a case for organization that is still relevant.

1881 EXCERPT



IN the present age, there is no hope for workingmen outside of organization. Without a trades union, the workman meets the employer at a great disadvantage. The capitalist has the advantage of past accumulations; the laborer, unassisted by combination, has not. Knowing this, the capitalist can wait, while his men, without funds, have

no other alternative but to submit. But with organization the case is altered; and the more wide-spread the organization, the better. Then the workman is able to meet the employer on equal terms. No longer helpless and without resources, he has

not only his union treasury, but the moneys of sister unions to support him in his demands.

The learned professions have their unions, for the avowed purpose of elevating their calling. Manufacturers have also discovered the benefits of united, in place of divided, action, and they have numberless unions, local and national. Shall we not profit by these lessons? If the strong combine, why should not the weak?

Carpenters, you have spent years to furnish many tools; you lose a great deal of working time; you are continually subject to the perils of life and limb, and to the exposures of climate. Is your severe labor worth no more than a bare existence? Should you have naught but a beggarly pittance?

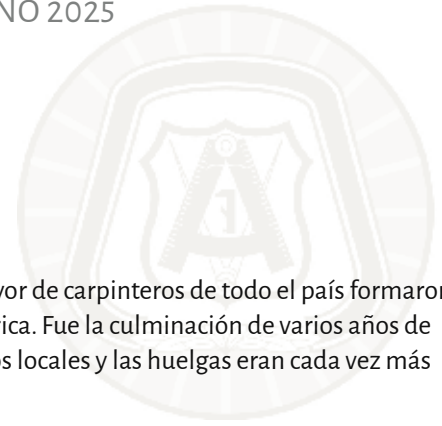
Many things have changed in our country, our industry and our union since this message was published, most of them for the better. But the fundamentals remain true: working people coming together is the most effective tactic for the prosperity of individuals. This is important in these times, as so many different issues threaten to divide us.

"Educate, Agitate, Organize!" As union carpenters, this is what is required of us. I hope you'll stay in this fight with me for respect, dignity and economic security. Every member participating makes us stronger and every action we undertake together increases the likelihood of our success.

Thank you for your membership and service to our union.

In solidarity,
Joe Byrne

Educar, Movilizar, Organizar



Hermanos y Hermanas:

En agosto de 1881, P.J. McGuire y un número cada vez mayor de carpinteros de todo el país formaron la Hermandad Unida de Carpinteros y Ebanistas de América. Fue la culminación de varios años de esfuerzo en zonas de Estados Unidos, donde los sindicatos locales y las huelgas eran cada vez más comunes.

A principios de 1881, se publicó y distribuyó el primer volumen de la revista Carpenter. Constaba de cuatro páginas de texto denso, ¡una de ellas en alemán! Incluía detalles sobre las condiciones y las iniciativas organizadas de los carpinteros en lugares como Fall River, Massachusetts; Buffalo, Nueva York; y New Haven, Connecticut. Y lo más importante, abogaba por la formación de un sindicato nacional y defendía una organización que aún sigue vigente.

1881 EXCERPT



En la época actual no hay esperanza para los trabajadores fuera de las organizaciones. Sin un sindicato, el trabajador se encuentra en gran desventaja frente al empresario. El capitalista tiene la ventaja de las acumulaciones pasadas; el trabajador, sin la ayuda de la combinación, no la tiene. Sabiendo esto, el capitalista puede esperar, mientras sus hombres,

sin fondos, no tienen otra alternativa que someterse. Pero con la organización la situación cambia; y cuanto más amplia sea la organización, mejor. Entonces, el trabajador puede enfrentarse al empleador en igualdad de condiciones. Ya no se siente desamparado ni sin recursos; cuenta no solo con el tesoro

sindical, sino también con el dinero de sindicatos afines para apoyar sus reivindicaciones.

Las profesiones académicas tienen sus sindicatos, con el propósito declarado de elevar su vocación. Los fabricantes también han descubierto los beneficios de la acción unida, en lugar de la dividida, y cuentan con innumerables sindicatos, tanto locales como nacionales. ¿No deberíamos aprovechar estas lecciones? Si los fuertes se unen, ¿por qué no deberían hacerlo los débiles?

Carpinteros, han dedicado años a proporcionar muchas herramientas; pierden mucho tiempo de trabajo; están continuamente expuestos a peligros para la vida y la integridad física, y a las inclemencias del clima. ¿Acaso su arduo trabajo no vale más que una simple existencia? ¿No deberíais tener más que una miseria?

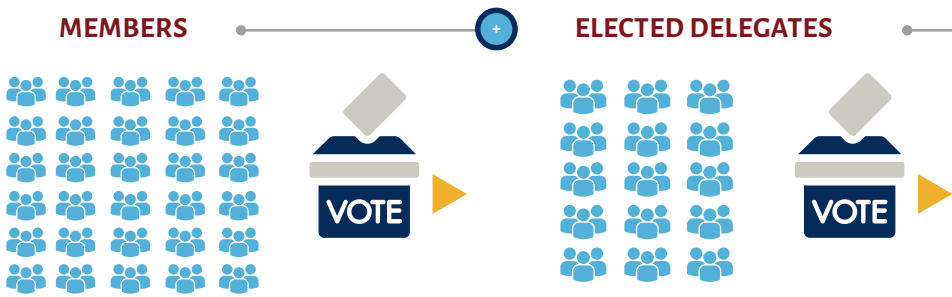
Muchas cosas han cambiado en nuestro país, nuestra industria y nuestro sindicato desde que se publicó este mensaje, la mayoría de ellas para mejor. Pero los fundamentos siguen siendo ciertos: la unión de los trabajadores es la táctica más eficaz para la prosperidad de los individuos. Esto es importante en estos tiempos, ya que muchos temas diferentes amenazan con dividirnos.

“¡Educar, Movilizar, Organizar!” Como carpinteros sindicalizados, esto es lo que se nos exige. Espero que sigan luchando conmigo por el respeto, la dignidad y la seguridad económica. Cada miembro que participa nos hace más fuertes y cada acción que emprendemos juntos aumenta las probabilidades de éxito.

Gracias por su afiliación y servicio a nuestro sindicato.

En solidaridad,
Joe Byrne

NASRCC Organization



ELECTED DELEGATES

Delegates are elected by their local union Brothers and Sisters to serve as representatives to the regional council and vote for the members of the executive board.

THE EXECUTIVE BOARD

The Executive Board is the governing body of the regional council. It includes the Executive Secretary-Treasurer – who serves as the full-time, day-to-day manager of the council's operations and finances.



Joe Byrne
Executive Secretary-Treasurer

The Executive Secretary-Treasurer selects senior staff and department directors to assist in managing council operations. They also appoint labor trustees to affiliated funds and may serve as chair or appoint labor chairs to those boards.

Raheem Shepard
President

Bill Banfield
Vice President

Mac Okun
Warden

Kim Hokanson
Conductor

Michael Holmes
Trustee

Anthony Villa
Trustee

Mynor Pérez
Trustee

Jomo Akono
Executive Committee

Krystal Green
Executive Committee

Kevin Kelley
Executive Committee

Dennis Lassige
Executive Committee

James Mason
Executive Committee

Greg Poole
Executive Committee

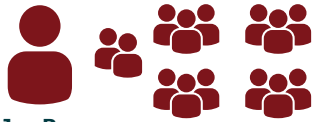
Mike Robinson
Executive Committee



THE EXECUTIVE BOARD



SENIOR STAFF & DIRECTORS



Joe Byrne
Executive Secretary-Treasurer



SELECTION & APPOINTMENTS

SENIOR STAFF & DIRECTORS



John Walsh
*Chief Operating Officer
/ Director of Market
Opportunity Fund*



Bill Banfield
*Assistant to the
Executive Secretary-
Treasurer*



Noel Xavier
Director of Organizing



Kim Hokanson
*Director of Contractor
Relations*



Joe O'Brien
Political Director



Tricia Richardson
NYS Political Director

AFFILIATED FUNDS



**North Atlantic States
Combined
Benefits Funds**
Nick Favorito
Executive Director



**North Atlantic States
Carpenters
Training Fund**
Ziven Drake
Executive Director

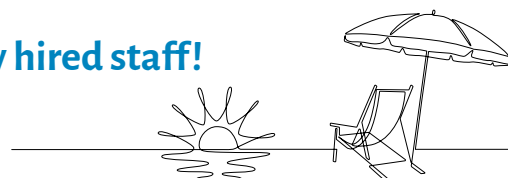


**North Atlantic States
Carpenters Labor
Management
Program**
Mynor Pérez
Executive Director

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 three-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 congratulations both retiring and newly hired staff!



Retirees:



Mike Davey joined the Brotherhood in 1985 and was hired on staff in 2017. He is a member of Piledrivers Local 56 and worked as a business representative for Shop and Mill Cabinet Local 51. He served as President of the Local 56 Executive Board for 30 years.



Tom Kelly joined the Brotherhood in 1990 and was hired on staff in 2014. He is a member of Local 276 and worked as business representative throughout Western New York.



Charlie Payne joined the Brotherhood in 1992 and was hired on staff in 2015. He is a member of Local 336 and worked as business representative throughout Western MA.



Jeff Martin joined the Brotherhood in 1982 and was hired on staff in 2014. He is a member of Local 328 and worked as business representative throughout the Boston area.

New Hires



Jim Burrows, a 13-year member of Local 328 is working as a business representative in the Boston area.



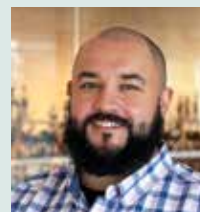
Cody Loniewski, a 10-year member of Local 279 is working as a business representative in the Hudson Valley region of New York.



Will Ruiz, a 6-year member of Local 279 is working as a business representative in the Hudson Valley region of New York.



Shane Scolaro, a 25-year member of Local 326 is working as a business representative in Connecticut.



Eriq Stewart, a 5-year member of Local 1121 is working as a business representative in Northern New England.



Ana Cardona, a 23-year member of Local 326 is working as a business representative in Connecticut.

Drake Takes Over After Fischer Retirement

Ziven Drake has been appointed by the Board of Trustees of the North Atlantic States Carpenters Training Fund (NASCTF) as the new executive director of the fund. She will succeed Tom Fischer, who has retired.



Tom Fischer



Ziven Drake

Drake is a member of Piledrivers Local 56 and has served as assistant to the director of NASCTF since June 2020. Fischer is a member of Local 336 and has been the executive director of training since 2018.

"I am honored to have served in my capacity as assistant director for these last two years, helping to implement the vision of the organization," Drake said. "I look forward to carrying that momentum forward as executive director to improve the lives of our members and serve the needs of our employers."

The North Atlantic States Regional Council lauded Fischer's dedication, service, and sacrifices to propel a program that serves as a model within the UBC and the construction industry. Joe Byrne, executive secretary-treasurer, congratulated both Drake and Fischer.

"Tom Fischer's tenure has been transformative," Byrne said. "It will be remembered for the significant improvements made to our training facilities, delivery of curriculum and a significant culture change. By his side during most of that work was Ziven Drake. The way they have worked cooperatively and effectively gives me tremendous confidence that the excellence of our training programs will continue."

Mike Holmes, chair of the NASCTF Board of Directors, also offered his thanks and congratulations.

"As a program that serves the interests of both members and our employer partners, we look for paths to mutual success," he said. "That requires an ability to understand multiple perspectives and create a positive and supportive environment. To know Tom is to understand how well suited he is to do that. Some of us have learned more from

Tom about professionalism and purpose than we have carpentry skills."

"We are lucky to have someone, in Ziven, who has not only been a great asset to Tom and the program, but will continue and expand on his work," Holmes said.

The NASCTF Board of Directors consists of nine labor trustees and 14 management trustees (both contractor and association members) throughout the seven-state region. They participate in shaping the apprenticeship and training programs offered to union carpenters at 14 training sites throughout New York and New England. The program oversees 2,500 apprentices as well as programs that help journey level members advance their careers by keeping their skills current as the construction industry changes.

Hokanson Leads Contractor Relations Department

Kim Hokanson has been named director of Contractor Relations for the union. The appointment, by Executive Secretary-Treasurer Joe Byrne, continues Hokanson's steady climb through the union ranks, from organizer/representative to regional manager and deputy director of Contractor Relations.



Kim Hokanson

"Two of the most important things our union must do to continue its success are developing industry leaders and maintaining a culture of collaboration," Byrne said. "Kim has taken advantage of every opportunity available during her career to learn and become a more effective leader. As director of contractor relations, she will continue to expand and deepen the crucial relationships between construction employers and our union."

"In the construction industry, a strong partnership between labor and management isn't just beneficial—it's essential," said

Hokanson "As we move forward, my focus is on building on the current partnerships as this collaboration builds trust, resolves conflicts early, and ensures projects are delivered safely, on time, and with shared pride."

The Contractor Relations Department of NASRCC works with construction managers, general contractors and subcontractors to eliminate barriers to their success. In addition to facilitating communication with the union, they help companies access new construction markets and facilitate relationships with other union partners and allies.

Prior to being hired by the union in 2018, Hokanson worked as a carpenter, foreperson and outside superintendent for New England Finish Systems.

After joining the union's staff, she worked as an organizer in the Northeast Massachusetts area; an organizer/representative in Vermont and New Hampshire; regional manager for Northern New England; the deputy director of Contractor Relations; and a member of the NASRCC senior leadership.

Hokanson has been a member of the NASRCC Executive Board since 2021, first as the warden and now conductor.



Steve Joyce

Joyce Retires with Long Council Legacy

With forty-six years of membership in the UBC and close to three decades on staff with the New England and North Atlantic States Regional Council of Carpenters, Steve Joyce retired this spring.

His official titles when he finished working were director of Contractor Relations for the union and executive director of the North Atlantic States Carpenters Labor Management Program.

To Executive Secretary-Treasurer Joe Byrne, titles didn't give the full picture of the important role Joyce played on the senior staff thanks to his experience and lengthy tenure.

"Steve's understanding of the industry and how our relationships with different partners had evolved over time was invaluable to me and the entire organization," Byrne said. "He worked at a director or senior staff level not just for me, but for three previous regional council leaders. He understood the operation and had tremendous insight because of his varied perspectives over the years. He's provided a significant service to our union and fully earned his retirement."

Joyce described his work as a labor of love.

"They say 'if you love what you do, you'll never work a day in your life' and I will tell you, we work hard, but it's not work to me," Joyce said. "I've been here as long as I have because I love what we do. The Brothers and Sisters I've had the opportunity to work with are my best friends. I am blessed and I couldn't be prouder to be a member of this organization."

A native of the Mission Hill neighborhood in Boston, Joyce joined the former Local 33 in 1979, following his father and several brothers into

the building trades. He worked in the field until given an opportunity to join the staff of the Massachusetts Attorney General's Fair Labor Standards bureau.



Steve's understanding of the industry and how our relationships with different partners had evolved over time was invaluable to me and the entire organization.

**—JOE BYRNE
EXECUTIVE SECRETARY-TREASURER**

He returned to union employment to work as a political campaign liaison for the former New England Regional Council in 1998. He has worked in numerous capacities over the years, as a research director, government relations director, political director, executive director of the North Atlantic States Labor

Management Program and contractor relations director for the Regional Council.

Beyond his employment with the union, he served as a vice president of the Massachusetts AFL-CIO; a board member of the Massachusetts Building Trades and Boston Central Labor Council; a member, chair and vice chair of the Massachusetts Workers' Compensation Advisory Council; and a member of the Massachusetts School Building Authority, OPM Review Panel. In his adopted hometown of Framingham, he has served as a member of the Community Preservation Committee and a Commissioner of the Framingham Housing Authority.

UBC General Vice President Tom Flynn, who worked with Joyce for many years at the regional council--Joyce succeeded Flynn as political director and director of NASCLMP--said Joyce was "always willing to roll up his sleeves and get things done."

"When history looks back at the successful merger of New England and New York, they'll see that Steve Joyce played an integral role, leading with dignity and respect, the way he has done his entire career."

Pérez to lead NASCLMP

Following a nomination by NASRCC Executive Secretary-Treasurer Joe Byrne, Mynor Pérez was named the executive director of the North Atlantic States Carpenters Labor Management Program (NASCLMP) by the board of trustees.

Pérez has been a NASCLMP trustee since 2017. He also serves as the business manager of Floorcoverers Local 2168 and the regional manager for Shop and Mill Cabinet Local 51, Pile Drivers Local 56 and Residential Carpenters Local 723.

Pérez started as an apprentice in 1990 and began working full-time for the regional council in 1999. He became a member of the regional council executive board in 2018. He is also a trustee for the North Atlantic States Carpenters Combined Benefits Funds.



Mynor Pérez

Pérez is active in city politics and government, working with candidates and elected officials to support responsible construction.

Amid Uncertainty, Members Host Recession Themed Information Session

As union members, we have access to more resources than most and the power to face challenges and fight back together.

As economic uncertainty and anxiety continue to grow nationwide and globally, this event was designed to help members prepare proactively for the possibility of a recession. Over 80 members participated — both in person at the Carpenters Center in Dorchester and via Zoom — in an information session organized and hosted by rank and file members in the Boston area.

The session focused primarily on the potential for a recession, how it might impact the construction industry, what we can do individually, and what we can do collectively as a union in response.

John Walsh, chief operating officer and director of the market opportunity fund, for the NASRCC, gave an insight into market trends. He highlighted how tariffs can create major uncertainty in construction budgeting. For example, a 10% tariff on a \$100 million project could add \$10 million to costs, making projects harder to finance, often leading to cuts in labor costs. With the possibility of the construction market tightening, Walsh stressed that extra vigilance will be needed to maintain union standards, as there will be pressure to cut wages and undercut union work.

Rick Kronish, Chris Heinz, and Elizabeth Skidmore reviewed how members navigated past recessions, stressing the importance of strong financial management. Practical advice included negotiating with banks (who would rather work with you than take your home), paying off credit cards, and using slower periods to upskill through classes at the union's training centers nationwide.

Lisa Dunderdale from KGA, an employee assistance program provided to members by the North Atlantic States Carpenters Benefit Funds (NASCBF), emphasized that members have access to free financial resources, including confidential financial counseling through KGA. Importantly, members do not need to meet any hourly eligibility requirements to access these services. The KGA contact number can be found on the back of members' healthcare cards, or members can visit My.KGALifeServices.com for more information.



... a 10% tariff on a
\$100 MILLION
project could add \$10 million to costs, making projects harder to finance, often leading to cuts in labor costs

Noel Xavier, director of organizing, and Christy Benedetto, political engagement coordinator for the NASRCC, discussed collective actions that our union and members can take to protect jobs, strengthen the union's position, and ensure that the workforce remains strong and prepared during uncertain economic times.

The session concluded with an open discussion, allowing members to ask questions and share ideas about how best to navigate a potential recession.

SHAME ON TUFTS



For nearly a year, union carpenters have been in a dispute with Tufts University in Somerville over their use of contractors who regularly undercut labor standards on construction projects. These contractors have a history of exploiting workers and violating basic wage, hour, and tax laws.

Tufts projects have relied on non-union building contractors that pay wages and benefits that fail to meet community standards at Eaton Hall, Blakely Hall and Halligan Hall.

Optiline Drywall is one of the contractors that worked at Halligan Hall. NASRCC organizers have consistently found problems on Optiline projects.

The Massachusetts Attorney General's office recently imposed \$15,000 in penalties against the New Hampshire-based Optiline for retaliating against employees who filed a private lawsuit against the company over alleged violations of Massachusetts' wage and hour laws. A judge found that Optiline

made threatening and intimidating statements, including some related to immigration status, in an attempt to coerce the employees into dropping the lawsuit.

Dynamic Interiors has also been hired to work at Tufts. Carpenters from that company participated in a union demonstration at Tufts after Dynamic failed to pay them their wages on a project in North Attleboro.



Dynamic Interiors carpenters participated in a union demonstration at Tufts after Dynamic failed to pay them their wages on a project in North Attleboro.

"We're asking Tufts University to adopt responsible contractor standards," said NASRCC Organizing Director Noel Xavier. "This would ensure that contractors working on Tufts construction projects pay fair wages and benefits, comply with basic tax and safety laws or rules, and participate in state or federally approved apprenticeship programs that graduate a diverse and well-trained workforce."

Xavier and other union representatives have tried to meet with Tufts leadership to discuss resolutions to these issues but have received no meaningful response. Because of that, the union has consistently escalated the size and frequency of public demonstrations to shame the school.

As part of the UBC's national Tax Fraud Days of Action, hundreds of members flooded the streets in and around the Tufts campus.

Members STAND UP, FIGHT BACK in Bridgeport

KBE Building Corporation has awakened a beast in Bridgeport, CT.

A luxury housing complex KBE is developing in the city's East End has been the site of multiple problems and Local 326 members have had ENOUGH of it.

Five New York and New Jersey based companies were issued stop work orders on the project. Among them were Pillar Property Management, J Gonzales Construction and Odysseus Ploy Mechanos, who were cited by the Connecticut Department of Labor violations including: not having workers' compensation insurance coverage, misclassifying workers and concealing payroll for the purposes of defrauding.

The work being done is the first phase of a proposed 1,500 units to be built and partially funded by 12-year municipal tax breaks. The State of Connecticut has also provided a \$20 million low interest loan as well as nearly \$1 million for environmental cleanup of the property.

Connecticut Regional Manager Marc Okun spoke out against the illegal tactics at a rally, saying: "We're here not because we're connected to this job- because we are not- we're here because we have the loudest voice!"

"KBE is in control of their site," Okun said. "If they made it clear that their subs need to

meet certain standards and follow the laws, their subs would. Why? Because they (KBE) don't only have job-site control, they have the power of the purse."

Local elected officials joined the fight.

"The developer who's renovating this high-rise was issued three stop-work orders by the Connecticut Department of Labor for the kind of alleged labor violations that take jobs away from Bridgeport workers," said Jeanette Herron of the Bridgeport City Council. "They come in and pay workers under the table, or pay them as independent contractors, which means the workers don't get Social Security credits or protection if they get hurt—and the local tax base is robbed of a substantial revenue stream. It's wrong on so many different levels and we are here to say, 'Not in our city,'" Herron said.

Organizer Miguel Fuentes has been coordinating regular demonstrations at the site, coordinating with union carpenters as well as other building trades and community groups.



"People are frustrated that this important project will be another missed opportunity for Bridgeport's blue-collar workers and families, Bridgeport's underemployed youth and local law-abiding contractors," Fuentes said. "Law-abiding Connecticut contractors can't compete against companies who fail to properly cover their employees with workers' compensation insurance."

**We're asking Tufts University
to adopt responsible
contractor standards** ”

— NOEL XAVIER
NASRCC ORGANIZING DIRECTOR

"Tufts should be a leader in fair labor practices and uphold the values of learning, inclusion, fairness, and opportunity for all workers; values that they champion and claim they hold dear," Xavier said. "They are making a clear and deliberate choice to go in a different direction."



¡Qué vergüenza, Tufts!

Durante casi un año, los carpinteros sindicalizados han estado en disputa con la Universidad de Tufts en Somerville por el uso de contratistas que regularmente socavan las normas laborales en proyectos de construcción.



Estos contratistas tienen un historial de explotación laboral y violación de las leyes básicas sobre salarios, horarios e impuestos.

Los proyectos de Tufts han dependido de contratistas de construcción no sindicalizados que pagan salarios y beneficios que no cumplen con los estándares comunitarios en Eaton Hall, Blakely Hall y Halligan Hall.

Optiline Drywall es uno de los contratistas que trabajó en Halligan Hall. Los organizadores de NASRCC han detectado problemas constantemente en los proyectos de Optiline.

La oficina del Fiscal General de Massachusetts impuso recientemente multas por \$15,000 contra Optiline, con sede en New Hampshire, por tomar represalias contra los empleados que presentaron una demanda privada contra la empresa por presuntas violaciones de las leyes de salarios y horas de Massachusetts. Un juez determinó que Optiline hizo declaraciones amena-

zantes e intimidantes, incluidas algunas relacionadas con el estatus migratorio, en un intento de obligar a los empleados a retirar la demanda.

Dynamic Interiors también ha sido contratado para trabajar en Tufts. Los carpinteros de esa empresa participaron en una manifestación sindical en Tufts después de que Dynamic no les pagara sus salarios en un proyecto en North Attleboro.



Dynamic Interiors también ha sido contratado para trabajar en Tufts. Los carpinteros de esa empresa participaron en una manifestación sindical en Tufts después de que Dynamic no les pagara sus salarios en un proyecto en North Attleboro.

“Estamos pidiendo a la Universidad de Tufts que adopte estándares para contratistas responsables,” afirmó el Director de Organización de NASRCC, Noel Xavier. “Esto garantizaría que los contratistas que trabajan en proyectos de construcción de Tufts paguen salarios y beneficios justos, cumplan con las leyes o normas básicas de impuestos y seguridad, y participen en programas de aprendizaje aprobados a nivel estatal o federal que gradúen una fuerza laboral diversa y bien capacitada.”

Xavier y otros representantes sindicales han intentado reunirse con los líderes de Tufts para buscar soluciones a estos problemas, pero no han recibido ninguna respuesta significativa. Por ello, el sindicato ha incrementado constantemente la magnitud y la frecuencia de las manifestaciones públicas para desacreditar a la escuela.

Como parte de los Días de Acción contra el Fraude Fiscal a nivel nacional de la UBC, cientos de miembros inundaron las calles dentro y alrededor del campus de Tufts.

Miembros ¡LEVANTENSE Y CONTRAATAQUEN en Bridgeport!

KBE Building Corporation ha despertado una bestia en Bridgeport, CT.

Un complejo de viviendas de lujo que KBE está desarrollando en el East End de la ciudad ha sido escenario de múltiples problemas y los miembros del Local 326 ya están hartos.



Se emitieron órdenes de suspensión de trabajos en el proyecto a cinco empresas con sede en Nueva York y Nueva Jersey. Entre ellos se encontraban Pillar Property Management, J Gonzales Construction y Odysseus Ploy Mechanos, quienes fueron citados por el Departamento de Trabajo de Connecticut por violaciones que incluyen: no tener cobertura de seguro de compensación para trabajadores, clasificar erróneamente a los trabajadores y ocultar la nómina con el propósito de defraudar.

El trabajo que se está realizando es la primera fase de un proyecto de 1,500 unidades que se construirán y financiarán parcialmente mediante exenciones de impuestos municipales durante 12 años. El estado de Connecticut también ha proporcionado un préstamo a bajo interés de 20 millones de dólares, así como casi un millón de dólares para la limpieza ambiental de la propiedad.

El Gerente Regional de Connecticut, Okun, se pronunció en contra de las tácticas ilegales en

una manifestación y dijo: “Estamos aquí no porque estemos conectados con este trabajo, porque no lo estamos, ¡estamos aquí porque tenemos la voz más fuerte!”

“KBE tiene el control de su obra,” dijo Okun. “Si dejaran claro que sus subcontratistas deben cumplir ciertas normas y leyes, lo harían. ¿Por qué? Porque ellos (KBE) no solo tienen el control de la obra, sino que también tienen el poder económico.”

Los funcionarios electos locales se unieron a la lucha.

“El desarrollador que está renovando este rascacielos recibió tres órdenes de suspensión de trabajos por parte del Departamento de Trabajo de Connecticut por el tipo de supuestas violaciones laborales que quitan el trabajo a los trabajadores de Bridgeport,” dijo Jeanette Herron, del Ayuntamiento de Bridgeport. “Vienen y les pagan a los trabajadores bajo la mesa, o les pagan como contratistas independientes, lo que significa que los trabajadores no reciben créditos del

Seguro Social ni protección si se lesionan, y la base impositiva local se ve privada de un flujo de ingresos sustancial. “Está mal en muchos niveles diferentes y estamos aquí para decir: ‘No en nuestra ciudad,’” dijo Herron.

El organizador Miguel Fuentes ha estado coordinando manifestaciones regulares en el proyecto, coordinando con carpinteros sindicales, así como con otros gremios de construcción y grupos comunitarios.

“La gente está frustrada porque este importante proyecto será otra oportunidad perdida para los trabajadores y las familias de Bridgeport, los jóvenes subempleados de Bridgeport y los contratistas locales que cumplen la ley,” dijo Fuentes. “Los contratistas de Connecticut que cumplen con la ley no pueden competir con las empresas que no cubren adecuadamente a sus empleados con un seguro de compensación laboral.”



”
Estamos pidiendo a la
Universidad de Tufts que adopte estándares
para contratistas responsables

— NOEL XAVIER
DIRECTOR DE ORGANIZACIÓN DE NASRCC

“Tufts debería ser líder en prácticas laborales justas y defender los valores de aprendizaje, inclusión, equidad y oportunidad para todos los trabajadores; valores que defiende y afirma que aprecia,” dijo Xavier. “Están tomando una decisión clara y deliberada de ir en una dirección diferente.”



”

I came from a workplace that values safety, teamwork, and problem solving. Those skills are transferable to being a union carpenter.

– RAUL ROJAS, LOCAL 326
ARMY VETERAN

NASRCC Expands Recruitment and Support Efforts for Military Servicemembers

NASRCC has been committed throughout the years to recruitment efforts for veterans and those transitioning out of the military. Through virtual and in-person outreach, staff and rank and file members educate servicemembers, military personnel, and other government and community organizations, about union carpentry careers. NASRCC speaks with those who represent active-duty members, veterans and reservists, while also regularly attending military career fairs across the seven-state council.

In addition to recruitment, NASRCC provides resources for veterans within the organization; assisting those who may be eligible for GI Bill and service-connected disability benefits.

NASRCC also continues its longstanding partnership with the Helmets to Hardhats organization, collaborates with the DOL Employment Navigator Program, Army ACASP Program, and offers opportunities through the Military Veterans Program (MVP). The MVP program is a free eight-

week training program for those transitioning out of the military and offered at military bases throughout the US. Graduates of the program receive direct entry and one-year credit into the Millwright or Carpenter apprenticeship programs.

Fort Drum MVP program participant Raul Rojas is an Army veteran, and the first graduate of the MVP program to join Local 326 in Connecticut. He is currently a second-year apprentice and was intrigued to learn more about the Carpenters union after recognizing that the values and benefits of what he learned in the Army are comparable to those in the union. Rojas says, “I came from a workplace that values safety, teamwork, and problem solving. Those skills are transferable to being a union carpenter.”

There are many veterans within NASRCC who can relate their transition from the military into the Carpenters union. John Dunderdale, business manager for Pile Drivers and Divers Local 56 and Helmets to Hardhats liaison for the NASRCC

states, “I joined the United States Marine Corps at the age of eighteen. During my service, I attended Navy Combat Dive School in Pearl Harbor and I didn't realize at the time that this experience would lead to my career as a commercial diver with the UBC. Transitioning from active duty to the UBC was a smooth process due to the similarities between the two organizations.”

There is great alignment between the soft skills needed in the military and those needed in the Carpenters union, and many servicemembers have chosen to take a career path into union carpentry. With continued efforts, NASRCC looks forward to recruiting more servicemembers into the organization and supporting our current members who have proudly served our country.



NASRCC Amplía sus Esfuerzos de Reclutamiento y Apoyo para Miembros del Servicio Militar

NASRCC se ha comprometido a lo largo de los años con los esfuerzos de reclutamiento para veteranos y aquellos que salen del ejército. A través del alcance virtual y en persona, los representantes de NASRCC comparten las historias de nuestros miembros veteranos y continúan educando al personal militar, a las organizaciones comunitarias y gubernamentales sobre las carreras de carpintería sindical. NASRCC habla con quienes representan a miembros en servicio activo, veteranos y reservistas, mientras que también asiste regularmente a ferias profesionales militares en los siete estados del consejo.

Además del reclutamiento, NASRCC proporciona recursos para los veteranos dentro de la organización, ayudando a aquellos que pueden ser elegibles para el GI Bill y los beneficios por discapacidad relacionados con el servicio.

NASRCC también continúa su asociación de larga data con la organización Helmets to Hardhats,

colabora con el Programa de Navegadores de Empleo del DOL, el Programa ACASP del Ejército y ofrece oportunidades a través del Programa MVP.

Raúl Rojas, participante del programa MVP de Fort Drum, es un veterano del ejército y el primer graduado del programa MVP en unirse al Local 326 en Connecticut. Actualmente es un aprendiz de segundo año y le intrigó aprender más sobre el sindicato de carpinteros después de reconocer que los valores y beneficios de lo que aprendió en el ejército son comparables a los del sindicato. Rojas dice: “Vengo de un trabajo que valora la seguridad, el trabajo en equipo y la resolución de problemas. Esas habilidades son transferibles a mi trabajo como carpintero sindicalizado.”

Hay muchos veteranos dentro de NASRCC que pueden identificarse con su transición del ejército al sindicato de carpinteros. John Dunderdale, gerente comercial de Pile Drivers Local 56 y enlace de Helmets to Hardhats para NASRCC, afirma: “Me uní a la Marina

de los Estados Unidos a la edad de dieciocho años. Durante mi servicio, asistí a la Escuela de Buceo de Combate de la Marina en Pearl Harbor y no me di cuenta en ese momento de que esta experiencia me llevaría a mi carrera como buzo comercial en la UBC. La transición del servicio activo a la UBC fue un proceso sencillo debido a las similitudes entre ambas organizaciones.”

Existe una gran coherencia entre las habilidades interpersonales necesarias en las fuerzas armadas y las que se requieren en el sindicato de carpinteros, y muchos militares han optado por una carrera en la carpintería sindical. Con esfuerzos constantes, NASRCC espera reclutar a más militares para la organización y apoyar a nuestros miembros actuales, quienes han servido con orgullo a nuestro país.



”

Vengo de un trabajo que valora la seguridad, el trabajo en equipo y la resolución de problemas. Esas habilidades son transferibles a mi trabajo como carpintero sindicalizado.

— RAUL ROJAS, LOCAL 326
ARMY VETERAN

When One Door Closes

When a plant closure left thousands of workers uncertain about their futures, it also opened the door to a new career in the Carpenters union.



L-R: Former Sumitomo Rubber Industries workers and now Local 276 members: Sean West, Ernest Lott, Mario Burks, Vincent Ruda, Jeff Partell and working at the largest solar farm in the state, the Cider Solar project in Elba, New York. Photo credit: Tom Iorizzo, NASRCC.

When Sumitomo Rubber Industries abruptly shut down its tire plant in western New York in November, 1,380 workers unexpectedly lost their jobs. Most—about 1,200 were members of the United Steelworkers Local 135.

The news sent shockwaves through the local Tonawanda community. When representatives of Local 276 and Local 1163 spotted familiar faces posting about the shutdown on social media, they took action, sending direct messages and sharing information about unions carpentry training programs and upcoming construction projects in the Western New York region. Dialogue began - and so did a plan for the future.

On the final day of operations at the Sumitomo plant, NASRCC Business Representatives Gerald Dee, Jeff Kowalczewski, Thomas Iorizzo, Brian Scruton, and Ted Wightman visited the factory, speaking with about 100 men and women who were facing unemployment.

“As the doors were closing, new ones were opening for many of these workers, thanks to the swift action of the NASRCC Western New York team,” said Chris Austin, business manager, Local 276. “With demand for skilled carpenters on the rise across Western and Central New York, now is the time to recruit and build for tomorrow. Major projects like the Cider Solar Farm, the new Buffalo Bills stadium, and other large-scale initiatives are already in motion. Our union has the tools, training, and support to help current members—and those ready to join us—succeed long-term.”

Recognizing the transferable skills many union steelworkers possessed—including work ethic, forklift operation, and mechanical skills—the Carpenters union developed specific training programs to prepare them for work in commercial carpentry and the growing renewable energy

sector. These efforts included solar-specific training as well as certifications like OSHA 10, scaffold safety, metal framing, and welding. The goal was to provide the credentials needed to step directly onto active job sites in the area, such as a major Amazon distribution center in Niagara Falls and the largest solar farm in the state, the Cider Solar project in Elba.

To date, the Carpenters have run multiple three-week training programs, with more sessions on the horizon.

“We typically do mock-ups to teach people who are going to be on site—prior to going on-site—the parts and pieces, how they get put together,” explained Tom Iorizzo, NASRCC. “This saves time, money, and a lot of energy compared to training directly on site.”

For workers like Jeff Partell, a former Sumitomo factory worker for 20 years, and now a member of Local 276, the transition to becoming a union carpenter has been life-changing.

“From day one after the plant shut down, it was a shock,” Jeff said. “We didn’t know what we were going to do. But when the union stepped in, we realized there was another path. What we did every day at the factory—showing up, working hard—it’s the same mindset. We just had to learn a new trade. Now we’ve got a future again.”

Thirty former Sumitomo workers have been recruited into the Carpenters’ ranks thus far, 21 of whom are now helping to build the massive 500-megawatt solar farm. Among them is Brother Jack Kinsella, who has already accumulated over 530 work hours on this project

since joining in January, and is now eligible for healthcare coverage.

“We saw that many of these workers already had what it takes—reliability, work ethic, mechanical skills,” said Gerald Dee, business representative, Local 276. “We saw the potential in them, and we’re proud to help them turn those skills into a solid career as union carpenters.”



Solar training was held at the Rochester Training Center.

With billions of dollars being invested in renewable energy across New York State, the demand for skilled labor is exploding.

If you’re interested in learning more about the work opportunities mentioned, please visit nasrcc.org/joinny or scan the QR code.



FOLLOW NASRCC ON SOCIAL, STAY CONNECTED



Unions Win Again in New Hampshire

Despite Fall 2024 election results that produced a new Republican Governor and increased Republican majorities in both the New Hampshire House and Senate, so-called “Right to Work” legislation was defeated again this year in the Granite State.



Union carpenters were part of a bipartisan coalition that sent letters and emails to legislators, visited legislative offices in person and held multiple large-scale rallies at the capitol in Concord. A 200-180 victory in the House of Representatives resulted, meaning another in a series of failed attempts by conservatives and national special interest groups to pass the anti-union bill in the state.

“The national and local anti-worker groups were chomping at the bit,” said NASRCC Executive Secretary-Treasurer Joe Byrne. “They thought they had finally got a state North of the Mason-Dixon line to pass legislation whose only real goal is to weaken unions. But once again, our members and our staff rallied to the cause and we won.”

Political Director Joe O'Brien said each defeat of so-called “Right to Work” over the years has included some key elements.

“Members are active and very persuasive in direct conversations with legislators,” he said. “Our union employers also speak out about the harm so-called “Right to Work” would have on their businesses. We build our bipartisan coalitions and we show up in a big way, even in some nasty weather, like we had this year.”

Los Sindicatos Vuelven a Ganar en New Hampshire

A pesar de los resultados de las elecciones de otoño de 2024 que produjeron un nuevo Gobernador Republicano y aumentaron las mayorías republicanas tanto en la Cámara de Representantes como en el Senado de New Hampshire, la llamada legislación “Derecho al Trabajo” fue derrotada nuevamente este año en el Estado del Granito.

Los carpinteros sindicales formaron parte de una coalición bipartidista que envió cartas y correos electrónicos a los legisladores, visitó las oficinas legislativas en persona y realizó múltiples manifestaciones a gran escala en el capitolio en Concord. El resultado fue una victoria de 200 a 180 en la Cámara de Representantes, lo que significa otro de una serie de intentos fallidos por parte de los conservadores y grupos de intereses especiales nacionales para aprobar el proyecto de ley antisindical en el estado.

“Los grupos antiobreros nacionales y locales estaban ansiosos por comenzar,” dijo el secretario ejecutivo y tesorero de NASRCC, Joe Byrne. “Creían que por fin habían conseguido que un estado al norte de la línea Mason-Dixon aprobara una legislación cuyo único objetivo real es debilitar a los sindicatos. Pero, una vez más, nuestros afiliados y nuestro personal se unieron a la causa y ganamos.”

El Director Político Joe O'Brien dijo que cada derrota del llamado “Derecho al Trabajo” a lo largo de los años ha incluido algunos elementos clave.

“Los miembros son activos y muy persuasivos en las conversaciones directas con los legisladores,” dijo. “Nuestros empleadores sindicales también se pronuncian sobre el daño que el llamado “derecho al trabajo” tendría en sus empresas. “Construimos coaliciones bipartidistas y nos presentamos con fuerza, incluso con un clima desagradable como el que tuvimos este año.”

Apprentices Get Issue Primers

Apprentices are learning a bit more about how “Elections Have Consequences” and “Politics = Paychecks” thanks to a new, non-partisan issue education program. The quarterly program connects the dots between what happens in Washington, D.C, state capitals and even local governments and union work hours.

The program does NOT discuss political parties or candidates and stays away from issues that do not directly relate to the union and construction industry standards.

Discussions so far have focused on the importance and impact of voting and campaigning; getting involved in bi-partisan legislative advocacy after elections; tax fraud and wage theft in the construction industry; and getting involved in city and town government.

“There are critical issues that determine whether work is funded and the standards that exist during bidding or on the job and it's the responsibility of the union to make sure our members understand how it all works,” said Joe O'Brien, political director of the North Atlantic States Regional Council of Carpenters.

“We're doing this with apprentices because we want them to be educated early in their careers. After all, if union carpenters don't understand the importance of Davis Bacon or the laws protecting union rights, we can't effectively advocate as a union to protect our own futures.”

While content is developed by the political department, instructors of the North Atlantic States Carpenters Training Fund lead discussions.

“Our instructors aren't just well-versed in the skills of our craft and how to help members develop their skills,” said NASCTF Executive Director Ziven Drake. “They are veteran members of the union who understand that our work and our livelihoods sometimes depend on laws, regulations and government funding.”

The sessions include open discussion and are followed by member surveys. O'Brien said while some members had been skeptical of the program, survey responses show that the union hasn't strayed into partisan areas and apprentices appreciate learning more about carpenters' issues.



To learn more
scan the
QR code



”

There are critical issues that determine whether work is funded and the standards that exist during bidding or on the job and it's the responsibility of the union to make sure our members understand how it all works.

– JOE O'BRIEN,
POLITICAL DIRECTOR OF
THE NORTH ATLANTIC
STATES REGIONAL
COUNCIL OF CARPENTERS





Sullivan County International Airport Terminal



A new airport terminal is being built at the Sullivan County International Airport in the Hudson Valley region of New York. The structure is comprised of mass timber; a growing craft that highlights the specialized skillset of union carpenters.



The mass timber market is quickly evolving. The use of these products can contribute to greater productivity and safety on job sites, as the process involves less heavy machinery use.

Local 279 Business Representative Matt Ross notes that “by adopting timber framing, we are effectively utilizing renewable materials and significantly reducing our environmental

The Sullivan County International Airport serves as a powerful example of what environmentally friendly building practices can achieve.

— MATT ROSS, LOCAL 279 BUSINESS REPRESENTATIVE

”

footprint. This is not just a step; it is a bold move towards a sustainable future in construction. The Sullivan County International Airport serves as a powerful example of what environmentally friendly building practices can achieve.”

Carpenters working for Tri-State Drywall and Acoustical completed the wood framing and glulam installation, as well as intricate ceiling designs including floating clouds, turf baffles and other specialty installations.





Carpenters Again Raise Our Voices Against Tax Fraud

Each year, when Americans face the April 15 deadline for filing taxes, union carpenters across the United States and Canada take to the streets to call for action against those employers who cheat the system. The activities take place in a period we call “Tax Fraud Days of Action.”

It's a tradition we look forward to ending someday soon, but we can't do it alone.

In some places, laws need to be passed. In others, they need to be enforced. And in just about every location, contractors who commit wage theft and tax fraud need to face much stiffer penalties.

Within the seven-state region of the North Atlantic States Regional Council, diverse public activities were planned and held by each affiliated local union. The numbers attending and the noise they made was as loud as ever.

And why wouldn't it be? Union contractors pay fairly. They properly classify carpenters as employees, make payments to unemployment insurance, Social Security and Medicare. They secure workers' compensation coverage for employees and pay them properly when they work overtime.

Construction Industry Tax Fraud *BY THE NUMBERS*

\$1.9 BILLION

LOST IN
OVERTIME PAY

\$10 BILLION

STATE & FEDERAL
COMBINED LOSSES

\$5 BILLION

UNPAID WORKERS'
COMP PREMIUMS

\$791 MILLION

IN UNPAID
CONTRIBUTIONS

\$5.1 BILLION

EMPLOYERS OFFLOAD
THEIR SHARE OF SOCIAL
SECURITY + MEDICARE
TAXES



Unfortunately, many nonunion employers don't do any of those things. Too often, they commit wage theft. That is, they don't pay workers the wages they have committed and are obligated to pay. What's worse is that many general contractor and developers turn a blind eye to this activity because it provides a financial savings to them.

Honest contractors can't—and shouldn't HAVE to—compete with that. Federal, state and local governments shouldn't have to find creative ways to make up for lost revenue. Honest citizens—union carpenters, especially—shouldn't have to suffer from lost work and crippled hometowns.

Thanks to each and every member who participated in an event during Tax Fraud Days of Action!

Naval Submarine League Workforce Star

Local 1302 member Jacob Moreau was honored by the Naval Submarine League as a recipient of the Workforce Star Award. The award recognizes individuals who have been identified as exemplary contributors to the construction, maintenance, or repair of submarines or to their individual infrastructure.

Moreau began his career at General Dynamics Electric Boat in 2016 working to install exterior treatments to the submarines. After completing his apprenticeship, he became a lead linesman and was appointed a union steward. He works closely with the optical tooling group to take precise measurements on the ship for critical components. Moreau is currently working on the new Columbia class of submarines, the most vital program in the Department of Defense.

He is the summer internship co-coordinator working to recruit and mentor young men and women interested in the trade. Moreau was nominated for the national award by Local 1302 Business Representative Jerry Renaud.

Located in Groton, Connecticut, Local 1302 represents 388 members who perform many functions of construction and repair of nuclear submarines for Electric Boat, a division of General Dynamics. Members build customized staging, use precision laser measurements to ensure that critical components are aligned to within 50,000ths of an inch, coat the hull to maintain the vessel's stealth capabilities and set hull sections for welding. Work also includes installation of sound-dampening materials to keep the vessel quiet.

The work extends to the transportation of all sections of the boat on land. Members also oversee the launch of all vessels, guaranteeing safety across all associated trades.

Committed to safety, Local 1302 members are the first to arrive onsite and the last to leave, ensuring a secure environment for everyone involved.

[Scan to watch an interview with Brother Moreau and Business Representative Jerry Renaud.](#)



Located in Groton, Connecticut, Local 1302 represents 388 members who perform many functions of construction and repair of nuclear submarines for Electric Boat, a Division of General Dynamics.

Helping Students Explore Opportunities



NASRCC continues its initiatives aimed at educating youth about careers in the trades, while providing hands-on experience. Both Career Connections curriculum and Shop Days give students the opportunity to learn more about the trade and training with the union.

The Career Connections curriculum has been adopted by a variety of high schools, technical schools and organizations with construction programs. The six-book curriculum created by the United Brotherhood of Carpenters (UBC) provides a framework for high school educators in teaching both basic and intermediate carpentry skills, alongside essential soft skills necessary for success in the workforce.

The program may be implemented in conjunction with another curriculum or utilized as a stand-alone resource, specifically targeting students in grades 9-12. Students can access an online learning system to aid in their learning and receive a certificate upon completion. Career Connections gives students a direct pathway to a career in construction, with students earning credits towards the apprenticeship program while still in school.

Shop Days

Shop Days were created to provide an opportunity for high school students to gain hands-on experience at training centers throughout the seven-state council. Groups of students visit NASCTF facilities and participate in a variety of hands-on projects.

This is an opportunity for students to see the state-of-the-art training facilities, learn from NASCTF instructors about commercial construction, utilize tools, and gain knowledge regarding a career in union carpentry.

Students get a glimpse into what apprentice training looks like, an experience may help students decide if they'd like to pursue a career as a union carpenter. This initiative has seen growing participation and positive feedback from schools in recent years.



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

Training for Diverse Learners

Nobody trains like the Carpenters union. We take pride in being the most highly skilled workers in our trades. Our curriculum is designed to meet industry needs, but the way that curriculum is delivered is also a key component in turning out the best-trained workforce.

As part of our ongoing commitment to fostering an inclusive and supportive learning environment, instructors from the North Atlantic States Carpenters Training Fund (NASCTF) are participating in specialized training designed to better serve diverse learners. The Workforce Education for Diverse Learners course offered through Penn State at the International Training Center in Las Vegas, focuses on enhancing our instructors' ability to understand and address the unique needs of students from various backgrounds, including those with different learning styles, abilities, and experiences.



This training will strengthen teaching methods and provide a more enriching and equitable experience for apprentices and journey-level members. By equipping our instructors with the tools and strategies needed to support every learner, the NASCTF continues to create an environment where everyone has the opportunity to succeed.



Get the full story by scanning to watch our video.

There are pathways at the Carpenters union for all individuals – no matter their learning style - to thrive and build successful careers in the trades.

Local 346 Spearheads Successful Campaign for New Vocational School

There were many efforts that took place to achieve the approval of building a new South Shore Technical High School (SSVT) in Hanover, MA. One notable initiative was the campaign spearheaded by Carpenters Local 346 to help see the project move forward.

Originally built in 1962, there was a growing need for a new, more modern and energy efficient building, as well as a space that could accommodate more students interested in the trades and other industries. To advance, the building project was required to pass a district vote and Local 346 stepped in to assist.

The Local worked in conjunction with the Friends of SSVT grassroots advocacy group, formed and run by the owners' project manager Leftfield LLC, and Suffolk Construction. When the

campaign began, NASRCC Business Representative Paul Vilela and Leftfield closely joined forces.

To bring more visibility and increase project support, efforts were made to educate NASRCC members and their families in the district to encourage the new school vote. Not only did members turn out to cast their vote, but they also volunteered on voting day at the polling stations. With the support of NASRCC members, the vote passed by 78% throughout the district.

The collaborative efforts of Leftfield, Suffolk, school officials and staff, officeholders and Local 346 made a significant impact on the positive voter turnout.



The new 250,000 sq. ft. building, which will accommodate 900 students, is in the design development phase. Construction and is anticipated to begin in 2026, with the new school opening in January 2029. This project will provide both work opportunities for union carpenters and a pathway to a rewarding future in the industry for SSVT students.

Congratulations, Graduates!

On Sunday, April 27th, more than 200 newly minted journey-level carpenters were celebrated at a graduation ceremony held at the council's flagship training center in Millbury, Massachusetts. Surrounded by family, friends, and union Brothers and Sisters, they were honored for completing the apprenticeship program and achieving a high standard of excellence in their craft.

What makes this graduating class truly unique is how their union career began—back in 2020, at the height of the COVID-19 pandemic. These “unimaginable times” meant

their apprenticeship interviews were held over Zoom, their tools couldn't be shared, and their class sizes were limited, all while jobsites were being shut down nationwide. But despite all of this, they adapted and persevered, navigating their personal and professional life and learning through a global pandemic.

“Being a good carpenter – whatever your craft specialty is – requires resilience,” Ziven Drake, executive director of the North Atlantic States Carpenter Training Fund (NASCTF) told the graduates at their ceremony. “The challenges you faced during your apprenticeship go above and beyond what the standard apprentice must endure. The determination, grit, and true spirit demonstrated by you sets the standard of excellence for anyone that comes into our orbit.”

Resilience was the theme that echoed through every speech—resilience in the face of uncertainty, in showing up when motivation didn't, and in pushing forward despite the odds.

“You are walking proof that resilience isn't just a word we use during tough times, it's a muscle that you built with every obstacle you have faced and overcome,” said Michael Holmes, chair, North Atlantic States Carpenters Training Fund (NASCTF). “Resilience doesn't mean never falling. In fact, it's quite the opposite. It means falling but standing back up, brushing yourself off and stepping forward with a purpose. And that's exactly what this graduating class did.”

These graduates successfully completed four years of comprehensive workshop learning led by NASCTF instructors and employment with union employers on sites throughout the region.

“Each and every one of you has made sacrifices to get here today,” said Joe Byrne, executive secretary-treasurer of the North Atlantic States Regional Council of Carpenters. “But I promise you, it'll all be worth it. We all have to make sacrifices, and this is about the long



game. There is no better feeling than being able to support yourself, your family, and your loved ones. Being able to look at an amazing project that you worked on and say ‘yes, I built that!’”

These men and women have now earned the right to the full journey-level wage and benefit package. They've met and exceeded the standard of excellence and now stand ready to build rewarding careers wherever their skills take them.

Local 336 Brother Peter Macapulay was chosen as the honorary class speaker. A Job Corps graduate, Peter, stood out as a true example of hard work, discipline, and resilience, the kind it takes to show up every single day. “He's not a future leader—he's a leader now,” said Sister Drake.

Brother Macapulay shared, “It all started for me while touring the Shriver job site facility carpentry shop, where I first put on a toolbelt and got hands-on lessons with my experienced UBC carpenters. And learned the Shriver motto and have carried with me ever since in the pursuit of being the best UBC member I can be: hungry, humble, hustle!”

Brother Holmes emphasized the pride in our more than 140-year history, and the power of us all working collectively as a union.

“This organization has the potential to provide more than just a paycheck. So many came from so little to achieve so much. The future is yours to build,” said Holmes. “It took sacrifice, dedication, and the blood, sweat, and tears of thousands before you to get to where we are today. 144 years. That's a legacy. You now belong to a legacy. You're not graduating to serve as a spectator. Get involved. Unions don't come cheap, and they sure as hell don't come easy!”



Congratulations to the following graduates for earning special recognition:

2025 Honorary Class Speaker
Peter Macapulay, Local 336

Carpenter Golden Hammer:
Marcelo Barros, Local 327

Pile Driver Golden Hammer:
Gregory Stubbs, Local 56

Floorcoverer Golden Hammer:
Christian Calzado, Local 2168

Millwrights Golden Hammer:
William Leavens, Local 1121

Michael Timura Award:
David Kish, Local 326

Wood Frame Golden Hammer:
Jose Rodrigues, Local 723

Leadership and Mentoring Distinction Award:
Jose Trejo, Local 2168

Amelia Phinney Scholarship:
Margaret Porreca, Local 346

Zachary Constant Award:
Marissa Dos Santos, Local 336

THE UNION AND ITS SIGNATORY CONTRACTORS: PROGRESS THROUGH PARTNERSHIP

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.

**MORE THAN 1362 EMPLOYERS HAVE MADE THE BUSINESS DECISION
TO PARTNER WITH OUR UNION AND EMPLOY OUR BROTHERS AND
SISTERS, INCLUDING 80 SINCE JANUARY 2024!**

Our members and employer partners do a wide variety of work, including:

- Interior Systems: Metal Framing, Drywall, Ceilings
- Concrete
- Woodframe
- Mass Timber
- Doors and Hardware
- Finish
- Flooring
- Exterior Panels/Building Envelope
- Millwrights
- Millwork/Mill Cabinetry
- Pile Driving/Marine Construction
- Solar arrays
- Furniture Fixture & Equipment (FF&E)
- Division 10 Specialties

FIND A WINNING PARTNER!

To learn more about the 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

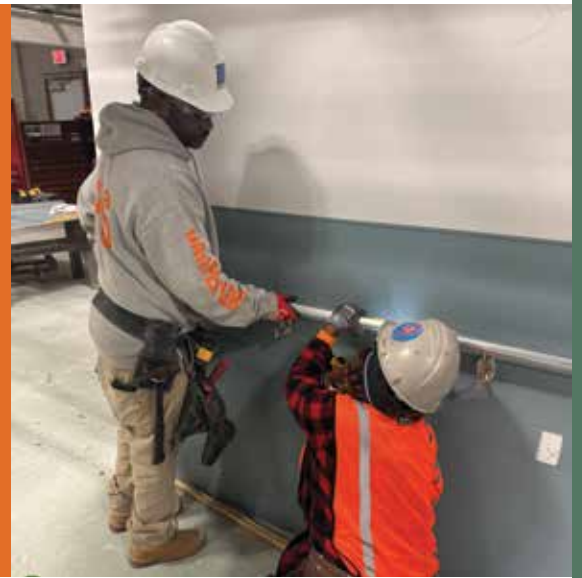


Scan to watch video

NASCTF Partners with Miller Paneling Specialties on Collaborative Training

The best way for us to guarantee that we have people trained in a particular product is to work directly with the NASCTF staff. This ensures that we meet the training and labor needs of the contractor.

– MARC OKUN, LOCAL 326
BUSINESS REPRESENTATIVE



The NASCTF facility in Connecticut, recently partnered with Miller Paneling Specialties (MPS) on a collaborative training for NASRCC members in new materials that are being used on several large-scale projects in the region. The training covered Fiber Reinforced Polymer (FRP), Acrovyn, and Symmetrix, which are wall covering glue-up products that are typically installed in areas that may experience high-traffic damage. The products are suitable for walls that require consistent cleaning and are often used in healthcare settings and food-related facilities. The training also covered commercial handrail and corner guard installation, and incorporated manufacturer-recommended techniques for working with these products.

Members in the training sessions were a mixed group of current MPS employees and carpenters seeking employment. A couple of large-scale projects - the

McGivney Tower at the Neurosciences Center at the Yale-New Haven Hospital in New Haven, CT, and the Connecticut Children's Medical Center in Hartford - created a need for an expanded work crew who had completed this specific product-based training.

"The collaborative effort was achieved through conversations between the Council, the Training Fund and contractors," said Marc Okun, Local 326 Business Representative. "The best way for us to guarantee that we have people trained in this product is to work with the NASCTF staff. This ensures that we meet the training and labor needs of the contractor."

NASRCC continues to see more of these collaborative training opportunities, providing valuable skills to union carpenters and meeting the needs of our contractors."



A CUT ABOVE

CELEBRATING 70 YEARS OF EXCEPTIONAL SERVICE

Known by various names over the years, the North Atlantic States Carpenters Health Benefits Fund celebrates its 70th anniversary, marking its long-standing commitment to providing extensive health coverage to active and retired Union Carpenters and their families. Established on June 6, 1955, the former Massachusetts State Carpenters Health Benefits Funds expanded to include the remaining five New England states, with recent mergers involving the Connecticut and Rhode Island Carpenters Health Funds in January 2018, and New York's in December 2021. This consolidation has bolstered the Fund's financial stability and enhanced its position to secure competitive rates for its members. The Trustees' dedication has been key to the Fund's success and to continually improving the members' experience.

As healthcare costs continue to rise and legal requirements change, the Health Fund strives to keep its plans accessible to meet the specific needs of its participants. With a flexible approach to eligibility, the Fund offers two plan options for active participants, accommodating varying levels of contributing work-hours, and a retiree plan for eligible members. A significant achievement in 2023 was the introduction of paid maternity leave, enabling new mothers to receive a supplemental wage replacement while staying at home during the initial weeks following their child's birth. These accomplishments highlight the Fund's dedication to excellent member service and its commitment to providing comprehensive health benefits, including medical, dental, prescription drug, vision, hearing, accident and sickness coverage.

Recognizing the growing need for behavioral health services in the trade industry, the Health Fund offers free and confidential Employee Assistance Programs (EAPs) to support Union Carpenters and their families with substance use disorder and mental health issues. Notably, the Carpenters Assistance Program (CAP), established in 1991, has been aiding Union members with substance use disorders and recovery for over thirty years. Its director, Paul Greeley, recently received the Unsung Hero Award for his dedication to supporting Union members through these challenges. Additionally, the Fund's partnered EAP, Kathleen Greer Associates (KGA), provides support and counseling for work, life, and home issues. These valuable programs offer essential substance use recovery services and education during difficult times. For more information, visit www.carpentersfund.org/cap or my.kgalifeservices.com.

The Health Fund is committed to offering a diverse range of health and welfare resources, ensuring excellent service, and enhancing member education. To help keep members informed about notices, updates, and available tools, the Fund provides options for electronic communications, shares important documents on the Benefit Funds' website and self-service sites, and posts updates on special deals and services on social media. The Health Fund, through its Trustees, consultants, and staff, continues to look ahead, working to ensure all Carpenters have access to dependable, affordable health coverage now and in the future. By adapting to new healthcare developments and maintaining excellent member service, the Health Fund remains a pillar from which the North Atlantic States Carpenters Benefit Fund's reputation for great benefits stands.

Health Fund Vitals

Stats:

- Founded 1955
- Two Active Participants Plans
- One Retiree Plan
- \$1,000,000,000 Funded
- 17,058 Members In 2025
- 40,134 Covered Lives In 2025



Providers:

- IA/Blue Cross Blue Shield myibxtpabenefits.com
- Express Scripts express-scripts.com
- Accredo accredo.com
- EyeMed eyemed.com
- TruHearing truhearing.com/carpenters
- Delta Dental deltadentalma.com
- CAP carpentersfund.org/cap
- KGA my.kgalifeservices.com

CAP

Programa de
Asistencia para
Carpinteros



Sea cual sea el
problema, existe
una solución.



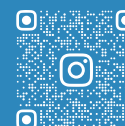
Ayuda profesional gratuita y confidencial:
978-752-1160
carpentersfund.org/cap

KGA



Servicios en español:
508-879-2093
kgreer.com

Follow us and stay informed about
your benefits.



In Memoriam

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



MEMBER	YEARS	AGE	MEMBER	YEARS	AGE	MEMBER	YEARS	AGE
LOCAL 51			LOCAL 277 continued			LOCAL 277 continued		
Roland Krebs	63	90	Ernest Cutting	30	79	William Woodford Jr.	37	67
LOCAL 56			Daniel Davis	50	75	Robert Yacubic Jr.	24	55
Jared Marble	4	41	David Demm	41	63	Christopher Zafonte	27	51
Martin Massucco	44	67	Robert Dence Jr.	51	77	Stephen Zeltwanger	51	72
George Mattie	24	66	Frank Dicaprio Jr.	48	68	LOCAL 279		
James Maxwell	51	76	Henry Dingman	63	86	Harold Barger Jr.	73	91
Oliver Pottle	74	98	Thomas Driscoll	58	87	Eugene Bender	67	90
Nicholas Tessier	8	37	Richard Drum	69	88	Charles Bertolino	41	89
LOCAL 276			John Dudley	69	91	Ercil Boatswain	21	65
Carl Aquilina	50	80	Bryan Eastman	39	68	Peter Brennan	63	85
Kenneth Beam	70	91	Stephen Farr Sr.	39	58	John Brinn	63	83
James Biondolillo	69	91	Drago Grcic	55	81	Edward Capowski	43	72
William Burley	43	81	Joseph Hess	59	80	Ralph Cavarretta	55	77
Thomas Cunningham	51	79	Robert Kaple	24	73	Russell Cornwell	22	66
Howard Curtis	36	85	Robert Larsen	38	80	Remd Corsi	69	92
Paul Deiter Jr.	55	85	Charles Latz	62	89	Manuel Fernandez	57	84
George Herle	73	91	Richard Lynch	73	97	Robert Gonzalez	49	71
Harold Kerrick	53	81	Ralph McDowell	57	97	Robert Gurley	55	94
Gordon Knapp	48	87	Luke McLaughlin	24	44	Ingemar Gustavsson	65	92
Millard Kram	67	90	Bernard Moshier	58	94	Robert Hipkins	65	100
John Kuriscak	61	86	John Olmstead	46	74	Charles Jackson	61	91
Randale Murdock	58	80	Richard Ormsby	59	79	Carmelo Legato	57	82
John Naylor	56	81	Orris Oswald	59	93	Anthony Mattera	28	57
Thomas Nolan	73	91	George Ottenschot	58	80	Robert McDonald	53	85
Dennis O'Sullivan	77	103	Frederick Peter	58	93	David Meers	51	77
David Rook	56	76	Frederick Short	67	85	Alfred Morasky Jr.	62	82
Ralph Schutz	58	88	Howard Stamp	71	100	Paul Nordone	56	78
James Snyder	57	87	Gary Streeter	41	82	Arnold Omland	71	89
LOCAL 277			James Switzer	19	71	Nickolas Passante	71	92
Willard Belknap	53	80	M.W. Terwilliger	59	80	John Pearson	56	89
Richard Braden	65	88	Rich Usack	54	89	Salvatore Pelliccio	72	94
			James Visingard	57	89	Eugene Sarantapoulas	44	64
			William Welliver	32	66	Joseph Sasso	49	70
			William Whitney	33	54			

MEMBER	YEARS	AGE
LOCAL 279 continued		
Benjamin Sposato	65	85
Thomas Taylor	63	93
Francesco Teti	56	89
George Urich	61	83
Robert Walker Jr.	43	70
Barry Weighall	53	73
John Winch	25	57
LOCAL 290		
Norman Aponte	53	82
Frank Balvin	56	90
John Belzak	72	94
Michael Burke	39	66
Frank Cartesio	57	92
Joseph Cloonan	61	79
Januario Cordeiro	57	88
Allen Cowden	65	89
William Eyring	71	90
Stephen Florio	28	66
Abelardo Gelabert	59	89
Paul Herrle	38	57
Eric Hurwitz	25	62
Paul Kaminski	32	57
Matthew Kutil	24	58
Vincent Lichioveri	25	61
John Loughlin	70	90
Harry Miller Jr.	76	97
Peter Reuss	12	45
George Salzmann	62	80
Paul Trovitch	76	96
Gerard Wylie	34	60
LOCAL 291		
Gosta Anderson	73	102
Andrew Borix	78	106
Daniel Brunell	38	64
Arnold Bushman	59	85
Louis Clark	72	103
Harry Cook	62	103
George Denise	76	95
Yusef Fayoumi	2	20

MEMBER	YEARS	AGE
LOCAL 291 continued		
Anthony Fortune	78	100
Robert Gardner	64	95
Peter Havens	46	67
Richard Hebert	60	97
William Henning Jr.	69	98
Bruce Herbst	55	77
Karlis Intenbergs	64	97
William Jarvis	58	82
Joseph Ketzer Jr.	52	74
Paul Lasalle	65	89
James Lemieux	23	76
Jere Leonard Sr.	24	71
A Marinzulich	78	104
Robert Martin	67	96
James Meyers Sr.	56	95
Timothy Montanye	11	60
Joseph Panoushek	56	86
Stanley Podolec	59	93
James Purdy Jr.	11	37
Hugh Schickel	58	97
David Sherman	52	79
Robert Smith	63	82
Paul Trzcinski	69	94
James Uhl Sr.	75	107
Lester VanZandt	56	86
Robert White	58	78
Douglas Zeno	51	75
LOCAL 326		
John Albano	56	85
Antonio Barreira	57	83
Howard Boardman	69	99
Jean Boucher	58	84
Claude Boutote	68	93
William Bratz	61	100
Raymond Byron	55	82
Hilding Carlson Jr.	72	97
James Carlucci Jr.	10	42
Robert Caterson	69	93
Edward Colasanto	42	70
Paul Cote	65	87

MEMBER	YEARS	AGE
LOCAL 326 continued		
Joseph Cubanski	45	85
Paul Desautels	66	89
Joseph Devita	68	94
Jean Domingue	60	87
Bernie Guillemette	8	67
Michael Higgins	65	92
Thomas Huminski	55	92
Arist Johnson	37	62
John Koczera	55	81
Robert Meagher	69	91
Patrick Moreau	62	89
Joseph Morin	44	82
Roland Morin	62	87
James Olko	20	61
Harold Peterson	67	91
Jocelyn Prishwalko	39	69
Aldo Russo	59	80
Giovanni Russo	54	84
Kenneth Sprague	43	82
William Swanson	54	78
Michael Turner Sr.	19	46
Douglas Wood Sr.	60	89
Charles Woodward	56	81
Stanley Wozniak	67	93
Frank Wrinn	74	91
LOCAL 327		
Scott Buker	25	74
Charles Cahill	37	79
John Callahan Jr.	60	85
Allan Campbell	38	69
Joseph Collins	55	86
John Constantino	57	84
Joseph Corshia	55	77
James Egan	58	91
James Foley	63	81
Thomas Griffin	59	90
Kenneth Hood III	6	42
Robert McGillicuddy	77	96
James McGrath	55	84
Raymond Murray	23	51

MEMBER	YEARS	AGE
LOCAL 327 continued		
Michael Naughton	50	81
Patrick O'Leary	63	90
John Sarno Jr.	60	80
Bernard Schillio	67	93
Steven Vaillancourt	31	68
Steven White	24	56
LOCAL 328		
William Anderson	64	90
Robert Butler	47	82
Dino Desantis	40	87
William Greene III	34	77
Robert Hallstrom	67	92
Ralph Muscillo	40	81
Leonard Prestia	70	88
Raymond Rouleau	36	60
James Smith	35	60
Mark Thomas	23	66
LOCAL 330		
Ray Beauchaine	59	81
Tadd Bettez	6	45
David Betts	56	80
Daniel Bibby	24	62
Eugenio Carvalho	54	89
Robert Casey	58	82
George Charette	57	81
Charles Clark	58	86
Robert Cote	75	92
John Diccio	60	81
James Dodge	56	74
John Donahue	58	82
David Escobar	24	54
Gerard Lamontagne	54	81
Glenn Leech	51	70
Antonio Leuropa	68	89
Eugene Martinelli	46	80
Robert Mignanelli	57	81

MEMBER	YEARS	AGE
LOCAL 330 continued		
Stewart Moody	57	89
Richard Paul Jr.	23	67
Richard Russell Sr.	54	88
Salvatore Sepe	71	94
Nicholas Simeone	61	94
Joseph Sousa	59	87
Frank Taraborelli Sr.	50	70
John Vicario	71	88
LOCAL 336		
Richard Avedian	55	82
Richard Bernier	53	78
Alan Berthiaume	38	56
Richard Crompton	37	78
Charles Dedecko	59	90
Andrew Flanagan	66	95
William Fors Jr.	55	89
Kevin Lavin	50	69
Ulysse Leblanc	61	90
Douglas Murphy	8	54
Joseph Santora	71	88
James Wood	65	83
LOCAL 339		
Attilio Caira	73	91
Joseph Drouin Jr.	53	85
Charles Duffer Jr.	58	77
James Healey	39	57
Owen Leahy	9	28
Ralph Pinciario	53	79
Simon Poirier	62	93
Raymond Tessier	61	80
Norman Vigeant	43	74
LOCAL 346		
Paul Curran	29	60
Orlando Digiampietro	61	91
Stuart MacLeod	72	93

MEMBER	YEARS	AGE
LOCAL 346 continued		
Amelian Pastuszak	71	103
John Wittekind	44	94
LOCAL 349		
Kenneth Blanchard	30	70
John Keefe	25	58
Burton King	57	91
LOCAL 352		
Paul Berry	45	73
Douglas Mulvey	48	81
Edward Vigneault	70	95
John White Sr.	20	60
LOCAL 1121		
Adelbert Cottrell	30	71
John Dicks	28	67
Stephen Frappier	26	69
Christopher Gaigals	24	54
Peter Leavitt	43	76
Charles Mrowka Sr.	29	75
Edward Pitts	54	90
Robert Robison Sr.	59	85
Robert Vincent	21	63
LOCAL 1163		
Joseph Allen	41	67
Thomas Conaway	31	66
Dean Duprey	12	58
Dennis Nolan	37	65
LOCAL 1302		
Michael Hague	38	70
LOCAL 3073		
Christopher Bell	13	36

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.



North Atlantic States Carpenters TRAINING FUND

Ziven Drake, *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

TRAIN WITH NASRCC



NASCTF.org
Find locations
and training
courses online.

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

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

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

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

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

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

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

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

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

In short, these nonmember workers lose very important rights, benefits, and privileges, including the right to meaningful involvement in setting the terms and conditions of their employment—a voice and a vote in union governance—thereby allowing others to

unilaterally make decisions affecting them, their families, and their livelihoods.

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

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

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

SECTION 2: Nonmembers who wish to file an objection shall do so annually by notifying in writing the Executive Secretary-Treasurer of the NASRCC at 750 Dorchester Ave., Boston, MA, 02125, of their objections. For those who have previously filed, the annual notice of objection must be received at the above address between November 1-November 31 of the current year. The objection must include the objector’s social security number, a statement of the nature of the objection, and the objector’s current home address, and it must identify the objector’s NASRCC affiliate. Provided, however, that the NASRCC will honor nonmember employees’ express, written statement to the NASRCC that they object on a continuing basis to supporting union activities not related to collective bargaining and contract administration. The nonmember objector is obligated to inform the Executive Secretary-Treasurer of any change

in address. Upon receipt of a proper objection as described above, the NASRCC shall send the objector a letter of acknowledgment and notify the objector's NASRCC affiliate that an objection has been filed. Those individuals who, for the first time, regardless of when it occurs during the year, choose to resign their union membership, or who refuse to join the union and who wish to file an objection, must send their objection to the Executive Secretary-Treasurer no later than 30 days from the date of their resignation or refusal, as otherwise specified above.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



WELCOME NEW MEMBERS



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!

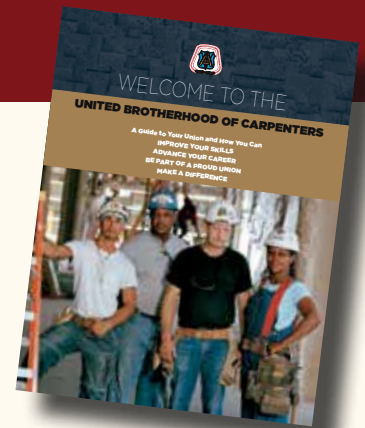
Congratulations to all of the Brothers and Sisters who are new to our union!

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

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

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

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



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.



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!

¡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 enseñarán 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, la asignación a obras de trabajo, como funciona la unión, por qué y otros aspectos de la unión. Personal de la unión, stewards (encargados) de la obra y miembros con experiencia son fuentes valiosas de información.



Paquete de bienvenida

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

FAMILY FUN DAY & SKILLS OLYMPICS!

FIESTA FAMILIAR &
OLIMPIADAS DE HABILIDADES!



Saturday, September 13
sabado, 13 de septiembre



13 Holman Rd., Millbury

Food

Games

Music

Face Painting

Magician



Comida

Juegos

Música

Pintura para la Cara

Mago

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



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



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	Middletown Elks Club, 44 Maynard St., Middletown, 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	Attleboro Elks Lodge 1014, 887 S. Main St., Attleboro, 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
Carpenters LU 339	2nd Thursday, 5:00pm	Knights of Columbus, 112 Middlesex Ave, Wilmington, MA
Carpenters LU 346	2nd Wednesday, 6:00 pm	Commercial Club, 1 Neilson Ave., East Bridgewater, MA
* Commercial Carpenters LU 349	2nd Wednesday, 6:00pm	Local Union halls in ME, NH and VT
* Interior Systems LU 352	3rd Wednesday, 6:00pm	Local Union halls in ME, NH and VT
* Woodframe LU 723	2nd Tuesday, 4:30pm	Carpenters Center, 750 Dorchester Ave, 2nd Floor, Boston, MA
Local 1302 (Electric Boat)	2nd Thursday, 2:45pm	Local Union hall
Millwrights LU 1121	2nd Wednesday, 6:00pm	Franco American Club, 55 W. Prescott St., Westford, MA
* Millwrights LU 1163	2nd Tuesday, 5:30pm	6489 Ridings Rd., Syracuse, NY 30 Gick Rd., Saratoga Springs, NY
* Floorcoverers LU 2168	1st Wednesday, 5:00pm	Florian Hall, 55 Hallet St, Boston, MA
Local 3073 -Portsmouth Navy Yard	3rd Tuesday, 4:00 pm	580 Portsmouth Traffic Cir., Portsmouth, NH

*Indicates meeting location offering Wordly translation services

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

Local Unions Affiliated with the North Atlantic States Regional Council of Carpenters

Shop and Millmen Local 51

Boston Office
750 Dorchester Ave., Suite 3300
Boston, MA 02125
Phone: 617-265-3444
Regional Manager: Mynor Perez

Albany Office
14 Corporate Circle
Albany, NY 12203
Phone: 518-453-3619
Business Representative:
Andrew Vooris

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

Piledrivers Local 56

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

Carpenters Local 276

Buffalo Office
1159 Maryvale Drive
Cheektowaga, NY 14225
Phone: 716-632-3080
Business Manager: Chris Austin

Rochester Office
21 Jet View Drive
Rochester, NY 14624
Phone: 585-328-6251

Carpenters Local 277

Syracuse Office
6920 Princeton Court
Syracuse, NY 13212
Phone: 315-455-5797
Business Manager: Jim Mason

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

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:
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:
John Leavitt

Carpenters Local 723

750 Dorchester Ave., Suite 3400
Boston, MA 02125
Phone: 617-269-2360
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



AUGUST 18-21, 2025

**Follow us on social media
for convention coverage!**