

THE PROFESSIONAL

Summer 2024 | Volume XXXI | No. 2

Carpenter

Laser Focus



Inside: Election Notice

OUT OF WORK? LOOKING TO RELOCATE?

Opportunities
are available!

Good jobs are available to members
with good skills throughout our
seven-state region.

▶ Visit NASRCC.ORG/WORK or
scan the QR code for a list of
opportunities available right
now.



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North Atlantic States Regional COUNCIL of CARPENTERS

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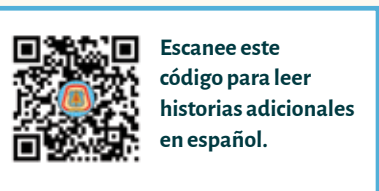
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Address changes or death notices should be reported to the appropriate Local Union, not the NASRCC or the *Professional Carpenter*.





OUR TRAINING **NEVER** GETS OLD!

When mass timber framing grew in use, the Carpenters union developed a curriculum to teach it. That's how members and our partner employers stay at the top of the industry.

On page 40 of this issue of the *Professional Carpenter*, read about the latest programs implemented by the North Atlantic States Carpenters Training Fund in direct response to employer input and industry demand.

Common Vision Guides Us



”
Construction projects come and go but our union endures. We share interests and values. We unite around them.

Brothers and Sisters:

In this issue of the *Professional Carpenter*, we're highlighting a number of exciting things that are helping us build our union and our power. From recruiting and organizing to training and community action to business development to political action, we are putting in the work.

It's worth reminding ourselves of the visions we have developed for our work as a union. To build a stronger future together, we:

- Look further ahead to create more opportunities;
- Transform our culture to focus on collaboration and teamwork;
- Grow sustainably by cultivating our members and our leaders.

We can see our vision put to work directly in the actions we take in regards to training, organizing and political action.

We know there is no training like training implemented by the Carpenters union. We have always provided members and employers with skills they need to meet the increasing demands of the industry. More than ever before, we do it by seeking and listening to input from members and contractors, then offering specific programs they want and need.

There are several recent examples right in these pages of how our training has listened and responded effectively to the industry. In one case, it's already led to tremendous work hours for members.

Organizing is at the heart of who we are and how we operate, both internally and with our unrepresented Brothers and Sisters. It makes me proud to see the resources and strategic decisions employed by our staff magnified by the power of members' voices. Whether it's a jobsite action to get workers paid or an encouraging talk with a prospective member at a Little League field, every time we "educate, agitate and organize," we grow stronger.

Some conversations can be more difficult, like politics in an election year. As an active political union over more than 140 years, though, union carpenters have navigated the political waters effectively. We do it by making our common issues our priority; jobs, rights and union standards. We will not let other issues distract or divide us. That's why we've been a powerful political force at election time, in legislative halls and local government.

Construction projects come and go but our union endures. We share interests and values. We unite around them. We know that working together we can all do better than each of us working on our own.

It is an honor to stand with you, Brothers and Sisters, and I look forward to working with you to secure our future through our shared vision.

In solidarity,

Joe Byrne

La Visión Común Nos Guía



Los proyectos de construcción van y vienen, pero nuestra unión perdura. Compartimos intereses y valores. Nos unimos en torno a ellos.

Hermanos y Hermanas:

En esta edición de *Professional Carpenter*, destacamos una serie de cosas interesantes que nos están ayudando a construir nuestra unión y nuestro poder. Desde el reclutamiento y la organización hasta la capacitación y la acción comunitaria, pasando por el desarrollo empresarial y la acción política, estamos trabajando.

Vale la pena recordar las visiones que hemos desarrollado para nuestro trabajo como sindicato. Para construir juntos un futuro más sólido:

- Mirar más allá para crear más oportunidades;
- Transformar nuestra cultura para centrarnos en la colaboración y el trabajo en equipo;
- Crecer de manera sostenible cultivando a nuestros miembros y a nuestros líderes.

Podemos ver nuestra visión puesta en práctica directamente en las acciones que tomamos en materia de capacitación, organización y acción política.

Sabemos que no existe una capacitación como la que implementa el sindicato de Carpinteros. Siempre hemos brindado a los miembros y empleadores las habilidades que necesitan para satisfacer las crecientes demandas de la industria. Más que nunca, lo hacemos buscando y escuchando las opiniones de los miembros y contratistas, y luego ofrecemos los programas específicos que quieren y necesitan.

Hay varios ejemplos recientes en estas páginas de cómo nuestra capacitación he escuchado y respondido efectivamente a la industria. En un caso, ya ha generado enormes horas de trabajo para los miembros.

La organización esta en el centro de quienes somos y como operamos, tanto internamente como con nuestros Hermanos y Hermanas no representados. Me enorgullece ver los recursos y las decisiones estratégicas empleadas por nuestro personal magnificados por el poder de las voces de los miembros. Ya sea una acción en el lugar de trabajo para que se les pague a los trabajadores o una charla alentadora con un posible miembro en un campo de las ligas menores, cada vez que “educamos, agitamos y organizamos,” nos hacemos mas fuertes.

Algunas conversaciones pueden ser más difíciles, como la política en un año electoral. Sin embargo, como sindicato político activo durante más de 140 años, los carpinteros sindicales han navegado por las aguas políticas con eficacia. Lo hacemos haciendo de nuestras cuestiones comunes nuestra prioridad; empleos, derechos y normas sindicales. No permitiremos que otras cuestiones nos distraigan o dividan. Por eso hemos sido una fuerza política poderosa en tiempos de elecciones, en los pasillos legislativos y en el gobierno local.

Los proyectos de construcción van y vienen, pero nuestra unión perdura. Compartimos intereses y valores. Nos unimos en torno a ellos. Sabemos que trabajando juntos todos podemos hacerlo mejor que cada uno de nosotros trabajando por su cuenta.

Es un honor estar con ustedes, Hermanos y Hermanas, y espero trabajar con ustedes para asegurar nuestro futuro a través de nuestra visión compartida.

En solidaridad,
Joe Byrne

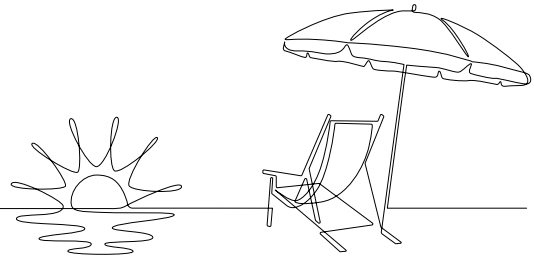
The North Atlantic States Regional Council of Carpenters values the hard work and dedication of our full-time Representatives and Organizers. It's why we're both sad to see them go and happy to know they'll soon be enjoying a secure retirement.

In losing some staff to retirement, we are lucky to find other talented and dedicated members who step up to serve our membership and our industry. The regional council hires full-time representatives using a multi-step process. Interested members are asked to apply and complete an initial screening before attending a 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 congratulating both retiring and newly hired staff!



Tim Moriarty joined the Brotherhood in 1986 and was hired on staff with the Training Fund in 2001. He is a member of Local 1121 and since 2016 has worked as a Millwright Business Representative throughout the Northeast.



New Hires



Evan Wytas, a 9-year member of Local 1121 is working a Business Representative in Western Massachusetts and Connecticut.



Luis Bido, a 9-year member of Local 279, is working as a Business Representative on Long Island.



Jackie McGurn, a 9-year member of Local 336 is working as a Business Representative in Western Massachusetts.



Frank Baxter, a 29-year member of Local 346, is working as a Business Representative in Southeastern Massachusetts.



Local 56 member Brother Biel stands inside one of the Vineyard Wind turbine foundations.

There are also multiple projects onshore that support the offshore work generating employment hours for carpenters, millwrights and pile drivers. They include entire port construction or reconstruction, substations, wind turbine parts manufacturing facilities, off-shore prep work sites and operations.

The work didn't just fall into members' laps. Political action, business development and intense training have all been crucial to creating opportunities and then capitalizing on them.

"There were years of talk about offshore work and lots of uncertainty from our perspective," said Pile Drivers Local 56 Business Manager John Dunderdale. "It's a brand-new industry for the United States, so the companies that have come in are new to us and we're new to them."

Using the power of the Brotherhood nationally, the union joined US companies to lobby for requirements that American workers benefit from construction opportunities. Federal and state government agencies had some familiarity with the higher level of skill and training in the union sector. They were also reminded of the overall economic benefit unions bring in building out the middle class.

The political efforts worked. Funding and approvals for offshore wind farms began to require project labor agreements (PLAs). That didn't mean developers and European contractors were enthusiastic about it.

Winning With Wind

There's a lot of pride in being the best in the industry, but becoming the best requires a bit of humility and sometimes the patience to allow others to recognize it. Union members are proving that to the offshore wind industry as they install wind turbines off the Atlantic coast of the United States...and Scotland.

Over the last year, members of the union have rapidly begun installing wind turbines as part of the Vineyard Wind, Revolution Wind and Southfork Wind projects south of Martha's Vineyard and Block Island. Both millwrights and pile drivers have been logging an increasing number of work hours to meet the demands of multiple projects as the green energy sector continues to expand.

"We had to prove ourselves in a new industry," said Millwrights Local 1121 Representative Andy Benedetto. "The safety training for working offshore alone is extensive and includes simulated underwater escape from helicopter crashes in water, working at heights and advanced rescue training. There was a learning curve for our organization, but we knew we had the talent and the mindset to deliver everything the projects need."

The scale of the work is also notable. The Orion, a Belgian-flagged vessel operated by Vineyard Wind contractors DEME, has a 5,000 ton crane that is routinely lifting 1,800 ton concrete turbine foundations.

Before getting hired on, members complete more than 200 hours of specialty training, some of it in union training facilities, some provided by offsite partners.

Once onsite, the craft skills and work ethic of union members have quickly won over project managers and European crews.

"Our members put in significant hours of their own time prior to working on these projects to ease the minds of these companies," Benedetto said. "Our union staff coordinated these efforts to demonstrate the capacity and ability of NASRCC backed by the UBC. Our training programs also went above and beyond to meet every need and schedule classes as needed."

"We could tell they appreciated it but were still a bit skeptical," Dunderdale adds. "When our members started working with their crews, any doubts quickly faded. They could see the skills were there. Camaraderie among the crew and respect from the project managers was apparent."

Things have gone so well that DEME, preparing to pause work on the Vineyard Wind project last winter due to conditions offshore, asked Dunderdale to negotiate an agreement that would allow Pile Drivers to join the Orion for work at Moray West in Scotland.

Eight members ultimately worked on the project with Local 56 Brother Garrison Biel calling it "one of the greatest experiences I've had in my entire life."

The significant pending work for UBC members—both offshore and at coastal support sites—partially depends on continued federal support. While President Joe Biden and his administration have consistently shown their determination to develop the green energy sector and back American workers, former President Donald Trump has threatened to eliminate any federal support for offshore wind if elected, even pulling back already-committed funding.

For their part, DEME and other project developers are optimistic about the future.

"I think it bodes well for how quickly the U.S. workforce can develop this expertise, and not only potentially be in other countries supporting the development of offshore wind, but also train our own workforce," said Bill White, president and CEO of DEME Offshore U.S.

The industry, the developers and the contractors may be new, but there is now a solid partnership with the union in our region. The abilities of the Brotherhood are well-established and once again clearly demonstrated.

Special Called Meeting

North Atlantic States Regional Council of Carpenters

Combined Notice of Nominations and Election for Officers of the Council

DATE: SATURDAY, SEPTEMBER 28, 2024

TIME: 8:30 AM

PLACE: Carpenters Local 291
14 Corporate Circle
Albany, NY

Nominations and elections for officers of the North Atlantic States Regional Council of Carpenters will be held at a special called meeting on the date, time and place listed above.

Officers to be nominated and elected at this meeting shall include Executive Secretary-Treasurer*, President, Vice President, Warden, Conductor, three (3) Trustees, and seven (7) Executive Committee Members. The terms of these officers shall expire in September 2028 in accordance with Section 5(c) of the council by-laws. In the event of a tie between two candidates, the tie shall be broken by a coin toss. In the event of a tie between more than two candidates, the tie shall be broken by a runoff election. The runoff election will be held the same day.

The installation of Council officers shall take place immediately following the election on the day of the election.

In accordance with Section 5 of the Council by-laws, officers of this Council shall be nominated and elected by the delegate body of the Council. Any UBC member of a Local Union in the jurisdiction of the NASRCC and who meets the eligibility

requirements provided in Section 31-D and 44-G may seek nomination and election for any available position.

Nominees must be working within the bargaining unit represented by their local union or employed full-time within the framework of the United Brotherhood of Carpenters to be eligible. Additionally, "a member must have been twelve (12) consecutive months a member in good standing immediately prior to nomination in the Local Union and a member of the United Brotherhood of Carpenters and Joiners of America for 2 consecutive years immediately prior to nominations."

The Constitution and Laws of the United Brotherhood shall govern the nomination, election and installation of officers.

The NASRCC Election Committee consists of: Rick Anketell (Chair), Derek Adamiec, Justin Anshewitz, Chris Austin, Andy Benedetto, Chris Dugan, Jeff Grinvalsky, Armando Moreno, Catherine Pena and Joe Walsh.

**Section 8 (B) of the by-laws of the North Atlantic States Regional Council of Carpenters reads: "The Executive Secretary-Treasurer, by virtue of election to his or her office, shall automatically be deemed as an elected Delegate from the Council to the conventions or meetings of the United Brotherhood, State Building and Construction Councils, Labor Federations, and any other organizations, conferences or meetings with which the council may participate or become affiliated with."*

Reunion Especial Convocada

Consejo Regional de Carpinteros de los Estados del Atlantico Norte

Notificación Combinada de Nominaciones y Elección de Funcionarios del Consejo

FECHA: Sabado 28 de Septiembre 2024

HORA: 8:30 AM

LUGAR: Local de Carpinteros 291

14 Corporate Circle

Albany, NY

Las nominaciones y elecciones para funcionarios del Consejo Regional de Carpinteros de los Estados del Atlántico Norte se llevarán a cabo en una reunión especial convocada en la fecha, hora y lugar indicado anteriormente.

Los oficiales que serán nominados y elegidos en esta reunión incluirán al Secretario Ejecutivo-Tesorero*, Presidente, Vicepresidente, Guardian, Director, tres (3) Fideicomisarios y siete (7) Miembros del Comité Ejecutivo. Los términos de estos funcionarios vencerán en Septiembre del 2028 de acuerdo con la Sección 5(c) de los estatutos del consejo. En caso de empate entre dos candidatos, el empate se romperá lanzando una moneda. En caso de empate entre mas de dos candidatos, el empate se romperá mediante una elección de desempate. La segunda vuelta se llevará a cabo el mismo día.

La instalación de los oficiales del Consejo se llevará a cabo inmediatamente después de la elección el día de la elección.

De acuerdo con la Sección 5 de los estatutos del Consejo, los oficiales de este Consejo serán nominados y elegidos por el cuerpo de delegados

del Consejo. Cualquier miembro de UBC de una Union Local en la jurisdicción de NASRCC y que cumpla con los requisitos de elegibilidad provistos en la Sección 31-D y 44-G puede buscar nominación y elección para cualquier puesto disponible.

Los nominados deben estar trabajando dentro de la unidad de negociación representada por su sindicato local o empleados a tiempo completo dentro del marco de la Hermandad Unida de Carpinteros para ser elegibles. Además, "un miembro debe haber sido durante doce (12) meses consecutivos un miembro al día inmediatamente antes de la nominación en la Unión Local y miembro de la Hermandad Unida de Carpinteros y Carpinteros de América durante 2 años consecutivos inmediatamente antes de las nominaciones."

La Constitución y las Leyes de la Hermandad Unida regirán la nominación, elección e instalación de oficiales.

El Comité de Elección de NASRCC consta de:
Rick Anketell (Chair), Derek Adamiec,
Justin Anshewitz, Chris Austin, Andy Benedetto,
Chris Dugan, Jeff Grinvalsky, Armando Moreno,
Catherine Pena and Joe Walsh.

**Sección 8 (B) de los estatutos del Consejo Regional de Carpinteros de los Estados del Atlántico Norte dice: "El Secretario-Tesorero Ejecutivo, en virtud de la elección a su cargo, se considerará automáticamente como un Delegado electo del Consejo. A las convenciones o reuniones de la Hermandad Unida, los Consejos de Edificación y Construcción del Estado. Las Federaciones Laborales y cualquier otra organización, conferencia o reunión con la que el consejo pueda participar o afiliarse.*

Appointments and Awards



Kevin Kelley

Brothers **Kevin Kelley** and **Greg Poole** have been appointed to the NASRCC Executive Board to fill positions on the **Executive Committee**. They

will fill out terms that expire this fall.

Kelley is completing his 30th year of membership in the Brotherhood and has been a full-time representative for the regional council since 2003. He is currently the regional manager for Carpenters Local 339 in Massachusetts. The area covers Boston's MetroWest suburbs, the Merrimac Valley and the North Shore of the state.



Greg Poole

Poole is a 24-year member of the union who has been a union representative since 2018. He is currently the business manager for Local

328 representing part of Boston and several cities and town just north of Boston.



Joe Byrne

As the discussion over housing affordability and development gains momentum in Massachusetts, the Carpenters union has

established itself as a key player.

Executive Secretary-Treasurer **Joe Byrne** was appointed by Governor Maura Healey to serve on her **Housing Advisory Council**. The group features a select group of industry-leading stakeholders and will advise Healey's administration as it works to pass and implement the Affordable Homes Act. The comprehensive package of reforms, new policies and \$4 billion in spending authorizations is at the center of Governor Healey's agenda.

"We have a unique view of the industry because of our partnership with developers and employers combined with our training and advocacy for workers," Byrne said. "We have positive and negative lessons learned that can impact the benefits of state investments in housing production. We appreciate the Governor affording us the opportunity to bring these to the discussion."



Marc Okun

Connecticut Governor Ned Lamont recently appointed Brother **Marc Okun** to the state's Apprenticeship

Council. The council falls under the Connecticut Department of Labor and oversees statewide regulation and promotion of registered apprenticeship programs. Okun is a long-time member of Local 326 and a full-time representative with NASRCC. He fills a seat previously held by Local 326 member Martin Alvarenga who is now retired.



Paul Greeley

Paul Greeley, Executive Director of the NASRCC Carpenters Assistance Program (CAP), was honored at the Gavin Foundation Road

to Recovery Gala as the **Gavin Foundation Person of the Year** for his commitment to helping individuals and families struggling with addiction and behavioral health issues. Paul has been a leader in supporting access to quality care for his members and the recovery community. Paul has been instrumental in organizing jobsite stand downs, along with the Boston Building trades, OSHA and the US Department of Labor, to ensure not only our members, but men and women throughout the building trades are educated on the various pathways to recovery available to them and their families.

The Gavin Foundation is a nonprofit agency providing comprehensive adult, youth and community substance abuse education, prevention and treatment programs. Established in South Boston in 1963, it now serves over 10,000 individuals each year from Massachusetts and beyond.

We have a unique view of the industry because of our partnership with developers and employers combined with our training and advocacy for workers.

— JOE BYRNE
EXECUTIVE SECRETARY-TREASURER

Appointments and Awards (continued)



Nicole Grodner

Nicole Grodner, Local 290 business representative, was chosen as an **honoree for the 2024 Diversity in Business Awards** by the Long Island Business News. The awards highlight the outstanding achievements of professionals who actively support the growth of diversity and equality in the community.

As part of her role as New York State Chairwoman for the Sisters in the Brotherhood, Grodner facilitates a training program designed to recruit women with little to no experience in carpentry and provides them the skills, knowledge and confidence to start a career with the union.

“As a union carpenter, you are provided great wages and benefits, and when we have more women coming into the organization, it provides them with a sustainable career and is great for the community as a whole. On a larger level, more education and awareness for the program means more female recruitment, and more diversity in a traditionally male-dominated industry.”



Jomo Akono

In honor of Black History Month, Local 276 member and business representative, **Jomo Akono**, was recognized in the **2024 Black Power Players list** (PoliticsNY and amNY Metro) and the City and State NY 2024 Power of Diversity: Black 100 list.

Akono, is a second-generation union carpenter and says his experience is “proof of the labor movement’s commitment to diversity, inclusion and expanding access to opportunity.”

A 19-year member of the union, Akono serves on the NASRCC Executive Board as a member of the Executive Committee. He is also a trustee on the Local 276 executive board and the North Atlantic States Carpenters Labor Management Program. He serves as a board member for the Buffalo and Erie County Workforce Investment board and is an on-air personality and radio producer on Buffalo radio station WUFO.



Brother Jim Maxwell (center) pictured with his children (l-r) LU 56 members Greg Maxwell, Alissa Weiss, and Jeff Maxwell.

Congratulations to Brother Jim Maxwell, a member of Pile Drivers Local 56 and long-time leader of Hub Foundation, who was honored by “The Moles” for “Outstanding Achievement in Construction” recently in New York.

The Moles are a national, fraternal organization founded in the 1930s by those involved in heavy construction, including tunnels, dams, highways, bridges and more.

Maxwell attended the ceremony with his family, which includes three children who are members of Local 56; Greg and Jeff Maxwell and Alissa Weiss. In his acceptance speech, which was delivered by Jeff, Maxwell gave much of the credit for Hub’s success to:

“the combined effort of 20 or so from the ivory tower who created the different approaches to solve foundation problems and the 100 plus who slog through the mud to execute these ideas.”

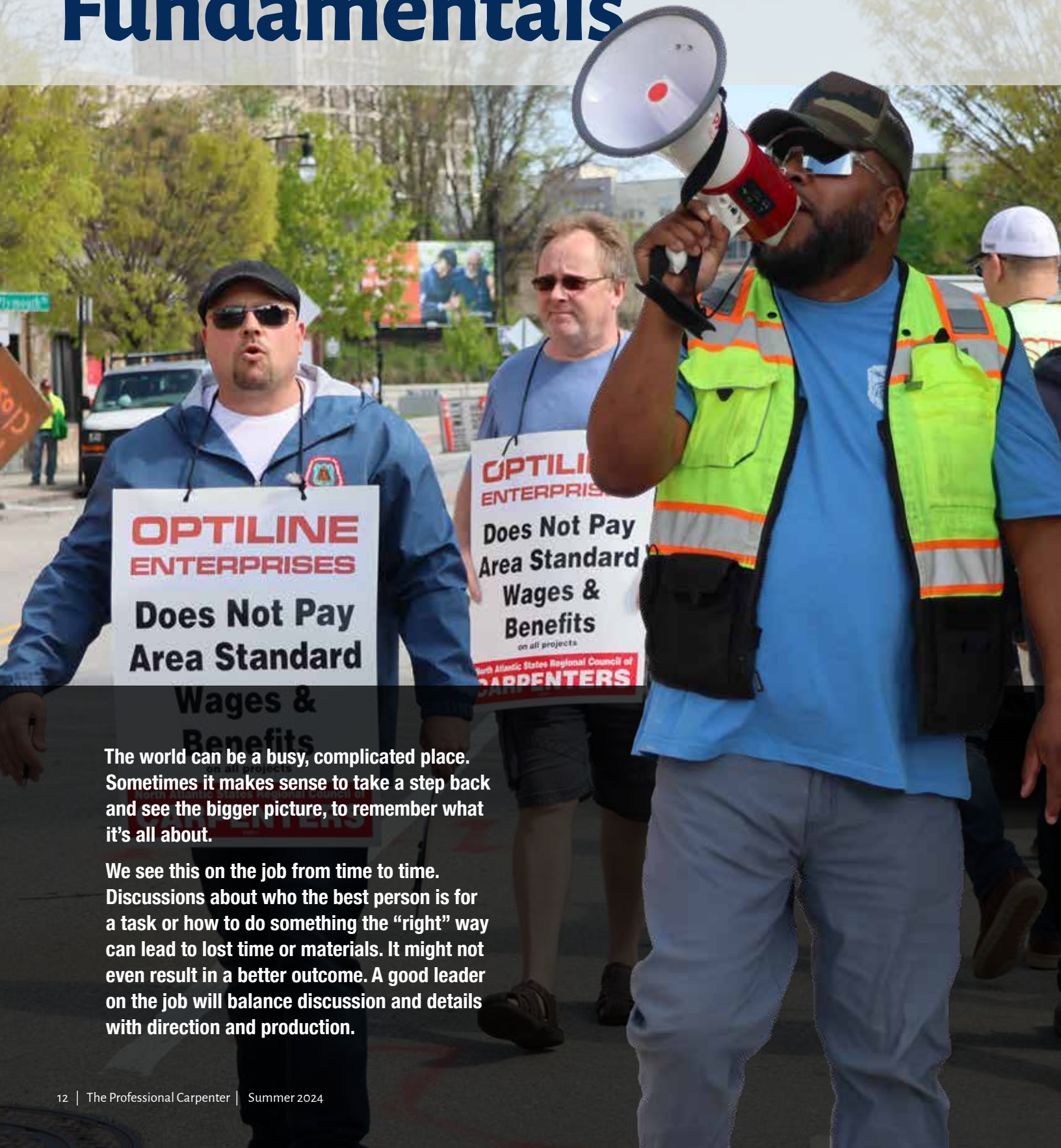
Maxwell was lauded for the expansion and success of Hub Foundation after he took over the reins of the company in 1981 from his father Francis, who founded the company. The younger Maxwell transitioned the company’s work from pile driving to include micropiles and drilled shafts as well as underpinning, slurry walls, load bearing element and ground improvements.

The evolution of the company didn’t come without hard work, ingenuity, or a generous level of industry camaraderie. Alissa remembered how often he would remind people to be fair and trustworthy because “the industry is small” and “we are only competitors on bid day, every other day, we are friends and need to support each other.”

His willingness to lend equipment, participate in industry research and training are a lasting, living legacy that makes this Brother worthy of recognition.

Cheers to Jim and the Hub Foundation family!

Focus on Fundamentals



The world can be a busy, complicated place. Sometimes it makes sense to take a step back and see the bigger picture, to remember what it's all about.

We see this on the job from time to time. Discussions about who the best person is for a task or how to do something the "right" way can lead to lost time or materials. It might not even result in a better outcome. A good leader on the job will balance discussion and details with direction and production.

The United Brotherhood of Carpenters has a long, successful history of recruiting, training and representing the very best in the industry. We're proud of our legacy and we have reason to be excited about our future. We know what we need to do, both on the job and within our union; "educate, agitate and organize."

If growth of the union is built on three pillars, they would be training, political action and organizing. Reminding ourselves of the importance of these three things can secure our future.



TRAINING 1

Skills and efficiency are essential to the success of any craft worker and our union. At the end of the day, the best construction employers want a healthy combination of production and quality. That has been the calling card of union carpenters for more than 140 years.

It starts with our culture of training. There are expectations for the level of skill union carpenters must maintain, so we make sure members have every opportunity to develop the skills they need. That involves both apprenticeships and career-long skills enhancement training.

The union and our employer partners make significant investments in training. We build and maintain state-of-the-art facilities throughout the seven-state region. We create curriculum and training materials on-demand. Most

importantly, we identify, develop, and support proven leaders from the field to be leaders in skills development programs.

As the work we do evolves, so do we, by communicating with our employers and adapting our skills. In this edition of the Professional Carpenter, there are several examples of new training initiatives.

You may also take advantage of leadership training at the United Brotherhood of Carpenters' International Training Center in Las Vegas. Programs are available for apprentices, journey level carpenters and even management level staff.

Where there is a will, there is a way. And in the Brotherhood, we're always creating new ways.

TO DOS

As a member, here are a few things you can do:

- Take pride in your skills and productivity. Perform at a high level every day.
- Honestly self-assess your skills and be open to feedback from others. Consider taking a class, even if only to refresh your skills. Visit nasctf.org/classes for listings.
- Encourage our Brothers and Sisters to reach their full potential. Give them tips and direct them to training, if necessary. Whether journey level or apprentice, positive mentoring builds confidence and a stronger future for our union.
- Explore leadership training at the UBC's International Training Center by visiting nasrcc.org/itc and contacting your local union.

When we work together, we not only put up the tallest and the strongest structures, we build up each other.



ORGANIZING 2

The founder of our union, Peter J McGuire, was an organizer. He spoke one-on-one to carpenters about their work and their working conditions. He instilled in them a belief that by working together, they could all do better. And they did.

What McGuire taught those carpenters is still true for every member of the Brotherhood, from new apprentices to retired journey level carpenters. When we work together, we not only put up the tallest and the strongest structures, we build up each other.

Carpenters have enough enemies; cheating contractors, greedy developers, fluctuating economies and many who simply do not care about us. But we have each other. Whether our Brothers and Sisters are in the union or fighting their own exploitation, we must stand together and fight for standards that protect us all.

“The union organizes in different ways,” said Noel Xavier, council organizing director. “We organize top-down, which is business development through contractors, developers

or political action and bottom-up which is by talking to individual carpenters that are not represented. ALL of those efforts benefit by member participation or the knowledge that scores of union members are ready to speak out.”

In some areas of our region, tremendous work opportunities exist. Recruiting new members there is essential. In addition to wider union efforts, we know that the best way to recruit is a version of organizing; word of mouth advertising by current members in one-on-one conversations.

When work slows or there is increased competition by the non-union sector, members can initiate one-on-one conversations with non-union carpenters about joining the union or organizing their current employer with union help.

Growth for the Brotherhood means organizing. When we grow our membership and our market share to 70%, we have more control over the standards related to pay, benefits and working conditions.

TO DOS

Follow Peter J McGuire’s lead to building our union:

- Talk to nonunion carpenters. Ask them about their experiences and how they’d like their careers to get better. Encourage and welcome them. Teach them to advocate for themselves. Invite them to visit your local union and learn more.
- Advocate for the trades. Whether we’re talking to young people about a career or friends and neighbors about the work we do, when we talk about our industry and our union with pride, it increases our visibility and the level of respect they have for us.
- Participate in union efforts. When it comes to organizing, the louder the noise, the faster the response.

POLITICS 3

Like it or hate it, everyone will be talking more about politics as the year goes on. Because of the impact politics has on our work and our lives, we will too. But in our union, political action can be a unifying subject because we focus on issues that directly impact union construction workers and we let other organizations focus on what's important to them.

There aren't many organizations like the Carpenters union when it comes to the numbers we turn out and the impact we have. We've got a proud history that starts with the fight for a shorter workday, ending child labor and overtime pay. Unions helped establish workers' compensation insurance and virtually all of the safety regulations and enforcement in the construction industry are the result of union political action.

Party politics often dominate political discussions, but they don't need to. Our union has worked hard to build a coalition to protect Davis-Bacon, the law that sets prevailing (fair) wages for federally-funded construction.

We also regularly work across the aisle to defeat repeated attempts to pass the union-busting "Right-to-Work" law in New Hampshire and to increase enforcement of wage theft and payroll fraud against cheating contractors throughout the region.

Our political action on the federal level protect standards for quality accredited apprenticeship and training from being watered down and undercut by sham employer-operated programs that do little to actually train workers in craft skills.

The focus on these policy areas protects us and the standards that enable us to win work. The way we do it wins us respect and support for people who have a significant voice in local communities and decisions made there.



Union political action creates work hours. Evidence of that has seldom been clearer since the passage of several initiatives, some by President Joe Biden and his administration, others with bipartisan coalitions in Congress. The CHIPS and Science Act, the Inflation Reduction Act, the Bipartisan Infrastructure Law and various green energy programs have committed trillions of dollars to projects that will put union carpenters to work.

While some of those projects have already started creating jobs, many more are preparing to put shovels in the ground while even additional ones—replacement of the Cape Cod bridges, for example—have recently been given funding approval.

The foundation for all of these efforts are union carpenters who register, vote and campaign on what matters to us. NASRCC Political Director Joe O'Brien said he understands the reluctance of some members to get involved.

"Politics is never easy; there are a lot of issues and perspectives," he said. "But when we focus on the issues directly impacting our work, our union and our standard of living, we're able to achieve really important and impactful things."

O'Brien pointed to the UBC's GOTV program (story, page 22). An adapted version of the program was given to NASRCC delegates and other political action volunteers in the region at a weekend conference in Millbury.

TO DOS

The most important things you can do are:

- Learn and think about our issues and where candidates and elected officials stand on our issues.
- Register to vote and vote on our issues. Remember that politics = paychecks
- Increase your impact by speaking out during elections and when the union is working to get governments to take action that benefits us.

Centrarse en los Fundamentos



El mundo puede ser un lugar ajetreado y complicado. A veces tiene sentido dar un paso atrás y ver el panorama mas amplio, para recordar de que se trata.

Esto lo vemos en el trabajo de vez en cuando. Las discusiones sobre quien es la mejor persona para una tarea o como hacer algo de la manera “correcta” pueden generar perdida de tiempo o materiales. Puede que ni siquiera conduzca a un mejor resultado. Un buen líder en el trabajo equilibrará la discusión y los detalles con la dirección y la producción.

La Hermandad Unida de Carpinteros tiene una larga y exitosa historia de reclutamiento, capacitación y representación de los mejores de la industria. Estamos orgullosos de nuestro legado y tenemos motivos para estar entusiasmados con nuestro futuro. Sabemos lo que debemos hacer, tanto en el trabajo como dentro de nuestro sindicato; “educar, agitar y organizar.”

Si el crecimiento del sindicato se basa en tres pilares, serían la formación, la acción política y la organización. Recordamos la importancia de estas tres cosas puede asegurar nuestro futuro.



CAPACITACIÓN 1

Las habilidades y la eficiencia son esenciales para el éxito de cualquier trabajador artesanal y de nuestro sindicato. Al final del día, los mejores empleadores de la construcción quieren una combinación saludable de producción y calidad. Ésa ha sido la tarjeta de presentación de los carpinteros sindicales durante más de 140 años.

Comienza con nuestra cultura de formación. Existen expectativas sobre el nivel de habilidades que los carpinteros sindicales deben mantener, por lo que nos aseguramos de que los miembros tengan todas las oportunidades para desarrollar las habilidades que necesitan. Esto implica tanto aprendizajes como capacitación para mejorar las habilidades a lo largo de la carrera.

El sindicato y nuestros socios empleadores realizan importantes inversiones en formación. Construimos y mantenemos instalaciones de última generación en toda la región de los siete estados. Creamos currículos y materiales de

capacitación bajo demanda. Lo más importante es que identificamos, desarrollamos y apoyamos a líderes probados del campo para que sean líderes en programas de desarrollo de habilidades.

A medida que el trabajo que hacemos evoluciona, nosotros también, comunicándonos con nuestros empleadores y adaptando nuestras habilidades. En esta edición del Profesional Carpenter se encuentran varios ejemplos de nuevas iniciativas formativas.

También puede aprovechar la capacitación en liderazgo en el Centro Internacional de Capacitación de la Hermandad Unida de Carpinteros en Las Vegas. Los programas están disponibles para aprendices, carpinteros de nivel profesional e incluso personal de nivel gerencial.

Donde hay voluntad hay un camino. Y en la Hermandad siempre estamos creando nuevas formas.

TO DOS

Como miembro, aquí hay algunas cosas que puede hacer:

- Siente orgulloso de tus habilidades y productividad. Rinde a un alto nivel todos los días
- Honestamente, autoevalúe sus habilidades y esté abierto a recibir comentarios de los demás. Considere tomar una clase, aunque solo sea para actualizar sus habilidades. Visite nascctf.org/classes para ver listados.
- Alentar a nuestros hermanos y hermanas a alcanzar su máximo potencial. Bríndeles consejos y diríjalos a capacitación, si es necesario. Ya sea a nivel de experiencia o como aprendiz, la tutoría positiva genera confianza y un futuro más sólido para nuestro sindicato.
- Animar a nuestros hermanos y hermanas a alcanzar su máximo potencial. Bríndeles consejos y diríjalos a capacitación, si es necesario. Ya sea a nivel de experiencia o como aprendiz, la tutoría positiva genera confianza y un futuro más sólido para nuestro sindicato.
- Explore la capacitación en liderazgo en el Centro Internacional de Capacitación de la UBC visitando nasrcc.org/itc y comunicándose con su local.

Cuando trabajamos juntos, no solo construimos las estructuras mas altas y mas fuertes, sino que nos fortalecemos unos a otros.



ORGANIZANDO 2

El fundador de nuestro union, Peter J. McGuire, fue uno de los organizadores. Habló personalmente con los carpinteros sobre su trabajo y sus condiciones laborales. Les inculcó la convicción de que, trabajando juntos, todos podrían hacerlos mejor. Y lo hicieron.

Lo que McGuire enseñó a esos carpinteros sigue siendo valido para todos los nuevos aprendices hasta los carpinteros retirados. Cuando trabajamos juntos, no solo construimos las estructuras mas altas y mas fuertes, sino que nos fortalecemos unos a otros.

Los carpinteros tienen suficientes enemigos; contratistas tramposos, desarrolladores codiciosos, economías fluctuantes y muchos que simplemente no se preocupan por nosotros. Pero nos tenemos el uno al otro. Ya sea que nuestros Hermanos y Hermanas estén en el sindicato o luchen contra su propia explotación, debemos unirnos y luchar por normas que nos protejan a todos.

“La union se organiza de diferentes maneras,” dijo Noel Xavier, director de organización del consejo. “Organizamos de arriba hacia abajo, que es el desarrollo empresarial a través de contratistas, promotores o acción política, y de abajo hacia arriba, que consiste en hablar con carpinteros individuales que no están representados. TODOS esos esfuerzos se benefician de la participación de los

miembros o conocimiento de que decenas de miembros de la unión están listos para hablar.”

En algunas zonas de nuestra region existen enormes oportunidades laborales. Reclutar allí nuevos miembros es esencial. Además de esfuerzos sindicales mas amplios, sabemos que la mejor manera de reclutar es una version de organización; publicidad de boca a boca por parte de miembros actuales en conversaciones individuales.

Cuando el trabajo disminuye o hay una mayor competencia or parte del sector no sindicalizado, los miembros pueden iniciar conversaciones individuales con carpinteros no sindicalizados sobre como unirse a la union u organizar a su empleador actual con la ayuda del sindicato.

Crecer para la Hermandad significa organizarse. Cuando aumentamos nuestra membresía y nuestra participación de mercado al 70%, tenemos mas control sobre los estándares relacionados con salarios, beneficios y condiciones laborales.

Hablé con carpinteros no sindicalizados. Pregúnteles sobre sus experiencias y como les gustaría que mejoraran sus carreras. Anímalos y dales la bienvenida. Enséñeles a defenderse a si mismo. Invítelos a visitar su sindicato local y obtener mas información.

TO DOS

Siga el ejemplo de Peter J. McGuire para construir nuestro sindicato:

- Hablé con carpinteros no sindicalizados. Pregúnteles sobre sus experiencias y como les gustaría que mejorar sus carreras. Anímalos y dales la bienvenida. Enséñeles a defenderse a si mismo. Invítelos a visitar su local y obtener mas información.
- Abonar por los oficios. Ya sea que estemos hablando con jóvenes sobre una carrera o con amigos y vecinos sobre el trabajo que hacemos, cuando hablamos de nuestra industria y nuestro sindicato con orgullo, aumenta nuestra visibilidad y el nivel de respeto que tienen por nosotros.
- Participar en esfuerzos sindicales. Cuando se trata de organizar, cuanto mas fuerte es el ruido, mas rápida es la respuesta.

POLÍTICA 3

Nos guste o no, todo el mundo hablara más de política a medida que avance el año. Debido al impacto que tiene la política en nuestro trabajo y nuestras vidas, lo haremos. Pero en nuestro sindicato, la acción política puede ser un tema unificador porque nos centramos en cuestiones que impactan directamente a los trabajadores de la construcción sindicalizados y dejamos que otras organizaciones se centren en los que es importante para ellos.

No hay muchas organizaciones como el sindicato de Carpinteros en cuanto a los números que convocamos y el impacto que tenemos. Tenemos una historia de orgullo que comienza con la lucha por una jornada laboral más corta, el fin del trabajo infantil y el pago de horas extras. Los sindicatos ayudaron a establecer un seguro de compensación para trabajadores y prácticamente todas las normas de seguridad y su aplicación en la industria de la construcción son el resultado de la acción política sindical.

Los partidos políticos a menudo dominan las discusiones políticas, pero no es necesario. Nuestro sindicato ha trabajado arduamente para construir una coalición para proteger Davis-Bacon, la ley que establece salarios prevalecientes (justos) para la construcción financiada con fondos federales.

También trabajamos regularmente entre ambos partidos para derrotar los repetidos intentos de aprobar la ley antisindical Derecho al Trabajo en New Hampshire y para aumentar la aplicación de medidas contra el robo de salarios y el fraude de nomina contra los contratistas tramposos en toda la region.

Nuestra acción política a nivel federal protege los estándares para el aprendizaje y la capacitación acreditados de calidad para que no sean diluidos y socavados por programa falsos operados por empleadores que hacen poco para capacitar a los trabajadores en habilidades artesanales.



Centrarse en estas áreas de políticas nos protege a nosotros y a los estándares que nos permiten ganar trabajo. La forma en que lo hacemos nos gana el respeto y el apoyo de las personas que tienen una voz importante en las comunidades locales y en las decisiones que se toman allí.

La acción política sindical crea horas de trabajo. La evidencia de esto rara vez ha sido más clara desde la aprobación de varias iniciativas, algunas del Presidente Joe Biden y su administración, otras de coaliciones bipartidistas en el Congreso. La Ley de Chips y Ciencia, la Ley de Reducción de la Inflación, la Ley de Infraestructura Bipartidista y varios programas de energía verde han comprometido billones de dólares para proyectos que pondrán a trabajar a los carpinteros sindicales.

Mientras algunos de esos proyectos ya han comenzado a crear empleos, muchos más se están preparando para poner las palas en la tierra, incluso otros más (el reemplazo de los puentes de Cape Cod, por ejemplo) han recibido recientemente aprobación de financiación.

La base de todos estos esfuerzos son los carpinteros sindicales que se registran, votan y hacen campaña sobre lo que nos importa. El director político de NASRCC, Joe O'Brien, dijo que comprende la renuencia de algunos miembros a involucrarse.

“La política nunca es fácil; hay muchos problemas y perspectivas,” dijo. “Pero cuando

TO DOS

Las cosas más importantes que puedes hacer son:

- Aprender y pensar sobre nuestros problemas y cuál es la posición de los candidatos y funcionarios electos al respecto.
- Regístrate para votar y vote sobre nuestros temas. Recuerda que política = cheques de pago
- Aumente su impacto hablando durante las elecciones y cuando el sindicato este trabajando para lograr que los gobiernos tomen medidas que nos beneficien.

nos centramos en las cuestiones que afectan directamente a nuestro trabajo, nuestro sindicato y nuestro nivel de vida, podemos lograr cosas realmente importantes e impactantes.”

O'Brien señaló el programa GOTV de la UBC (artículo, página 22). Se entregó una versión adaptada del programa a los delegados de NASRCC y otros voluntarios de acción política en la región en una conferencia de fin de semana en Millbury.



Henry Combining Family Legacy with UBC Training

Growing up in a house with a father who was a politically active Teamster, Local 277 member Nate Henry got involved with politics early. He participated in labor door knocking during campaigns and attending fundraising dinners.

As a third-year apprentice he recently joined the local's political action committee and was happy to be asked to attend the UBC's GOTV conference.

"I want to help make change that helps our local. Our local is growing and we're expanding our training center because of the Micron project. That's a direct result of political action. It's important to have politicians who pass legislation to get more work on the books."

Micron has begun building a \$120 billion 20-year chip manufacturing facility near Syracuse that will generate hundreds of thousands of work hours for union carpenters. Key to the deal was funding and incentives from both the Biden Administration's CHIPS and Science Act and the State of New York.

Henry was asked to speak at the conference about the Micron project and his experience attending a recent visit to the area by President Joe Biden.

Among the workshops members attended, Henry found two particularly valuable to him. One was about meeting with elected officials and the other focused on political discussions on the jobsite.

"The union has members that are liberals and Democrats but also Republicans and conservatives. Often the union supports Democratic candidates and that makes sense when those Democrats help us secure work. But in the field I've caught a lot of heat for being a Democrat."

"This workshop helped us think about ways to talk to people about politics when we may not agree. How we can focus on carpenters' issues and talk without starting an argument with someone who may get defensive or aggressive. It's important that we do that if we want to be successful as union carpenters."

CARPENTERS PREPARE TO GET OUT THE VOTE IN 2024

The power of the union to establish standards and protect standards in the construction union comes from its members. When we focus on issues and organize to mobilize on those issues, we win. This is true both on jobsites and at the ballot box.

That's why fourteen rank and file members and five staff members of the North Atlantic States Regional Council of Carpenters attended the 2024 GOTV conference "In It To Win It" at the UBC's International Training Center in Las Vegas.

Non-partisan discussions of core issues important to union members were combined with workshops helping members develop political action skills to help the union GOTV (get out the vote) for elections this year and beyond.

"The more members we have involved, the more successful we are," says Tricia Richardson, political director for NASRCC in New York. "This conference

helps our members learn more about how to get involved, how to be more effective when we get involved and see the direct impact it has on our rights and our work hours."

The UBC has regularly held GOTV conferences, attended by thousands of members and staff. That's because political action plays such an important role in protecting union rights, promoting industry standards and funding work for our members.

"Our union has a very long and proud history of political action, starting with our founder, Peter McGuire," said Joe Byrne, executive secretary-treasurer. "These conferences help our members and staff stay on the same page with the UBC and our Brothers and Sisters across the country and at the top of the class for effective political action."



LOS CARPINTEROS SE PREPARAN PARA CONSEGUIR EL VOTO EN 2024



El poder del sindicato para establecer normas y proteger las normas en el sindicato de la construcción proviene de sus miembros. Cuando nos centramos en los problemas y nos organizamos para movilizarnos en torno a ellos, ganamos. Esto es cierto tanto en los lugares de trabajo como en las urnas.

Es por eso que catorce miembros de base y cinco miembros del personal del Consejo Regional de Carpinteros de los Estados del Atlántico Norte asistieron a la conferencia GOTV de 2024 "In It To Win It" en el Centro Internacional de Capacitación de la UBC en Las Vegas.

Las discusiones no partidistas sobre temas centrales importantes para los miembros del sindicato se combinaron con talleres

que ayudaron a los miembros a desarrollar habilidades de acción política para ayudar al sindicato GOTV (conseguir el voto) para las elecciones de este año y en el futuro.

"Cuanto más miembros participemos, más éxito tendremos," dice Tricia Richardson, directora política de NASRCC en Nueva York. "Esta conferencia ayuda a nuestros miembros a aprender más sobre cómo involucrarse, cómo ser más efectivos cuando nos involucramos y ver el impacto directo que tiene en nuestros derechos y nuestras horas de trabajo.

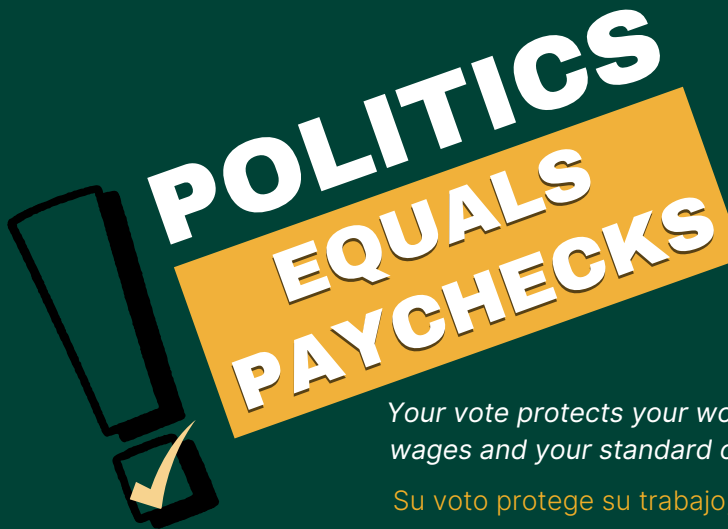
La UBC ha celebrado periódicamente la conferencia GOTV, a la que asisten miles de miembros y personal. Esto se debe a que la acción política juega un papel muy

importante en la protección de los derechos sindicales, la promoción de estándares industriales y la financiación del trabajo de nuestros miembros.

"Nuestro sindicato tiene una larga y orgullosa historia de acción política, comenzando con nuestro fundador, Peter McGuire," dijo Joe Byrne, secretario ejecutivo-tesorero. "Estas conferencias ayudan a nuestros miembros y personal a mantenerse en sintonía con la UBC y nuestros hermanos y hermanas en todo el país y estar en la cima de la clase para una acción política efectiva."

ELECTIONS HAVE CONSEQUENCES.

LAS ELECCIONES TIENEN CONSECUENCIAS.



**LA POLÍTICA
EQUIVALE
A SUELDOS**

Your vote protects your work, your wages and your standard of living.

Su voto protege su trabajo, sus salarios y su nivel de vida.



KNOW WHAT'S AT STAKE ON NOVEMBER 5TH

SEPA LO QUE ESTÁ EN JUEGO EL 5 DE NOVIEMBRE

Our Union Values and Supports Military Vets

The United Brotherhood of Carpenters and NASRCC are proud to have so many military veterans as members. We value their service to our country and to our union.

The partnerships our union has with military service branches and affiliated programs help veterans access many of the benefits they've earned.

Did you know?

- If a veteran or transitioning service member registers with the Helmets to Hardhats (H2H) program, it fast tracks them into the NASCTF apprenticeship program. **H2H registration is free!**
- Veterans can utilize their post-9/11 GI bill benefits to supplement their pay while in the apprenticeship program.
 - ✓ Receive a tax-free stipend in addition to their apprenticeship pay until they complete the program and become a journey-level carpenter
 - ✓ Up to \$1,000 per year for books and supplies (including tools)
 - ✓ If already participating in an apprenticeship program at the time of application, may be eligible to receive up to 12 months of retroactive pay and supplies stipend
 - ✓ Exclusion from the annual apprentice ID fee
 - ✓ Those with a service-connected disability may also be eligible for benefits through the veteran readiness and employment (VR&E) program



For more information, visit NASRCC.org/vets

NASRCC Awards Scholarships

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

This year, \$67,700 was given in varying amounts to 75 winners. Awards are funded by the general fund to help members with the ever-increasing costs of higher education.

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

The first prize winner, Kaitlyn Lacasse, received \$7,500. She will be a Senior at Rocky Mountain College of Art and Design. Her father, Renald Lacasse Jr, is a member of Local 327.

The second prize winner, Alex Matheny, received \$5,000. He is finishing his senior year at Boston College High School and will be a Freshman next year at Bryant College. His father, Joseph Matheny, is a member of Local 327.

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



FIRST PRIZE WINNER
Kaitlyn Lacasse



SECOND PRIZE WINNER
Alex Matheny

The essay topic for this year's scholarship contest:

Historically, construction unions and environmentalists have been at odds about investments in fossil fuel infrastructure and housing/commercial development. Analyze the impact of current federal and state climate change policies on the construction industry and our union's members.



Can the Carpenters union support environmentalism while ensuring work opportunities for members? Discuss what is currently being done in this area and the possibilities for the future.

FROM KAITLYN'S ESSAY:

By advocating for green jobs, investing in training and education, collaborating with environmental stakeholders, and diversifying work portfolios, the union can chart a course towards a more sustainable and equitable future for both its members and the planet.



From Pre-Apprentice to Building the Bill's Stadium

Like many other high school seniors, Nellijah Hilliard was contemplating his next steps after graduation. When Local 276 business representative Jomo Akono visited his school in Buffalo and discussed tuition-free career opportunities in the trades, Nellijah seized the opportunity to join the Carpenters 964 Pre-Apprenticeship summer program.

“One thing was for sure; I didn't see myself behind a desk my whole life. Jomo told us that being a union carpenter was about being part of a group. He checked all the boxes of what I was looking for.”

The free 8-week program offered through the North Atlantic States Carpenters Training Fund is an introduction program to carpentry, for those with little to no experience.

“The program was realistic. Our instructor Bob Bearfield was great. He made it feel like a real job site. I learned so much from Bob and the other pre-apprentices. It was a culture of learning and growth,” said Nellijah.

After successfully completing and graduating from the program, Nellijah officially joined the apprenticeship program.

“On my first day, I was so nervous. I thought I would be treated differently for being new and an apprentice. I could not have been more wrong. My fellow brothers welcomed me, were happy to show me the ropes, and wanted to teach me. They were so supportive. Being a part of the union and the pride that comes with it means a lot to me.”

Currently, he is helping build the new Buffalo Bills stadium. When asked how it feels to be working on a job of that scale, he replied, “It's my why. Ever since they announced this project, I wanted to be out here building this stadium. It's a surreal feeling to have wanted the chance to work at the new stadium and then be one of the first ones chosen to be out here. I'm just so proud of where this journey has taken me.”

Nellijah's long-term goals include becoming a foreman and a union representative or instructor one day. “I want to give back and impact lives like the union has done for me.”



Some visitors to a site might NOT have to sign in at the trailer. Buffalo Bills star quarterback Josh Allen recently stopped by the Bills' stadium construction site to check on progress and talk to workers. He was well received, including by Local 276 member David Bartholomew, who snapped a quick selfie.

From Fast Food to Financial Security: Amanda's Journey with the Carpenters 'Golden Ticket' Program

Re-entering the workforce posed Amanda Bacon with a unique set of challenges but receiving encouraging advice from construction workers ignited her interest in pursuing a career in the union trades.

A group of trades workers would regularly stop by for their lunch and were always stunned by how efficiently Amanda meticulously prepared their sandwiches. One of them remarked, "You know what? You should join the union." Initially finding it amusing, the suggestion lingered in her mind and put the bug in her ear, ultimately leading her to apply.

Now an apprentice with Local 327, Amanda fondly refers to the North Atlantic States Carpenters apprenticeship program as her "golden ticket," transitioning from employment at a fast-food chain to a good-paying career as a union carpenter. It has set her on a path toward long-term financial security, getting in on a generation's worth of good-paying work with top-notch wages, healthcare, and retirement benefits!



Amanda Bacon
My Apprenticeship
Local 327 Apprentice

Scan the QR code to watch a short video with Amanda, created by the Massachusetts Secretary of Labor and Workforce Development.



Local 339 Sister's Journey from Media to the Construction Industry Makes Headlines

Local 339 Sister Laurie Cahalane-Petchar was featured on WMUR News9 as part of a Women's History Month spotlight.

Prior to joining the union, Laurie worked at WMUR news station in Manchester, NH. Wanting a change of pace, she decided to reconnect with a childhood passion of working with her hands and enrolled in carpentry classes at Manchester Community College.

What started as a hobby, Laurie soon recognized it as the promising and rewarding career path she had been searching for. "I really took to it and started thinking I'd love to do this full-time"

Now a journey-level carpenter with Local 339, Laurie is encouraging other women to take the leap and get into the trades. "This is a very good option for anybody and is worth exploring."



PROJECT COMMUNITY
WOMEN SHARE THEIR EXPERIENCES OF WORKING IN CONSTRUCTION
WMUR 9



Scan this QR code to watch the news segment with Laurie. She's a fantastic example of someone who embraced change and found fulfillment in a new career path as a union carpenter. Sharing stories like hers on your social media channels can inspire others who may be considering a similar shift or exploring different career options.

Banfield Makes the Case on SUNY PLAs



One of the top priorities on the New York legislative agenda for union carpenters was passing guidelines for the use of project labor agreements (PLAs) on construction projects undertaken by the State University of New York (SUNY) statewide system.

Though the school has had a good relationship with unions on some campuses, there have been some concerns about the dangers of substandard contractors—and low-ball bidding tactics—creeping onto campuses.

To make the public case for the legislation, Bill Banfield, assistant executive secretary-treasurer for the North Atlantic States Regional Council authored the opinion piece below, which was published by PoliticsNY, an influential source for NYS political and legislative news.

The bill moved positively through both branches of the legislature and was awaiting final action by the Governor.

With annual budget negotiations heating up in Albany, blue collar workers are calling on policymakers to pass legislation that will restore accountability and bring effective labor standards to the public university development process. This idea is based on a simple principle—when New York taxpayer funds are used on a project, that investment should go back into New York communities.

Both the Senate and Assembly have included language in their budget

proposals that would require project labor agreements (PLA) for large scale SUNY construction projects. A PLA is an agreement that defines wages and work rules for a project, and is approved by labor and the awarding public body before the project begins. The purpose of a PLA is to ensure that all construction work be performed efficiently and economically without interruption.

The main rationale for PLAs in the construction industry is stability. By clearly and transparently defining a framework at the start of a project, PLAs prevent work stoppages and establish dispute resolution procedures.

Private construction projects have utilized PLAs for decades. The \$265 million Legoland theme park in Goshen was built with union labor under a PLA, as was the \$200 million renovation of Morgan Stanley headquarters in Harrison. These are just two recent examples of successful large projects that came in on time and on budget, thanks to a project labor agreement.

On publicly-funded projects, PLAs protect taxpayers the same way. They ensure that a project is built on budget and on schedule, by and for New

Yorkers. PLAs often include local hiring provisions which ensure that local residents have job opportunities and cycle money into the local economy. They can be used to promote diversity in the workforce and expand opportunities to more New Yorkers.

PLAs also encourage higher quality contractors to bid on projects. Without hidden costs, contractors can make specific bids without worrying about being undercut by less scrupulous contractors who cut corners. PLAs are used to maintain safe work sites by requiring workers to have safety training and meet advanced OSHA standards. This reduces costs associated with work-site injuries.

PLAs ensure that when our tax dollars are investment on a large project, that investment drives economic growth for the state's economy and for real New Yorkers. By ensuring contractors meet basic labor standards, this common-sense approach protects construction workers, taxpayers, and the construction industry. With the Legislature on board, the next step is up to the Governor.

VT Constitution Could Protect Collective Bargaining

A process is underway for an amendment to be added to the Vermont State Constitution that would enshrine collective bargaining rights for workers in the state. Things are off to a very positive start. In April “Proposal 3” passed the state Senate by a 29-0-1 vote and was sent to the house. There, it was approved by a vote of 129-8.

Joe O'Brien, political director of the North Atlantic States Regional Council of Carpenters noted that there is currently only one state where collective bargaining is protected in the state constitution: Illinois.

“We remember the bitter fights over collective bargaining in Wisconsin a few years ago and the efforts we've made to keep so-called ‘Right to Work’ out of New Hampshire. This kind of measure would protect Vermont workers from those things.”

Amending the constitution requires passage of a bill by a two-thirds vote in the Senate and a majority in the House. It must then be passed again by the same margins by the next elected state Senate and House before going to Vermont voters.

We remember the bitter fights over collective bargaining in Wisconsin a few years ago and the efforts we've made to keep so-called ‘Right to Work’ out of New Hampshire. This kind of measure would protect Vermont workers from those things.

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

US Dept of Labor Hits Hard Over Child Labor

The United States Department of Labor is sending a strong signal to companies violating child labor laws: the days of nominal fines is over.

It's the latest sign that the Biden Administration is serious about protecting workers and holding corporations accountable.

In a case involving a manufacturer of parts for John Deere, Toro and Yamaha products, the USDOL not only issued fines of \$296,000, they ordered the company to put aside \$1.5 million of their profits—30 days worth—to compensate children employed illegally. The company, Tuff Torq Corp, was found to have “subjected 10 children to oppressive child labor.”

Matt Capece, a representative of UBC General President Douglas McCarron, called the “discouragement” penalty a potentially “powerful deterrent” that has been rarely used until now.



In a case involving a manufacturer of parts for John Deere, Toro and Yamaha products, the USDOL not only issued fines of \$296,000, they ordered the company to put aside \$1.5 million of their profits.

USDOL Wage and Hour Division Administrator Jessica Looman said that “even one child working in a dangerous environment is too many. Over the past year, we have seen an alarming increase in child labor violations, and these violations put children in harm's way. With this agreement, we are ensuring Tuff Torq takes immediate and significant steps to stop the illegal employment of children. When employers fail to meet their obligations, we will act swiftly to hold them accountable and protect children.”

Though the case did not involve construction, Capece said that the action sets a powerful precedent that could be used where young immigrant workers have been found on building sites.

Providence Viaduct I-95 Northbound Replacement Project

With more than 220,000 daily vehicles crossing, Interstate 95 through Providence, Rhode Island, is one of the most heavily travelled corridors on the East Coast.

Originally constructed in 1946, the 1,295-foot-long northbound section known as the Providence Viaduct has been deteriorating and increasingly unable to accommodate traffic needs.



”

We must support candidates who support unions and are willing to invest in projects that put our members to work.

– MIKE HOLMES
LOCAL 330 BUSINESS REPRESENTATIVE

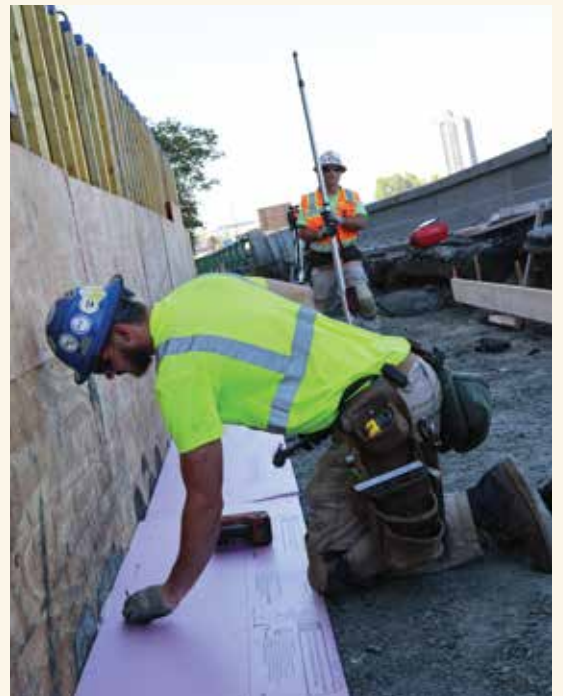


The roadway spans the Woonasquatucket River, Amtrak Northeast Corridor, city roads and interchange ramps. Union carpenters are rebuilding the Viaduct as part of a design-build being led by a Skanska-Manafort joint venture.

The project is a result of the Rhode Island congressional delegation securing a \$60.3 million federal Infrastructure for Rebuilding America (INFRA) grant made possible by President Biden's Bipartisan Infrastructure Law.

“This project is a tangible example of how politics equals paychecks,” notes Local 330 Business Representative Mike Holmes. “We must support candidates who support unions and are willing to invest in projects that put our members to work.”

Union members from multiple local unions in the region will be working on the project through the Summer of 2025.



Members make the difference in Norwich

Need more proof that member involvement creates union work hours? Recently, members living in Norwich, Connecticut attended a local meeting related to upcoming school work.



The town was considering a project labor agreement to cover five school construction projects over the next seven years.

Along with other union trades workers, union carpenters showed up and talked to elected officials about the impact of the work being done by responsible contractors. They spoke personally about their experiences and how they could benefit, as residents of the town, by the construction of local schools by people like them.

In the end, their representatives listened and agreed. By a 4-3 vote, the project labor agreement was approved and will cover \$385 million worth of school building construction in the town.

There is no power like that of an active membership!

NEW /// Signatory Contractors

The North Atlantic States Regional Council of Carpenters continues to sign companies to collective bargaining agreements, showing that union construction is not only the right thing to do, but makes good business sense as well.

Growth in the number of contractors choosing to do work with union carpenters is not only good for members and the union, but good for other union contractors as well. The more contractors that uphold industry standards, the more level the playing field becomes for honest contractors. It also allows union general contractors more of a selection in building teams for their projects and gives union subcontractors a larger group of general contractors to work for.

The expanded listing of new contractors below is intended to help members and existing union contractors identify and consider newly signed contractors for upcoming work. Contractors are listed in the chronological order they signed collective bargaining agreements.

Choice Services

Boston, MA
MBE, VBE

DHC Services Corp

Whitman, MA
WBE

The Rug Shop Inc.

Binghamton, NY

Union Automatics LLC

Hillsborough, NH

One Way Development

Boston, MA
MBE, DBE

Eagle Eye Post Construction Services

Johnson, RI
WBE

Northeast Mechanical Services

Falmouth, MA

Ultimate Construction

Southington, CT
SBE

DA Collins Construction Co.

(updated)
Wilton, NY

FIND A WINNING PARTNER!

To learn more about these and other union contractors that can help you build a winning team, contact the Contractor Relations Department at 1-800-275-6200, Ext. 5112 or 617-307-5112.



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



Carpenters continue the fight for justice through TFDOA

Members throughout the North Atlantic States region turned out again in April to make a visible and vocal push to end payroll fraud and wage theft as part of the UBCs national “Tax Fraud Days of Action.”



Events varied in size, location and targets over the course of two weeks, but all shared the same message: ENOUGH!

Despite organizing efforts and almost constant calls on government agencies to take action, too many unrepresented construction workers continue to be cheated by employers and larger industry players who benefit from it.

A report from the Century Foundation using government data and other industry sources conservatively estimates that between 1.1 and 2.1 million construction workers are victims of payroll fraud, as many as 19%. The cost to those workers is more than \$12 billion. The result is taxpayers being forced to compensate for as much as \$10 billion in lost revenue.



CTA Pays for Their Bad Sub

More good news from the United States Department of Labor (USDOL) and this time they hit a prominent target.

CTA Construction Manager of Waltham, Massachusetts has agreed to pay more than \$510,000 in back wages to fifty-four workers employed by one of their drywall subcontractors, New Hampshire-based Ecostructive Pro Builders. The prevailing wage and fringe benefits violations—wage theft—occurred on a federally funded project at the Natick Soldier Systems Center in Natick, Massachusetts.

While working for CTA, Ecostructive was also found to have falsified certified payroll records and did not pay proper overtime or allow employees to accrue sick time as mandated.

In a statement, the USDOL said that because of Ecostructive's violation of the Davis-Bacon Act establishing prevailing wages on federal projects, Ecostructive will be debarred from working on any federal contract for three years.

“By obtaining debarment of Ecostructive Pro Builders from federal contracts for three years, the U.S. Department of Labor has taken a strong stance against the employer's failure to provide employees with the prevailing wages and benefits as the laws require,” said Wage and Hour Division District Director Carlos Matos in Boston. “The Wage and Hour Division will not tolerate any contractors who falsify certified payroll records and will hold them accountable. Strong enforcement of prevailing wage requirements ensures that federal investments result in the creation of good jobs.”

Under the Biden Administration, the USDOL has taken a stronger stance on enforcement of worker protections such as Davis-Bacon and other wage and hour standards.

NASRCC Organizing Director Noel Xavier called the events “not just a fight for fair compensation, but a struggle for the dignity of every worker. It's about ensuring that every hour of hard work is rewarded and that every family can afford their basic needs.”

“We want every worker to be able to look forward to a future with security and prosperity,” he said. “Our rallies are more than just a call to action. They are a declaration of our commitment to stand up against injustice.”

Wage theft and payroll fraud are among the most important core political and legislative issues impacting the United Brotherhood of Carpenters nationwide. NASRCC leader Joe Byrne said the impact should be a clear motivator for members to be active and vocal in campaigns and elections.

“When cheating nonunion contractors use illegal schemes to lower their costs, union employers committed to industry standards negotiated in our collective bargaining agreements are put at a significant disadvantage,” he said.



Carpinteros continúan la lucha por la justicia a través de TFDOA

Los miembros de toda la región de los Estados del Atlántico Norte volvieron a manifestarse en Abril para hacer un esfuerzo visible y vocal para poner fin al fraude de nómina y al robo de salarios como parte de los “Días de Acción Contra el Fraude Fiscal” nacionales de la UBC.



Los eventos variaron en tamaño, ubicación y objetivos a lo largo de dos semanas, pero todos comparten el mismo mensaje: ¡BASTA!

A pesar de los esfuerzos de organización y los llamados casi constantes a las agencias gubernamentales para que tomen medidas, demasiados trabajadores de la construcción no representados continúan siendo engañados por los empleadores y los grandes actores de la industria que se benefician de ello.

Un informe de Century Foundation que utiliza datos gubernamentales y otras fuentes de la industria estima de manera conservadora que entre 1.1 y 2.1 millones de trabajadores de la construcción son víctimas de fraude de nómina, hasta un 19%. El costo para esos trabajadores es de más de 12 mil millones de dólares. El resultado es que los contribuyentes se ven obligados a compensar hasta 10 mil millones de dólares en ingresos perdidos.



El Director de Organización de NASRCC, Noel Xavier, calificó los eventos como “no sólo una lucha por una compensación justa, sino una lucha por la dignidad de cada trabajador. Se trata de garantizar que cada hora de arduo trabajo sea recompensada y que cada familia pueda cubrir sus necesidades básicas.”

“Queremos que todos los trabajadores puedan mirar hacia un futuro con seguridad y prosperidad,” afirmó. “Nuestras manifestaciones son más que un simple llamado a la acción. Son una declaración de nuestro compromiso de luchar contra la injusticia.”

El robo de salarios y el fraude de nóminas se encuentran entre los problemas políticos y legislativos centrales más importantes que afectan a la Hermandad Unida de Carpinteros en todo el país. El líder de NASRCC, Joe Byrne, dijo que el impacto debería ser un motivador claro para que los miembros sean activos y vocales en campañas y elecciones.

“Cuando los contratistas fraudulentos no sindicalizados utilizan esquemas ilegales para reducir sus costos, los empleadores sindicalizados comprometidos con los estándares industriales negociados en nuestros convenios colectivos se encuentran en una desventaja significativa,” dijo.



CTA Paga por El Mal Sub

Mas buenas noticias del Departamento de Trabajo de Estados Unidos (USDOL) y esta vez dieron en un blanco destacado.

El director de construcción de CTA de Waltham, Massachusetts, acordó pagar más de \$510,000 dólares en salarios atrasados a cincuenta y cuatro trabajadores empleados por uno de sus subcontratistas de paneles de yeso, Ecostructive Pro Builders, con sede en New Hampshire. Las violaciones de salarios prevaecientes y beneficios complementarios (robo de salarios) ocurrieron en un proyecto financiado con fondos federales en el Natick Soldier Systems Center en Natick, Massachusetts.

Mientras trabajaba para CTA, también se descubrió que Ecostructive había falsificado registros de nómina certificados y no pagó horas extras adecuadas ni permitió que los empleados acumularan tiempo de enfermedad según lo dispuesto.

En una declaración, el USDOL dijo que debido a la violación por parte de Ecostructive de la Ley Davis-Bacon que establece los salarios prevaecientes en proyectos federales, Ecostructive quedará excluido de trabajar en cualquier contrato federal durante tres años.

“Al obtener la exclusión de Ecostructive Pro Builders de contratos federales durante tres años, el Departamento de Trabajo de EE. UU. ha adoptado una postura firme contra la falta del empleador de proporcionar a los empleados los salarios y beneficios vigentes según lo exigen las leyes,” dijo el Director Carlos Matos División de Horas y Salarios del Distrito en Boston. “La División de Salarios y Horas no tolerará a ningún contratista que falsifique registros de nómina certificados y los hará responsables. La estricta aplicación de los requisitos salariales vigentes garantiza que las inversiones federales den como resultado la creación de buenos empleos.”

Bajo la administración Biden, el USDOL ha adoptado una postura más firme en la aplicación de protecciones laborales como Davis-Bacon y otras normas salariales y horarias.

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Signing Day Brings New Opportunity to CT High School Student

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It was an honor to attend the recent signing day at Prince Tech on behalf of BBE. We are looking forward to bringing Anthony aboard as an apprentice.

**– JOHN SLABINSKI
BBE GENERAL
SUPERINTENDENT**

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

Recently, Local 326 attended the Career Signing Day at A.I. Prince Technical High School. One of the CTEC students Anthony Hernandez, participated in the signing and will gain work experience with signatory contractor BBE and become a Local 326 apprentice.

“We’re thrilled to extend a warm welcome to Anthony Hernandez as he joins Local 326. Our collaboration with the Connecticut Technical High Schools and our Contracting partners has

unlocked a wealth of opportunities,” says Marc Okun, Local 326 Council Representative.

“By embracing high school students into our apprenticeship program, we’re demonstrating the cutting edge of recruitment and retention in carpentry apprenticeship and training.”

BBE General Superintendent John Slabinski adds, “It was an honor to attend the recent signing day at Prince Tech on behalf of BBE. We are looking forward to bringing Anthony aboard as an apprentice and have every confidence that the CTECS training has prepared him well for the challenges of the construction industry. We are thankful for the ongoing collaboration with CTECS and the Connecticut Carpenters Union, who together are dedicated to developing a skilled workforce for the demands of our industry.”



Career Connections is a curriculum offered by the United Brotherhood of Carpenters and Joiners of America for high school students and community organizations and programs, to introduce the trade to those potentially interested in becoming a union carpenter.

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

Welcome to our newest Career Connections partners:

- Buffalo Building Trades Erie County Corrections - Buffalo, NY
- Everett High School - Everett, MA
- Montachusett Regional Vocational Technical School - Fitchburg, MA
- Ulster County Corrections – Kingston, NY

Shop Days

Training centers across the Council are continuing to gain momentum with “Shop Days.” The half or full day sessions include an introduction and information session to go over the union and how apprenticeships work. The bulk of the time, though, is spent with tools and materials in their hands. They work in groups under the direction of NASCTF instructors, on projects that give them experience in interior systems, welding, scaffolding, concrete forms, and even solar work. This initiative continues to be well-received by high schools across the seven state region.



“Shop teachers need to be telling students that they are needed in the trades. Opportunities are plentiful in a career that pays well and provides good benefits to apprentices as they learn transferable skills for a rewarding career. However, while telling them is important, taking them to the training facility where they experience the work and satisfaction of accomplishment is invaluable. They may forget what we say, but they will long remember what they do. The visit was hosted well, and the students were impressed. Highly recommended!”

—Jonathan Kerner, H.S. Technology Teacher, Greenville High School

Recent Shop Day Participants

CT

Abbot Technical High School
 Bullard Technical High School
 East Lyme High School
 Ellis Technical High School
 Goodwin Technical High School
 Job Corp
 Kaynor Technical High School
 Meriden High School
 New Milford High School
 Norwich Technical High School
 O'Brien Technical High School
 Prince Technical High School
 Sheehan High School
 Vinal Technical High School
 Westhill High School

MA

AFL-CIO
 Assabet Valley Regional Vocational Technical High School
 Bellingham High School
 Brooke High School
 Building Pathways Boston
 Canton High School
 Grafton High School
 Holbrook High School
 Hopedale High School
 Millbury High School
 Milton High School
 North Quincy High School
 Norton High School
 Quincy High School
 Revere High School
 South Hadley High School
 Youth Build Boston

NY

Averill Park High School
 Broome-Tioga BOCES
 Cayuga-Onondaga BOCES
 Edison Career and Technology High School
 Environmental Justice Corps.
 East Syracuse Minoa CSD
 G. Ray Bodley High School
 Greater Southern Tier BOCES
 Groton CSD
 Habitat for Humanity
 Henniger High School
 Johnson City High School
 Lyons CSD
 Marcellus High School
 Onondaga-Cortland-Madison BOCES
 Oneida-Herkimer-Madison BOCES
 Opportunities Long Island

Questar III Greenville CSD
 Rise High Stem
 Rockland BOCES
 Sullivan BOCES
 Tompkins-Seneca-Tioga BOCES
 Training Rochester Adults in Construction Skill (TRACS)
 UPrep Rochester
 West Genesee High School
 Western New York Maritime Charter School
 Western Suffolk BOCES
 William Floyd High School
 YouthBuild Rochester

RI

Providence Career and Technical Academy

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

LU 56 Members Complete Dive Training

Four members of Pile Drivers Local 56 affiliated with the North Atlantic States Regional Council have successfully completed training to become commercial divers at a UBC training facility in New Jersey. They are the first members of NASRCC to participate in the training which opens the door to valuable work opportunities in marine construction.

The Eastern Atlantic Carpenters Training Fund purchased an existing diving academy in 2022 to support expanded marine construction, including off-shore wind projects. The 10,000 square foot facility in New Jersey is the only union-owned commercial dive school in the United States and has been opened up for use by selected members throughout the Eastern District of the UBC.

Dilla McDonagh, Bob Patterson, Pat Maltsev and Safire Fuentes began the four-month training in February which included four 10-hour days. The group rented an apartment together in the area for convenience were able to come



home on weekends. Paterson called the time commitment a significant sacrifice, but that he appreciated the “opportunity for the betterment of our careers” and that it would “instill a lot of pride in us.”

“We were excited to present this opportunity to our members,” said Local 56 Representative John Dunderdale. “The need for qualified divers is going up and the commitment required to provide training for individuals to become certified really plays to the strengths of our union.”

The Jersey-based facility extends related marine construction training offered here in the region. The North Atlantic States Carpenters Training Fund’s Millbury facility was the first in the country to offer tank-based underwater welding to certified divers Safire Fuentes is a

second-year apprentice in Local 56 who entered the union with welding experience. She said she’s long-dreamed of underwater welding and was excited that she got a taste of it during the training.

“It’s still hard to grasp that I’m a commercial diver,” she said. “It’s surreal but I’m grateful that I got this opportunity. I want more training with different tools and underwater welding, but I’m ready to start working anytime I’m needed!”

Prior to being accepted to the program, members are required to have an ADCI dive physical and be certified for open water SCUBA. For more information contact Local 56 or the North Atlantic States Carpenters Training Fund.

Sharing the Trade, Extending Equity

As part of International Women’s Day and Women in Construction Week, the union was proud to host a group of women from Downes Construction Company at our Yalesville, Connecticut facility.

Nicole DeMaio, vice president of business development for Downes brought staff from the company’s estimating, finance, and marketing departments to learn more about the trade. The company shares the union’s support of equity in the industry and hopes to eventually develop an entire project team of women.

The visit included both a tour of the apprenticeship training facility and time spent learning about and using some tools and materials. While they may never work as carpenters in the field, their increased understanding of the trade and the union’s work away from jobsites like theirs will help them in both their day-to-day work and as they promote greater participation by women in the industry.



Learn more about their visit by watching this NASRCC-produced video.



NASCTF Listens and Delivers Again!

The most advanced apprentice training in the industry keeps getting better!

The North Atlantic States Carpenters Training Fund (NASCTF) has added training on Hilti Total Station to the first-year concrete layout classes and is developing a “Division 10” elective for fourth-year apprentices. Both programs are a direct response to the needs of members, signatory employers, and industry demand.

Six weeks from conversation to implementation

Steve Monteiro is a member of Local 328 and the director of operations for S&F Concrete, one of the largest signatory subcontractors in the region. He was attending the national World of Concrete show in Las Vegas when he had a conversation with NASCTF Senior Technical Coordinator Paul Blanchard and Concrete Instructor Jarlath Waters.

“We took the opportunity to ask him how the apprenticeship program could help them, as a signatory contractor,” Waters said. “Steve said they’d love to see more layout taught, specifically Hilti Total Station.

“We’ve been finding less and less layout people; we are really hurting for layout,” Monteiro said. “We always felt that the carpenters should be doing their layout.”

Six weeks later, the program had purchased new systems and began delivering instruction to apprentices, with Hilti representatives and Monteiro on hand for the rollout.

Both Monteiro and Waters—who worked at S&F before becoming an instructor—said the class shows how the apprenticeship program constantly evolves to the benefit of both members and our partner employers.



“Now we have what could be an endless supply that could be doing layout going forward. We’re going to have our carpenters doing layout and if there’s no layout, they’ll start building the forms.”

Monteiro made it clear to apprentices that mastering these skills will almost certainly open an accelerated advancement path for apprentices.

Specialty skills in high demand

From bathroom partitions to lockers, window treatments, marker boards, interior z-clip panel walls and more, “Division 10” work includes finished products and systems of an increasing diversity and complexity. Unfortunately, the experienced hands in the field are retiring without sufficient replacements.

Not for long.

This spring, NASCTF ran a pilot training program that is expected to soon be implemented region-wide. Dan Cutter, an NASCTF instructor who has extensive field experience with “Division 10” installation, is teaching and helping to develop the weeklong class.

“The goal is for apprentices to help signatory contractors meet a need for qualified members while reducing ‘on the job’ training,” said Cutter. “Some of the installations use common skills,

”
The goal is for apprentices to help signatory contractors meet a need for qualified members while reducing ‘on the job’ training.

– DAN CUTTER
NASCTF INSTRUCTOR



but in really different applications. We want our members to be familiar with these systems to maximize their productivity on the job.”

The class has been given a boost by material donations made by Automation Solutions and New England Interior Specialties. Contexture has also committed to donating window shades.

In reference to both programs, NASCTF Executive Director Tom Fischer said: “We have top notch facilities, highly qualified instructors, and the ability to develop curriculum. The relationships we maintain with employers and product manufacturers ensure that we know what they need. Our priority is to constantly look for ways to combine these elements and remain the most valuable partners in the industry.”



Mastering layout skills will almost certainly open an accelerated advancement path

Scan the QR Code to learn more!



¡NASCTF Escucha y Cumple Nuevamente!

¡La formación de aprendices más avanzada del sector sigue mejorando!

El Fondo de Capacitación de Carpinteros de los Estados del Atlántico Norte (NASCTF) ha agregado capacitación sobre la Estación Total Hilti a las clases de diseño de concreto del primer año y está desarrollando una materia optativa de “División 10” para aprendices de cuarto año. Ambos programas son una respuesta directa a las necesidades de los miembros, los empleadores firmantes y la demanda de la industria.

Seis semanas desde la conversación hasta la implementación

Steve Monteiro es miembro del Local 328 y director de operaciones de S&F Concrete, uno de los subcontratistas signatarios más grandes de la región. Estaba asistiendo a la feria nacional World of Concrete en Las Vegas cuando tuvo una conversación con el Coordinador Técnico Superior de NASCTF, Paul Blanchard, y el Instructor de Concreto, Jarlath Waters.

“Aprovechamos la oportunidad para preguntarle cómo podría ayudarlos el programa de aprendizaje, como contratista firmante,” dijo Waters. “Steve dijo que les encantaría que se les enseñara más diseño, específicamente Hilti Total Station.

“Cada vez encontramos menos personas encargadas del diseño; Nos duele mucho el diseño,” dijo Monteiro. “Siempre pensamos que los carpinteros deberían encargarse del diseño.”

Seis semanas después, el programa compro nuevos sistemas y comenzó a impartir instrucciones a los aprendices, con representantes de Hilti y Monteiro disponibles para la implementación.

Tanto Monteiro como Waters, quienes trabajaron en S&F antes de convertirse en instructor, dijeron que la clase muestra cómo el programa de aprendizaje evoluciona constantemente para beneficio tanto de los miembros como de nuestros empleadores asociados.



“Ahora tenemos lo que podría ser un suministro interminable que podría estar realizando el diseño en el futuro. Haremos que nuestros carpinteros hagan el diseño y, si no hay diseño, comenzarán a construir las formas.”

Monteiro dejó claro a los aprendices que dominar estas habilidades seguramente abrirá un camino de avance acelerado para los aprendices.

Habilidades especializadas con gran demanda

Desde mamparas de baño hasta casilleros, cortinas, pizarrones, paredes interiores con paneles en forma de Z y más, el trabajo de la “División 10” incluye productos y sistemas terminados de una diversidad y complejidad cada vez mayores. Desafortunadamente, los expertos en este campo se están jubilando sin suficientes reemplazos.

No por mucho tiempo.

Esta primavera, NASCTF llevó a cabo un programa piloto de capacitación que se espera que pronto se implemente en toda la región. Dan Cutter, un instructor de NASCTF que tiene amplia experiencia de campo con la instalación de la “División 10,” enseña y ayuda a desarrollar la clase de una semana.

“El objetivo es que los aprendices ayuden a los contratistas firmantes a satisfacer la necesidad de miembros calificados y al mismo tiempo reducir la capacitación ‘en

”
El objetivo es que los aprendices ayuden a los contratistas firmantes a satisfacer la necesidad de miembros calificados y al mismo tiempo reducir la capacitación ‘en el trabajo.

– DAN CUTTER
NASCTF INSTRUCTOR



el trabajo,” dijo Cutter. “Algunas de las instalaciones utilizan habilidades comunes, pero en aplicaciones realmente diferentes. Queremos que nuestros miembros estén familiarizados con estos sistemas para maximizar su productividad en el trabajo.”

La clase ha recibido un impulso gracias a las donaciones de materiales realizadas por Automation Solutions y New England Interior Specialties. Contexture también se ha comprometido a donar persianas.

En referencia a ambos programas, el director ejecutivo de NASCTF, Tom Fischer, dijo: “Contamos con instalaciones de primer nivel, instructores altamente calificados y la capacidad de desarrollar un plan de estudios. Las relaciones que mantenemos con empleadores y fabricantes de productos garantizan que sepamos lo que necesitan. Nuestra prioridad es buscar constantemente formas de combinar estos elementos y seguir siendo los socios más valiosos de la industria.”



Dominar estas habilidades seguramente abrirá un camino de avance acelerado para los aprendices.

Escanea el código QR ¡aprender más!



Onward and forward for 2024 NASCTF Grads

Congratulations to the apprentices who have graduated to journey level membership status! They are the future of the industry and their years of workshop training combined with jobsite experience is getting them off to a great (debt-free) start on their careers!

A graduation ceremony was held at the Millbury training center this spring, where more than 100 of the newly minted journey level carpenters were surrounded and celebrated by friends, family and union Brothers and Sisters.

Successful completion of the apprenticeship program requires four years of comprehensive workshop learning led by NASCTF instructors and employment with union employers on sites throughout the region. Graduates have now earned the right to the full journey level wage and benefit package and can look forward to a rewarding career wherever they choose to take their skills.

Local 346 member Jake Benton was chosen as the class speaker. Benton is a valuable member of the team at Century Drywall,

consistently working with them since he entered the apprenticeship. He was one of many in this year's class who could boast perfect attendance and was also recognized as Apprentice of the Month, was a selection for the third-year apprentice program at the UBC's International Training Center in Las Vegas and enrolled in college-level classes at the Benjamin Franklin Cummings Institute of Technology.

In his address, Benton talked about his experience: "I was just an 18-year old kid with no idea what I wanted to do with my life. Now I'm a 22-year old carpenter with nothing I'd rather be doing. The union has given me the opportunity to be so much further ahead than anyone else my age. There's not a lot of people in their early twenties who have a career they can be proud of and I'm proud to be a union carpenter.

Congratulations to the other graduates who were selected for special recognition:

Carpenter Golden Hammer:
Jackeline Ramos, Local 339

Pile Driver Golden Hammer:
Emily Porter, Local 56

Floorcoverer Golden Hammer:
Shamanique Knighton, Local 2168

The Golden Hammers are awarded to members demonstrating outstanding craftsmanship and dedication to the profession.

Leadership and Mentoring Distinction Award:
Jose Aquilar, Local 2168

Amelia Phinney Scholarship:
Samantha Butler, Local 346

The Phinney Scholarship is awarded in memory of the late Amelia Phinney, who was a Business Representative for Local 346. Given to a female member, it recognizes their excellent ability as a carpenter and the qualities that made Amelia so successful: determination, unselfishness, grace, and a sense of humor.

Zachary Constant Award:
Juan Valencia Rojas, Local 336

The Constant is a memorial award that recognizes the graduating apprentice who displays an all-around commitment to the craft, the union, and the community, as the late Local 336 member did.



Scan the QR code to see more photos from the graduation.

In Memoriam

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



MEMBER	YEARS	AGE	MEMBER	YEARS	AGE	MEMBER	YEARS	AGE
LOCAL 51			LOCAL 279			LOCAL 290		
Michael Potter	5	54	George Behn	69	90	Stanley Tracz	52	70
			David Benedict	39	72	Joseph Vitale	76	96
LOCAL 56			W Bleser	55	87			
John Sullivan	56	85	Joseph Bolduc	61	89	LOCAL 291		
			Thomas Brickner	34	74	Theodore Califano, Jr.	58	86
LOCAL 276			Allen Dombroski	49	71	Asa Clark	27	65
George Antoulinakis	54	89	Gregory Elkins	57	90	Terry Goyer	40	80
Pasquale Chella	65	97	Folco Giorgi	75	98	Otto Miller	57	93
John Dingfelder	34	83	William Groth	30	55	John O'Hare, Jr.	58	85
Andrew Field	75	99	Michael Harris	10 mos.	28	Christopher Plaske-Collins	3	38
O Holden	55	79	Howard Hinkley	57	81	Gary Rivers, Sr.	65	89
George Knaisch	57	95	Paul Hughes	72	92	Franz Sundberg	73	91
Earl Kostuk	70	95	Walter Krupa	49	68	Thomas Tuczynski	39	80
Henry Leworthy	68	98	Joseph Lagana	56	83	Robert Wicichowski	57	83
Donald Merrill	59	85	Alfio Liosi	63	82			
Eugene Poltowicz	77	98	Angelo Marino	23	57	LOCAL 326		
Allynn Siebert	69	92	Anthony Phillips	57	83	Carl Blomstrom	42	78
Bruce Storke	41	87	Franco Sama	56	82	Salvatore Bongiorno, Jr.	67	95
Kenneth Widrick	53	79	Agostino Troilo	77	101	Mark Buckley	10	62
			Antonio Vitale	55	88	Anthony Carbonella, Jr.	53	95
LOCAL 277			Harry Wyant	63	81	Armand Dalesio	58	86
Harry Campbell, Sr.	44	87	LOCAL 290			Joseph Davis	73	94
James Chavoustie	58	84	Victor Bendloss	53	84	Edward Main	54	87
Alun Coss	43	64	Luigi Bitonti	71	92	Thomas Olson, Sr.	75	96
Gerald Demott, Jr.	18	59	Michael Christie	43	76	Mark Pelletier	22	62
Thomas Gregory	55	78	Louis Dellorso	64	94	Anthony Pugliese	64	95
James Hicks	54	88	William Irvine	64	86	Jesse Rando	8	35
Gary Jareo	49	75	Michael McKenna	29	64	Donald Russell	38	72
Claude Mellish, Jr.	38	69	Fernando Mendes	25	60	Anthony Salce, Sr.	78	101
Donald Pierce	50	84	John Mirabella	51	75	Wayne Scott	23	59
James Thompson	45	70	Steven Schuller	35	66	Michael Smith	26	63
Samuel Vaughn	4	25	Dominic Taglienti	59	94	Cyril Urda	58	93
Richard Waite	26	72				Raymond Wilson, Jr.	61	86

MEMBER	YEARS	AGE
LOCAL 327		
James Cahill	44	63
Phillip Castellano	59	82
Paul Demusz	62	83
Manuel DeSilva	54	84
Sean Lacroix	4	34
Peter D. Lehane	55	77
Phillip Losordo	36	72
Florian Mathieu	61	89
Steven Moreau	39	59
Robert Pickard	42	62
LOCAL 328		
Armin Avdic	6	34
Michael Boyle	57	83
Andras Brantmuller	25	81
Michael Callahan	30	51
Walter Cardinali, Sr.	24	89
Richard Copeland	59	83
Jean Dulac	24	79
Henry McNaught	46	82
Michael Norton	36	64
William Roust, Jr.	54	74
John Smith III	60	80
LOCAL 330		
Doreen Barlow	42	63
Geo Delemontex	63	82
Gary Ferrell, Sr.	38	65
Steven Loomis	24	54
John Olson	51	80
Donald Rogers	56	84

MEMBER	YEARS	AGE
LOCAL 336		
Wm Abar	59	89
Stanley Belinskas	60	83
James Brennan, Jr.	62	87
Joseph Columbo	59	92
Thomas Hynes, Jr.	59	77
Donald Mekler	23	62
Harry Pray	67	89
John Scheffler	54	86
Richard Strzelewicz	23	81
LOCAL 339		
Roland Archambault	38	89
John Benoit	56	90
Ronald Blais	22	80
Maurice Cronin	59	81
Robert Desrocher	68	91
Guy Dion	43	85
Gerald Lorette	42	73
Robert Perry	67	93
John St. Lawrence	55	81
LOCAL 346		
Michael Kauranen	53	78
Elmer Newcomb, Jr.	56	80
Eric Taylor	20	39
Robert Tellier	60	93
Joseph Thibodeau	60	85
LOCAL 349		
Robert England, Jr.	42	69
Frederick Hanson	42	75
Mark Kelleher	44	74

MEMBER	YEARS	AGE
LOCAL 349		
Newell Porter	47	71
Nathaniel Reynolds	62	87
Eugene Sanborn	51	74
Daniel Tarr	49	87
Marcel Tremblay	51	70
LOCAL 352		
Leo Bernier	66	88
Kenneth Hynes	24	78
Russell Lacroix	27	78
Walter Tomczyk	43	76
LOCAL 723		
Hanani Medina	19	46
LOCAL 1121		
Robert Berry	23	69
Paul Gorman	46	83
Douglas Mix	14	58
Samuel Sneyd	58	88
LOCAL 1163		
William Hamm	24	60
Kevin Mousaw	36	56
Leonard Porter	57	80
LOCAL 2168		
Eugene Morrison	33	82

WHAT YOU EARN DEPENDS ON... WHAT YOU LEARN

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

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

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

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

WELDING AND CUTTING
Welding Upgrade and Test Prep

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



TRAIN WITH NASRCC



NASCTF.org

Find locations and training courses online.



North Atlantic States Carpenters TRAINING FUND

Thomas Fischer, *Executive Director*
Ziven Drake, *Assistant 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](https://nasctf.org)

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

SECTION 6: The amount to be paid by the non-member objector shall be calculated based upon the percentage of chargeable and

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

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

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

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

The arbitrator shall have jurisdiction over all procedural matters affecting the arbitration. A court reporter shall make a transcript of all

proceedings before the arbitrator at the expense of the NASRCC. The transcript shall be the official record of the proceeding and may be purchased by the challenger or otherwise made available for inspection as required by the arbitrator. Fees and costs charged or associated with a party's representative shall be borne by that party.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

welcome

NEW MEMBERS



Welcome Packet

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



Paquete de bienvenida

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

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

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

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

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

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



Remember: when you're on the job

- focus on skill
- quality
- productivity
- safety

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

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

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

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

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

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



Recuerde: ¡Cuando usted está en el trabajo

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

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





Member Committee Meetings

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

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

LATINO CLUBS

Boston: Last Thursday of the month
750 Dorchester, Ave., 2nd Floor,
Boston, MA, at 5:00 pm.

New Hampshire: 1st Wednesday of the
month at 920 Candia Road, Manchester, NH,
at 5:00 pm.

Contacts: Martin Sanchez, 617-869-2700;
Frank Gomez, 857-243-4833; Cesar Rijo,
617-272-0721; Karla Delgado, 617-307-5162;
Ricardo Xavier 978-328-7891 and Giovanni
Andino, 860-929-9561.

RETIREE CLUBS

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

Local 277 Retirees Coffee:

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

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

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

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

Local 290 Retirees Club:

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

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

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

SISTERS IN THE BROTHERHOOD

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

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

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

Western / Central MA (Local 336):

Last Wednesday of the month. Hybrid
in-person/Zoom at 6:00 pm.

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

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

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

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

VOLUNTEER ORGANIZING COMMITTEES (VOC)

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

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

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

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

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

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

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



Schedule of Monthly Union Meetings

Shop and Mill LU 51	1st Wednesday, 6:00pm	Carpenters Center, 750 Dorchester Ave, 3rd Floor, Boston, MA <i>By video conference:</i> 1159 Maryvale Drive, Cheektowaga, NY 270 Motor Parkway, Hauppauge, NY 500 Main St., Yalesville, CT
Piledrivers LU 56	Last Monday, 5:00pm	Carpenters Center, 750 Dorchester Ave, 2nd Floor, Boston, MA
Carpenters LU 276	3rd Tuesday, 6:00pm	Batavia Downs & Casino, 8315 Park Rd., Batavia, NY
Carpenters LU 277	3rd Wednesday, 6:00pm	Even months: Syracuse office 6920 Princeton Court, Syracuse, NY Odd months: Binghamton office 23 Market Street, Binghamton, NY
* Carpenters LU 279	3rd Thursday, 5:00pm	NASCTC, 52 Stone Castle Rd., Rock Tavern, NY
Carpenters LU 290	2nd Wednesday, 6:00pm	IBEW Hall, 370 Motor Parkway, Hauppauge, NY
Carpenters LU 291	2nd Monday, 5:00pm	14 Corporate Circle, Albany, NY
Carpenters LU 326	1st Wednesday, 5:30pm	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	The Clarion Inn, 940 Fall River Ave, Seekonk, MA
* Carpenters LU 336	3rd Thursday, 5:30pm	Odd months: NASCTC, 13 Holman Rd, Millbury, MA Even months: Knights of Columbus, 460 Granby Rd, Chicopee, MA
Berkshire Area	Tues. before 3rd Th., 5:30pm	Even months only: Elks Lodge, 27 Union St, Pittsfield, MA
Carpenters LU 339	2nd Thursday, 5:00pm	Knights of Columbus, 112 Middlesex Ave, Wilmington, MA
Carpenters LU 346	2nd Wednesday, 6:00 pm	Commercial Club, 1 Neilson Ave., East Bridgewater, MA
* Commercial Carpenters LU 349	2nd Wednesday, 6:00pm	Local Union halls in ME, NH and VT
* Interior Systems LU 352	3rd Wednesday, 6:00pm	Local Union halls in ME, NH and VT
* Woodframe LU 723	2nd Tuesday, 4:30pm	Carpenters Center, 750 Dorchester Ave, 2nd Floor, Boston, MA
Local 1302 (Electric Boat)	2nd Thursday, 2:45pm	Local Union hall
Millwrights LU 1121	2nd Wednesday, 6:00pm	Franco American Club, 55 W. Prescott St., Westford, MA
* Millwrights LU 1163	2nd Tuesday, 5:30pm	6489 Ridings Rd., Syracuse, NY 30 Gick Rd., Saratoga Springs, NY
* Floorcoverers LU 2168	1st Wednesday, 5:00pm	Florian Hall, 55 Hallet St, Boston, MA
Local 3073 -Portsmouth Navy Yard	3rd Tuesday, 4:00 pm	580 Portsmouth Traffic Cir., Portsmouth, NH

*Indicates meeting location offering Wordly translation services *Indica que el lugar de la reunión ofrece servicios de traducción de Wordly.

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

Shop and Millmen Local 51

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

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

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

Piledrivers Local 56

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

Carpenters Local 276

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

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

Carpenters Local 277

Binghamton Office
23 Market Street
Binghamton, NY 13905
Phone: 607-729-0224

Horseheads Office
181 Industrial Park Road
Horseheads, NY 14845
Phone: 607-739-4685

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

Carpenters Local 279

52 Stone Castle Road
Rock Tavern, NY 12575
Phone: 845-440-1024
Business Manager: Scott Smith

Carpenters Local 290

270 Motor Parkway, Dept. A
Hauppauge, NY 11788
Phone: 631-952-9800
Business Manager: Anthony Villa

Carpenters Local 291

Albany Office
14 Corporate Circle
Albany, NY 12203
Phone: 518-438-1905
Business Manager: Chris Dugan

Plattsburgh Office
327 Cornelia Street, Suite 104
Plattsburgh, NY 12901
Phone: 518-561-2151
Business Representative:

Matt Osborn

Carpenters Local 326

500 Main Street
Yalesville, CT 06492
Phone: 860-352-1130

Carpenters Local 327

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

Carpenters Local 328

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

Carpenters Local 330

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

Carpenters Local 336

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

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

Carpenters Local 339

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

Carpenters Local 346

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

Northern New England Commercial Carpenters Local 349

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

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

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

Regional Manager:
Kim Hokanson
Business Manager:
John Leavitt

Northern New England Interior Systems Local 352

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

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

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

Regional Manager:
Kim Hokanson
Business Manager:
John Leavitt

Carpenters Local 723

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

Millwrights Local 1121

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

Millwrights Local 1163

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

Local 1302 (Electric Boat)

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

Floorcoverers Local 2168

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

Local 3073 – Portsmouth Navy Yard

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



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

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



YOUR VOTE PROTECTS:
YOUR WORK ✓
YOUR WAGES ✓
YOUR STANDARD OF LIVING ✓

POLITICS EQUALS PAYCHECKS

