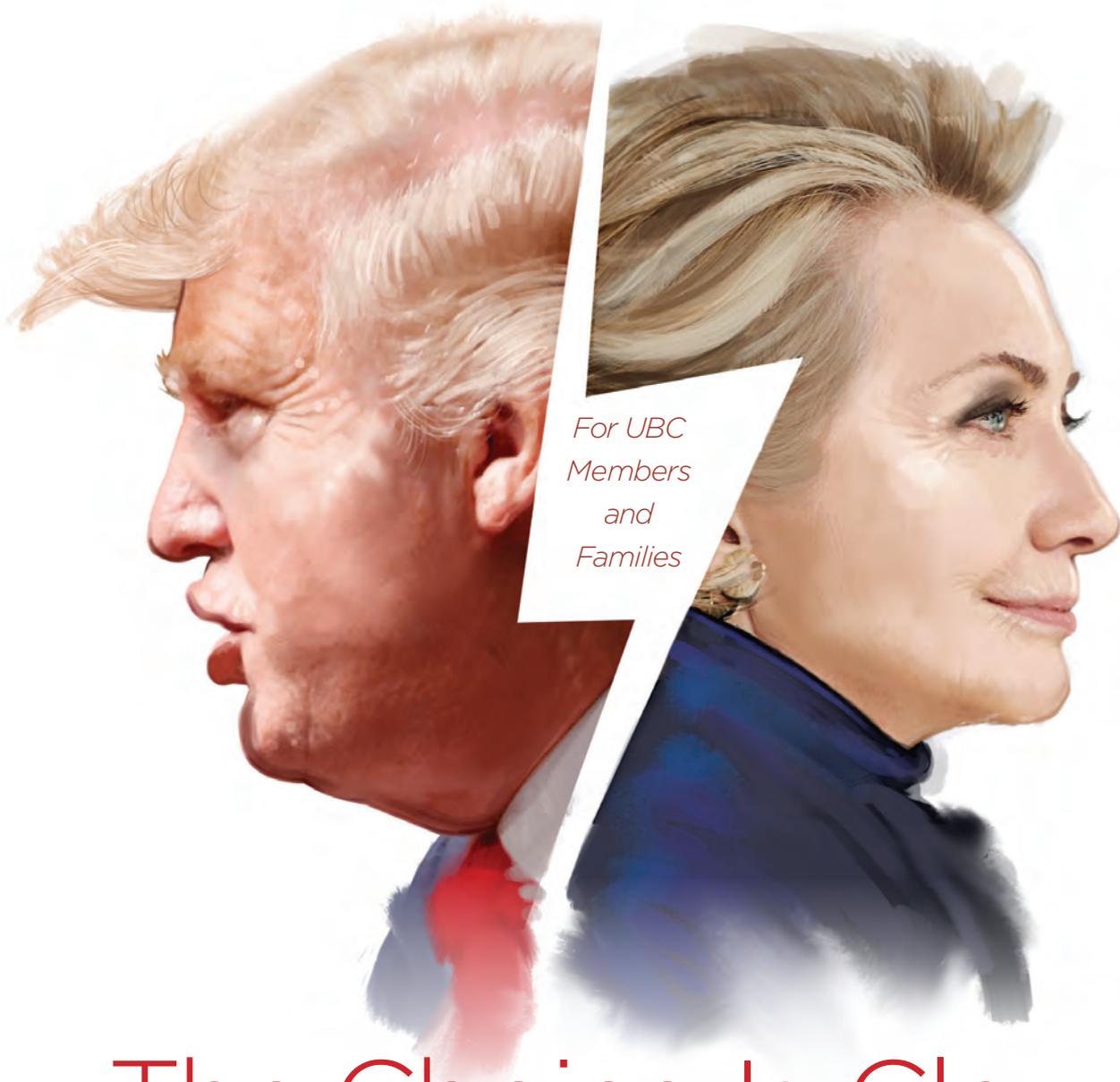


CARPENTER

SINCE
1881

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

OCTOBER 2016



*For UBC
Members
and
Families*

The Choice Is Clear

**Special Election
Edition**

See pages 14-17 for election coverage



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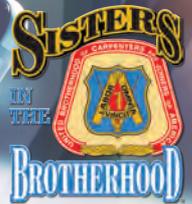


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The Carpenter
(ISSN-008-6843)

is published by the United Brotherhood of Carpenters and Joiners of America
101 Constitution Avenue, NW
Washington, DC 20001

Postmaster, please send address changes to:
Carpenter Magazine
4801 Viewpoint Pl
Cheverly, MD 20781.

© 2015

Printed in U.S.A.

Canadian Publication Mail Agreement #40032998
Return undeliverable
Canadian copies to:
Toronto Station A
P.O. Box 640
Toronto, ON, M5W 1G2.



LEADING ON THE JOB AND IN THE VOTING BOOTH. SEE PAGE 2

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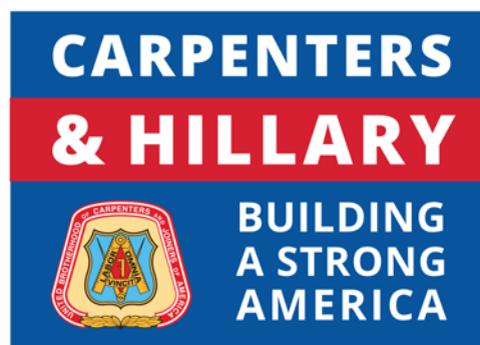


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Carpenter Ad Policy

Carpenter is a union publication and promotes union values, and its advertising must reflect that. It accepts advertising, as it has since its first issue in 1881, as a way to defray publishing costs for the members of the United Brotherhood of Carpenters and Joiners of America. Our policy is to accept advertising for products made in the U.S. or Canada. We do not accept advertising from companies involved in boycotts or other disputes with organized labor or from nonunion companies in industries that employ UBC members. The magazine reserves the right to decline any advertisement. Advertising in *Carpenter* does not imply endorsement or warranty by the magazine or the United Brotherhood of Carpenters. We welcome comments from members on our advertisers and our policies. Potential advertisers should contact: *Carpenter Magazine*, 101 Constitution Avenue, NW, Washington, DC, 20001 (702) 938-1111, or email us at carpentermagazine@carpenters.org.



On the Cover

There is much at stake for UBC members in this election. For special election coverage please see pages 14-17.

Special thanks to the following who contributed material to this issue:
Ben Basom, Derek Donahou, Bert Durand, Veronica Feyling, Liz McKenna and Tracy Madden.
Cover art designed by Yordan Silvera



Leading On the Job and in the Voting Booth

Leadership. At our core that is what the United Brotherhood of Carpenters and Joiners of America stands for. Leadership is the centerpiece of our mission at the International Training Center (ITC) in Las Vegas – and it drives us daily as we work to make our communities, our states and our nation stronger.

It all begins at the job site, where UBC members lead the way because of their training, experience, productivity and attitude. On every shift, thousands of Union Carpenters excel as they run work, do layout, solve problems and drive productivity. Our members consistently display the results of our top-quality skills training programs – but they also show how our unparalleled leadership development programs are changing the culture of the construction industry.

This year more than 10,000 members will participate in training at the ITC. Whether they take the 18-month Superintendent Training Program or the four-day Third Year Apprentice class; the Rigger/Signaler certification course or the Journeyman Leader Program, each of these participants will be better equipped to ensure that the UBC maintains its standing as the leader of the pack.

Given the high standards we have set for ourselves, it's no surprise that UBC members are also leaders in the political arena. Many UBC members serve in elected positions and thousands of us volunteer each election cycle to help local and state candidates – and national candidates like Justin Trudeau and Hillary Clinton. We all know so well that political involvement affects our lives as workers and providers for our families.

This year, as always, too much is at stake to leave the future up to chance. Our leadership on the job will go only so far if the wrong people are elected and they take away our union rights and undercut our standard of living.

On the job and at the ballot box, the proud members of the United Brotherhood of Carpenters are leading the way. In every election make sure your voice is heard and your vote is counted.

Douglas J. McCarron



**This year, as always,
too much is at stake
to leave the future
up to chance.**

David R. Frazier Photography, Inc.

Siendo líder en el trabajo y en las urnas de votación

Liderazgo. Esto es lo que representa la Hermandad de Carpinteros Unidos y Ensambladores de América en el núcleo mismo de lo que somos. El liderazgo es la parte central de nuestra misión en el Centro de Capacitación Internacional (ITC, por sus siglas en inglés) en Las Vegas, y es lo que nos motiva diariamente mientras trabajamos para hacer que nuestras comunidades, nuestros estados y nuestra nación sean más seguros.

Todo comienza en el sitio de trabajo donde los miembros de la UBC abren camino debido a su capacitación, experiencia, productividad y actitud. En cada turno de trabajo, miles de Carpinteros de la Unión sobresalen mientras trabajan, planean, resuelven problemas y derivan productividad. Consistentemente nuestros miembros muestran los resultados de nuestros programas de capacitación para habilidades de la mejor calidad, y a la vez también muestran que nuestros programas de desarrollo de liderazgo no tienen comparación y están cambiando la cultura de la industria de la construcción.

Este año más de 10,000 miembros participarán en los programas de capacitación en el ITC. Ya sea que tomen el Programa de Capacitación para Superintendentes de dieciocho meses, o la clase de Aprendices del Tercer Año de cuatro días, o el curso de certificación para Aparejador/Señalador, o el programa de Liderazgo para Jornaleros, cada uno de estos participantes estará mejor equipado para asegurar que la UBC se mantenga a la cabeza como líder en la industria.

Debido a los altos estándares que nos hemos fijado para nosotros mismos, no es sorprendente que los miembros de la UBC también sean líderes en la arena política. Muchos miembros de la UBC fungen en posiciones electas y miles de nosotros participamos como voluntarios en cada ciclo de elecciones para ayudar a los candidatos locales, estatales y nacionales, como Justin Trudeau y Hillary Clinton. Todos nosotros sabemos muy bien que involucrarnos de manera política afecta nuestras vidas como trabajadores y ayuda a nuestras familias.

Este año, como siempre, hay mucho en juego como para dejar el futuro al azar. Nuestro liderazgo en el trabajo solo permanecerá como está por poco tiempo si la persona incorrecta es electa y esta retira nuestros derechos de unión y recorta nuestro estándar de vida.

En el trabajo y en la casilla electoral, los orgullosos miembros de la Hermandad de Carpinteros Unida van a la cabeza. En cada elección debemos asegurarnos que nuestra voz sea escuchada y que nuestro voto cuente.

Este año, como siempre, hay mucho en juego como para dejar el futuro al azar.

Cette année encore, les enjeux sont trop importants pour laisser le hasard décider de notre avenir.

Des leaders sur le chantier et au bureau de vote

Le leadership. À la base, c'est ce qu'incarne la Fraternité Unie des Charpentiers Menuisiers d'Amérique (FUCMA). Le leadership est au cœur de notre mission au Centre international de formation des charpentiers à Las Vegas – et c'est ce qui nous motive au quotidien, tandis que nous œuvrons pour renforcer nos collectivités, nos États et notre nation.

Tout commence sur le chantier, où les membres de la FUCMA ouvrent la voie grâce à leur formation, leur expérience, leur productivité et leur attitude. Chaque jour, des milliers de charpentiers syndiqués font preuve d'excellence alors qu'ils exécutent des travaux, dessinent des plans, résolvent des problèmes et favorisent la productivité. Les membres du syndicat démontrent constamment que nos programmes de formation professionnelle d'excellente qualité sont efficaces, mais aussi que nos programmes de développement du leadership incomparables sont en train de transformer la culture dans l'industrie de la construction.

Cette année, plus de 10 000 membres participeront à des programmes de formation au Centre international de formation des charpentiers. Qu'il suive le programme de formation de directeur des travaux de 18 mois ou le cours pour les apprentis de 3^e année de quatre jours, le cours menant à un certificat de compétence comme monteur/signaleur ou le programme de chef compagnon, chacun des participants en sortira mieux préparé pour s'assurer que la FUCMA maintient sa réputation de chef de file.

Compte tenu des normes élevées que nous nous sommes fixées, ce n'est pas étonnant que les membres de la FUCMA soient aussi des leaders dans l'arène politique. Bon nombre de membres de la FUCMA occupent des postes d'élus, et des milliers d'entre nous font du bénévolat dans le cadre de chaque cycle électoral pour aider des candidats au niveau local et de l'État – et des candidats au niveau national comme Justin Trudeau et Hillary Clinton. Nous savons tous très bien que la participation politique a un impact sur nos vies en tant que travailleurs et soutiens de famille.

Cette année encore, les enjeux sont trop importants pour laisser le hasard décider de notre avenir. Notre leadership professionnel ne suffira pas à lui seul si les mauvaises personnes se font élire, nous privent de nos droits syndicaux et réduisent notre niveau de vie.

Au travail et le jour du scrutin, les membres de la FUCMA montrent le chemin avec fierté. À chaque élection, assurez-vous de faire entendre votre voix et de voter.

DISTRICT SPOTLIGHT



Pittsburgh ACE Mentors Hands-On in High School Construction

For high-school students in the Greater Pittsburgh area of Western Pennsylvania, the ACE Mentor program is the top of the line when it comes to gaining exposure to the fields of Architecture, Construction and Engineering.

The Pittsburgh Training Center for the Keystone-Mountain-Lakes Regional Council of Carpenters has partnered with the ACE Mentor program for several years and regularly hosts area students for hands-on experience in carpentry and UBC related crafts.

“As the next generation comes in to the industry, whether they are working with their hands or in management, we want them to understand what we do and the value UBC training brings to the jobsite,” said Dave Plutt, Training

Director for the Keystone-Mountain-Lakes Regional Council.

In past years ACE Mentor participants, who come to the after school program from several high schools, gained practical experience in wood framing, bridge building and a stair project. This year the students were able to try their hand at welding using the training program’s virtual welding machines.

“This program helps engage the community and gives these students, who want to work in our industry, a feel for what it takes to actually build something,” said Executive Secretary-Treasurer Bill Waterkotte. “They really enjoy doing the projects and are always impressed with our center and the training program we have here.”



In Boston, Uniting to Aid Rescue Training

The Carpenters Union stepped up to build a structure that would provide a more realistic training environment.

Union carpenters understand the difference high quality training makes. And so do the men and women of the Boston Fire Department. So it seemed like a natural fit when members of the Boston FD came to the New England Carpenters Training Center looking for help. They had ideas scratched on napkins and were looking for assistance building a structure that could be used for Rapid Intervention and Thermal Imaging Rescue training.

“What we do is train for low-frequency, high risk events, things like structural collapse,” explains John Forristall, Boston Fire Department Captain for Tech Rescue Special Operations. “One of the problems that we had in training was that we were forced to use a building that was designed to hold fire – a concrete building... it doesn’t do a good job for thermal imaging training. It’s not very realistic. We needed something more typical to a residential structure

that you’ll find in Boston.”

The Carpenters Union stepped up to build a structure that would provide a more realistic training environment. The final structure was done with the help of a local architect and under the guidance of



See the video - nercc.org/BFD

New England Carpenters Training Center instructor Ned Harubin, who guided apprentices on site for the duration of the project. It is a wood framed structure that is bolted to a large metal shipping container. It was done so that a barrel fire can be

contained and controlled in the lower metal area, allowing smoke to fill the entire wood structure without danger of the fire actually spreading. The design includes movable walls so the layout can be adjusted so that firefighters don’t always get the same training environment.



members onsite, and the Council was able to make that connection through its membership. “The way that it affected negotiations and the contractors is now when they call the out of work list, they’ll get a true high rise concrete guy, which will give them a more productive worker,” Geiger said. He noted that a key to recapturing the market was making sure the correct workers were in the market.

“What I think is most positive is that this demonstrates that the membership and the District Council are working together with our contractors to figure out solutions to problems in the marketplace,” Spencer added. “I think the Council is going to be able to point to this and very quickly move the needle on the market share.”

Local 212 speaks to the needs of the industry.



Local 212 New Local Union Aims at NYC High-Rise Concrete

Last fall, the UBC could see that carpenters in New York City were facing a big problem. Contractors in the high rise concrete industry were terminating their agreements and going non-union. In what had traditionally been a strong market, our members were losing work. Something had to be done.

That’s when an idea struck. In order to ensure the greatest possible leverage in the industry while better meeting the needs of the contractors, the UBC chartered a new local union for that industry. That is how Local 212 came to be.

“I think Local 212 speaks to the needs of the industry,” said Second General Vice President Frank Spencer.

“The vertical concrete carpenters should have their own local; should have the ability to interact with members who do the same work they do every day, talk about job opportunities among themselves and how they can make the industry better and safer.”

New York City District Council Executive Secretary-Treasurer Joseph Geiger noted, “it’s something that’s long overdue that they should have their own identity. We’re trying to grow with the industry, get more people, recapture market share,” but it was tough to do that without recognizing and adapting to the problems the Council was facing in that sector.

It quickly became clear that the contractors wanted experienced concrete

Northeast Council Pilots Effort to Build UBC Sisterhood



Women members work in every area of our trade and are an integral part of helping to build today’s UBC. To strengthen efforts to increase participation by women, the Northeast Regional Council has launched a new program designed to improve work opportunities for and recruitment of women into the ranks of the UBC.

The innovative program includes community outreach, with actions such as job fairs and open house events at training centers, combined with mentoring, a pre-apprenticeship program for women and active Sisters in the Brotherhood Committees.

“We want more women to understand that the UBC is a viable pathway to a good career,” said John Ballantyne, Executive Secretary-Treasurer of the Northeast Regional Council. “Our women members are pioneers in the industry and they’ve taken a real interest in making sure they share the benefits of being a union carpenter with other women.”

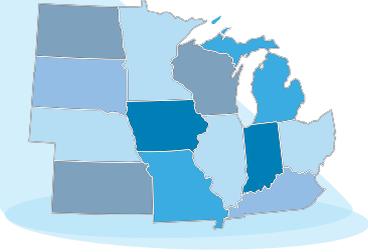
The program was developed with support from the International Sisters in the Brotherhood Committee and is being established as a pilot program for other councils.

“We’ve been making real progress in reaching out to new members and showing them how they can provide a better standard of living for their family with a career that has good wages and benefits,” said Sue Shultz, Outreach Coordinator for the council. “And the work doesn’t care if you are a man or a woman, as long as you have the skills and can work hard.”

For more information about this program check out this video on a recent open house held in the Northeast Regional Council. Visit https://carpenters.org/Todays_UBC_Top_Nav/Sisters/RegionalCommitteeUpdates/NortheastRegionalCouncilSIB/InspiringSIBVideo.aspx to watch the video, or snap the QR code.



DISTRICT SPOTLIGHT



The Brotherhood and Notre Dame World-Class University Meets Its Match in Eighty-Year UBC Partnership

The story of the enduring partnership between the UBC and the University of Notre Dame (ND) shows that when two renowned institutions work well together, rewards multiply.

At ND's home in South Bend, Indiana, those rewards include at least 80 years of steady work for UBC members — and the foundations of a decent life for generations of families.

"Some of our members have worked their whole careers at Notre Dame," said Mark McGriff, Executive Secretary-Treasurer of the Indiana-Kentucky-Ohio Regional Council of Carpenters (IKORCC). "The 'gentleman's agreement' that we have with the university has been a win-win for a very long time."

Notre Dame takes a two-part approach to campus construction, according to Doug Schlagel, the university's Director of Construction and Quality Assurance.

First, ND requires that prospective bidders must prequalify by showing they are up to university standards regarding safety, quality and financial stability. When a ND project goes out for bids, the competition is among invited contractors that have proven records for providing the best quality and value.

"We want to make sure that the contractors that work with us can sustain themselves," Schlagel said. "If a contractor underperforms, it's not good for us or for them. Everything we build is meant to last 100 years, so we don't want things to go wrong."

It's no surprise that ND's invited bidders are union contractors, which brings us to the second part of ND's construction approach: As long as building trades unions can supply

the university with trained, qualified workers, ND will hire union contractors and their workers.

The formula has worked since at least 1935, when UBC members were on the union crews that built Knute Rockne's original Notre Dame Stadium.

"The UBC has stepped up," Schlagel said. "They've done a good job of staying on top of our needs and providing skilled people when we need them."

Like now.

Today the university is in the midst of an aggressive overhaul that includes new construction and extensive renovations — with hundreds of union workers on the job.

The stadium itself is the hub for the \$400 million Campus Crossroads project. With 800,000 square feet, Crossroads will house academic departments, performance space, recreational facilities, and premium stadium seating. The general contractor is Barton Malow.

When it is finished in 2017, more than 650 UBC members will have

worked at the Crossroads site, said IKORCC Senior Council Representative Christopher Springer.

"Because of the project's scale, the IKORCC is providing onsite training coordinators at Crossroads to keep our members ready for anything that arises," Springer said.

UBC members are also at work

(Continued on next page)



Campus Crossroads is the largest building project in Notre Dame's history and includes massive structures abutting the stadium's south, east and west sides.

UBC members like these helped build Knute Rockne's original Notre Dame Stadium in 1935, and have worked on ND construction crews ever since.

Jobsite Leaders Boost On-Campus Excellence

Today's construction boom at Notre Dame University often has hundreds of UBC members on campus. Local 413 members Curt Plomb and Derek Stump help keep things humming.

Plomb has 28 years in the union; most of them on large ND projects. Now he is Manager of Field Operations for J.J. White, a contractor on the new McCourtney Hall project.

"I've worked on so many great projects — like the performing arts center, the Golden Dome administration building renovation, and Purcell Arena," Plomb said.

"The university has three fulltime construction administrators who are always there to help. The current ones are UBC retirees, and they're great to work with," Plomb said.

Stump joined the UBC in 1999. He is now Superintendent of ND's on-campus Carpentry Shop, operated under contract with J.J. White.

"I like the consistency and it's great to help with campus events and know you're a part of things," Stump said.

Plomb and Stump both have embraced the Brotherhood's emphasis on leadership. Plomb recently took part in a "very intense three days" at a Collaborative Leadership session led by the union's Department of Education and Training.

And Stump has been invited to participate in an upcoming Superintendent Training session at the ITC.

That fits well with the tradition of excellence that marks both Notre Dame and the UBC.



Kids Build participants show off their projects, completed at a popular monthly session under the guidance of NCSRCC volunteers.

Building Joy North Central ‘Kids Build’ On a Roll

A small but ambitious idea for enhancing community relations in the Twin Cities area of the North Central States Regional Council (NCSRCC) has quickly grown into a tremendous council wide success. The idea was to hold a Kids Build workshop and invite children from the community to come to the local training center to work on a free carpentry project. Even up to the start time of the first session there were doubts about whether it would work - but as it turned out the response was nothing short of remarkable.

With just 30 slots advertised, 36 kids and their parents attended the first-ever Kids Build event at the Twin Cities Training Center in Saint Paul, Minnesota. Kids ate donuts, listened to instructions, put on safety gear and grabbed hammers. Once the projects were built, kids had time to paint and decorate them. The first project? A tool box, of course.

Registrations for the next St. Paul event filled in less than 24 hours. The following month, Executive Secretary-Treasurer John Raines expanded the program and scheduled

a Kids Build workshop in conjunction with an Open House at the Council’s new building in Papillion, Nebraska. That too, was a resounding success, and Kids Builds are now scheduled monthly in Papillion.

Since then, NCSRCC has rolled out Kids Builds in 11 more training centers, including a second location in Saint Paul – and now the program is spreading across the Brotherhood as other regional councils have begun sponsoring Kids Build programs.

In addition to the tool boxes, monthly NCSRCC projects included step stools, bookends, napkin holders, bird houses, treasure boxes, jelly bean dispensers, jewelry holders, picture frames and planters. Each project is branded with the council’s logo and web address. Sessions are staffed by UBC volunteers, including council staff, apprentices and retirees. Council-wide, more than 90 members volunteer each month to help with the 400 participants who attend.

“The main reason I volunteer is seeing the kids’ faces light up with joy and

accomplishment from building a project on their own,” said Kids Build lead Jim Hendricks. “It’s also great to see the parents get excited about watching their kids have so much fun.

“Everybody learns so many life lessons in the short two-hour span,” he added. “I can’t say enough great things about it. I’m glad to be a part of it.”

For more information, visit www.northcountrycarpenter.org/kidsbuildworkshops or find us on Facebook at www.facebook.com/KidsBuildworkshop/



UBC Members Volunteer in Flint

When a crisis struck their neighbors in Flint, carpenters from the Michigan Regional Council of Carpenters and Millwrights were ready to take action. Nearly 800 people turned out and volunteered to deliver water and install filters for residents.

“The people of Flint need to know that Michigan unions have their back. It’s unconscionable that this happened and we are going to make sure that every person in Flint has access to clean drinking water,” said Mike Jackson, Executive Secretary-Treasurer.

The volunteers helped deliver two 53-foot trailers of bottled water to Flint residents shortly after the serious problem with the town’s drinking water came to light. But the support didn’t end there. Recently the Council contacted members who were affected by the crisis and followed up with them. Those that were still in need had care packages delivered to their doorsteps, including gifts for any kids in the house.

“It’s hard to sit comfortably in my home, with a good conscience, and not do something,” said volunteer Tim Housley, a millwright from Local 1102.

ND (Continued from previous page)

on new facilities for architecture; science and engineering research; international studies; and two new residence halls, as well as major renovations and infrastructure improvements.

That’s on top of the smaller renovations that occur every year – and the day-to-day maintenance that is handled by on-campus building trades crews. Employed by J.J. White, Inc., the current UBC Notre Dame shop crew includes seven Local 413 members.

Attention to skills, attitude and productivity define the UBC and fit well with Notre Dame’s world-class standing, said UBC Midwestern District Vice-President David Tharp.

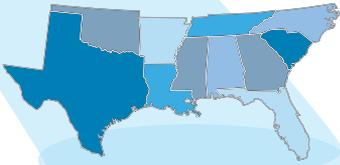
“Both Notre Dame and our Brotherhood were born well over 100 years ago,” Tharp said. “One of the things we have in common is



Local 413 members staffing Notre Dame’s Carpentry Shop include Jeremy Feltz, Tim Meers, Brian Guthrie, George Walters, Vance Welton, Derek Stump and Ted Hodowaniec.

a devotion to developing the next generation of trained and educated individuals. We are proud that our partnership has helped to make this university great, kept our members working over many decades, and made our union stronger.”

DISTRICT SPOTLIGHT



UBC members are making history in Waynesboro, Georgia, by being part of the first new nuclear construction in the U.S. in more than 30 years.

The Brotherhood has joined forces with Georgia Power, a subsidiary of Southern Company, to build Units 3 and 4 at the Alvin W. Vogtle Electric Generating Plant, also known as Plant Vogtle. Both carpenters and millwrights are hard at work on the project.

In early fall, the South Eastern Carpenters Regional Council (SECRC) had about 800 form carpenters and scaffold builders on the job, with a potential for 100 more in the near future. More than 60 members of the Southern States Millwright Regional Council (SSMRC) have worked on the project; that number will increase to more than 150 members working full time.

With completion targeted for 2020, UBC members are assured of several years of steady work. And when Units 3 and 4 are up and running, members of the Brotherhood will be on hand to provide all maintenance needs that may arise. According to some estimates, this addition to Plant Vogtle will have created a total of 5,000 new construction jobs by completion, and is set to support 800 permanent jobs.

Because of our union's industry-standard training, UBC members were the obvious choice for work on the massive Plant Vogtle project. In both skills and safety, UBC carpenters and millwrights are trained at the most advanced training centers the industry has to offer, anchored by the International Training Center in Las Vegas, where an advanced scaffolding course as well as specialized turbine training draw hundreds of members each year. This training allows the UBC to provide a safe worker, and a knowledgeable one.

That's why highly-qualified SECRC form carpenters and also the scaffold builders that constructed scaffolding to support a variety of workers, were



Nuclear Plant Expansion Means Work for Carpenters, Millwrights

called upon to construct each cooling tower to an astounding height of 600 feet. And superior training is the reason the plant's owners brought in UBC millwrights. They're the best in the business at rigging, setting, and balancing a steam turbine, which can weigh several hundred tons, to within a few thousandths of an inch.

Even though erecting two cooling towers to 600 feet is a monumental task, it encompassed just part of the work the UBC did on the project. SECRC Carpenters put their mark all over Plant Vogtle with their skills in concrete forms, embedding, and shoring. Carpenters Local 283 Business Representative Tom Jenkins said, "The SECRC is proud of the carpenters working under extreme circumstances building the two new reactors with a combined operating license at Plant Vogtle."

The SECRC has provided four million man hours at Plant Vogtle, with zero serious injuries. "We require that both new and existing members attain



With help from UBC members, two new 600-ft. tall cooling towers are rising at Georgia's Plant Vogtle.

the proper qualifications, including OSHA-10, before reporting to the jobsite," said Larry Phillips, Executive Secretary-Treasurer of the SECRC.

Welding is also a major need at Plant Vogtle, and the SSMRC is up to the task. Certifying carpenter and millwright welders for the nuclear site is done at the carpenter and millwright training center in Augusta, GA, with an expert from Stone Webster serving as the certified welding instructor.

"We've taken great care to train and certify our millwrights so that they are ready for the work that's needed at Plant Vogtle," said SSMRC Executive Secretary-Treasurer Wayne Jennings. The SSMRC has logged well over 100,000 man hours, also without serious injuries.

Logan Brown, Business Representative for Millwright Local 1263, said, "This is the first new nuclear construction in over 30 years. I couldn't be more proud of the SSMRC millwrights and their contractors. We are truly shaping the future in energy production."

Growing Population and Energy Demand Prompted New Construction

With power needs in the southeastern United States constantly increasing, Plant Vogtle's two new units are much needed. The company commissioned its first unit in 1987 and the second in 1989. Units 3 and 4 will add 2,200 megawatts of generating power to the current 2,430 megawatts currently being produced.

In Georgia alone, the population is expected to increase by 1.5 million people by 2025. By 2030, electrical demands are expected to increase by 27 percent. With nuclear energy being the most cost effective fuel source and the industry constantly evolving to produce more electricity, more environmentally-safely than ever, nuclear is seen by many as an obvious choice to meet future U.S. power needs.

And at Plant Vogtle, groundbreaking technology is a major feature. Units 3 and 4 will be the first in the industry to use the Westinghouse AP1000 advanced pressurized water reactor technology, which is described by Georgia Power as the safest and most economical available.



UBC members stepped up to help.

donations and building materials.

One difficult part of disaster relief is recognizing and fulfilling what is actually needed. But because of the UBC's presence on social media and member involvement via the internet, the Southern District councils were able to get the word out quickly when particular needs arose. Basics such as clothing, water, and food came first. With the well-orchestrated social media alert system, those requests changed to appeals for construction supplies and tools. Following that, people on the ground were asked to help rebuild.

With the help of the UBC's webpage and media presence, volunteer resources were more effectively deployed than in past disasters.

"The UBC, its regional councils, local unions, and individual members responded by providing monetary relief through an established Central

A 1,000-year flood came, then came swift and generous help from UBC brothers and sisters.

In Louisiana After Massive Flooding, Members Help Members

It's a familiar sight when Carpenters arrive at the scene of a natural disaster or other hardship to help their communities and their fellow members. This summer, hundreds of UBC members felt the embrace of the Brotherhood as the state of Louisiana faced one of the greatest tragedies in its history.

Portions of the state endured more than 25 inches of rain in 48 hours. Livingston Parish alone saw 21 inches in a single day. A flood, whose level of devastation and severity is expected only once every 1,000 years, according to the National Weather Service, affected 845 UBC members.

Of those 845, 660 are members of the Central South Carpenters Regional Council (CSCRC), while 185 belong to the Southern States Millwright Regional Council (SSMRC).

Many of these members and their families suffered great losses, but once again we have learned that for the UBC, brotherhood goes farther than just the jobsite. Before our members affected by the flood had time to ask for help, relief funds and volunteer organizations were being set up across the United States and Canada.

Jason Engels, Executive Secretary Treasurer of the CSCRC, said, "following the flooding in Louisiana, I am

reminded of how great an organization the UBC is in terms of genuine heartfelt compassion towards members helping members. As soon as flood waters receded, members who fell victim to this tragedy were relieved by those members who sprung into action and volunteered to help meet the ever changing needs, including providing temporary housing, the removal of debris, and gutting of homes."

The CSCRC and the SSMRC immediately reached out. Thanks to social media, a cry for help went out instantly. Information about relief funds and volunteer opportunities popped up on social media platforms and websites, organized by Michelle Merlo of Michelle Merlo Communications.

Soon all Southern District councils followed suit. Text messages, phone calls, and Mix 20/20 broadcasts were used to raise awareness. Business Representatives John Edwards and Emanuel Mitchell coordinated the volunteers and a disaster relief committee was established to coordinate fund logistics.

Monetary donations were only the beginning. Member-volunteers from all over came out to help with the evacuation and get a fast start on rebuilding. The training department in Baton Rouge opened its doors to receive

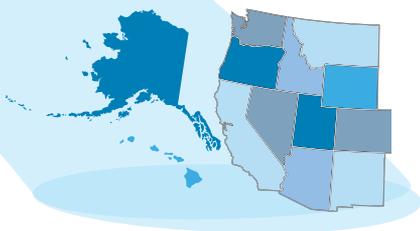


South Carpenters Regional Council Relief Fund," Engels said.

"Through these generous donations, the CSCRC and SSMRC were able to provide immediate financial assistance to help members put their lives and homes back together" Engels said. "These funds have enabled the councils to provide over 1,300 sheets of Sheetrock so far to the victims of this flood.

"In regards to the responses of our great organization, I remain eternally grateful, and I believe that there is compassion and love in the hearts of people, especially in the midst of overwhelming tragedy and need."

Helping out in the East Baton Rouge Parish are Matt LaNasa, Robert Dial, EST Jason Engels, Danyel Engels and Leigh Gilly.



Student-apprentices Pioneer a Hands-on Partnership

When 12 construction management students from Cal Poly, San Luis Obispo buckled on their new tool belts last June, they were preparing for the summer of a lifetime – and the opportunity to add the title of carpenter apprentice to their resumes. But that isn't the only purpose of the program.

“Putting current union and construction leaders – journeymen, foremen, superintendents and employers – together with these students who will be tomorrow’s project managers and engineers, has the potential to build relationships that will strengthen our industry,” said Bill Feyling, Executive Director of the 46 Northern California Counties Conference Board and one of the program’s organizers. “We want the students to know the Carpenters are a valued partner, and for our members



The group of student-apprentices and their company mentors during their tour of the Carpenters International Training Center in Las Vegas.

apprenticeship class that included fall protection, OSHA 10 training, scaffold certification and power-tool instruction. They made membership in the Carpenters Union, and went off to their apprenticeships – and some serious fieldwork.

After a month on the jobsite, the students accompanied their employers to the Carpenters International Training Center (ITC) in Las Vegas. There, they sat in on classes in the Superintendent Career Training (SCT) program, learned the history of the union, attended a graduation ceremony for superintendents, and saw all that the ITC provides for Carpenters. And it was another chance to rub elbows and build relationships with Carpenters who are on track to become superintendents, and meet some of the UBC’s leaders.

The Superintendent Career Training classes are taught by university professors and offer company-sponsored mentoring as well as on-the-job training. These programs are delivered in four sessions at the ITC throughout the 18-month program. “I’ve had three Pankow foremen go through the superintendent program that I have personally mentored,” said Frank Murphy, Director of Operations

for Pankow Builders, which also hosted a Cal Poly student-apprentice. “It really is a top-notch program. It has a great staff who are dedicated to advancing the careers of the students as well as helping the mentors better understand what their role is and how they can help change people’s lives.”

From his view, the Cal Poly pilot program was a success. “The student we mentored at Pankow was enthusiastic after attending the union training,” Murphy said. “He was constantly looking to better understand the work we were doing and also asking questions about the union.”

Both students and mentors were impressed by the ITC and the wide variety of training available through the UBC.



Sergio Vergara, Cal Poly and Gerrit Veneman, Assistant Superintendent and Union member at the Cahill site.

to have a better understanding of college-track individuals and what they bring to our industry. It’s these relationships that will enable us to tackle the demanding and complex building projects of the future.”

After interviewing with employers and landing an offer on campus, the student-apprentices launched their summer with a one-week intensive



High-Speed Rail Construction Now on Track in California



California Governor Jerry Brown and other officials at the kick-off event for the high speed rail project.

Construction on the High-Speed Rail system in California that will link the Bay Area with Los Angeles has finally gotten underway. And that is good news for the economy of California, but also for carpenters as the project is expected to generate 20,000 good construction jobs in the next five years and more than one million construction jobs before it is completed in 2029.

Reflecting on the years of studies, legislation, lawsuits and more lawsuits, California Governor Jerry Brown told the crowd of about 700 invited guests that “at the end of the day, it’s not about paper. You have to put something in the ground. You’ve got to get these building tradesmen and women doing stuff. That’s what makes the world go around.”

Of course, the project is about more than construction jobs. High-Speed Rail promises to “grow the economy,

expand opportunity and protect public health and the environment – all at the same time,” Environmental Protection Administrator Gina McCarthy told the crowd. By reducing automobile traffic through the Central Valley by as much as 10 million miles a day by 2040, she said, High-Speed Rail will dramatically reduce carbon emissions and reduce respiratory diseases like asthma, which now affects one in five children in the Valley.

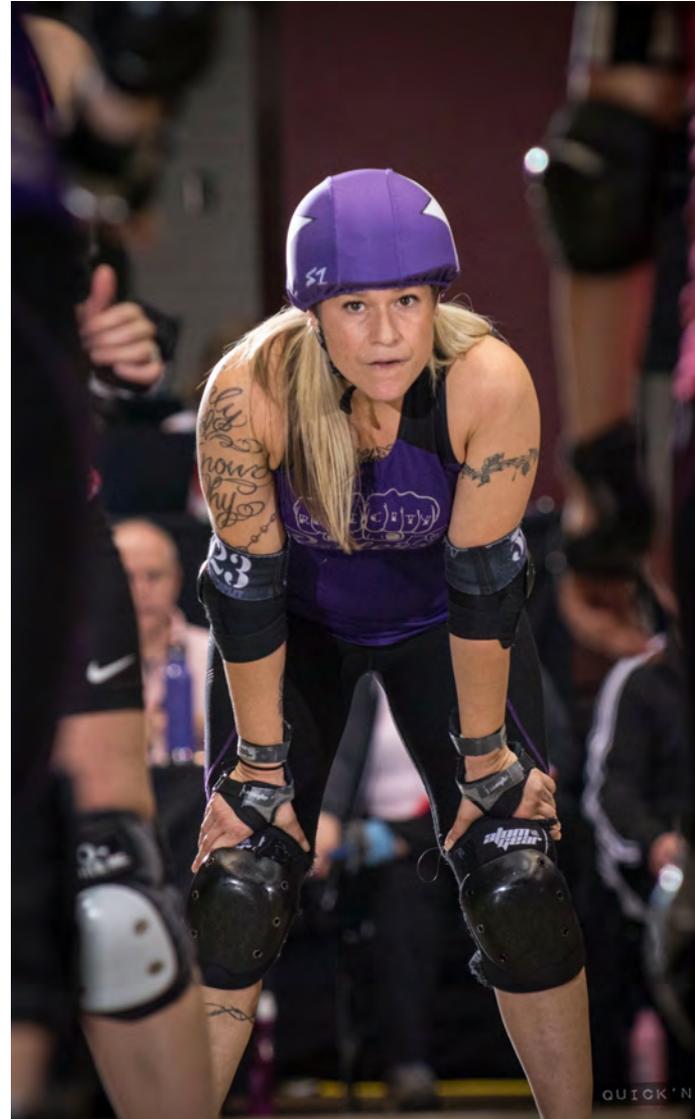
Under a Community Benefits Agreement (CBA) between the Authority and the state’s construction unions, contractors and subcontractors will recognize the construction unions as the sole and exclusive bargaining representatives of all crafts. Wages, working conditions and benefits will be governed by current union contracts. Union hiring halls will be the primary source for all craft labor.



Member John Reyes turned out to support the project and is looking forward to the work it will bring UBC members across the state.



Governor Brown was instrumental in getting the work on the high speed rail project started.



Queen of the Roller Derby

We all know UBC carpenters have to be tough on the job, but Jessica Rodriguez-Peiffer of Local 146 may have to be just as tough after her shift ends. Sister Rodriguez-Peiffer is a proud member of Portland’s Wheels of Justice roller derby team, which recently won the International Women’s Flat Track Derby Association championship.

Jessica has been a member of the UBC since 2011 and enjoys being a part of interior/exterior systems Local 146 in Portland, Oregon.

“Being a carpenter has kept me in great shape, and kept me motivated,” she says on how her career in the UBC keeps her ready for roller derby. “I think it is for anybody wanting to try something new. Just come to a roller derby bout and watch and I bet you will fall in love,” Jessica added for any other UBC Sisters interested in getting involved.

DISTRICT SPOTLIGHT



Alberta Carpenters



Bouncing Back From 'The Beast'

In May, 2016 a wildfire swept through Fort McMurray, Alberta forcing the immediate evacuation of 88,000 residents, destroying 2,440 homes and buildings, and costing \$3.58 billion USD.

The UBC International, Locals and Councils stepped up to contribute over \$200,000 to support Albertans impacted by the Fort McMurray fire.

Northern Alberta residents are no strangers to wildfires, but “The Beast” of 2016 will long be remembered for its severity. Fortunately, it will also be remembered for people uniting to help one another – even while scrambling to protect their own families.

One particular image lingers with Ted Remenda, Business Manager for Millwrights Local 1460. “Some of my members who had been volunteering in the relief effort saw children sleeping on the ground in one of the camps, and they promptly gave their parents the keys to their hotels and told them they would sleep in their trucks instead,” he says. “Not only that, but they went back into town, stocked up on fuel and drove it back to the camps so the people would be able to cook and have electricity. The Local forwarded \$10,000 to the Red Cross, and then we put our heads together to figure out other ways to help.”



This altruistic spirit galvanized Local 1460 members as well as the Alberta Regional Council of Carpenters and Allied Workers (whose Local 1325 covers Edmonton and northern Alberta). Together, they opened the doors of their own homes for Fort

McMurray evacuees; arranged for other free places to stay; and pooled together funds to provide an additional \$500 to each member, above and beyond the provincial government’s donation of \$1,200 per person. And yet, these aid workers reject any suggestion they went above and beyond the call of duty. “That’s what is remarkable about the entire ordeal,” says Martyn Piper, ARCCA’s Executive Secretary-Treasurer. Piper, who will only admit to helping to launch the relief process, singles out key co-ordinators for credit. “Those at the forefront of the relief efforts included Mike Dunlop, President of Local 1325; Crystal Bowen, who is 1325’s Treasurer; and two people who work for me: Robert Provencher, my Assistant Manager; and my Senior Dispatcher, Derrick Schulte. And then there was Kevin Hale, who anchored everything and worked tirelessly to aid as many of the displaced as possible.” Hale, a scaffolder and Local 1325 member, was working in Fort McMurray as a safety advisor. Hale joined the evacuation, but after reuniting with his wife in Edmonton, the realization he had made it out safe bothered him. “I didn’t feel good doing nothing, so the next morning I created a Facebook account in order to create a billeting system and keep track of people who were opening their doors to take in evacuees.”

ARCCA, as well as Local 1325, set up a fire relief liaison and made resources available in an effort to facilitate easier communication with members. Additionally, the Council

and Local 1325 donated \$75,000 to the Red Cross Fort McMurray Fire Relief Fund. For the next several weeks, Hale, Dunlop, Bowen, Provencher, Schulte and many others – did everything from sourcing food and money to ensuring that evacuees had a place to stay.

Supporting all this were the efforts of many other organizations. The Rebuild McMurray Hope Fund, which will be used to assist with the rebuilding of vital infrastructure, was supported by the provincial Building Trades Councils across Canada. The Atlantic Canada Regional Council of Carpenters, Millwrights and Allied Workers made a donation of \$133,000 to assist their fellow Brothers and Sisters. In a statement, the Atlantic organization explained: “Alberta, and particularly the Fort McMurray area, has been at times temporary homes to many of our members as they travel to work in the area, and we are pleased to be able to assist in its rebuilding.”

As of late June, a semblance of normalcy had returned to Fort McMurray and, true to the spirit of the city, its residents were too busy getting their lives in order to dwell on what they had lost.

As far as Hale is concerned, “Our members really stepped up to the plate and should be proud. But frankly, I think the real heroes were the everyday residents who, even when displaced, helped their friends and neighbours by getting gas and water, or sharing camp rooms so children would have beds to sleep in. These were gestures that kept everyone’s spirit up.”



Liberal Party Leader, and now Prime Minister, Justin Trudeau tours the carpenters training centre in British Columbia.

Liberal Leader Tours UBC Training Facilities and Consults

On May 28th of 2015, the UBC hosted Justin Trudeau, the Leader of the Liberal Party of Canada, who would go on to become the Prime Minister of Canada at the United Brotherhood of Carpenters Training Centre in British Columbia. Mr. Trudeau toured the facility and met with UBC members, students and instructors to discuss issues and challenges that face our members and the construction sector in Canada.

The UBC also provided Mr. Trudeau with an opportunity to speak to the media in a press conference that used the Training Center as the backdrop. During his comments Mr. Trudeau thanked and commended the UBC for its work to prepare and train the next generation of carpenters, scaffolders, floorlayers, millwrights and pile drivers.

On October 8th, 2015, during the federal election campaign, Mr. Trudeau also toured UBC Local 27's Training Centre in Vaughan, Ontario committing to invest nearly \$60 billion new dollars in infrastructure over ten years. Following the announcement, Carpenters District Council of Ontario EST Tony Iannuzzi said, "job creation and building new infrastructure will not only benefit our union members, but the resulting economic growth will benefit all Ontarians."

Since the election, the new federal government has maintained contact with the UBC through a variety of consultations. For example, the

government recently announced funding of \$84.4 million over the next five years for Union Apprenticeship Training Centres in Canada. The Government has since sought input from the Union Training Centres to help develop the framework for which this money is distributed. The UBC responded through its National Apprenticeship Training Advisory Committee (NATAC) submitting a detailed response to this consultation process in the areas of Red Seal Apprentices, leveraging investments, increasing and enhancing partnerships, and increasing participation of key groups. The UBC will be well positioned to submit funding proposals in the future that will meet the mutual objectives of the UBC and the Canadian Federal Government.

The Government has since sought input from the Union Training Centres to help develop the framework for which this money is distributed.

First Female EST Elected

On September 8th, the Atlantic Canada Regional Council (ACRC) elected the first female Executive Secretary-Treasurer of the United Brotherhood of Carpenters. Debbie Romero, who served as the Council's Director of Organizing, has taken over as EST, succeeding Gus Doyle. As the Director of Organizing for the new Council that was established in 2011, EST Romero was the driving force in developing a team of organizers that saw the Council gain over 250 new signatory contractors since she assumed her role as Director of Organizing.

Debbie's tireless efforts to create a cohesive and hard-working unit of



Newly elected ACRC Executive Secretary-Treasurer Debbie Romero

organizers throughout Atlantic Canada is just one example of her ability to provide leadership in the Brotherhood. As the first female EST in the UBC, Debbie will also be able to provide valuable insights and perspectives to the organization.

The UBC appreciates all the hard work and dedication former EST Doyle contributed to the ACRC, especially his management during the merger of three separate Atlantic Canadian Regional Councils and Cape Breton Local 1588 into the ACRC.

The ACRC covers the four provinces of New Brunswick, Nova Scotia, Prince Edward Island and Newfoundland and Labrador.

Hugh Segal Granted Honourary UBC Membership

On April 19, 2016, the United Brotherhood of Carpenters granted honorary member status to the Honourable Hugh Segal, for his tremendous support for working men and women and leading a courageous fight against Bill C-377

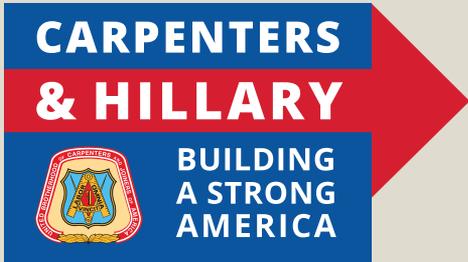


Vice President Jim Smith (left) and Hugh Segal

in Canada. Throughout his career, Mr. Segal built a reputation based on the touchstones of fairness, decency and compassion. These core values were quite evident during his rousing speech delivered at the 41st UBC General Convention.

"There are times when we come across a political figure that makes us sit up and take note — that happened in Canada recently when Canadians witnessed a display of tremendous political courage. In early 2013, Senator Hugh Segal defied his own party and took a stand against a law that was unfair and unconstitutional," said Jim Smith, Vice President (Canada). In June, 2014, Senator Segal retired from the Senate and on October 19, 2015, a new federal government was elected. The new government is committed to repealing the Bill C-377 in the next sitting of the House of Commons.

"The courage and principles demonstrated by Hugh Segal throughout his career will ensure his place in the UBC as a champion of fairness and we are proud to consider him an honorary member," concluded Vice President Smith.



**THE CHOICE IS CLEAR:
PROTECT THE UNION WAY OF LIFE**

This election is critical for UBC members. If the right president is not elected, our union way of life will be threatened. We need to vote like our union jobs depend on it. Because they do. On November 8, VOTE because you believe in the UBC way of life.

*In this special edition of Carpenter, the UBC has outlined each candidate's views on unions and the American worker. Powerful enemies are working hard to cut our wages and end our union protections. We **cannot** allow them to tear down what we have built!*

**TRUMP:
Against Union Jobs
& Union Rights**

He wants to lower our wages because he thinks they are too high...

Trump would lower your wages by fighting regulations and threatening prevailing wage protections.

Donald Trump has said "wages are too high." This does not align with UBC's values. He has even gone as far as to REFUSE PAY to other Carpenters.

He is "100 percent for Right-to-Work"...

Trump proudly says he is "100 percent for Right-to-Work."

He is against unions by being in favor of right-to-work and "fighting unions very hard." For the UBC, that is a deal-breaker.

Trump will ruin the next 30+ years for unions...

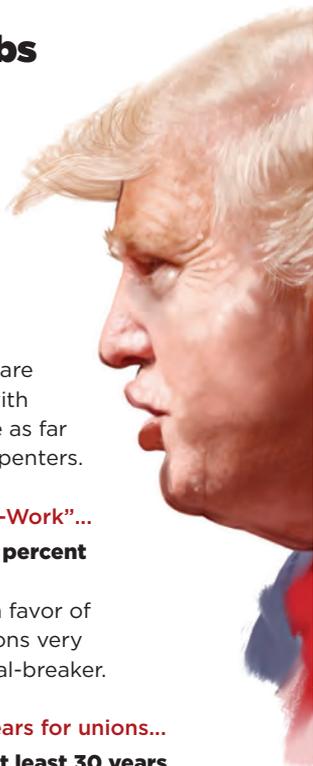
A Trump victory would bring at least 30 years of strife for workers and unions.

He would nominate Supreme Court justices who would ban project labor agreements, vote in favor of Right-to-Work and vote to lower safety and training standards.

Trump wants to send American jobs overseas...

Trump has profited from foreign labor.

He says "outsourcing creates jobs in the long run." Even his running mate, Mike Pence, is pro-Trans-Pacific Partnership (TPP).



**CLINTON:
Ready To Rebuild
America & Protect
UBC Members**

She wants to protect prevailing wage and promote skilled workers...

Clinton wants to protect union work and strengthen union workers.

"I will protect the prevailing wage standards and project labor agreements that make construction careers middle-class careers."

She promotes skilled union workers...

Clinton is committed to protecting labor agreements that promote skilled union workers who can deliver safe, quality projects on time and under budget.

Clinton will ensure fairness and good jobs for unions...

In her first 100 days as president, Clinton wants to work with both parties to create the next generation of good jobs.

Her biggest investment will be in American infrastructure, which will bring good paying jobs to our union workforce.



Clinton wants to invest in America and American jobs...

Hillary will follow smarter, fairer and tougher trade policies that put U.S. job creation first.

She wants to invest in, repair and expand our roads and bridges in order to create American union jobs and rebuild our infrastructure.

The choice is clear.

We must protect what Carpenters stand for and elect a proven friend of working families. UBC families are counting on you to make the right choice and get out and VOTE on Tuesday, November 8.

Jobs, Paychecks, Fairness Up and Down the Ballot, Your Vote Counts!



UBC members across the U.S. are pounding the pavement to help elect 2016 candidates who will stand up for working people and their families. Carpenters are rallying at campaign events all around the country.

CARPENTERS INDUSTRIAL COUNCIL

UBC members who work in factories, mills, and other industrial workplaces know that electing the best candidates to office is a key to progress. In every race from President on down the ballot, our votes will make a difference on critical issues, including:

Right-to-Work

the fight for workers' and union rights continues in many states where anti-union forces have been waging legislative battles for right-to-work.

NLRB appointments

The President appoints members of the National Labor Relations Board, which decides cases that have direct impact on our workplace rights and conditions.

Supreme Court

With the current vacancy and the prospect of more in the next few years, the next President will make appointments that affect us and our children for decades.

Health and Safety

OSHA and the state safety agencies are shaped by those who are appointed to run them. Our health and safety on the job depends on leaders who prioritize safety over profits.





YOUR VOTE COUNTS

CARPENTERS & HILLARY

CARPENTERS & HILLARY

BUILDING A STRONG AMERICA

Fighting for us

Regional Council

Fighting for us

Fighting for us

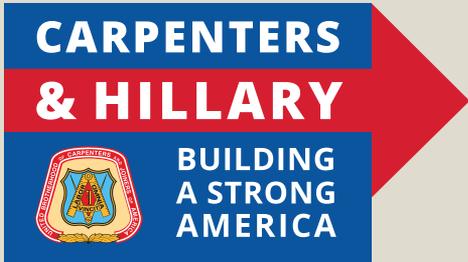
hillaryclinton.com

CARPENTERS LOCAL 948

**U.S. SENATOR
SEC. OF STATE
PRESIDENT**

CARPENTERS & HILLARY

BUILDING A STRONG AMERICA



LA ELECCIÓN ES SIMPLE: PROTEGER LA FORMA DE VIDA DE LA UNIÓN

Esta elección es vital para los miembros de la UBC. Si no se elige el presidente correcto, nuestra forma de vida de la unión se verá amenazada. Debemos votar como si nuestros trabajos de la unión dependieran de ello, ya que en verdad dependen de ello. VOTE el 8 de noviembre porque usted cree en la forma de vida de la UBC.

En esta edición especial de Carpenter, la UBC ha realizado un resumen de la visión de cada candidato sobre las uniones y los trabajadores americanos. Enemigos muy poderosos están trabajando arduamente para recortar nuestros salarios y terminar con las protecciones de nuestra unión. ¡NO PODEMOS permitirles que destruyan lo que hemos construido!

TRUMP: en contra de los empleos de la unión y de los derechos de la unión

Él quiere bajar nuestros salarios porque cree que son muy altos...

Trump bajaría nuestros salarios al luchar contra regulaciones y amenazar las protecciones prevalecientes de salarios. Donald Trump ha dicho que "los salarios son muy altos". Esto no se alinea con los valores de la UBC. Incluso él ha llegado hasta el punto de REUSARSE A PAGARLE a otros Carpinteros.

Él apoya al "100 por ciento el Derecho al Trabajo"...

Trump dice orgullosamente que él apoya al "100 por ciento el Derecho al Trabajo". Él está en contra de las uniones al apoyar el derecho al trabajo y al "luchar arduamente en contra de las uniones". Para la UBC este es un factor decisivo.

Trump arruinará los próximos 30+ años para las uniones....

Una victoria de Trump traerá consigo por lo menos 30 años de conflicto para los trabajadores y las uniones. Él nominará a jueces en la Suprema Corte que pueden prohibir acuerdos laborales proyectados, votar a favor del Derecho al Trabajo, y votar para disminuir los estándares de seguridad y capacitación.

Trump quiere enviar empleos americanos a otros países.

Trump se ha beneficiado del trabajo foráneo. Él dice que la "subcontratación crea empleos a largo plazo". Incluso su compañero de elección, Mike Pence, apoya el Acuerdo Transpacífico (TPP, por sus siglas en inglés).



CLINTON: lista para reconstruir a américa y proteger a los miembros de la UBC

Ella quiere proteger nuestros salarios prevalecientes y promover a trabajadores con habilidades...

Clinton quiere proteger el trabajo de la unión y fortalecer a los trabajadores de las uniones. "Yo protegeré los salarios estándar prevalecientes y los acuerdos laborales proyectados que hacen que las carreras en la construcción sean trabajos de clase media".

Ella promueve a los trabajadores de la unión con habilidades...

Clinton está comprometida a proteger los acuerdos laborales que promueven a los trabajadores de la unión que cuentan con habilidades y que pueden entregar proyectos seguros y de calidad a tiempo y por debajo del presupuesto.

Clinton se asegurará que haya equidad y buenos empleos para las uniones...

En sus primeros 100 días como presidente, Clinton quiere trabajar con ambos partidos para crear la próxima generación de buenos empleos. Su inversión más grande será la infraestructura americana, que traerá consigo empleos que pagan bien para la fuerza laboral de nuestra unión.

Clinton quiere invertir en América y en trabajos americanos...

Hillary seguirá políticas de tratados que sean más inteligentes, justas y fuertes, y que pongan la creación de empleos en Estados Unidos primero. Ella quiere invertir en, reparar y expandir, nuestras carreteras y puentes, con el fin de crear empleos para las uniones americanas y reconstruir nuestra infraestructura.

La elección es clara.

Nosotros debemos proteger la posición de los Carpinteros y elegir a alguien que haya probado ser amigo de las familias trabajadoras. Las familias de la UBC están contando con que usted elija correctamente y salga a VOTAR el martes, 8 de noviembre.

News Travels Fast About

Career Connections

Thanks to the UBC's Career Connections program, high school students are getting the chance to learn about the craft and trade of carpentry. Best of all, the program keeps growing and has been used to train hundreds of students at three skill levels. In addition to secondary schools, Career Connections is used in UBC Job Corps programs.

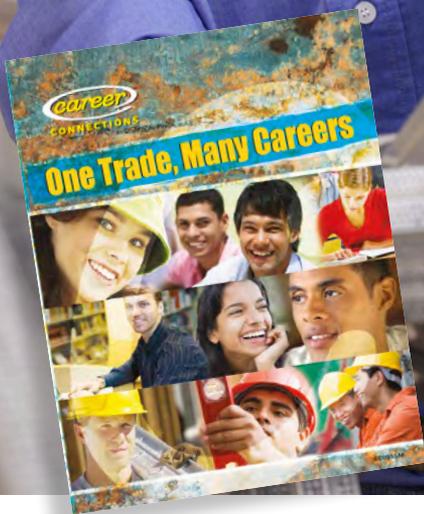
At the center of the program are UBC-trained and certified Outreach Specialists, who visit schools and present the Career Connections program for use in construction technology programs, said Carole O'Keefe, who coordinates the program for the UBC. The specialists back up the instructional program by mentoring, ensuring safe practices, speaking to groups and recruiting industry speakers.

With the most recent training completed in September, "we now have about 125 Outreach Specialists covering the U.S. and Canada," O'Keefe said.

Teachers like Matthew Cupples, from Arlington County, Virginia, appreciate the comprehensive Career Connections approach. "I really like the way the plans our laid out. Once I teach my kids the basics of measuring, marking, and cutting they can do the project almost completely independently. The material is written at a level that is clear and easy to understand. I love it as a teacher," Cupples said.

This year the Association for Career and Technical Education will hold its annual convention in Las Vegas for 3,000 educators. The Carpenters International Training Fund has invited teachers, department heads and classroom construction technology teachers to tour the International Training Center and explore the great employment and lifelong learning opportunities the union offers students.

Program gives students a head start on a career in carpentry.



CITF ONLINE LEARNING

Take advantage of the options!

The CITF has created a new learning management system (LMS), allowing UBC members to complete courses online and receive relevant updates and notifications. Members who have created a login to the Members section of Carpenters.org will receive an email notification when they are eligible for courses on the LMS. Once a member logs

into the website and completes an online course, it will automatically post to their Training Verification Card. Initial courses include **Hazard Communication and Chemical Safety, Practical Test Proctor Training Online Refresher (CRS), Building Information Modeling Project Pretest, and Quick Tips: JSAs (Job Safety Analysis).**

ICRA Training Gains Ground, Opens Doors

When we go to a hospital for treatment, highly-skilled medical professionals guide and perform the care we need. When it's time for hospital renovations and construction, it stands to reason that well-trained professionals should be chosen to do the work safely and according to the highest industry standards.

That is increasingly the case, thanks to the UBC's path-breaking program, Infection Control Risk Assessment (ICRA) Best Practices in Health Care Construction. Since the Carpenters International Training Fund (CITF) unveiled its ICRA curriculum in 2004, more than 16,400 members have completed the training, and 515 UBC

instructors have completed the train-the-trainer course.

ICRA teaches members how to contain pathogens, control airflow, protect patients, and work without disrupting adjacent operations. Members learn to classify work areas to minimize risks, understand and adhere to ICRA protocols, and communicate with a facility's ICRA team.

The curriculum was developed in consultation with leading construction-related infection control experts and is reviewed regularly to keep materials relevant to industry needs. The next revision is scheduled for early 2017, said CITF Technical Coordinator Jim Vodicka.

"When the Hospital and Outpatient Facilities Institute changes its guidelines, we change our curriculum to match," Vodicka said. As a result, "we are gaining a lot of momentum in this industry," he said.

A few examples of increased work opportunities due to ICRA training:

- **In Southern California**, Kaiser-Permanente has direct-hired some



600 ICRA-trained Carpenters for its regular renovation work;

- **In Ohio**, the UBC has signed an agreement with the Cleveland Clinic, which requires that its renovation carpentry crews receive our ICRA training;
- **In Pennsylvania**, the University of Pittsburgh Medical Center requires our 24-hour ICRA certificate.

The UBC's leadership in ICRA training is recognized in related areas. Our program has trained 116 instructors to teach an ICRA Awareness course to instructors from other trades, and 75 of our instructors and agents have been trained to teach ICRA principles to architectural professionals.



ICRA training gives UBC members hands-on skills for Best Practices in Health Care Construction.

Technology Keeps Members Ready to Work

The Carpenters International Training Fund's (CITF) TRAIN software and Training Verification Card (TVC) programs are about one thing: strengthening each UBC member's ability to be ready for

work opportunities.

Both programs have been upgraded in recent months.

TRAIN software centralizes, maintains and tracks member training information in real time for use by all UBC-affiliated training centers. Local training programs use TRAIN to enter class completions and process journeyman certificates – and to enter qualifications and certifications from third-party training providers.

TRAIN improvements

Business agents soon will be able to view TRAIN information on members' TVCs. Similar to 'Contractor View,' this 'TVC View' will help business agents identify members with the right skills, qualifications, and certifications for particular jobs.

In addition, local training programs can now run Custom Search reports for all CITF classes as well as classes offered by the UBC Department of

Education and Training (including the 3rd Year Apprentice and Journeymen Leadership programs), which will help in record-keeping and planning.

Training Verification Card updates

The individualized wallet-sized plastic TVC includes a QR code, which, when scanned, displays your name, UBC ID number, Local Union, and Classification (Journeyman, Apprentice) along with a real-time record of all your training, qualifications, certifications and a notification about training available to you on CITF Online Learning.

The TVC is being updated to include your Union Status, Dues Paid-Through Date, and UBC Initiation Date. If you already have a card, scan it to see this additional information. If you have not yet received your card, watch your mailbox or contact your local union to make sure we have your current address.

George Carpenter
 U-3432-4563 UBC06001
Class: Journeyman
Paid Through: Jul. 31, 2050
Initiated: Mar. 20, 2007
Union Status: GOOD STANDING

UBC TRAINING VERIFICATION

▶ TRAINING, QUAL/CERT

▶ WELDING CERTIFICATIONS

▶ ADD'L QUAL/CERT - 3rd PARTY

▶ LMS UPDATES/NOTICES

You are eligible for online courses or updates/notices through the CITF Online Learning System. Sign into the Members section of Carpenters.org, navigate to Training & Tips, and select the CITF Online Learning option.

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UNITED BROTHERHOOD OF CARPENTERS DEPARTMENT OF EDUCATION AND TRAINING

Making Connections: Jobsite Leaders Are ‘Changing the Culture’

**“TRANSFORMATIONAL
LEADERSHIP AND
A CONSTRUCTIVE
CULTURE ARE
ESSENTIAL TO
SUCCEED IN TODAY’S
CONSTRUCTION
INDUSTRY.”**

*Randy Eppard
DET Executive Director*

Just as structures rise from the ground and carpenters point with pride to the tangible results of their hard work, UBC members throughout North America are showing how effective leadership skills can bring tangible change to jobsites, union halls — and individual lives.

It’s no small-scale effort. By the end of this year, more than 30,000 men and women will have participated since 2008 in the UBC’s five flagship leadership programs.

Developed by the union’s Department of Education and Training (DET), the programs are reaching members at pivotal moments in their careers — and helping them gain the skills to become transformational leaders.

“Being a transformational leader is far more than a title,” said UBC General President Douglas J. McCarron. “It’s having the right skills, attitude, and focus to bring about large scale change. I feel nearly all UBC carpenters have this potential.”

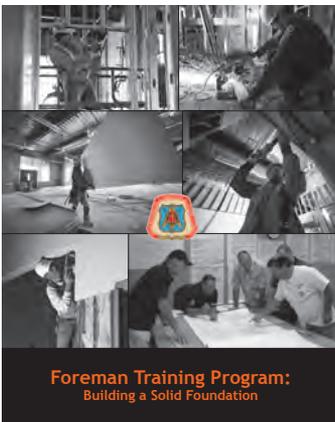
President McCarron outlined the progression of the DET programs at the UBC’s recent Concrete Forming Conference at the International Training Center (ITC) in Las Vegas.

“I want to become a better leader to help move up the chain of command at work, and I want to be a better motivator to get more out of the people that work directly for me.”

*Greg Malzac
General Foreman
Local 322
St. Paul, Minnesota*

“I really enjoyed the [Journeyman Leadership] panel and also having the opportunity to go over the scenarios after learning how to be a better communicator.”

*Joseph Kim
SCAL Kaiser Warehouse
Southern California*



**Foreman Training Program:
Building a Solid Foundation**

“The direction the UBC is going and all the training, education, experience and potential for me and my family was life changing. I’ve never been prouder than to be a member of the UBC today.”

*John Raimondo
Local 254 member
Oaklyn, New Jersey*

“[At the Carpenters Industrial Council (CIC) Leadership Training session], one attendee that comes from an open shop signed up four new members his first day back in the shop!”

*Tony Hadley
CIC Executive Secretary-Treasurer*

Third Year Apprentices

Third Year Apprentice Program: Helping Build our Industries began in 2008 to educate apprentices about the union, the industry and their role in both. More than 6,500 apprentices have completed the program. Early on, it was a young millwright apprentice in the program who set in motion the idea for the Journeyman Leadership program when she commented that bringing her new skills to the jobsite would only go so far if the more experienced members of the crew were not also educated.

300 Hitters

In 2011, the DET invited 81 members to help pilot UBC Journeymen: Building Leadership for a Strong Future. The program has grown by leaps and bounds, with 10,700 participating in 2016 alone, and more than 22,000 total. Nearly every weekend councils send large groups to the ITC to learn communication, coaching and mentoring, and transformational leadership skills that can help change the culture on every UBC jobsite by focusing on productivity and attitude.

A customized program was held this year for members of the Carpenters Industrial Council.

Foremen

The Foreman Training Program: Building a Solid Foundation takes leadership training to the next level by focusing on the jobsite’s first-line supervisor. Since it’s beginnings in 2007, the program has trained 569 participants with a highly interactive and activity based five-day curriculum. The industry-specific sessions use actual projects, which gives foremen the chance to apply what they are learning in real time.

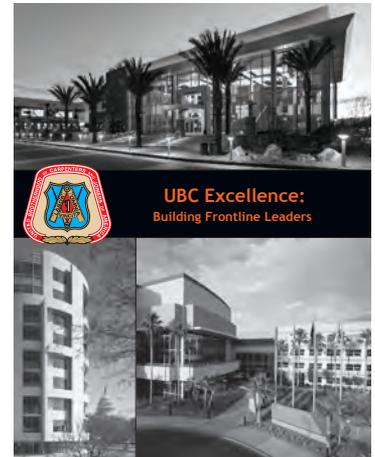
Superintendents

By the end of this year, over 1,000 participants will have completed the Carpenters International Training Fund’s Superintendent Career Training program, which began in 2003 and integrates the technical aspects of construction jobsite management and the career development needs of the individual trainee.

Collaborative Leadership

The DET’s Collaborative Leadership: Building Jobsite Leaders program began in 2015 after participants in the Journeyman Leadership program expressed concern that there was a disconnect between the field and the office. By the end of this year, more than 2,700 will have completed the program, which is “truly unique, in that it couples owners with jobsite leaders, increasing understanding between all levels of leadership,” said Randy Eppard, DET Executive Director.

“This groundbreaking program focuses on leadership, communication, entrepreneurship, coaching and collaboration, helping to build strong and cohesive teams by leveraging the leadership potential of all team members,” Eppard said.



**UBC Excellence:
Building Frontline Leaders**

FOCUS: NEW ‘FRONTLINE LEADERS’ PROGRAM

Centered on world-class customer service, the newest DET program is designed for clerical and administrative staff at regional councils, benefit funds, health and welfare offices, dispatch centers, and JATC and apprenticeship and training fund offices.

UBC Excellence: Building Frontline Leaders is a three-day program that helps to enhance participants’ skill and ability to deal with difficult situations, improve communication skills and define their importance as essential parts of the UBC network. The program began in 2015 and is holding five sessions of 60 participants each in 2016.

“I’ve been through several leadership training courses, but this one [Collaborative Leadership] by far exceeded my expectations. I left the weekend with a very optimistic outlook on the UBC’s future.”

*Leanne Skuse
Senior Project Manager
River City Construction
East Peoria, Illinois*



While on a USO tour, former Chicago Bears lineman Jared Allen was inspired to help wounded veterans. The UBC formalized its partnership with the Jared Allen foundation at last year's General Convention.

Councils Join Forces With Jared Allen Foundation

Help for Wounded Warriors

Jared Allen's Homes for Wounded Warriors was formed in October of 2009 by retired National Football League star defensive end Jared Allen. Jared Allen knows that a home means a "secure place in a vulnerable time." The Brotherhood teamed with this worthy non-profit because both organizations recognize patriotism and the values we stand for.

The UBC and Jared Allen's foundation are hard at work building a handicapped-accessible home for Corporal Kyle Moser in Chicago, Illinois. The Chicago Regional Council of Carpenters are proud to lend a helping hand. While in Afghanistan this brave soldier encountered an IED, losing both legs and suffering other life-altering injuries. He will be more comfortable with everyday tasks in his new home.



Kyle Moser



Thomas Henderson

Navy Corpsman Thomas Henderson was also injured by an IED during combat, which caused critical injuries to the left side of his body. Henderson lost a leg and motor function, and sustained a traumatic brain injury. The UBC recognizes Henderson's courage. Our member volunteers from the Central South Carpenters Regional Council in Texas are honored to be a part of this process.

"The amount of time and effort the UBC has put into these houses... that house does not happen without you guys," Jared Allen said. "Saving labor costs on that house allows us that strength, that dollar, and to help more veterans and their families."

With the UBC's help, Jared Allen's Homes for Wounded Warriors remodels existing homes or builds homes from the ground up for veterans who have mobility problems due to injuries sustained in combat.



UBC training centers are putting Stay Fit for Work goals into practice.

New Poster from UBC Sisters Spreads the Word on Staying Fit for Work

A new poster produced by the International Sisters in the Brotherhood Committee (ISIB) is helping all members "Stay Fit for Work." The goal is to help the men and women of the UBC have longer and more productive careers by getting in good shape, staying flexible and avoiding injuries. The slogan for the campaign is *Move Better. Work Better. Live Better.*

"We know that more and more trades men and women are starting their day with flex and stretch exercises on the job, but we want to spread the news about fitness even farther, throughout the UBC," said Bobbie Whitmore, a member of the International Sisters in the Brotherhood Committee. "We want to make sure all our members know they can stay fit for work just by doing a few basic exercises and stretches before they start their day. We are starting to implement the Stay Fit for Work goals at our training centers in the Southwest."

The fitness poster, along with a number of other resources that have been produced by the ISIB, is available for download at www.carpenters.org/sisters.



By staying fit you can have a longer, safer career.





Keep Up the Pressure: No TPP!

Union Carpenters across the Brotherhood are keeping up the pressure against the Trans Pacific Partnership (TPP). This bad trade deal would ship more North American jobs overseas and undermine labor and environmental protections around the world.

Action by the anti-TPP coalition has helped stall progress on the secretly negotiated agreement, but opponents, including the UBC, want to make sure that TPP isn't brought up during the "lame duck" session of Congress that occurs between the U.S. Election Day in November and the beginning of the new congressional session in January.

"We need to keep lawmakers' feet to the fire," said Andy Silins, General Secretary-Treasurer of the UBC. "This unfair trade deal would further undercut working families."

U.S. members are urged to call their member of Congress and ask them to oppose the TPP and any attempt to pass it during the lame duck session. Dial the Capitol switchboard at 202-224-3121 to be connected to your representatives.

Members who are part of the Pacific Northwest Regional Council's Portland Carpenters in Action turned out in force to stand against the Trans Pacific Partnership. They protested at a "special morning program" held by the World Affairs Council of Oregon and Nike with the U.S. Ambassadors to Malaysia and Brunei, as well as the Deputy Assistant Secretary of State for Trade Policy and Programs.



PAYROLL FRAUD

LET'S STOP IT.

Payroll Fraud: It's Time to Take Action!

Billions of dollars are lost every year because of Payroll Fraud in the construction industry. Corrupt contractors break the law by intentionally and falsely labeling employees as independent contractors when they clearly are not. Or, more often, by paying workers off-the-books.

Payroll Fraud makes it difficult for legitimate contractors to compete, which means fewer jobs for union companies and fewer work opportunities for UBC members. Additionally, off-the-books workers are denied basic middle-class safety net protections, face wage theft, are paid less than what they're worth, and are often forced to work in unsafe conditions. Payroll Fraud harms the integrity of the industry, making it difficult to recruit and retain skilled craftspeople. And it doesn't end there.

Payroll Fraud is a rampant problem, often challenging state and federal agencies, but Payroll Fraud can be stopped! From the jobsite to boardrooms and legislative chambers, there's something that can be done. Workers, general contractors, and legislators are obligated to report what they see, refuse to hire cheaters, support law enforcement and press the construction industry to eliminate the problem. It's time to stand up, and take action! Visit payrollfraud.net today to see how you can help or follow us on your favorite social channels to see the latest updates @PayrollFraud.



**Watch
the
video!**

El Fraude de Nómina: ¡Llegó el momento de tomar acción!

Miles de millones de dólares se pierden cada año en la industria de la construcción debido al Fraude de Nómina. Los contratistas corruptos rompen la ley al etiquetar a sus empleados de manera intencional y falsamente como contratistas independientes cuando, claramente, ellos no lo son. También, frecuentemente, les pagan a los trabajadores por debajo de la mesa.

El Fraude de Nómina hace que sea difícil para los contratistas legítimos competir, lo que significa menos empleos para las compañías de la unión, y menos oportunidades de empleos para los miembros de la UBC. Además, a los trabajadores que no se encuentran registrados en los libros contables se les niegan las protecciones netas de seguridad básicas de la clase media. Ellos enfrentan robo de salarios y reciben menos dinero de lo que valen. Además, frecuentemente se ven forzados a trabajar en condiciones inseguras. El Fraude de Nómina daña la integridad de la industria, haciendo que sea difícil reclutar y retener a trabajadores especializados con habilidades. Desafortunadamente, esto no termina ahí.

El Fraude de Nómina es un problema descontrolado que frecuentemente desafía a las agencias estatales y federales. Sin embargo, el Fraude de Nómina puede detenerse. En sitios de trabajo, en salas de juntas, y en las cámaras legislativas, hay algo que se puede hacer al respecto. Los trabajadores, contratistas generales, y legisladores están obligados a reportar lo que ven, a rehusarse a contratar a personas que hacen trampa, y a presionar a la industria de la construcción para que elimine el problema. ¡Es momento de levantarnos y actuar! Visite la página electrónica PayrollFraud.net hoy mismo y vea cómo usted puede ayudar. También síganos en sus canales sociales favoritos para mantenerse informado sobre lo último en @PayrollFraud.



UBC Southern District Lays Solid Foundation with INSTALL

District-Wide Flooring CBA Already Growing Market Share

The recent signing of a District-Wide Flooring Collective Bargaining Agreement for the entire UBC Southern District is already producing positive results for the Brotherhood: Signatory contractors are winning work across the District's 11-state jurisdiction, and UBC floorcovering specialists are completing projects beyond customer expectations.

The agreement is another product of the ever-expanding INSTALL program—the UBC's flooring arm that has become the standard-bearer for installation, training, and industry partnerships across North America.

The CBA is the first floorcovering agreement of its kind that stabilizes wages, benefits and conditions across an entire UBC District (in this case, 11 states). The agreement also provides access to regular INSTALL training, which can be delivered in Florida, Texas, Oklahoma and Tennessee.

With this agreement, the landscape has been changed for contractors, installers and customers alike:

- INSTALL contractors can now provide blanket proposals, making it easier and more efficient for them to bid work across a large portion of the southern US market
- UBC membership can now travel out of their Council's jurisdiction to remain with their steady employers
- Customers can budget for projects and rely on proven INSTALL contractors to service them seamlessly

Laying the foundation for the CBA is the Florida Regional Council and globally successful union contractor, Mr. David's Flooring International. When Mr. David's sought to open a new branch in the southeast so that it could enter Florida's booming construction market, management discovered that the labor pool was undertrained. They partnered with the Florida Regional Council and utilized the strengths of the INSTALL program to bring the workforce skills up to the level of

quality that Mr. David's expects.

"About 99% of the labor pool in Florida are subcontractors that operate on a low-quality standard," said Tony Troehler, president of Mr. David's SE LLC.

"Knowing the lack of trained installers prior to beginning work, we set the expectation that we needed to elevate the marketplace to allow us to work there. Pairing-up with the Florida Regional Council to begin INSTALL training in Florida was a match made in heaven for us," Troehler added. "Mr. David's is known for its high quality brand and INSTALL's entire program is based on producing quality people. Our interests truly fit hand in glove."

Mr. David's is now a regular employer in Florida, with up to 30 UBC members working for the company daily. It recently completed an installation at the Kennedy Space Center, which required highly skilled flooring professionals that only the UBC was able to provide.

UBC Southern District Vice President Dennis Donahou recognized the program's success and steady growth as a promising opportunity for the Southern District, given its' proven success despite challenging market conditions in Florida.

"We saw an opportunity to increase our market share in the southern flooring installation industry, and this collective bargaining agreement provides the platform to get the job done," DVP Donahou said. "It simplifies the conditions and mobility for UBC contractors, so that they can compete across the Southern District. That, in turn, will increase union membership, and increase work hours."

DVP Donahou, assisted by the Executive Secretary-Treasurers from the Florida, Southeastern, Central South, and Mid-South Carpenters Regional Councils, also addressed the challenge of recruiting installers and establishing INSTALL training to meet the contractors' needs. The result of

those discussions is the District-Wide Market Recovery Independent Flooring Collective Bargaining Agreement.

Florida's EST, James Banks, said: "Establishing this CBA has provided a tremendous opportunity for the whole Southern District and we are getting work now that we haven't had in years. I strongly believe what we started here in Florida to increase market share will be successfully and quickly carried throughout the Southern District."



UBC Foreman training at the \$6.5 billion Keeyask Hydroelectric Project in Manitoba

On Manitoba Site, Prairie Arctic Council Brings Foreman Training to All Trades

In late 2015 officers and training staff of the UBC toured the \$6.5 billion Keeyask Hydroelectric Project site in Northern Manitoba to discuss project manpower requirements. The UBC was able to obtain a better understanding of what would be required to supply the necessary manpower but they also were given an opportunity to submit a proposal to provide the foreman training for the entire project including all of the other trades on site. James Smith, Vice President (Canadian District) gave the go ahead to the Prairie Arctic Regional Council to pursue this opportunity, and in early 2016, after consultation with EST Jason Rowe, Local 343 Business Representative Sean Ramsay and Mike Kuzyk, PARC's Training Director a proposal was submitted to the client and it was accepted.

The course is a 2 day program scheduled around peak man power needs by trade. During the months of February, April, and August this year, PARC provided 10 sessions that trained 118 foremen. There are plans to train 100 more by the end of 2016. There have been 4 instructors in total with three from PARC and one from the British Columbia Council of Carpenters. Two of these instructors are also working on site and are available to provide training as the need arises helping to keep costs down for contractor. This course contained customized examples to deal with Province of Manitoba specific legislation, additional trade specific scenarios and case studies and a section on leadership and communications. This is just one more example of the UBC leading the way.

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

Union membership is an asset of great value to working people. Union membership alone provides workers with a measure of control over their wages, hours, benefits, and working conditions.

Under Section 8(a)(3) of the National Labor Relations Act, 29 U.S.C. 158(a)(3), employers and unions have the right (except in so-called right-to-work states) to enter into agreements requiring that workers, as a condition of employment, join and maintain their membership in the union.

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

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

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

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

Like most unions, the UBC spends a great amount of its funds on activities that even the courts agree are directly related to

collective bargaining. In addition, the UBC expends some funds for other activities, including organizing, legislative activity, publications, etc. All of these activities help to strengthen our union and thereby create a more favorable position for labor in the collective bargaining process. In that sense, every one of these activities advances our union’s fundamental mission—workers joining together to better their lives. However, backward-looking court decisions have taken an extremely narrow view of the role of the trade union movement, ruling that certain such activities are not “germane” to the labor organization’s function as the legally recognized representative of workers in collective bargaining.

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

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

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

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

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

SECTION 2: Nonmembers who wish to file an objection shall do so annually by notifying in writing the general secretary-treasurer of the UBC at 101 Constitution Avenue, N.W., Washington, D.C. 20001, of their objections. For those who have previously filed, the annual notice of objection must be received at the above address between April 1 and April 30 of the current year. The objection must include the objector’s social security number, a statement of the nature of the objection, and the objector’s current home address, and it must identify the objector’s UBC affiliate. Provided, however, that the UBC will honor nonmember employees’ express, written statement to the UBC that they object on a continuing basis to supporting union activities not related to collective bargaining and contract administration. The nonmember objector is obligated to inform the general secretary-treasurer of any change in address. Upon receipt of a proper objec-

tion as described above, the UBC shall send the objector a letter of acknowledgment and notify the objector’s UBC affiliate that an objection has been filed. Those individuals who, for the first time, regardless of when it occurs during the year, choose to resign their union membership, or who refuse to join the union and who wish to file an objection, must send their objection to the general secretary-treasurer no later than 30 days from the date of their resignation or refusal, as otherwise specified above.

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

SECTION 4: The general secretary-treasurer shall review the UBC’s audited records and determine the amounts of expenditures incurred in the prior fiscal year that are chargeable and nonchargeable to the objector, that is, those that are germane to collective bargaining and those that are nongermane. The general secretary-treasurer shall allocate union expenses into major categories and

shall designate those expenses as either germane or nongermane. The objector’s UBC affiliate shall be responsible for reviewing its audited financial records to determine germane and nongermane expenses in general accordance with the principles and procedures specified herein. These UBC affiliates are independent of the UBC and are solely responsible for complying with the procedure specified in this Notice as respects their own expenditures and implementing reductions communicated to them by the UBC and other affiliates. In this regard the UBC bears no responsibility or liability for the actions or inactions of its affiliates.

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

SECTION 6: The amount to be paid by the nonmember objector shall be calculated based upon the percentage of chargeable and nonchargeable expenditures indicated in the review. The most current available audit report

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

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

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

SECTION 9: The arbitration procedure which follows is not mandatory. Nonmembers may pursue their rights under all other available legal procedures. Upon receipt of a proper and timely challenge, the general secretary-treasurer shall refer same to the American Arbitration Association (AAA) for determination under the AAA’s Rules for Impartial Determination of Union Fees. Challenges may be consolidated by the general secretary-treasurer for determination by the AAA as appropriate. The general secretary-treasurer shall have the authority to informally resolve challenges in the best interests of the UBC. The arbitrator shall have jurisdiction over all procedural matters affecting the arbitration. A court reporter shall make a transcript of all proceedings before the arbitrator at the expense of the UBC. The transcript shall be the official record of the proceeding and may be purchased by the challenger or otherwise made available for inspection as required by the arbitrator. Fees and costs charged or associated with a party’s representative shall be borne by that party.

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

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

Union Member Rights and Officer Responsibilities Under the LMRDA

The Labor-Management Reporting and Disclosure Act (LMRDA) guarantees certain rights to union members and imposes certain responsibilities on union officers. The Office of Labor-Management Standards (OLMS) enforces many LMRDA provisions while other provisions, such as the bill of rights, may only be enforced by union members through private suit in federal court.

Union Member Rights

Bill of Rights - Union members have

- equal rights to participate in union activities
- freedom of speech and assembly
- voice in setting rates of dues, fees, and assessments
- protection of the right to sue
- safeguards against improper discipline

Copies of Collective Bargaining Agreements - Union members and nonunion employees have the right to receive or inspect copies of collective bargaining agreements.

Reports - Unions are required to file an initial information report (Form LM-1), copies of constitutions and bylaws, and an annual financial report (Forms LM-2/3/4) with OLMS. Unions must make the reports available to members and permit members to examine supporting records for just cause. The reports are public information and copies are available from OLMS.

Officer Elections - Union members have the right to

- nominate candidates for office
- run for office
- cast a secret ballot
- protest the conduct of an election

Officer Removal - Local union members have the right to an adequate procedure for the removal of an elected officer guilty of serious misconduct.

Trusteeships - Unions may only be placed in trusteeship by a parent body for the reasons specified in the LMRDA.

Prohibition Against Certain Discipline - A union or any of its officials may not fine, expel, or otherwise discipline a member for exercising any LMRDA right.

Prohibition Against Violence - No one may use or threaten to use force or violence to interfere with a union member in the exercise of LMRDA rights.

Union Officer Responsibilities

Financial Safeguards - Union officers have a duty to manage the funds and property of the union solely for the benefit of the union and its members in accordance with the union's constitution and bylaws. Union officers or employees who embezzle or steal union funds or other assets commit a federal crime punishable by a fine or imprisonment.

Bonding - Union officers or employees who handle union funds or property must be bonded to provide protection against losses if their union has property and annual financial receipts that exceed \$5,000.

Labor Organization Reports - Union officers must

- file an initial information report (Form LM-1) and annual financial reports (Forms LM-2/3/4) with OLMS
- retain the records necessary to verify the reports for at least five years

Officer Reports - Union officers and employees must file reports concerning any loans and benefits received from, or certain financial interests in, employers whose employees their unions represent and businesses that deal with their unions.

Officer Elections - Unions must

- hold elections of officers of local unions by secret ballot at least every three years
- conduct regular elections in accordance with their constitution and bylaws and preserve all records for one year
- mail a notice of election to every member at least 15 days prior to the election
- comply with a candidate's request to distribute campaign material
- not use union funds or resources to promote any candidate (nor may employer funds or resources be used)
- permit candidates to have election observers
- allow candidates to inspect the union's membership list once within 30 days prior to the election

Restrictions on Holding Office - A person convicted of certain crimes may not serve as a union officer, employee, or other representative of a union for up to 13 years.

Loans - A union may not have outstanding loans to any one officer or employee that in total exceed \$2,000 at any time.

Fines - A union may not pay the fine of any officer or employee convicted of any willful violation of the LMRDA.

The above is only a summary of the LMRDA. Full text of the act, which comprises Sections 401–531 of Title 29 of the U.S. Code, may be found in many public libraries, or by writing the U.S. Department of Labor, Office of Labor-Management Standards, 200 Constitution Ave., NW, Room N-5616, Washington, D.C. 20210, or on the Internet at www.dol.gov.

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

La membresía de la unión representa un gran valor para las personas que trabajan. La membresía de la unión por sí sola proporciona a los trabajadores una medida de control sobre sus salarios, sus horas, sus beneficios y sus condiciones de trabajo.

Bajo la Sección 8 (a) (3) de la Ley Nacional de Relaciones Laborales, 29 U.S.C. 158(a)(3), los empleadores y la unión tienen derecho (excepto en los estados que se hacen llamar estados con derecho a trabajar “right-to-work”) a entrar en acuerdos que requieren que los trabajadores, como condición de empleo, se afilian a la unión y mantengan su membresía con la misma.

Esta ley y esta política son consistentes con los principios de la democracia donde rige la mayoría, y se asegura que todos los que se benefician con la representación de la unión compartan los costos que proporcionan esos beneficios. De forma consistente con este principio y la ley, muchos de los acuerdos de convenios colectivos entre empleadores y las Uniones Locales y Concilios (“filiales”) de la Hermandad de Carpinteros Unidos y Enlistadores de América (UBC, por sus siglas en inglés) requieren como condición de empleo que los trabajadores que disfrutaron los beneficios de estos acuerdos se afilien a la unión y permanezcan como miembros en buenos términos.

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

Estos reglamentos claramente contradicen el simple lenguaje del estatuto, el cual especifica a los estados que un empleador puede legalmente hacer un acuerdo con una unión “para requerir como una condición de empleo la membresía” en la unión. Sin embargo, a menos que, y hasta que, estas interpretaciones legales cambien, la UBC seguirá la ley prevaleciente y exigirá las medidas de seguridad de la unión de una manera consistente con el estatuto y las decisiones aplicables de la corte.

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

Como la mayoría de las uniones, la UBC gasta una gran parte de sus

fondos en actividades que incluso las cortes están de acuerdo con su directa relación con los convenios colectivos. Además, la UBC gasta otros fondos para otras actividades, incluyendo la organización, la actividad legislativa, las publicaciones, etc. Todas estas actividades ayudan a fortalecer a nuestra unión y así crean una posición más favorable para el trabajo en el proceso de negociación de los acuerdos colectivos. En ese sentido, cada una de estas actividades refuerza la misión fundamental de nuestra unión – los trabajadores unidos para mejorar sus vidas. Sin embargo, las decisiones retrógradas de las cortes han tomado una visión extremadamente estrecha del papel del movimiento de intercambio de la unión, estableciendo que algunas de estas actividades no son “pertinentes” a la labor de organización como el representante legalmente reconocido de los trabajadores en el proceso de negociación del convenio colectivo.

La membresía considerando sólo un “núcleo financiero” lleva consigo costos muy altos – la pérdida de todos los beneficios, derechos y privilegios de los trabajadores que de otra manera no tendrían derechos como miembros de la unión. Estos derechos incluyen: (1) el derecho a recibir beneficios fúnebres por parte de la unión, (2) el derecho a votar sobre si se realizará una huelga en contra de su empleador, (3) el derecho a votar sobre las tarifas que se requiere pagar, (4) el derecho a votar en la ratificación de acuerdos de convenios colectivos que determinarán sus salarios, sus horarios y sus condiciones de trabajo, (5) el derecho a votar en la elección de los oficiales de la unión y aquellos que los representan, (6) el derecho a asistir, hablar o votar en las reuniones de la unión, donde se determinan las políticas de la unión que afectan directamente sus trabajos, y (7) el derecho a una tarjeta de transferencia, para que si ellos se van a trabajar a una unidad diferente de convenio colectivo no tengan que pagar una nueva cuota de iniciación, lo cual sucede frecuentemente cuando el trabajador cambia de empleo.

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

Es ilegal que un empleador compense a un trabajador que no pertenece a la unión de cualquier manera por la pérdida de estos valiosos derechos y beneficios de la unión. En cuanto a la unión, ésta requiere por ley representar a personas que no pertenecen a ella, al mismo tiempo que representa a sus miembros. Mientras que la unión cumple con estos requerimientos de la ley, no hará nada que no sea absolutamente requerido por ley por las personas que no pertenecen a ella.

Las personas que no pertenecen a la unión que están en desacuerdo y deciden registrar sus objeciones con la unión sobre los gastos de las cuotas por propósitos no pertinentes a un convenio colectivo deben cumplir con el siguiente procedimiento:

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

SECCIÓN 2: Los que no son miembros de la unión y desean registrar una objeción lo harán anualmente notificando por escrito sus objeciones al Secretario General-Tesorero de la UBC a la dirección 101 Constitution Avenue, N.W., Washington, D.C. 20001. Para aquellos que han registrado una objeción previamente, una notificación anual de sus objeciones debe ser recibida en la dirección mencionada entre el 1 de abril y el 30 de abril del año en curso. Ésta debe incluir el número del seguro social del objeto, una declaración de la naturaleza de su objeción, la dirección del hogar del objeto, y debe identificar al objeto como afiliado a la UBC. El objeto que no es miembro está en la obligación de informar al Secretario General-Tesorero de cualquier cambio de dirección. Una vez recibida la objeción apropiada, como se describió previamente, la

UBC enviará al objeto una carta de reconocimiento y notificará a la filial del objeto que una objeción ha sido registrada. Aquellos individuos quienes, sin importar, a pesar de cuándo haya ocurrido durante el año, decidan renunciar a la membresía de la unión, o quienes se rehúsan a unirse a la unión y desean registrar una objeción, deben enviar su objeción al Secretario General-Tesorero no más de 30 días después de su fecha de renuncia o de la fecha en la que se rehusaron a unirse, como se especificó previamente.

SECCIÓN 3: Los objetores que no son miembros deberán pagar por todas las actividades pertinentes al convenio colectivo, incluyendo los gastos por las actividades de la unión o proyectos que normalmente, o de manera razonable, lleva a cabo la unión para avanzar los intereses relacionados con el empleo de aquellos que representan en el convenio colectivo. No se cobrará a aquellos objetores que no son miembros por los gastos que no son pertinentes al convenio colectivo. El término “pertinente” se considerará según el marco más amplio de acuerdo con la ley. **SECCIÓN 4:** El Secretario General-Tesorero revisará los documentos auditados de la UBC para determinar la cantidad de gastos incurridos en el año fiscal previo que se le cobrarán o no cobrarán al objeto, lo que quiere decir, todos aquellos que son pertinentes al convenio colectivo y aquellos que no lo son. El Secretario General-Tesorero debe designar los gastos de la unión en

categorías principales y designar esos gastos como pertinentes o no pertinentes. La filial o sucursal de la UBC del objeto será responsable de revisar los documentos financieros de la auditoría para determinar los gastos pertinentes y no pertinentes de acuerdo con los principios y procedimientos especificados aquí. Estas filiales de la UBC son independientes de la UBC y son responsables de cumplir con los procedimientos especificados en este Aviso con lo que respecta a sus propios gastos y el comunicar las reducciones implementadas para ellos por parte de la UBC y otras filiales. En este aspecto, la UBC no tiene ninguna responsabilidad u obligación por las acciones o no acciones de sus filiales.

SECCIÓN 5: La revisión descrita en la Sección 4 por la UBC y sus filiales debe completarse antes del 31 de julio del año siguiente en el que se realizaron los gastos. Tan pronto como sea práctico, una descripción de los gastos que se le cobrarán, y los que no, será enviada a cada persona no miembro que haya registrado con el tiempo apropiado su objeción bajo este procedimiento. La filial apropiada de la UBC enviará por correo al objeto no-miembro y al Secretario General-Tesorero la descripción de gastos que se cobrarán y los que no se le cobrarán.

SECCIÓN 6: La cantidad a ser pagada por la persona objetora no-miembro será calculada sobre la base del porcentaje de gastos que se cobrarán y que no se cobrarán como se indica en la revisión. El reporte de la auditoría más actual y

disponible será utilizado tanto por la UBC como por la filial de la UBC para determinar la cantidad a pagar por el objeto no-miembro. Cuando los reportes de auditoría y las revisiones más recientes estén disponibles, la cantidad a pagar por el objeto será ajustada de esta manera. Cualquier ajuste subsiguiente a favor del objeto se le enviará tan pronto como sea práctico.

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

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

SECCIÓN 9: El proceso de arbitraje descrito a continuación no es obligatorio. Los que no son miembros pueden hacer valer sus derechos por medio de todos los procedimientos legales disponibles. Una vez recibida la objeción dentro del periodo apropiado y de la forma adecuada, el Secretario General-Tesorero se referirá a la Asociación Americana de Arbitraje (AAA, por sus siglas en inglés) para determinación bajo las Reglas y Determinaciones Imparciales de las Cuotas de la Unión de la AAA. Los retos pueden ser consolidados por el Secretario General-Tesorero para su determinación por la AAA como sea apropiado. El Secretario General-Tesorero tendrá la autoridad de resolver la objeción de manera informal en el mejor interés para la UBC. El árbitro tendrá la jurisdicción sobre todos los asuntos de procedimiento que afecten el arbitraje. Un reportero de la corte hará la transcripción de todos los procedimientos frente al árbitro a expensas de la UBC. La transcripción será el registro oficial del procedimiento y puede ser adquirida por el objeto o puede estar también disponible para su inspección como lo requiera el árbitro. Los cargos y costos cobrados o asociados con un representante serán cubiertos por esa parte.

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

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

Derechos de los Miembros de la Unión y Responsabilidades de los Oficiales Bajo la Ley de Notificación y Divulgación Obrero-Patronal

La Ley de Notificación y Divulgación Obrero-Patronal (LMRDA, por sus siglas en inglés) garantiza ciertos derechos a los miembros de las uniones e impone ciertas responsabilidades sobre los oficiales sindicales. La Oficina de Normas Obrero-Patronales (OMLS) es responsable por el cumplimiento de ciertas disposiciones de la Ley de Notificación y Divulgación Obrero-Patronal, y en cambio otras disposiciones, como la carta de derechos, pueden solo hacerse valer por los miembros de la unión a través de demandas privadas en los juzgados federales.

Derechos de los Miembros de la Unión

La Carta de Derechos: Los miembros de la unión tienen

- derechos equitativos de participación en las actividades sindicales
- la libertad de expresión y asamblea
- decir en la determinación de cuotas y valoraciones
- protección del derecho a demandar
- amparo en contra de disciplina impropia

Acuerdos de Negociación Colectiva: Los miembros de la unión y los empleados que no son parte de la unión tienen el derecho a recibir o inspeccionar copias de los acuerdos de negociación colectiva.

Reportes: Se requiere que las uniones presenten un reporte inicial de información (Formulario LM-1), copias de las constituciones y los reglamentos internos, en adición

a un reporte financiero anual (Formulario LM-2/3/4) con la Oficina de Normas Obrero-Patronales. Las uniones deben hacer que los reportes estén disponibles para los miembros y permitir que ellos examinen los documentos y registros de apoyo para causa justa. Los reportes son información pública y copias de los mismos están disponibles en la Oficina de Normas Obrero-Patronales.

Elecciones de los Oficiales: Los miembros de la unión tienen el derecho a:

- nominar candidatos para los cargos
- postularse para un cargo
- votar en un voto secreto
- protestar sobre la conducta en una elección

Retiro de Cargo de Oficiales: Los miembros locales de la unión tienen el derecho a tener un procedimiento adecuado para retirar del cargo a un oficial elegido que sea culpable

de conducta impropia seria.

Fideicomiso: Las uniones únicamente pueden ser puestas en un fideicomiso a través de una organización de origen por las razones que se especifican en la Ley de Notificación y Divulgación Obrero-Patronal.

Prohibición En Contra de Disciplina Cierta: Ni una unión, ni ninguno de sus oficiales, puede multar, expulsar o de otra forma disciplinar a un miembro por hacer valer cualesquiera de los derechos establecidos en la Ley de Notificación y Divulgación Obrero-Patronal.

Prohibición En Contra de la Violencia: Nadie puede utilizar o amenazar con utilizar fuerza o violencia para interferir con un miembro de la unión cuando este hace valer sus derechos bajo la Ley de Notificación y Divulgación Obrero-Patronal.

Responsabilidades de los Oficiales de la Unión

Protecciones Financieras: Los oficiales de la unión tienen la obligación de manejar los fondos y la propiedad de la unión únicamente para el beneficio de la unión y de sus miembros de acuerdo con la constitución de la unión y con sus reglamentos internos. Los oficiales de la unión o los empleados de la unión que malversen o roben fondos sindicales u otros bienes están cometiendo un crimen federal que puede ser penado por una multa y/o prisión.

Fianza: Los oficiales de la unión o los empleados que manejan fondos o propiedad de la unión deben tener una fianza para proporcionar protección contra pérdidas si su unión tiene propiedad o recibos financieros anuales en exceso de \$5,000 dólares.

Reportes de las Organizaciones Laborales: Los oficiales de la unión deben

- presentar un reporte inicial de información (Formulario LM-1) y reportes financieros anuales (Formularios LM-2/3/4) ante la Oficina de Normas Obrero-Patronales
- mantener los registros necesarios para

verificar los reportes por lo menos por cinco años.

Reportes de los Oficiales: Los oficiales y los empleados de la unión deben presentar reportes que se relacionen con cualesquiera préstamos y beneficios que se reciban de, o que tengan cierto interés financiero en, los empleadores cuyos empleados son representados por sus uniones y las empresas que tratan con sus uniones.

Las Elecciones de los Oficiales: Las uniones deben

- llevar a cabo elecciones de los oficiales de las uniones locales por medio de boletas electorales secretas por lo menos cada tres años
- llevar a cabo elecciones regulares de acuerdo a su constitución y sus reglamentos internos y guardar todos los registros por un año
- enviar por correo una notificación de elección a cada miembro por lo menos quince días antes de la elección
- cumplir con la petición de un candidato para distribuir material de campaña
- no utilizar fondos o recursos de la unión

para promover a ningún candidato (ni tampoco se pueden utilizar fondos o recursos de los empleadores)

- permitir a los candidatos tener observadores en las elecciones
- permitir que los candidatos inspeccionen la lista de membresía de la unión dentro de un periodo de treinta días antes de la elección.

Restricciones sobre la Toma de Cargos: Una persona que ha sido declarada culpable de ciertos crímenes no podrá fungir como un oficial de la unión, un empleado, ni otro tipo de representante sindical por hasta trece años.

Préstamos: Una unión no puede tener préstamos en saldo pendiente hacia ningún oficial o empleado en particular que en total exceda \$2,000 dólares en ningún momento en particular.

Multas: Una unión no puede pagar la multa de ningún oficial o empleado que haya sido encontrado culpable de una violación a consciencia y voluntaria de la Ley de Notificación y Divulgación Obrero-Patronal.

Lo anterior es simplemente un resumen de la Ley de Notificación y Divulgación Obrero-Patronal. El texto completo de la ley, que incluye las Secciones 401-531 del Título 29 del Código Estadounidense, puede encontrarse en muchas bibliotecas públicas, o puede obtenerse al escribirle al Departamento del Trabajo de los Estados Unidos, Oficina de Normas Obrero-Patronales, 200 Constitution Ave., NW, Room N-5616, Washington, D.C. 20210, o en el Internet en la página www.dol.gov.

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