

THE PROFESSIONAL

WINTER 2020 | Volume XXIII | No.1

Carpenter



Defining Our Union

Building for Success

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Cassandra Klewicki (left)
Photo by Susan Fischer.

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Cassandra Klewicki, a third-year apprentice of Local 290, traveled to Kerala, India, as part of the 2019 North American Trades Women's Delegation last fall.



Photo courtesy of Local 279.

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THE PROFESSIONAL

Carpenter

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

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Photo courtesy of Hadley Exhibits.

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Photo courtesy of NASRCC staff.

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They, along with dozens of Boston painters, nurses, police officers and firefighters partnered with the Cape Verdean Nurses Association to work on a hospital's renovation project on the island.

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Working with the formwork assembly at MIT's SOMA project in Cambridge, Mass., Carpenters Local 327 member Anthony Curreri builds out angled columns that will hold the floor to build up to the next story.

Brothers and Sisters:



The United Brotherhood of Carpenters was founded in 1881. And while we pride ourselves on preserving the heritage and traditions of our union and our craft, we are also aware that part of our success has and must always be evolving and adapting to the needs of our members and our industry.

Several years ago, the UBC developed the Carpenters Bill of Rights and Responsibilities. It specifically identified a successful balance between what we want from our work as individuals and as a union and what we have to do to secure it.

As builders, we all understand the value of thoughtfully developed plans and the ability to use our skills and professionalism to bring those plans to life. It's what brings us so much pride when we drive around our communities and point to structures we've created. The same applies to our union.

In the last several months, the North Atlantic States Regional Council of Carpenters has been working on further defining some of the general principles we feel are important to the success of the union. That process has included surveys of members as well as one-on-one interviews of union staff at different levels.

What we have developed is a set of principles and priorities that will guide the management of our union and help our members, our employers, our industry and the general public better understand who we are, what we do and what's important to us. We've presented them in this issue of the *Professional Carpenter* and invite you to read, think about and discuss them on the job and in union meetings.

—Thomas J. Flynn

Carpenters Bill of Rights and Responsibilities

All working people have a right to:

- A good job with benefits
- A living wage that can support a family
- Security and dignity in work and retirement
- A safe and secure workplace
- Education and training to reach our full potential

With rights come responsibilities:

- Being productive, efficient workers
- Producing work of the highest quality—work that we stand behind
- Improving our communities
- Helping fellow workers achieve safety and security in the workplace
- Being active citizens and informed voters

Hermanos y Hermanas:



La Hermandad Unida de Carpinteros fue fundada en 1881. Y aunque nos orgullecemos de preservar el patrimonio y las tradiciones de nuestra unión y nuestro oficio, también somos conscientes de que parte de nuestro éxito tiene y siempre debe de estar evolucionando y adaptándose a las necesidades de nuestros miembros y de nuestra industria.

Hace varios años, la Hermandad de Carpinteros desarrolló la Carta de Derechos y Responsabilidades de Carpinteros. Identifico especialmente un equilibrio exitoso entre lo que queremos de nuestro trabajo como individuos y como sindicato y lo que tenemos que hacer para asegurarlo.

Como constructores, todos entendemos el valor de los planes cuidadosamente desarrollados y la capacidad de usar habilidades y profesionalismo para dar vida a esos planes. Es lo que nos orgullece, cuando conducimos por nuestras comunidades y señalamos las estructuras las estructuras que hemos creado. Lo mismo se aplica a nuestro sindicato.

En los últimos meses, el Consejo Regional de Carpinteros de los Estados del Atlántico Norte ha estado trabajando en la definición de algunos de los principios generales que consideramos importantes para éxito de la unión. Ese proceso ha incluido encuestas de miembros, así como entrevistas personales de personal sindical en diferentes niveles.

Lo que hemos desarrollado es un conjunto de principios y prioridades que guiaran la gestión de nuestro sindicato y ayudaría a nuestros miembros, nuestros empleadores, nuestra industria y el público en general a entender quiénes somos, que hacemos y que es importante para nosotros. Los hemos presentado en este número del *Carpintero Profesional* y los invitamos a leer, pensar y discutirlo en el trabajo y en las reuniones sindicales.

—Thomas J. Flynn

Carta de Derechos y Responsabilidades de Carpinteros

Todas las personas trabajadoras tienen derecho a:

- Un buen trabajo con beneficios
- Un salario digno a que pueda mantener una familia
- Seguridad y dignidad en el trabajo y la jubilación
- Un lugar de trabajo seguro
- Educación y entrenamiento para alcanzar todo nuestro potencial

Con los derechos vienen responsabilidades:

- Ser trabajador productivo y eficiente
- Producir trabajo de alta calidad – trabajos que respaldamos
- Mejorar nuestras comunidades
- Ayudar a los compañeros a lograr seguridad en el trabajo
- Ser ciudadanos activos y votantes informados

Retirees & New Hires

The North Atlantic States Regional Council 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. **Please join us in congratulating both retiring and newly hired staff.**

Retirees



Thomas Ferris joined the Brotherhood in 1984 and was hired on staff in 2002. He is a member of Local 290 and worked as a Business Rep on Long Island.



Richard Craven joined the Brotherhood in 1986 and was hired on staff in 2003. He is a member of Local 279 and worked as a Business Rep. in New York's Hudson Valley.

Photo courtesy of Local 279

New Hires



Jeff Kowalczewski, a 22-year member of Local 276, is working as a Business Rep. in Western New York.

Photo courtesy of Local 276



Jonathan Nuno, a member of Local 327, is working as an Organizer in Northeast MA/NH.



Orlando Ramos, a 17-year member of Local 336, is working as an Organizer in Western MA.

Photo courtesy of Local 336

In Other News



NASRCC Organizers **Kim Hokanson**, Local 339, and **Noel Xavier**, Local 2168, were appointed to the NE Carpenters Benefits Fund Combined Board.



Ellen Webber who has served as the Multimedia Director/ Videographer at the Carpenters Labor-Management Program for more than 9 years is leaving to return to her native California. We thank her for her award-winning photography and compelling videos that told the story of our union and our work.

Photo by NASRCC staff.



SKILLED & STRONG UNITED

2020 SISTERS IN THE BROTHERHOOD CONFERENCE



NORTH ATLANTIC STATES REGIONAL COUNCIL OF CARPENTERS

JUNE 12-14

NASRCC.org/SIB2020

Defining Our Union

Building for Success

As carpenters, we build. But more than just structures, we're crafting our shared future as professionals, as brothers and sisters, and as leaders in our field.

While some wait for the future to come to them, the North Atlantic States Regional Council of Carpenters is taking steps now to proactively shape where we go next. And, just as a building begins with a blueprint, our future begins with a shared vision.

The first step toward the future is, in fact, to look ahead. Today, we're intentionally looking out at a longer time horizon than we have in the past. We're envisioning where we want and need to go over the next decade or so. And, we're looking at how we'll need to change to continue to thrive.

How do we stay competitive?

How do we equip ourselves not just to adapt, but to thrive?

What are the things we need to continue and what are the new things we need to focus on?

Historia disponible en español en la página 12.



THE VISION

Looking Further Ahead

by asking not only what's important now but what will be necessary in the coming decade and beyond – painting a picture of the future that captures both heads and hearts. We are an organization focused on tangible outcomes, but also driven by hope and creating opportunities.

Transforming Our Culture

to focus on collaboration and teamwork, within the Council, among our members, with contractors and developers, and within the communities where we live and work.

Growing Sustainably

as an organization, both by cultivating the new leadership needed for the Council, and by equipping our members with the skills they'll need to thrive in their jobs. This requires difficult, but necessary, decisions. We do ourselves no favors by avoiding them.

PRIORITIES

How do we get there? What are the individual things that are most important to achieving our goals?

Though many are necessary and receive regular work and attention, there are some things that require additional focus, that play a key role in advancing and maintaining our union's ability to serve carpenters well into the generations that follow us.



PRIDE:

We're proud of who we are as brother and sister carpenters. We stand for hard work, trust, drive, responsibility and commitment. We build the future on the strong foundation of our values and our relationships with each other.



DIVERSITY:

We will continue to cultivate a membership that reflects the world around us, welcoming members from diverse social backgrounds, talents and life experiences.



TRANSPARENCY:

We may not always all agree, but we must always all agree to communicate. Through open dialogue, we will address decisions both easy and hard, and set our shared direction.

(Continued on page 10)



PARTNERSHIP:

We get further when we go together, collaborating to amplify our strengths. This includes contractors and developers, political leaders and governments, other trades, and our local communities: we build the relationships with them that contribute to success for us all.

SUCCESSION PLANNING:

We are adding to our seasoned team and preparing a new generation of leaders by bringing in promising individuals who are fresh, diverse and eager to shape the future that they will be a part of.

TRAINING:

We're proactively training for the skills, knowledge and tools of tomorrow to ensure the most professional and productive workforce. As technology reshapes our field and the world around us, nothing is more important than making sure that our members are equipped to make the most of an ever-changing industry.



MARKETSHARE:

Our current and future success is dependent on being significant participants in and having a strong influence on construction markets. This will allow us to set and maintain fair and equitable standards for the entire industry.



STRENGTH AND STABILITY:

We are working hard to make sure that our benefit funds and wage rates are in the best health possible, ready to provide for those of us today and for the next generation of members.



MEMBER ENGAGEMENT:

Our vision isn't just about where we're heading, it's about being part of something bigger than ourselves, and actively engaging to make it real. This is for all of us and by all of us: Everyone has to show up to win. When we do, we create hope and opportunity for ourselves and show people on the outside what's possible when you're a carpenter.

One of the most important things we can build together is a vision for our future. Today, we're actively preparing for tomorrow by fostering a culture of collaboration, bringing up a new generation of leaders, and training members with the skills for tomorrow's work.

Proud to be Carpenters, our future rests on the strong foundation of our values and our relationships with each other.



Definiendo Nuestra Unión

Construyendo Para el Éxito

Como carpinteros, construimos. Pero más que estructuras, estamos creando nuestro futuro compartido como profesionales, como hermanos y hermanas, y como líderes en nuestro campo.

Mientras algunos esperan que les llegue el futuro, el Consejo Regional de Carpinteros de los Estados Atlántico Norte está tomando medidas ahora para dar forma proactiva a donde vamos a continuación. Y, así como un edificio comienza con un plano, nuestro futuro comienza con una visión compartida.

El primer paso hacia el futuro es, de hecho, mirar hacia el futuro. Hoy estamos mirando intencionalmente hacia un horizonte temporal más largo que en el pasado. Estamos imaginando donde más o menos queremos y necesitamos ir en la próxima década. Y, estamos viendo como tendremos que cambiar para seguir prosperando.

¿Cómo nos mantenemos competitivos?

¿Cómo nos equipamos no solo para adaptarnos, sino para prosperar?

¿Cuál son las cosas en las que debemos continuar y cuáles son las cosas nuevas en las que nos debemos enfocar?



LA VISIÓN

Mirando hacia adelante

preguntando no solo que es importante ahora, sino que será necesario en la próxima década y mas allá, pintando un futuro que captura cabezas y corazones. Somos una organización enfocada en resultados tangibles, pero también impulsada por la esperanza y creando oportunidades.

Transformando nuestra cultura

para enfocarnos en la colaboración y el trabajo en equipo, dentro del Consejo, entre nuestros miembros, con contratistas y desarrolladores, y dentro de las comunidades donde vivimos y trabajamos.

Creciendo de manera sostenible

como una organización, tanto cultivando el nuevo liderazgo necesario para el Consejo, como equipando a nuestros miembros con las habilidades que necesitaran para prosperar en sus trabajos. Esto requiere decisiones difíciles, pero necesarias. No nos hacemos favores evitándolos.

Prioridades

¿Como llegamos allí? ¿Cuáles son las cosas individuales que son más importantes para alcanzar nuestras metas?

Aunque muchas son necesarias y reciben trabajo y atención regularmente, hay algunas cosas que requieren un enfoque adicional, que juegan una parte clave en el avance y el mantenimiento de la capacidad de nuestro sindicato para servir a los carpinteros en las generaciones que nos siguen.



ORGULLO:

Estamos orgullosos de quiénes somos como hermanos y hermanas carpinteros. Defendemos el trabajo duro, la confianza, el impulso, la responsabilidad y el compromiso. Construimos el futuro sobre la base sólida de nuestros valores y nuestras relaciones mutuas.



DIVERSIDAD:

Seguiremos cultivando una membresía que refleje el mundo que nos rodea, dando la bienvenida a miembros de diversos orígenes sociales, talentos y experiencias de vida.



TRANSPARENCIA:

Puede que no siempre todos estemos de acuerdo, pero todos debemos estar de acuerdo en comunicarnos. A través de un dialogo abierto, abordaremos decisiones fáciles y difíciles, y estableceremos nuestra dirección compartida.

(Continuado on página 14)



ASOCIACIÓN:

Llegamos más lejos cuando vamos juntos, colaborando para ampliar nuestras fortalezas. Esto incluye contratistas y desarrolladores, líderes políticos y gobiernos, otros oficios y nuestras comunidades locales: construimos las relaciones con ellos que contribuyen al éxito para todos nosotros.

PLANIFICACIÓN DE SUCESIÓN:

Estamos agregando nuestro equipo experimentado y preparando una nueva generación de líderes trayendo a individuos prometedores que son frescos, diversos y ansiosos por dar forma al futuro del que formarán parte.

CAPACITACIÓN:

Estamos capacitando de manera proactiva las habilidades, conocimientos y herramientas del mañana para asegurar la fuerza laboral más profesional y productiva. A medida que la tecnología reestructura nuestro campo y el mundo alrededor, nada es más importante que asegurarnos que nuestros miembros estén equipados para aprovechar al máximo una industria en constante cambio.



CUOTA DE MERCADO:

Nuestro éxito actual y futuro depende de ser participantes importantes y tener una fuerte influencia en los mercados de la construcción. Esto nos permitirá establecer y mantener normas justas y equitativas para toda la industria.



FORTALEZA Y ESTABILIDAD:

Estamos trabajando arduamente para asegurarnos de que nuestros fondos de beneficios y las tasas salariales estén en la mejor salud posible, listos para proveer para nosotros hoy y para la próxima generación de miembros.



COMPROMISO DE LOS MIEMBROS:

Nuestra visión no es solo hacia dónde nos dirigimos, se trata de ser parte de algo más grande que nosotros mismos y de participar activamente para hacerla realidad. Esto es para todos nosotros y de todos nosotros: todos deben presentarse para ganar. Cuando lo hacemos, creamos esperanza y oportunidades para nosotros mismos y le mostramos a las personas en el exterior lo que es posible cuando eres carpintero.

Una de las cosas más importantes que podemos construir juntos es una visión para nuestro futuro. Hoy estamos activamente preparando para el mañana fomentando una cultura de colaboración, criando una nueva generación de líderes y capacitando a los miembros con las habilidades para el trabajo del mañana.

Orgullosos de ser carpinteros, nuestro futuro se basa en la sólida base de nuestros valores y nuestras relaciones mutuas.



2020 PREVIEW

Wage theft and payroll fraud continue to be serious problems in the construction industry. Federal executive branch agencies have rolled back enforcement action during the Trump administration, leaving states and municipalities on their own. Union carpenters and our allies are fighting back, pushing for changes that will allow states to act more nimbly and respond forcefully to cheating contractors. Efforts are also being made to get municipalities involved, given how hard hit they can be when tax revenues that should be paid aren't.

During this year's UBC Tax Fraud Days of Action, major events will not only call attention to wage theft and payroll fraud, they'll call for solutions that can be found in state and local legislation already submitted. Below is a brief summary of related legislation in several states in the Council. For more information, please follow up with your local union and check nasrcc.org.



NEW HAMPSHIRE

A bill in the State Senate (S 451) would allow “Stop Work” orders to be issued in situations where wage theft was occurring or workers’ comp insurance was not in place. The bill passed last year, but was vetoed by Governor Chris Sununu. The union and our labor allies have reintroduced the bill this year and we will be working to mobilize members in New Hampshire to push Sununu to sign the bill.

RHODE ISLAND

Sponsored legislation would have wage theft treated the same way other theft is: as a felony. The increased charge would lead to stiffer penalties and serve as a significant deterrent. There are also bills related to wage theft the union will support, including a fair pay bill that would require equal pay for immigrant workers, women and workers of color, with a civil course of action made available if wage discrimination occurs.

CONNECTICUT

The Carpenters union is supporting a bill from last session that did not pass. It would allow the Attorney General to create a civil rights bureau. That bureau would investigate wage theft committed on immigrant workers and others. The bill passed the House last year. This year increased efforts are being made to get it passed in the State Senate as well.

To follow up on debarment legislation passed last year, a task force was expected to issue an important report with results. Finally, a bill that passed the Judiciary Committee last year that would increase penalties against contractors issued “Stop Work” orders is being reintroduced.

MAINE

After passing a first step wage theft and employer accountability bill last year, Carpenters and our allies in the Maine Building Trades are working to pass a more comprehensive responsible contractor bill this session. Our team in Maine is now moving a bill through the Legislature that bill will allow the state to prevent contractor who have violated wage and safety rules from bidding on future work.

MASSACHUSETTS

Carpenters are working with contractors and our legislative allies on language that would allow general contractors or construction managers to be held responsible for certain violations under certain conditions. While contractors are reluctant to support legislation that would make them responsible for too much of the activity of subcontractors, many do recognize how easy it is for disreputable contractors to feign ignorance and benefit from hiring cheating subs repeatedly.

NEW YORK

The Carpenters are prioritizing legislation which expands prevailing wages to privately owned projects receiving significant public subsidies. The bill will hopefully be a part of the final New York State budget due April 1st. The union will also be working on a bill that would make the prime contractor on a project liable for all wage theft violations of any subcontractor on site. Enforcement actions would be allowed to be brought through civil court or administratively with the State Department of Labor. Liability for the prime contractor would extend to the actual amount of unpaid wages, liquidated damages, and attorney's fees.



Across the country, members of the UBC are taking to the streets, state houses, city halls and more to shine a light on construction industry wage theft and tax fraud.

We know it's a problem!

- Tax fraud found on 12.4% to 20.5% of construction sites, affecting 1.3 to 2.16 million workers nationwide.
- Tax fraud robbed workers of at least \$811.1 million in overtime pay.
- \$3.5 billion of businesses' employment taxes were shifted to workers.
- **Combined state and federal tax losses of approximately \$8.4 billion.**

Find events near you and
get ready to **STAND UP**
and **SPEAK OUT**

April 14-18.
Together we can
make a difference!

STANDING UP TO
TAX FRAUD
SPEAK OUT. TAKE ACTION.

Construction Industry Tax Fraud
Days of Action — **April 14-18, 2020**

Avance del 2020

El robo de salarios y el fraude en la nómina continúan siendo problemas serios en la industria de la construcción. Las agencias ejecutivas federales han revertido las medidas de ejecución durante la administración de Trump, dejando a los estados y municipios por su cuenta. Los carpinteros sindicales y nuestros aliados están luchando, presionando por cambios que permitan a los estados actuar de manera más ágil y responder con fuerza a los contratistas que hacen trampa. También se están haciendo esfuerzos para involucrar a los municipios, dado lo difícil que pueden ser cuando los ingresos fiscales que deberían pagarse no lo son.

Durante los Días de Acción de Fraude Fiscal de la Unión de Carpinteros de este año, los eventos importantes no solo llamarán la atención sobre el robo de salarios y el fraude de nómina, sino que pedirán soluciones que se pueden encontrar en la legislación estatal y local ya presentada. A continuación, se muestra un breve resumen de la legislación relacionada en varios estados del Consejo. Para obtener más información, consulte con su local o entre a nuestra página web nsrc.org.

NEW HAMPSHIRE

Un proyecto de ley en el Senado estatal (S 451) permitiría que se emitieran órdenes de "Detener el trabajo" en situaciones en las que ocurriera el robo de salarios o no existiera el seguro de compensación para trabajadores. El proyecto de ley fue aprobado el año pasado, pero fue vetado por el gobernador Chris Sununu. El sindicato, nuestros aliados laborales, han reintroducido el proyecto de ley este año y trabajaremos para movilizar a los miembros en New Hampshire para presionar a Sununu que firme el proyecto de ley.

RHODE ISLAND

La legislación patrocinada habría tratado el robo de salarios de la misma manera que otros robos: como una felonía. El aumento de la carga conduciría a sanciones más severas y serviría como un elemento disuasorio significativo. También hay proyectos de ley relacionados con el robo de salarios que el sindicato respaldará, incluyendo proyecto de ley de pago justo que requeriría un pago igual para los trabajadores inmigrantes, mujeres y trabajadores de color, con un curso de acción civil disponible si se produce discriminación salarial.

CONNECTICUT

El sindicato de Carpinteros esta apoyando un proyecto de ley que no fue aprobada en la última sesión. Le permitiría al Fiscal General crear una oficina de derechos civiles. Esa oficina investigaría el robo de salarios a trabajadores inmigrantes y otros. El proyecto de ley fue aprobado por la Cámara el año pasado. Este año también se están haciendo mayores esfuerzos para aprobarlo en el Senado Estatal.

Para dar seguimiento a la legislación sobre inhabilitación aprobada el año pasado, se esperaba que un grupo de trabajo emitiera un informe importante con resultados. Finalmente, un proyecto de ley que fue aprobado por el Comité Judicial el año pasado que aumentaría las sanciones contra los contratistas emitidos ordenes de "Detener el Trabajo" se está reintroduciendo.

MAINE

Después de aprobar un proyecto de ley sobre el robo de salarios y la rendición de cuentas del empleador el año pasado, carpinteros y nuestros aliados en Maine Building Trades están trabajando para aprobar un proyecto de ley de contratista responsable más integral en esta sesión. Nuestro equipo en Maine ahora está moviendo un proyecto de ley a través de la Legislatura que permitirá que el estado evite que el contratista que ha violado las normas salariales y de seguridad oferte en trabajos futuros.

MASSACHUSETTS

Carpinteros están trabajando con contratistas y nuestros aliados legislativos en un lenguaje que permita a los contratistas generales o gerentes de construcción ser responsables de ciertas violaciones bajo ciertas condiciones. Mientras los contratistas son reacios a apoyar la legislación que los haría responsables de una gran parte de la actividad de los subcontratistas, muchos reconocen lo fácil que es para los contratistas de mala reputación fingir ignorancia y beneficiarse contratando a tramposos repetitivamente.

NEW YORK

Los Carpinteros están dando prioridad a la legislación que amplía los salarios vigentes a proyectos de propiedad privada que reciben importantes subsidios públicos. Se espera que el proyecto de ley sea parte del presupuesto final del Estado de Nueva York que vence Abril 1. El sindicato también estará trabajando en un proyecto de ley que haría que el contratista principal de un proyecto sea responsable de todas las violaciones de robo de salarios de cualquier subcontratista en la obra. Se permitiría que las acciones de ejecución se llevaran ante un tribunal civil o administrativamente con el Departamento de Trabajo del estado. La responsabilidad del contratista principal se extendería al monto debido de salarios no pagados, daños liquidados y el costo de abogados.



Anuncio de los Días de Acción de Fraude de Impuestos

En todo el país, miembros de la Unión de Carpinteros están tomando las calles, las casas de estado, las municipalidades y más para dirigir luz sobre el robo de salarios de la industria de la construcción y el fraude fiscal.

Sabemos que es un problema!

- El fraude fiscal encontrado en 12.4% a 20.5% de las obras de construcción, afectan a 1.3 a 2.16 millones de trabajadores en todo el país.
- El fraude fiscal les robó a los trabajadores al menos \$811.1 millones en pagos de sobre tiempo.
- \$3.5 billones de impuestos de las empresas fueron transferidos a los trabajadores.
- **Las pérdidas de impuestos estatales y federales combinadas aproximadamente suman a \$8.4 billones.**

Encuentren eventos cerca a ustedes y prepárense para PONERSE DE PIE Y HABLAR

Abril 14-18.

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Días de Acción – **Abril 14-18, 2020**



Carpenters show their support for Joe Kennedy (center) at an endorsement event held at the Carpenters Center in Dorchester, MA.

Los carpinteros enseñan apoyo al candidato Joe Kennedy en un evento en el Centro de Carpinteros en Dorchester, MA.

Carpenters Endorse Kennedy for US Senate

The North Atlantic States Regional Council of Carpenters has endorsed Joe Kennedy for United States Senate in Massachusetts. The announcement was made at the Carpenters Center, the union's regional headquarters in Dorchester, where Kennedy was joined by several dozen union members and toured one of the union's training centers.

When asked if he was in the pocket of unions, Kennedy stated, “if standing up for working men and women in this country who are trying to make ends meet is a fault, then count me as being guilty. The cost of housing, health care, student loans, and child care have become beyond the reach of so many families, those are the people I want to fight for.”

The decision followed a “Town Hall” style forum hosted by the union at the training center in Millbury, Massachusetts. All three candidates—Kennedy, incumbent Ed Markey and attorney Shannon Liss-Riordan—attended, spoke to union members and answered direct questions. The forum was attended by several hundred apprentice and journey-level members.

“Congressman Kennedy has been extremely responsive and active on issues that directly impact the work and lives of our members and their families,” said Tom Flynn, Executive Secretary-Treasurer of the North Atlantic States Regional Council. “He understands what’s important to us

and has demonstrated how effectively he can work in Washington. He knows there are good careers in our trade and how important the construction industry is as an economic driver at the local, state and federal levels.”

Kennedy thanked the Carpenters union for their support: “There are few fights more critical to this country today than for the hardworking families our economy has left behind,” said Kennedy. “For generations, American unions have served as a firewall between workers and abuse, exploitation, and injustice. I’m proud to carry this fight in my campaign and to center the voices of working people in the weeks and months ahead.”

(Continued on page 22)

Carpinteros Apoyan a Kennedy para el Senado de Estados Unidos

El Consejo Regional de Carpinteros de los Estados del Atlántico Norte ha respaldado a Joe Kennedy para el Senado de los Estados Unidos. El anuncio se hizo en el Centro de Carpinteros, la oficina central regional del sindicato en Dorchester, donde Kennedy se unió con docenas de miembros del sindicato y recorrió uno de los centros de aprendizaje.

La decisión siguió a un foro estilo "Ayuntamiento" organizado por el sindicato en el centro de aprendizaje en Millbury, Massachusetts. Los tres candidatos, Kennedy, el titular Ed Markey y la abogada Shannon Liss-Riordan, asistieron, hablaron con los miembros del sindicato y respondieron preguntas directas. Al foro asistieron cientos de miembros, aprendices y journeyman.

"El congresista Kennedy ha sido extremadamente receptivo y activo en asuntos que impactan directamente el trabajo y la vida de nuestros miembros y sus familias," dijo Tom Flynn, Secretario Ejecutivo-Tesorero del Consejo Regional de los Estados del Atlántico Norte. "Él entiende lo importante que es para nosotros y ha demostrado la eficacia con la que puede trabajar en Washington. "Él sabe que hay buenas carreras en nuestro negocio y lo importante que es en la industria de la construcción como motor económico a nivel local, estatal y federal."

Kennedy agradeció al sindicato de carpinteros por su apoyo: "Hay pocas peleas más críticas para este país hoy que para las familias trabajadoras que nuestra economía ha dejado atrás," dijo Kennedy. "Durante generaciones, los sindicatos Estadounidenses han servido como cortafuegos entre los trabajadores y el abuso, la explotación y la injusticia. Estoy orgulloso de llevar esta lucha en mi campaña y de centrar las voces de los trabajadores en las próximas semanas y meses."

Kevin Kelley, representante del Local 339 del consejo de carpinteros, que cubre

parte del distrito del Congreso de Kennedy, habla sobre el trabajo de Kennedy de temas importantes para los miembros.

"La vida en la construcción es dura, especialmente en el cuerpo. Apuesto que cada trabajador ha sido herido en un momento u otro hasta el punto de que le han ofrecido analgésicos recetados, ya sea por un médico licenciado o fuentes menos calificadas."

"La crisis de los opioides está devastando este país, pero especialmente la industria de construcción. Incluso antes de que vengamos a nuestro programa de aprendizaje, estamos descubriendo que los opioides se han apoderado de trabajadores jóvenes prometedores. Aquellos que se han enfrentado al espectro del abuso de sustancias y salen del otro lado viven en la recuperación continua de su adicción."

"Joe Kennedy SIEMPRE ha luchado por aquellos que sufren de abuso de sustancias y otros trastornos de la salud mental. Esta es una epidemia nacional que requiere voces en el Senado que han visto sus efectos trágicos en todo el país. Joe ha pasado el tiempo para conocer este tema desde las montañas de Apalachia hasta las antiguas ciudades de Massachusetts."

Tres carpinteros sindicales de rango y con archivos también hablaron en el evento, tocando temas importantes para ellos y sus hermanos y hermanas sindicales.

Keisha Campbell, carpintera que vive en Stoughton y miembro del Local 327 citó la necesidad de gasto en infraestructura.

Cuando se le preguntó si estaba en el bolsillo de los sindicatos, Kennedy dijo: "Si defender a los hombres y mujeres que trabajan en este país que están tratando de llegar a fin de mes es una falta, entonces considérame culpable. El costo de vivienda, cuidado de salud, los préstamos estudiantiles y el cuidado infantil han quedado fuera del alcance de tantas familias, esas son las personas por las que quiero luchar."



(Continuado on página 22)

Carpenters Endorse Kennedy... (Continued from page 20)

He understands what's important to us and has demonstrated how effectively he can work in Washington.

- TOM FLYNN
EXECUTIVE SECRETARY-TREASURER
OF THE NORTH ATLANTIC STATES
REGIONAL COUNCIL

Kevin Kelley, a council representative for Carpenters Local 339, which covers part of Kennedy's congressional district, said about Kennedy's work on issues important to members:

"Life in construction is hard, especially on the body. I'd wager to say every tradesperson has at one point or another been injured to the point of being offered prescription painkillers, be it by a licensed physician or less qualified sources.

"The opioid crisis is devastating this country, but especially the construction trades. Even before they come to our apprenticeship program, we're finding opioids have taken hold of otherwise promising

young workers. Those who have faced down the specter of substance abuse and come out on the other side live in ongoing recovery from their addiction.

"Joe Kennedy has ALWAYS fought for those who suffer from substance abuse and other mental health disorders. This is a nationwide epidemic that requires voices in the senate who have seen its tragic effects across the country. Joe has spent the time to know this issue from the coalfields of Appalachia to the old mill towns of Massachusetts."

Three rank-and-file union carpenters also spoke at the event, touching on issues important to them and their union Brothers and Sisters.

Keisha Campbell, a carpenter who lives in Stoughton and is a member of Local 327 cited the need for infrastructure spending.

"We build and maintain the roads, bridges, and tunnels used by millions of our neighbors every day. We need major reinvestment in our infrastructure to rebuild our roads and bridges. We need to update and modernize our energy

infrastructure with offshore wind and solar. We need to protect our commercial ports and coastal communities from rising sea levels with lock gates and sea walls. Our members are ready to go to work, but we need action from Washington. WE need JOE KENNEDY in the Senate."

For Jerry Arneaud, second-year apprentice carpenter from Randolph and member of Local 346, apprenticeship training is a vital issue.

"Union apprenticeships remain one of the best pathways to the middle class, and the focus on safety and skill enhancement shows just how serious we are. However, there are those in Washington who have never put on a toolbelt who think watering down apprenticeship standards and regulations will help our industry. To them I say 'if it ain't broke, don't fix it!' It's unnecessary, unfair, and most importantly, UNSAFE.

"Our brothers and sisters need a fighter in the senate who will stand up to protect apprenticeship programs and industry standards."

Carpinteros Apoyan a Kennedy (Viene de la página 21)

Él entiende lo importante que es para nosotros y ha demostrado la eficacia con la que puede trabajar en Washington.

- TOM FLYNN
SECRETARIO EJECUTIVO-TESORERO
DEL CONSEJO REGIONAL DE LOS
ESTADOS DEL ATLÁNTICO NORTE

"Construimos y mantenemos las carreteras, puentes y túneles utilizados por millones de nuestros vecinos todos los días. Necesitamos una reinversión importante en nuestra infraestructura

para reconstruir nuestras carreteras y puentes. Necesitamos actualizar y modernizar nuestra infraestructura energética con energía eólica y solar en alta mar. Tenemos que proteger nuestros puertos comerciales y comunidades costeras y del aumento del nivel del mar con puertas cerradas y paredes marinas. Nuestros miembros están listos para ir a trabajar, pero necesitamos la acción de Washington. Necesitamos JOE KENNEDY en el Senado."

Para Jerry Arneaud, aprendiz de segundo año de Randolph y miembro de Local 346, la capacitación de aprendizaje es un tema vital.

"Los aprendizajes de la unión siguen siendo uno de los mejores caminos hacia la clase media, y el enfoque en la seguridad y la mejoría de las habilidades que muestra los serios que somos. Sin embargo, en Washington hay quienes nunca se han puesto un cinturón de herramientas que creen diluir las normas y regulaciones de aprendizaje ayudara a nuestra industria. A ellos les digo '¡sino está roto, no lo arreglen!' Es innecesario, injusto y lo más importante, INSEGURO."

"Nuestros hermanos y hermanas necesitan un luchador en el Senado que se ponga de pie para proteger los programas de aprendizaje y las normas de la industria."



UPDATE

UBC Federal Legislation

At the end of 2019 there was good news out of Washington for UBC members on three fronts: health care taxes, pharmacy benefits and mandatory retirement savings disbursement.

All three victories are the result of lobbying by the UBC in DC combined with work by members in home districts across the country.

On health care, a tax on high-quality health care plans has been eliminated thanks to the leadership of Speaker Nancy Pelosi and a bipartisan group of legislators led by Connecticut Representative Joe Courtney. Previous efforts had been rebuffed by Republican Speaker Paul Ryan despite overwhelming bipartisan support. The “Cadillac Tax” was proposed to help fund health care reform as part of the Affordable Care Act. Implementation of the tax has been delayed several times, but if it had been fully implemented, all UBC health care plans would have been subject to a 40% tax. This would have seriously impacted our union’s ability to provide affordable health benefits to our members. The repeal has been our union’s number one federal priority and the national UBC team has offered praise for NASRCC Executive Secretary-Treasurer Tom Flynn who, during his time as UBC Political Director, helped to form the coalition that ultimately played a critical role in our success.

The UBC was also able to successfully push for a legislative amendment to ERISA that will provide relief from the prohibited transaction rules impacting the UBC Level Care program. This exemption will allow our union health plans to

eliminate the middleman and allow the UBC to bulk purchase and distribute specialty drugs. While very technical, it is an important change that will allow us to lower our costs for providing expensive specialty pharmaceutical drugs to our members who need them.

Some additional good news was the passing of legislation that could benefit members approaching retirement. Under this new legislation, the age at which participants must start to draw on retirement savings in certain IRAs was increased from 70 1/2 to 72 years old. For some members, that means they can delay the time at which they begin taking distributions from their annuity accounts. Members should consult with the funds and financial planners to determine how they may or may not be impacted by this change.

Finally, we want to recognize House Ways and Means Chairman Congressman Richard Neal for his effort to save the jobs of hundreds of members of Sheet Metal Workers Local 63 at the CRRM-MA plant in Springfield, Massachusetts, and for his working to advance tax credits to keep our region’s offshore wind projects moving forward.

All three victories are the result of lobbying by the UBC in DC combined with work by members in home districts across the country.



Polar Park rendering courtesy of Jim Piatt, Piatt Associates, Inc.

Worcester Ballpark Agreement a “HOME RUN”!

When the Pawtucket Red Sox, AAA affiliate of the Boston Red Sox, announced that they were relocating to Worcester, Massachusetts, union carpenters took notice, perhaps more than most. City officials and team owners announced an ambitious plan to not only build a new \$100 million ballpark in Worcester, but to embark on \$240 million in related development that would significantly change the look, feel and prospects of the city.

Instead of focusing solely on who would build it all, members of the union joined forces with The Worcester Community Labor Coalition and launched a campaign to create protections for local workers, suppliers and residents of adjacent neighborhoods on this and future projects in the city.

The Community Benefits Agreement (CBA), which applies to Polar Park, includes a responsible contractor policy, wage theft language, diversity goals for hiring and tools to discourage or prevent repeat bad actors from bidding.

Jack Donahue, a lifelong resident of Worcester and Director of NASRCC's Market Opportunity Fund, served as the labor co-chair of the Worcester Community-Labor Coalition, which negotiated the CBA with the team and the city.

“We’ve already seen that the ballpark was a great economic development decision for our city,” he added. “This CBA is the next level. It protects good jobs, the neighborhood, our community, the right to organize a union, and it provides opportunities for our young people, making Worcester’s future even brighter.”

Before negotiations for the CBA took place, residents had been successful in having the city complete a disparity study, which showed the need for policies to allow all residents to enjoy greater access to construction opportunities in Worcester. Those results helped fuel the case for diversity goals and a focus on projects that allowed private developers to leverage public revenues through tax increment financing agreements (TIFs) and other incentives.

Partnering with community-based organizations on the CBA helped union carpenters accomplish long-term goals

like wage theft language on TIFs as well as the city’s hiring of a compliance officer to enforce responsible contractor policies.

As housing is a major concern for the community, the CBA includes community block grants that will target adjacent existing housing. The money will be used to help residents maintain or improve their homes rather than being pushed out by gentrification spurred by development.

“We think this is a model for how a community can engage with municipal leaders and developers of large projects,” said Dave Minasian, Regional Manager for Central and Western Massachusetts. “Worcester is going to get some much-needed development, but it’s not going to come at the expense of the residents. There’s more of a feeling that everyone’s a part of the project and that’s great for the community.”

Carpenters Poised to Take on Massive Suffolk Downs Redevelopment

Union carpenters will begin building Boston's next mega-project this year after the HYM Investment Group and John Moriarty & Associates signed a project labor agreement (PLA) with the Carpenters union and the building trades for the redevelopment of Suffolk Downs.

The \$2.5 billion project will create 14,000 overall construction jobs over nearly twenty years as it builds out 16 million square feet of commercial and residential space. The 10,000 units of housing will include more affordable units than have ever been created in Boston by a single project. The eventual population for the project will be comparable to Boston's Back Bay.

The Suffolk Downs redevelopment will transform a former horse racing facility into a vibrant new neighborhood on 109 acres straddling East Boston and Revere. Boston Mayor Martin Walsh, Revere Mayor Brian Arrigo and Boston City Councilor Lydia Edwards played key roles in facilitating the project's approval and the PLA.

The agreement includes financial investments in recruiting and training efforts within the local area and for women and people of color, with the highly successful Building Pathways program playing a significant role.

"This project will only be successful if the people who build, live and work at Suffolk Downs and in the surrounding community are successful," said HYM Founding Partner and Managing Director Thomas N. O'Brien. "This agreement ensures that the richness of diversity in Boston and Revere is reflected in the people who will be building this project."

Renderings courtesy of The HYM Investment Group LLC

A part of the investment in workforce development will fund an initiative to provide access to nonstandard hours child care for working parents in the trades (see ad on page 43).

"Our top priority has always been, and always will be, investing in our workforce. These additional benefits will make an impact to ensure that the men and women we work with will live better on and off the job," said John Moriarty of John Moriarty & Associates.

For union carpenters in Boston, building large projects isn't new. And even though the scope of the Suffolk Downs redevelopment is something to behold, the union is ready.

"This is a massive and challenging project," said Tom Flynn, Executive Secretary-Treasurer of the North Atlantic States Regional Council. "But we know we have a deep pool of highly skilled carpenters ready to go to work for the leading construction employers in the industry. They will work together to take this project a piece at a time from drawings to reality. We can't wait to get started and once again show what we can do."



Advocating for and Supporting Sisters Across the Globe

Cassandra Klewicki, a third-year apprentice of Local 290, traveled to Kerala, India, as part of the 2019 North American Trades Women's Delegation last fall.

Klewicki did not go solo; there were carpenters, electricians, masons, bricklayers, and ironworkers from across the USA and Canada – thirteen women in total – including members from the Pacific Northwest Regional Council, New York City Regional Council and the Millwrights.

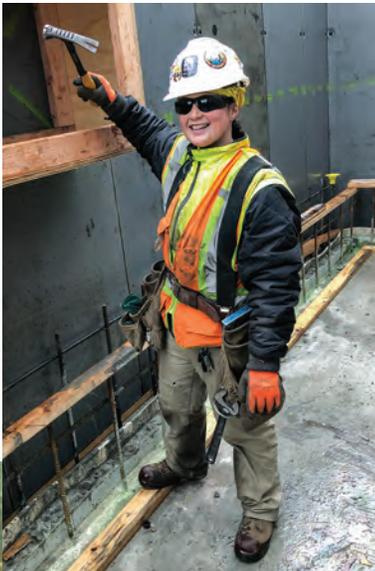
“We were there to build the international network of women working in the construction trades and build supportive relationships between tradeswomen all over the world in order to help each other succeed. We shared our challenges and our successes,” said Klewicki.

In sharp contrast to women in the construction trades in western economies, the largest concentration of women working in the construction industry is in India. Women, who make up approximately 40-50 percent of construction workers in the region, are usually just extra hands for manual labor and have the title of helper. They are generally excluded from the skilled trades which puts them at a huge economic disadvantage. That's where the Archana Center comes into play.

The Archana Center has been training Indian women in trades skills since the late 1980s and partners with the local government to secure work for these women after they complete the training. This trip was focused around the Archana Center and involved press interviews and meetings with local politicians in efforts to build more visibility for the center.

“Some of us on this trip had 20-30 years' experience in the trades, so we were powerful examples that challenge commonly held beliefs there,” said Klewicki.

Throughout the week, the thirteen women visited job sites, met with female workers, and learned about the programs available there. They were invited to discuss construction in North America with students, local dignitaries and officials at Mahatma Gandhi University.



LU 290 member Cassandra Klewicki on her work site at the LIRR expansion project on Long Island, NY.

Photo courtesy of Cassandra Klewicki.



Sister Klewicki (second from left) with apprentices in front of the carpentry shop.

Photo by Susan Fischer.

We advocated for the sisters of India and our sisters during these talks

- CASSANDRA KLEWICKI
THIRD-YEAR APPRENTICE OF LOCAL 290,

They also met with members from the Building and Woodworkers International with a focus on improving working conditions during bigger international construction projects like the World Cup and the Olympics.

“We advocated for the sisters of India and our sisters during these talks,” said Klewicki.

Klewicki, who is currently working on the Long Island Railroad Expansion Project doing concrete formwork for Third Track Constructors, says she liked the idea of getting paid to learn a skill that she could carry with her for the rest of her life.

“Before getting into carpentry, I spent a lot of time doing outdoor seasonal work in national and state parks. That experience made me realize I would never want to sit behind a desk, and I enjoyed working with my body.”

Klewicki hails from a strong union family and knew if she was going to pursue a carpentry career, it was going to be a union one.

“My grandfather, uncle, mother, and father all had union jobs. They always stressed the importance of unions. I know I have unions to thank for the middle-class upbringing I enjoyed.”

Klewicki, who is also heavily involved in the Sisters in the Brotherhood (SIB) attended the “It’s Time” Conference at the UBC’s International Training Center in Las Vegas in 2018 and the United Association for Labor Education (UALE) Summer School where she had the opportunity to connect with women in unions across many sectors.

“Cassandra is a great role model and has been instrumental in many of the SIB efforts. She is actively involved in many political and community efforts in Long Island and we are grateful for her commitment to the union,” said Nicole Grodner, Local 290 Council Representative and New York State Chairwoman for the Sisters in the Brotherhood.

Klewicki says the support from the SIB has not only helped her launch a promising career, it has also helped her grow as a person.

“Nicole Grodner, who was my mentor in first-year has given me a lot of great advice,” Klewicki said. “If SIB hadn’t given me all the extra support and opportunities, there is no way I would have been able to do all the amazing things I’ve done so far.”



The awards ceremony was an opportunity for Jomo to celebrate with both family and his union. Pictured are (L-R): Chris Stone, Local 276 President; Geneva Smith-Johnson (Aunt); Robert Alexander, (Jomo’s father and a retired Local 276 carpenter); Tafari Akono (son); Jomo Akono; Jeff Kowalczewski, Local 276 Council Representative; Janice Alexander (mother); and Jeff Pasnik, Local 276 Council Representative.

Jomo Akono Honored for Being a Defender of Diversity & an Advocate for Inclusion.

Nineteen people and eight organizations were chosen from 65 nominations for championing diversity and inclusion, and Carpenters Local 276 Council Representative Jomo Akono was one of the chosen honorees for the inaugural IDEA (Inclusion Diversity Equity Awareness) Awards presented by the Buffalo Business First newspaper. The award ceremony, which was held on February 26, celebrated the companies and individuals in Western New York who prioritize the importance of diversity and inclusion, champion equitable human resources practices and develop inclusive cultures.

Akono, a second-generation union carpenter, grew up in the city of Buffalo and joined the Carpenters union in 2005. He went through the apprenticeship program at the age of 34, working as a journeyman for over 5 years before becoming a Council Representative in 2016.

“I’m very thankful to the union leadership for putting me in position to make change,” said Akono.

Akono has played a fundamental role in the Council’s diversity outreach efforts in Western New York, and continues to pursue goals to diversify the Local Union by working to represent local demographics and to increase the number of women in the trade through special pre-apprenticeship initiatives: specifically, the Sisters in the Brotherhood program.

By hosting his weekly community radio show “Access to Africa” and establishing community relationships with organizations that work to help empower African Americans, other minorities, and disadvantaged individuals to secure economic self-dependence, Akono has made a remarkable difference to bringing visibility about the career opportunities available within the Carpenters union to people of Buffalo and beyond.

Hadley Exhibits

Hadley Exhibits' roots date back to 1923, a family-run shop whose expertise and market was once confined to store displays in and around New York State.

Now, in their 180,000-square-foot facility in Buffalo, New York, they offer design, build, and installation of exhibits for museums, tradeshows, visitor centers, corporate lobbies and private projects throughout the U.S and around the world.

Hadley Exhibits has 100 employees, including 42 Local 51 mill cabinet carpenters who apply their skills and talents to a broad range of renowned projects requiring a customized touch.



U.S. Capitol Visitor Center Lobby Wall Display.

Photo courtesy of Hadley Exhibits.

“Up until the early 1980s, we were predominantly building tradeshow exhibits,” said Ted Johnson, President of Hadley Exhibits. “Then we got into the museum business and we’ve probably built exhibits for over 30 national visitor centers since then.”

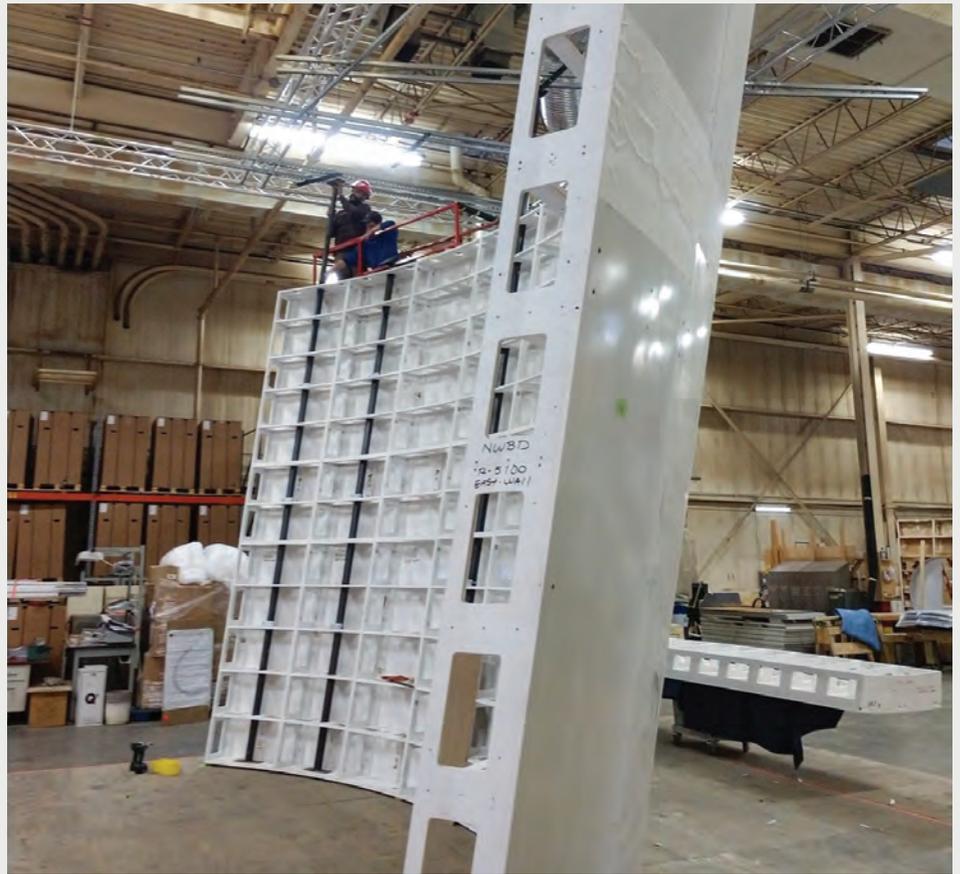
Museum exhibits demand an extraordinary and captivating touch. And Hadley Exhibits delivers just that. If you’ve been to any museum in Manhattan, you’ve probably seen and admired their work – from their innovative interactive displays at the newly opened gallery exhibit on The Hunt for Bin Laden to their exquisite casework at The Metropolitan Museum of Art – their skill and expertise has undeniably enhanced your experience.

In recent years, augmented reality has changed the traditional museum narrative and has taken the museum realm by force. Hadley Exhibits has not only kept up with the trends but has stayed ahead of technology, too.

“Local 51 members perform intricate millwork every day and are the very best at what they do. In today’s world, technology never stops and neither does our training for our members,” said Andrew Vooris, Local 51 Business Representative. “Every member takes a personal interest in whatever part of the trade they work in and every project they work on is a visual testament to their flawless skills.”

Hadley Exhibits’ memorable and exceptional craftsmanship can be seen at many high-visibility projects including the galleries at the Smithsonian National Museum of African American History & Culture, the National September 11 Memorial Museum and the Jackie Robinson Museum which is set to open this year. Other notable projects include the U.S Capitol Visitor Center, the Bok Tower Gardens in Florida, and the Carnegie, the must-see museum on Martha’s Vineyard.

Johnson, who once studied to be a cowboy, and subsequently moved back to his hometown to study art and design at Buffalo State University, says there’s



Members Nick Donner and Joshua Calvert erecting walls for the Museum of Tolerance Jerusalem.

Photo courtesy of shop steward Bryan Lohr.

These structures are compound curves. They either angle in or angle out with soffits on the top of those to make them 21 feet tall...

- TED JOHNSON, PRESIDENT OF HADLEY EXHIBITS

one project in particular, that’s touching every employee: the Museum of Tolerance Jerusalem (MOTF), a project that has been ongoing for several years.

Local 51 carpenters have been fabricating and assembling custom designed 16-foot high walls in the Buffalo shop which are then shipped to Jerusalem and installed in the museum.

“These structures are compound curves. They either angle in or angle out with soffits on the top of those to make them 21 feet tall,” explained Ted. “The MOTF is going to be a world-class attraction. It’s pretty wild to be bringing all of this to fruition from Elmwood Avenue in Buffalo!”



Local 51 member Kevin McNerney hard at work at the Hadley Exhibits shop in Buffalo, NY.

Photo courtesy of shop steward Brian Lohr.



Photo courtesy of NASRCC staff.

STANDING UP

AND WINNING IN SOMERVILLE



Concrete Gets Industry Focus

Like most businesses, the construction industry relies heavily on relationships. Maintaining existing relationships and fostering new ones can be the difference between full employment and long out-of-work lists for our Brothers and Sisters.

When it comes to concrete, one of the most important places to solidify and extend our footprint is the “World of Concrete” show in Las Vegas. The conference is annually attended by more than 60,000 people connected to the concrete industry.

This year, Council Chief of Staff John Murphy attended the show with Council Representatives Deli Vargas, Ozzie Weekes and Gus Marciante. They took advantage of the opportunity to meet with existing signatory concrete contractors who do business in the seven-state area as well as introduce NASRCC to companies that may be coming to our area and may or may not have a relationship with other UBC Councils.

STAY IN THE KNOW!

Text “NASnews” to 855-9-NASRCC to be added to our new texting platform.

Few places in our council are as hot at Somerville when it comes to building. For a few years, the city just outside of Boston has seen a massive wave of development and redevelopment in and around the Assembly Square area.

Union carpenters and contractors have done significant work there, but there have also been some disturbing cases of wage theft and tax fraud on nonunion projects that should have been done by more professional companies.

Members have responded by working tirelessly to pass a wage theft ordinance in the city, giving local people more of an opportunity to protect local people and local standards.

In December, the Somerville City Council passed an ordinance sponsored by the Carpenters union and a number of community partners that should serve as a model for others. And they did it by an 11-0 vote.

The ordinance gives the city the right to pull a project’s building permit—temporarily or permanently—if wage theft is occurring, if workers’ comp policies are not in place or if tax fraud is found. The ordinance applies not just to public work, but projects where Tax Increment Financing agreements (TIFs) are in place or other tax breaks have been given.

Members have responded by working tirelessly to pass a wage theft ordinance in the city, giving local people more of an opportunity to protect local people and local standards.

Organizing Director Brian Richardson says the ordinance, and similar ones passed in more than a dozen communities, are a reaction to insufficient attention by other enforcement agencies.

“The federal government has really walked away from enforcing laws that protect workers, and states often don’t have the resources or the ability to react quickly enough,” he said. “Even in instances where someone can step in, the general contractor or developer isn’t held liable, so there’s no deterrent to their continuing to hire the same cheating subs. But if you put their permit at risk, they’re more likely to reconsider who they hire to do their work.”



Pictured (l-r) All Local 279 volunteers involved in building the Wall of Honor: Pedro Galaviz, Brian Oberpriller, Anthony Muino, Corey Thomas, Brian Chmielnik, Gabriella Alonzo, James Conklin SR, David Fotusky, Richard Devos, Mike Mangione, Thomas Brady (retiree and veteran). Photo courtesy of Local 279.

WALL OF HONOR

When New York State Assemblyman Colin Schmitt asked Local 279 to assist in honoring the heroes who have sacrificed their lives for our nation, carpenters didn't hesitate to step up to the task.

During the planning for this project, Local 279 Council Representative Matt Ross worked with Assemblyman Schmitt to discuss the construction of a traveling wall of honor that could be displayed year-round at public venues to celebrate the contributions of the region's veterans.

Over the course of two weekends, 10 carpenters – including one Local 279 retiree, who is also a veteran – joined forces with Laborers Local 17 to build the honorary wall which displays the faces, names and stories of Hudson Valley's veterans.

“Matt and the carpenters immediately volunteered to design and build this traveling wall. They did outstanding work, donating countless hours of time to design, plan and build a striking monument to our local heroes,” said Assemblyman Schmitt. “The wall is a work of art. You can see the true care and pride put into its construction.”

The Carpenters union has a longstanding tradition of giving back in the communities we serve, and when we get the chance to

work on something that honors our veterans, it's extra special.

“Veterans, above all, deserve our thanks for their service to our country, and our members – from apprentices to journeymen to retirees – came out in force to work on their weekends off to honor the brave men and women of our nation. It was truly a team effort,” said Scott Smith, Local 279 Team Lead.

A couple of weeks later, over 20 Local 279 members and their families took part in the Wreaths Across America efforts in the Hudson Valley (see story, page 32). “Our members' continuous commitment to building better communities through their volunteer efforts is something to be very proud of,” added Smith.

The Wall of Honor was unveiled at the Veterans' Hall of Fame on November 18th in Goshen, NY, and Local 279 members and Council Representatives were in attendance to see their polished work of art in all its glory.

“Without the Carpenters' commitment none of this would have been possible. Thank you to all Carpenters members who helped make this possible and ensured we will be able to honor our local heroes for years to come,” said Schmitt.

Veterans, above all, deserve our thanks for their service to our country, and our members – from apprentices to journeymen to retirees...

– SCOTT SMITH,
LOCAL 279 TEAM LEAD



Wall of Honor



Local 290 Sisters at Long Island cemetery. L-R Michelle Ficco, Nicole Gros, Marissa Shoonmaker, Shanise Terry. *Photo courtesy of Marissa Shoonmaker.*

Sisters in the Brotherhood Organize Wreath Laying Events for Veterans Across New York State

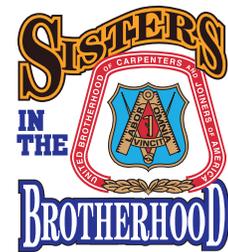
New York members from Locals 276, 277, 279, 290 and 291 participated in the National Wreaths Across America Day in December. The program aims to cover all veterans' graves with a Christmas wreath in remembrance of our nation's heroes.

This state-wide volunteer effort was coordinated by the Sisters in the Brotherhood Committee at six national cemeteries across New York State: in Binghamton, Syracuse, Eden, Saratoga, Goshen, and Long Island.

For one twenty-year member, these efforts are particularly poignant. Candice Gasson's husband was a Vietnam veteran and is laid to rest in South Carolina. Candice has spearheaded and coordinated the Sisters in the Brotherhood's involvement for the past number of years.

"I'd like to say a big thank you to the Sisters in the Brotherhood for their continued support of this initiative. I believe it's our duty to our fallen and we hope to continue this effort for many years to come," said Gasson, a member of Carpenters Local 291.

The theme for this year's event was "Everyone Plays a Part" and with over 150 members from the five New York locals and their families coming together in unfavorable weather to honor their communities' fallen military members, we're reminded of our council's continuous commitment and dedication to rightfully honoring our hometown heroes.



I'd like to say a big thank you to the Sisters in the Brotherhood for their continued support for this initiative.

- CANDICE GASSON

CABO VERDE

Renovation on the Island

In November, Floorcoverers Local 2168 members Jorge DeBurgo, Paul Vilela and Luis Daya traveled with Local 2168 Business Manager Mynor Perez to Cabo Verde.

They, along with dozens of Boston painters, nurses, police officers and firefighters partnered with the Cape Verdean Nurses Association to work on a hospital's renovation project on the island.

Their work at the Agostinho Neto Hospital included a complete refurbishment of a children's playroom in the pediatric department, which was dedicated to Boston hero, Sergeant Montrond. In 1996, Montrond immigrated to the U.S. from Cabo Verde and settled in Boston. Ten years later, at the age of 27, he was killed during combat in Afghanistan. To honor the life and legacy of Sergeant Montrond, the grand opening of the newly renovated playroom was on Veteran's Day.

"The Carpenters union is not just about building structures in New England and New York; it's also about helping to build lives beyond our jurisdictions, in our greater communities," said Perez.

The playroom allows children to play and enhance their emotional, cognitive, social, physical and psychomotor development.

"It was heartwarming to see the children's faces at the ribbon cutting and know we contributed to ensuring a safe and secure play space for them," added Perez. "The staff were very grateful to Local 2168 for donating and installing the flooring materials for the room."

Jorge DeBurgo, who has been a member of Local 2168 for almost 30 years, is a native of Cabo Verde so these volunteer efforts and donations from the Carpenters union were particularly meaningful.

"I volunteer regularly with Local 2168 and have travelled with the Carpenters union to Haiti to help with relief efforts there after the earthquake in 2010. Going to Cabo Verde in November with my Brothers to volunteer our skills and assist my hometown community was certainly very special," said DeBurgo.



Local 2168 members Jorge DeBurgo and Luis Daya working on the playroom.

Photo courtesy of NASRCC staff.



Pictured (l-r): Local 2168 Members Paul Vilela, Jorge DeBurgo, Luis Daya and Mynor Perez.

Photo courtesy of NASRCC staff.

En Noviembre, Jorge DeBurgo, Paul Vilela y Luis Daya miembros de Floorcovers Local 2168, viajaron con el Gerente Comercial de Local 2168 Mynor Pérez a Cabo Verde.

Ellos, junto con docenas de pintores, enfermeras, policías y bomberos de Boston se asociaron con la Asociación de Enfermeras de Cabo Verde para trabajar en el proyecto de renovación de un hospital en la isla.

Su trabajo en el Hospital Agostinho Neto incluyó una renovación completa de la sala de juegos para niños en el departamento de pediatría, que estaba dedicada a un héroe de Boston, el sargento Montrond. En 1996, Montrond inmigró a los Estados Unidos desde Cabo Verde y se estableció en Boston, y diez años después, a la edad de 27 años, fue asesinado durante un combate en Afganistán. Para honrar la vida y el legado del sargento Montrond, la gran inauguración de la recientemente renovada sala de juegos fue el Día de Veteranos.

"El Sindicato de Carpinteros no se trata solo de construir estructuras en Nueva Inglaterra y Nueva York; también se trata de ayudar a construir vidas más allá de nuestras jurisdicciones, en nuestras comunidades más grandes," Perez.

La sala de juegos les permite a los niños jugar y mejorar su desarrollo emocional, cognitivo, social, físico y psicomotor.

"Fue conmovedor ver las caras de los niños al cortar la cinta y saber que contribuimos a garantizar un espacio de juego seguro para ellos," agregó Perez. "El personal estaba muy agradecido con el Local 2168 por haber donado los materiales e instalado el piso para la sala."

Jorge DeBurgo, quien ha sido miembro del Local 2168 casi 30 años, es nativo de Cabo Verde, por lo que estos esfuerzos voluntarios y donaciones del Sindicato de Carpinteros fueron particularmente significativos.

"Soy voluntario regularmente con el Local 2168 y viajo con el Sindicato de Carpinteros después del terremoto en el 2010 a Haití para ayudar con los esfuerzos de ayuda. Ir a Cabo Verde en Noviembre con mis hermanos para ofrecer nuestras habilidades y ayudar a la comunidad de mi ciudad fue ciertamente muy especial," dijo DeBurgo.

Dedicated to a Family's Health

When you stroll outside and inhale some fresh air, you probably don't think it will affect your health negatively. This is not the case for Leah Jalbert.

A couple of years ago, Leah and Dorian Jalbert of Endicott, New York, were starting out their life in Florida when things took a drastic turn. Due to black mold growing behind the walls in their house, Leah fell ill and was later diagnosed with mast cell activation syndrome; a rare condition which severely affects the immune system and can lead to serious consequences if she is exposed to certain germs and even strong smells.

Moving back to their hometown of Endicott, NY, with their young daughter, Harper, Leah's family took on the daunting and intricate task of building a sterile structure on their property so that she could begin the treatments necessary to survive the illness.

After one Local 277 carpenter, Jack Poyneer, saw Leah's story on Facebook, he reached out to Council Representative Jon Weston to see if the Carpenters union could lend a helping hand. Without a second thought, Local 277 members rallied together to help finish a clean space for this local family in need.

Starting in August, over 30 members – from apprentices to journeymen to leadership within the Local – traveled hundreds of miles after work and on weekends, with one member, Mike Whitney, even taking a lay-off to ensure this critically important space was built to the highest standards and in a timely manner for Leah to begin her road to recovery.

"Mike Whitney and Lou Knowles drove two hours each way to volunteer for this project. They, along with Jon Weston, have been monumental in moving this project along," said James Mason, Local 277 Team Lead. "Lou is a brand-new member of ours and has already showed huge commitment to the union by stepping up to do things like this in the community."



Pictured (l-r) Local 277 members Mike Whitney and Jeff Klein. *Photo courtesy of Jon Weston.*

We are so thankful to Carpenters Local 277. ”

– LEAH JALBERT

Because of Leah's severe allergic sensitivities, most common building materials were ruled out. "We needed to use a special membrane on the roof, the tiles are all metal, and the concrete had to have no rebar in it," said Weston.

Over the course of the six months, the members and the Jalbert family have developed a close bond.

"This is one of the greatest volunteer projects that I have ever worked on in my life. We would love nothing more than to see this

project completed, and for Leah to receive the medical treatment she needs in this space," added Weston.

With the project close to completion, Dorian said he and Leah were overwhelmed with gratitude.

"We are so thankful to Carpenters Local 277. All the skilled people helping and driving so far and donating their time and giving their love to this space and to our little family. We are so grateful," said Leah Jalbert.

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.

Craftsman Storefronts & Glass, Inc.

Bay Shore, NY

Specialties: entrances, storefronts, windows, skylights, glazing glazed curtain wall

Bidding Range: \$50,000-\$5,000,000

Scrufari Construction Co., Inc.

Niagara Falls, NY

Centerline Interiors

Milford, CT

Specialties: structural metal framing, door & window, drywall & metal studs, acoustical treatment

Bidding Range: up to \$5,000,000

Reiki Construction Corp.

Brooklyn, NY

Specialties: woodframe, drywall & metal stud, ceilings

Bidding Range: \$3,000,000 - \$5,000,0000

JSI LLC

Binghamton, NY

Specialties: rough carpentry/general conditions

Bidding Range: \$1,000-\$10,000

Inner City Realty

Richboro, PA

Specialties: flooring

Jomar Window Fashions

Wayne, NJ

Specialties: window treatment

Bidding Range: \$5,000 - \$500,000

Mark Duffy Commercial Diving, Inc.

Dayton, OH

Specialties: commercial diving

Bidding Range: \$10,000 - \$1,000,000

Holland Marble

Manalapan, NJ

Specialties: unit kitchens

Bidding Range: \$1,000 - \$100,000

Merrimac Tile & Flooring, LLC

Wilmington, MA

Specialties: flooring

Associated Scaffold Builders, LLC

Auburn, NH

Specialties: shoring of buildings, scaffolding

Bidding Range: \$10,000 - \$500,000

Retail Construction Specialties

Hanson, MA

Specialties: rough carpentry, finish carpentry, retail

Bidding Range: \$500,000 - \$1,000,000

DPR Constructions, A General Partnership

Redwood City, CA

Bidding Range: \$1,000 - \$1,000,000,000

Spearhead Construction, LLC

Fort Montgomery, NY

Specialties: rough carpentry/general conditions, finish carpentry

Bidding Range: \$500,000 - \$4,000,000

DeAngelo Contracting

Bristol, CT

Specialties: exterior protection

Temporary Wall Systems, LLC

Windham, NH

Specialties: specialty walls

Bidding Range: \$5,000 - \$500,000

Structural Services, Inc.

Bethlehem, PA

DGC Capial Contracting Corp.

Mount Vernon, NY

Specialties: rough carpentry, finish, woodframe, ceilings, drywall & metal studs, basic door & window, retail

Bond Civil & Utility Construction

Medford, MA

Bidding Range: \$1,000,000 - \$200,000,000

Bond Building Construction, Inc.

Medford, MA

Bidding Range: \$1,000,000 - \$200,000,000



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. Throughout New England and New York, call 1-800-275-6200, Ext. 5112 or 617-307-5112.

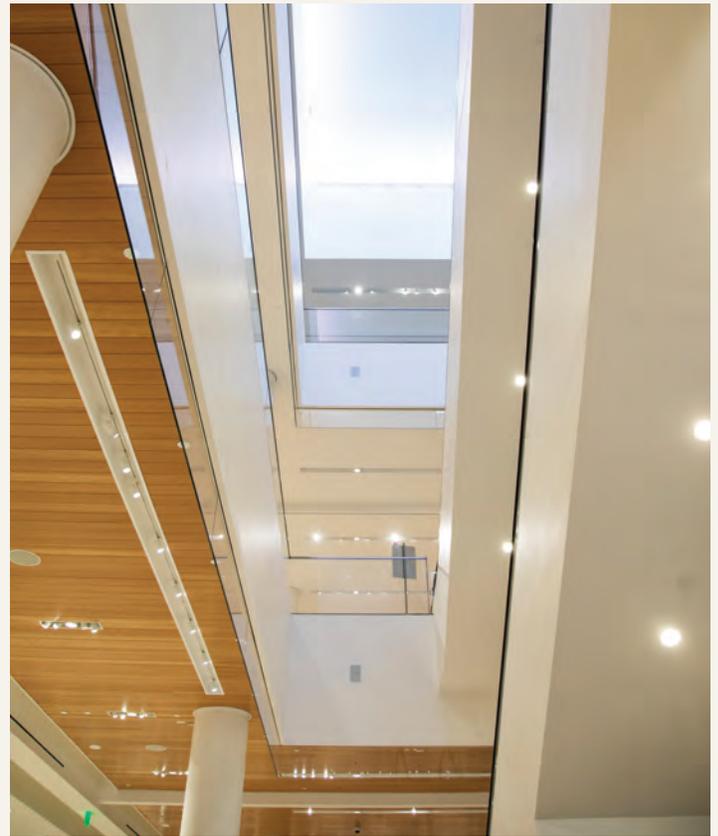
The SoNo Collection

Carpenters in Connecticut and New York are adding a stunning upscale shopping mall in Norwalk to the list of places they drive by, point out and say with pride "I built that!"

The SoNo Collection features more than 700,000 square feet of retail space, three atriums, a bowling alley and a top-level garden. It sits within an hour of New York City.

The high-end shopping experience features the work of local artists sprinkled throughout the building and a mix of stores tailored to meet the specific shopping behaviors of local residents. In the case of the SoNo Collection, that means more housewares and less apparel than in some other malls, according to the owners.





O&G completed all the concrete work on the site while Professional Drywall and Conn Acoustics performed significant work on the interior systems for the building, the anchors stores and several other retail tenants. The owner's aggressive schedule for the project was compounded by the construction of a large powerplant project in Bridgeport at the same time, putting pressure on the union to supply sufficient carpenters to both projects throughout.



Representatives from Carpenters Local 326 met the demands by coordinating closely with Representatives from Carpenters Local 279 in Hudson Valley, NY. Qualified and reliable carpenters from both locals, working significant overtime, teamed up to produce an impressive final product.

The high-end shopping experience features the work of local artists sprinkled throughout the building...





The Manchester training center is the latest project of its kind in our Council, but it's not the last. Trustees for the North Atlantic States Carpenters Training Fund are already working on a substantial renovation that will lead to the re-opening of the Rock Tavern training center in Hudson Valley, New York. There are also plans being made to renovate the building in Warwick, Rhode Island, to make better use of the space for training and other local union and council needs and to improve the building in Worcester where Local 336 has an office.

Manchester Training Center Comes Online!

The North Atlantic States Carpenters Training Fund held a ribbon-cutting in Manchester for a comprehensive training center to serve Northern New England and Northeast Massachusetts. The renovated building on Candia road includes 24,000 square feet of shop and classroom space for apprentice and skills upgrade training.

“This facility is a significant step forward in our efforts to offer training throughout the Council,” said Tom Fischer, the Executive Director for Training. “It will be a great resource for our members, our employer partners and the young people in this community who are exploring career options.”

The new facility replaces a formerly used building on an adjacent property. It more than doubles the number of classrooms and increases shop training space by 400%.

“We’re making significant investments in our members and their skills,” said Tom Flynn, Executive Secretary-Treasurer of the North Atlantic States Regional Council. “That includes state-of-the-art facilities that are accessible to members. We’re proud to open this training center in an area where there’s a tremendous demand for training from our members and entire industry.”

Skills enhancement training offered at the training center for journey-level members will include: safety and other certifications and renewals, drywall/metal stud productivity, ceilings, doors and hardware, interior finish, layout, print reading, scaffold, foreman training, first aid, rigging and welding.

Speakers at the event included: Manchester Mayor Joyce Craig, US Senator Jeanne Shaheen, US Representative Chris Pappas, State House Speaker Steve Shurtleff, and State Senator Majority Leader Dan Feltus.

El centro de capacitación en Manchester es el último proyecto de este tipo en nuestro Consejo, pero no será el último. Los administradores del Fondo de Capacitación de Carpinteros de los Estados del Atlántico Norte ya están trabajando en una renovación sustancial que conducirá la reapertura del Centro de Capacitación, Rock Tavern en Hudson Valley, Nueva York. También se están haciendo planes para renovar el edificio en Warwick, Rhode Island, para hacer un mejor uso del espacio para capacitación y otras necesidades locales de sindicato y del consejo y para mejorar el edificio en Worcester donde el Local 336 tiene una oficina..



New Facility

The new facility replaces a formerly used building on an adjacent property. It more than doubles the number of classrooms and increases shop training space by 400%.

La nueva instalación

La nueva instalación reemplaza un edificio anteriormente usado en una propiedad adyacente. Se duplica el número de aulas y aumenta el espacio de capacitación del taller en un 400%.

¡El Centro de Entrenamiento de Manchester está en Línea!

El Fondo de Capacitación de Carpinteros de los Estados del Atlántico Norte realizó un corte de cinta en Manchester para un centro de entramiento integral para servir al Norte de Nueva Inglaterra y el Noreste de Massachusetts. El edificio renovado en la calle Candia incluye 24,000 pies cuadrados de taller y aulas para la capacitación de aprendices y entrenamiento para actualizar habilidades.

“Esta instalación es un importante paso adelante en nuestros esfuerzos para ofrecer capacitación en todo el Consejo,” dijo Tom Fischer, Director Ejecutivo de Capacitación. “Este centro de capacitación puede ayudar mucho, tanto a los empleadores y a las personas que buscan establecer una carrera. Será un gran recurso para nuestros miembros, nuestros socios empleadores y los jóvenes en esta comunidad que están explorando opciones de carrera.”

La nueva instalación reemplaza un edificio anteriormente usado en una propiedad adyacente. Se duplica el número de aulas y aumenta el espacio de capacitación del taller en un 400%.

“Estamos haciendo inversiones importantes en nuestros miembros y sus habilidades,” dijo Tom Flynn, Secretario Ejecutivo-Tesorero del Consejo Regional de los Estados Atlántico Norte. “Eso incluye instalación moderna que será accesible para los miembros. Estamos orgullosos de abrir este centro de capacitación en un área donde existe una gran demanda de entrenamiento por parte de nuestros miembros y de toda la industria.”

La capacitación para mejorar las habilidades que se ofrece en el centro de capacitación para carpinteros oficiales incluirá: certificaciones y renovaciones de seguridad y otras, productividad de paneles de yeso/montantes metálicos, techos, puertas y herrajes, acabado interior, diseño, lectura de planos, andamios, capacitación de capataces, primeros auxilios, aparejos y soldadura.

Esto evento incluyo palabras de: La Alcaldesa de Manchester Joyce Craig, la Senadora Estadounidense Jeanne Shaheen, el Representante Estadounidense Chris Pappas, el Presidente de la Cámara de Representantes Steve Shurleff y el Líder de la Mayoría del Senado Estatal Dan Feltus.

Estamos haciendo inversiones importantes en nuestros miembros y sus habilidades ”

— TOM FLYNN
SECRETARIO EJECUTIVO-TESORERO
DEL CONSEJO REGIONAL DE LOS
ESTADOS ATLÁNTICO NORTE

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

Union carpenters working at the Kendall Square Development in Cambridge, Mass.

ICRA: BEST PRACTICES IN HEALTHCARE CONSTRUCTION IN OCCUPIED FACILITIES

Interior Systems Layout

Intro to Flooring

Intro to Trim

Introduction to Concrete

Floor Polishing

Introduction to Concrete Formwork

Introduction to Metal Framing

Lead Awareness

Mass. Construction Supervisors

License Prep

OSHA 10-Hour for Construction

OSHA 30 Hour for Construction

*OSHA de 30 Horas -clase enseñada en Español

Panel Max

Peri Skydeck System

Powered Industrial Truck Operator – Industrial & Rough Terrain

Print Reading

ProCore

Project Survey & Layout

QML800

Resilient INSTALL Certification

RIGGING QUALIFICATION (GS0011)

Rigging Qualification Refresher

Roof (Rafter) Framing

Scaffold User

Scaffolding Erector Qualification

Scaffolding Qualification Refresher

Sexual Harassment Training

Silica Training

Soffit Framing

Solid-Surface Installer Certification

Stair Layout and Framing (CA02)

Substrate Prep

Superintendent Training Program

Tarkett Level I

Total Station

Transition to 9th Edition and Energy Code

UBC Foreman Training

WELDING AND CUTTING

Welding Upgrade and Test Prep

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



Train with NASRCC



NASCTF.org

Find locations and training courses online.



North Atlantic States Carpenters TRAINING FUND

Thomas Fischer, *Executive Director*
James Hayes, *Assistant Executive Director*
James Barr, *Assistant Executive Director*
508-792-5443

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

info@nasctf.org | NASCTF.org

Boston Training Center
750 Dorchester Ave., Unit 2
Boston, MA 02125
508-792-5443, Option 5

Millbury Training Center
13 Holman Rd.
Millbury, MA 01527
508-792-5443, Option 3

Manchester Training Center
920 Candia Rd.
Manchester, NH 03109
508-792-5443, Option 4

Connecticut Training Center
500 Main Street
Yalesville, CT 06492
508-792-5443, Option 4

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

Syracuse Training Center
6920 Princeton Ct.
Syracuse, NY 13212
607-760-9809

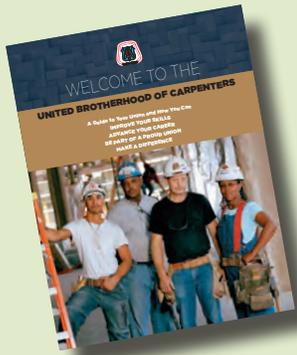
Albany Training Center
16 Corporate Circle
Albany, NY 12203
518-438-0901

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



welcome

NEW MEMBERS



Welcome Packet

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



Paquete de bienvenida

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

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

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

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

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

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



Remember: when you're on the job

- focus on skill
- quality
- productivity
- safety

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

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

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

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

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

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



Recuerde: ¡Cuando usted está en el trabajo

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

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



New England Carpenters Benefits Funds

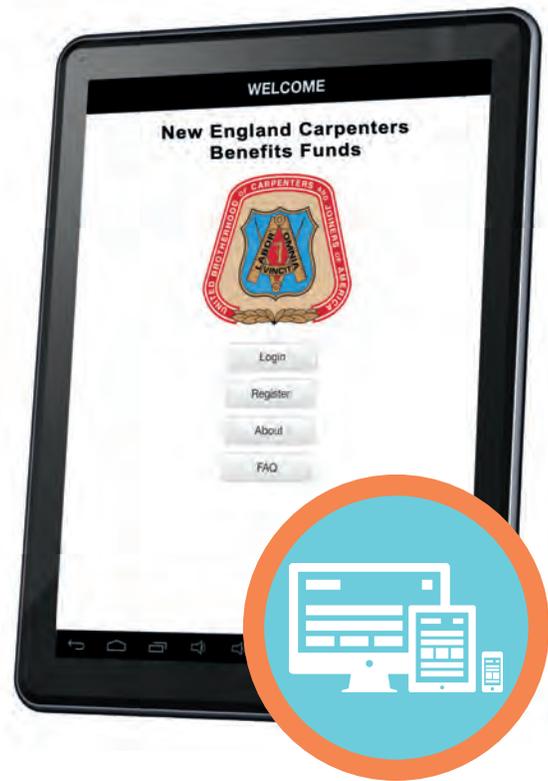
Pension, Annuity, Health, Vacation Savings and Central Collection Agency

Richard Monarca, Executive Director
350 Fordham Road, Wilmington, MA 01887

800-344-1515
CarpentersFund.org

New York Members Visit:

ncf.carpenters.fund/new-york-participant/
for access to your member portal and a list of office locations.



CARE THAT WORKS

Do you need early morning child care?

Our new program offering child care during construction hours might be the solution for you and your family!

We are a coalition of unions and community organizations representing families and child care providers. We're creating access to child care for families who work in or are seeking pathways to good, union careers with hours outside of 9 to 5.

Right now, we are looking for families who need child care starting as early as 5 a.m.



Scan the QR code or visit **CareThatWorks.Org/Interest-Form** to complete a quick survey if you have early morning child care needs.



Filling this out doesn't obligate you to participate in the program, it just means that someone will follow up with you and give you more information.



In Memoriam

The North Atlantic States Regional Council of Carpenters would like to recognize the service of the following members who have passed away recently. 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 (CNTD)		
John Miranti	5	39	Harry Brittain	50	85	John Tischner	63	95
LOCAL 276			David Craig	34	70	Rocco Toto	18	60
Jay Botens	62	90	John Devido	58	84	G Wittich	71	89
John Brown	50	83	Stanley Fray	69	98	LOCAL 291		
Donald Clark	65	85	Rudi Grolich	61	88	William Bates	48	85
David Freundschuh	16	70	John Keating	63	89	William Berry	33	74
Wilton Kilmer	59	91	John Kossifos	21	68	Peter Falasco	73	95
Roger Lee	53	80	Benny Kurys	57	93	John Harvish	50	98
William Mayle	58	89	Nicholas Miele	5	29	Richard Horstman	63	91
Jerome Meidenbauer	69	92	Victor Pinto	36	67	Harold Jaquis	53	81
Clarence Metcalfe	49	77	Anthony Secreto	48	76	James Morby	53	86
Donald Sauter	54	74	Donald Smith	69	93	George Senecal	59	92
Eugene Sdao	49	90	Calvin Tomlins	55	91	LOCAL 326		
Robert Setlock	39	58	John Williams	65	90	Aarre Aho	66	90
LOCAL 277			Fred Yagid	52	70	Louis Coronella	55	81
Sebastian Bracaglia	49	85	LOCAL 290			John Cotter	6	54
Louis Gill	53	79	Darlene Alese	13	57	Douglas Crossley	20	56
William Hamilton	73	91	P Christoffersen	65	89	Panfilo Deramo	72	91
Harold Leonard	48	74	Nursad Darcan	1	56	Philip Farnsworth	56	80
James Lindblad	59	78	Aleksander Eist	68	92	Anthony Fradette	1	27
James Mahoney	77	97	Edward Gevinski	40	84	Beverly Marshall	55	84
Anthony Ogrydziak	55	80	John Howard	70	89	Frank Meyernick	52	73
Richard Paul	55	80	John Johnson	51	90	Jeffery Phillips	3	59
Theodore Phillips	48	89	Edward Montalvo	20	56	Keith Roberts	29	69
Fred Richardson	49	69	Victor Pereira	45	72	Marcel Roy	49	80
Ross Roser	30	77	William Pisarelli	64	88	Fred Schroeder	39	72
Allen Vanpatten	69	86	Thomas Riccio	51	77	Raymond Schuberth	55	85
Patrick Visco	68	94	Larry Ronsiek	71	90	James Staunton	65	84
John West	66	91	Eugene Ruoff	38	86	Robert Thompson	8	35
Joseph Woodburn	44	87	Anthony Savio	70	89	Fredric Utz	64	86
			William Schreck	65	104			
			Dennis Sinkusky	33	58			

MEMBER	YEARS	AGE
LOCAL 327		
Geno Breda	66	85
Antone Cabral	5	48
Gerard Decina	28	59
Bruce Dunn	50	79
Bryan Harding	4	32
Paul Minichiello	29	65
Arthur Stappen	20	78
LOCAL 328		
Victor Albert	49	94
Aurena Bolduc	37	78
Thomas Chessia	38	65
Thomas Colbert	50	88
Ralph Hartman	50	75
Robert MacDonald	25	84
Tor Sather	34	89
Darren Zwicker	18	48
LOCAL 330		
Donald Brunelle	41	75
Alessandro Caputo	57	97
Guiseppe Colella	59	89

MEMBER	YEARS	AGE
LOCAL 336		
Joseph Fiorentino	5	40
Joseph Lecours	61	86
Richard Paquette	67	84
LOCAL 339		
Joseph Bellabona	24	83
Henry Boudreau	67	90
Donald Brown	23	91
Robert Gagnon	38	76
Stephen Getchell	44	60
Herrick Ilsley	27	79
Wilfred Landry	61	96
Roland Larrivee	61	90
Jack Martel	51	70
Michael Morrison	15	62
Richard Noyes	55	79
LOCAL 346		
Robert Andrews	60	89
Wm Berggren	53	74
Michael Frazier	6	54
Robert Hoggarth	64	89

MEMBER	YEARS	AGE
LOCAL 346 (CNTD)		
Luke Jackunas	1	26
Joseph Rezendes	48	86
Albert Sequeira	56	93
Wayne Staples	24	70
LOCAL 349		
Wm Boucher	15	64
Thomas Penney	55	84
Frank Quimby	13	91
Philip Starbird	21	87
LOCAL 352		
Marcel Pinard	71	94
LOCAL 723		
Christopher Golden	6	37
LOCAL 2168		
Donald Bickford	59	80

Remembering Tom Chessia



Teaching at the Jared Allen Homes for Wounded Warriors project in Hanson, Mass.

The NASRCC family lost a leader in January when Brother Tom Chessia passed away. A member of Carpenters Local 40, (now Local 328) in Boston, Chessia was an instructor for the Council's apprenticeship and training funds for ten years, impacting the lives and careers of many carpenters in that time.

In the field, Chessia was a well-respected carpenter who worked installing doors and hardware for many years with Thompson Door Company. It was the door and hardware class that he taught at the Carpenters Training Center in Boston up to and following his retirement from the trade in 2016.

"Tom was a highly skilled carpenter and a true gentleman," said Brother Brian

Austin, an instructor for the North Atlantic States Carpenters Training Fund. "He was also a great instructor. He had the knowledge, experience and personality it takes to run a successful class. There weren't many people that ever dropped that class. It was always one of the most popular classes we held."

In addition to making himself available to teach at different training centers, Austin said Chessia enjoyed working on outside projects alongside apprentices. One of his last jobs was in Hanson, Massachusetts, where he participated in the union's work to build a home for a wounded veteran in conjunction with Jared Allen's Homes for Wounded Warriors.



Member Committee Meetings

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

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

LATINO CLUBS

Boston: 3rd Tuesday of the month
750 Dorchester, Ave., 2nd Floor,
Boston, MA, at 5:00 pm.

New Hampshire: 1st Wednesday of the
month at 120 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
and Giovanni Andino, 860-929-9561.

RETIREEES 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: 4th Tuesday 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: every three months at Masonic
Lodge, 34 River Road, Smithtown, NY.
Contact: Local at 631-952-9800.

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:
Ted Doiron, ted_doiron@hotmail.com; Joe
Morin, jo-morin@sbcglobal.net.

SISTERS IN THE BROTHERHOOD

Boston: 3rd Tuesday of the month at the
Carpenters Center, 750 Dorchester Ave.,
3rd Fl., Boston from 4-6pm. Contact:
Liz Skidmore, eskidmore@nasrcc.org.

SE MA (Local 346): 2nd Monday of the
month at the Bridgewater Public Library,
15 South Street, Bridgewater, MA,
at 4:30 pm. Contact: Amelia Phinney,
aphinney@nasrcc.org.

NE MA (Local 339): 2nd Thursday of the
month at the Knights of Columbus, 112
Middlesex Ave., Wilmington, MA
at 4:15 pm. Contact: Kim Hokanson,
khokanson@nasrcc.org.

Western MA (Local 336): 2nd Thursday
even months at the Springfield hall, 29
Oakland Street, at 5:00 pm. Contact:
Lisa Clauson, lclauson@nasclmp.org.

Central MA (Local 336): quarterly at the
Worcester hall, 29 Endicott Street, at 5:30 pm.
Contact: Lisa Clauson, lclauson@nasclmp.org.

NNE (Locals 349/352): 3rd Wednesday,
odd months, at Local 352, 920 Candia Road,
Manchester, NH, at 5:00 pm. Contact: Kim
Hokanson, khokanson@nasrcc.org.

RI & SE MA (Local 330): 2nd Tuesday
of the month at the Joslin Community
Rec Center, 231 Amherst St., Providence,
RI from 6-8 pm. Contact: Amelia Phinney,
aphinney@nasrcc.org.

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.

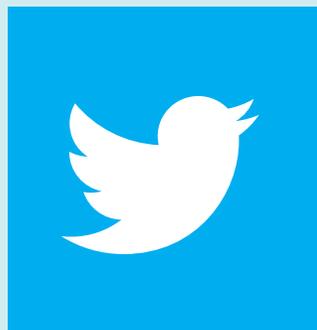
Local 330: 3rd Wednesday of the month
at the Clarion Inn/Grand Rose Ballroom,
940 Fall River Ave., Seekonk, MA,
at 6:00 pm. Contact Derek Adamiec,
dadamiec@nasrcc.org.

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



STAY CONNECTED



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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 10 Corporate Park Drive, Suite A, Hopewell Junction, NY and 270 Motor Parkway, Hauppauge, NY
Piledrivers LU 56	Last Monday, 5:00pm	Carpenters Center, 750 Dorchester Ave, 2nd Floor, Boston, MA
Carpenters LU 276	3rd Tuesday, 6:00pm	Quality Inn & Suites, 8250 Park Road, 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	4th Monday, 5:00pm	Mill Creek Caterers, 17 Route 376, Hopewell Junction, NY
Carpenters LU 290	2nd Wednesday, 6:00pm	IBEW Hall, 370 Motor Parkway, Hauppauge, NY
Carpenters LU 291	2nd Monday, 5:00pm	14 Corporate Circle, Albany, NY
Carpenters LU 326	1st Wednesday, 5:30pm	500 Main St, Yalesville, CT
Carpenters LU 327	Last Wednesday, 5:00pm	Florian Hall, 55 Hallet St, Dorchester, MA
Carpenters LU 328	3rd Thursday, 5:00pm	VFW, 114 Mystic Ave, Medford, 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: NECTC, 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 Monday, 6:00pm	Bridgewater Vets Club, 85 Cottage St, Bridgewater, MA
Commercial Carpenters LU 349	2nd Wednesday, 6:00pm	65 Rainmaker Dr, Portland, ME 920 Candia Rd, Manchester, NH 5 Gregory Dr, Burlington, VT
Interior Systems LU 352	3rd Wednesday, 6:00pm	65 Rainmaker Dr, Portland, ME 920 Candia Rd, Manchester, NH 5 Gregory Dr, Burlington, VT
Woodframe LU 723	2nd Tuesday, 5:00pm	Carpenters Center, 750 Dorchester Ave, 2nd Floor, Boston, MA
Local 1302 (Electric Boat)	2nd Thursday, 2:45pm	171 Thames St, Groton, CT
Floorcoverers LU 2168	1st Wednesday, 5:00pm	Florian Hall, 55 Hallet St, Boston, MA
Connecticut Shop Carpenters	TBD	Contact 203-626-1504
Local 3073 -Portsmouth Navy Yard	3rd Tuesday, 4:00 pm	Roundabout Diner Conference Center, 580 Portsmouth Traffic Cir., Portsmouth, NH

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
Council Representative:
Vic Carrara

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

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

Piledrivers Local 56

750 Dorchester Ave., Suite 3200
Boston, MA 02125
Phone: 617-443-1988
Regional Manager: Mynor Perez
Council Representative:
Dave Borrus

Carpenters Local 276

Buffalo Office
1159 Maryvale Drive
Cheektowaga, NY 14225
Phone: 716-632-3080
Team Lead: 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
Team Lead: Jim Mason

Carpenters Local 279

10 Corporate Park Drive, Suite A
Hopewell Junction, NY 12533
Phone: 845-440-1024
Team Lead: Scott Smith

Carpenters Local 290

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

Carpenters Local 291

Albany Office
14 Corporate Circle
Albany, NY 12203
Phone: 518-458-1905
Team Lead: Chris Dugan

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

Carpenters Local 326

500 Main Street
Yalesville, CT 06492
Phone: 860-352-1130
Regional Manager: Bruce Lydem
Business Manager: Jeff Wolcheski
Council Representatives:
Martin Alvarenga, Chris Bachant,
Mark Okun, Bart Pacekonis,
Mike Robinson

Carpenters Local 327

1252 Massachusetts Ave.
Dorchester, MA 02125
Phone: 617-379-5600
Regional Manager: Joe Byrne
Council Representatives:
Mark Dellascio, Rile Rhodes,
Raheem Shepard

Carpenters Local 328

10 Holworthy Street
Cambridge, MA 02138
Phone: 617-391-9545
Regional Manager: Joe Byrne
Business Manager: Rich Pediti
Council Representatives:
John Cusack, Jeff Martin,
Greg Poole

Carpenters Local 330

14 Jefferson Park Road
Warwick, RI 02888
Phone: 401-424-1100
Regional Manager: Dennis Lassige
Council Representatives:
Derek Adamiec,
Michael Holmes,
Paul Lander

Carpenters Local 336

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

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

Carpenters Local 339

350 Fordham Road
Wilmington, MA 01887
Phone: 978-229-5200
Regional Manager: Harry Dow
Council Representative:
Chris Galatis, Joe Gangi, Jr.,
Kevin Kelley

Carpenters Local 346

21 Mazzeo Drive
Randolph, MA 02368
Phone: 781-353-5530
Regional Manager:
Dennis Lassige
Council Representative:
John Manning,
Amelia Phinney

Northern New England Commercial Carpenters Local 349

65 Rainmaker Drive
Portland, ME 04103
Phone: 207-358-6658
Regional Manager: John Leavitt
Council Representative:
Jeff Grinvalsky

5 Gregory Drive
S. Burlington, VT 05403
Phone: 802-391-8444
Council Representative:
Kim Hokanson

920 Candia Road
Manchester, NH 03109
Phone: 603-222-3223
Council Representative:
Dan LeClerc

Northern New England Interior Systems Local 352

920 Candia Road
Manchester, NH 03109
Phone: 603-222-3223
Regional Manager:
John Leavitt
Council Representative:
Joe Donahue

65 Rainmaker Drive
Portland, ME 04103
Phone: 207-358-6658
Council Representative:
Mike McGuigan

5 Gregory Drive
S. Burlington, VT 05403
Phone: 802-391-8444
Council Representative:
Kim Hokanson

Carpenters Local 723

750 Dorchester Ave., Suite 3400
Boston, MA 02125
Phone: 617-269-2360
Regional Manager: Mynor Perez
Council Representative:
Craig Ransom

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/Council
Representative: Mynor Perez

Local 3073 – Portsmouth Navy Yard

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



North Atlantic States Carpenters Labor Management Program

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

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



Instructor Matt Attarian recently led this group of apprentices in the Soffits class at the North Atlantic States Carpenters training center in Boston. The apprentices in the class were Brian Coen , LU 328; Jhimmy De Leon, LU 327; Joseph DiGianni, LU 339; Thomas Flaherty, LU 327; Mark Ford, LU 328; Jacqueline Kolczewski, LU 327; Stephen Lamontagne, LU 328; William Malinn, LU 328; William McKnight, LU 328; Eliezer Morales, LU 327; and James Sheehan, LU 327.