



CARPENTER

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OCTOBER 2017



UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

**Skilled and Productive –
Union Carpenters Lead the Way
In New Fields of Work**

Inside:

Stories from Across Canada

News on UBC Education and Training

A Message from the New District VP

Fall for the best.

New UBC Long Sleeve Polo

Black Moisture/Dry Wicking Long Sleeve Polo with No-Curl Collar
Decorated with the UBC Logo embroidered on the left chest in full color

This polo won't fade or shrink and is wrinkle resistant!

Sizes: Small - 4XL

Price: \$45.00



New UBC Long Sleeve Henley

Charcoal Body/Black Sleeve two-button Long Sleeve Henley
Decorated with the UBC Logo embroidered on the left chest
Wonderfully comfortable and stylish this Henley is made of a ultra-soft Cotton/Poly/Spandex blend

Sizes: Small - 4XL Price: \$49.00

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WORKERS MONUMENT UNVEILED.

SEE PAGE 10

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Carpenter Ad Policy

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On the Cover

Global Wrap utilizes UBC Carpenters for their superior skill, safety and productivity. See pg. 21.



Being the Best, All Day, Every Day

Our work at the International Training Center is humming along. More than 15,000 participants are expected to participate in ITC programs in 2017. Whether it is members coming to leadership programs, professional instructors coming from regional training centers to learn about new curriculum, or company owners going through the Collaborative Leadership course, our programs are making a difference and changing the culture of the construction industry.

I am fortunate to get to speak to groups of members at the ITC almost every week. I talk to them about attitude - the attitude that it takes to be a success in this industry, and the attitude that it takes to go from 'good' to 'great.' We can't sit back and just be good. As Union Carpenters we must be the best all day, every day, because only then will our business partners be in a position to win more work and succeed.

The staff of the Carpenters International Training Fund (CITF) and the UBC's Department of Education and Training (DET) create and execute great programs, but it is up to those who participate in our programs to take what they learn home and put it into action in the field.

This is especially important for those who take part in our Journeyman Leader course. We like to refer to them as our .300-hitters because they are at the pivot-point

of the Brotherhood's mission. They are the ones that others look up to on job sites. It isn't easy, but by making a difference every day, these men and women can help us reach our goal of 70 percent or better market share.

There is a lot of divisiveness in our culture today, from politics to social media. Much of that is also true in our own ranks. However, as President John F. Kennedy said during an address to the Canadian Parliament in 1961, "What unites us is far greater than what divides us."

As UBC members we all want the same things. With our heads and our hands we want an opportunity to earn a good living, provide for our families and be productive. We all want to be treated with respect and to work on a site where safety is a priority. We all want to get to the end of a good career, to look back with pride on what we've built, and be able to retire in dignity.

This is what we've stood for since 1881 when the United Brotherhood of Carpenters and Joiners of America was founded. This is what we stand for today.

"What unites us is far greater than what divides us."



Siendo los mejores, todo el día, todos los días

Nuestro trabajo en el Centro de Capacitación Internacional, o ITC por sus siglas en inglés, está corriendo rítmicamente. Se espera que más de 15,000 participantes participen en programas del ITC en el 2017. Ya sea que los miembros vengán a programas de liderazgo, que sean instructores profesionales que vengán desde los centros regionales de capacitación para aprender sobre nuevo currículo, o que sean propietarios de empresas que están tomando el curso de Liderazgo Corporativo, nuestros programas están marcando una diferencia positiva y cambiando la cultura de la industria de la construcción.

Yo tengo la fortuna de poder hablar con grupos de miembros en el ITC casi todas las semanas. Yo les hablo sobre actitud - la actitud que se necesita para tener éxito en esta industria, y la actitud que se necesita para pasar de ser "bueno" a ser "maravilloso". No podemos sentarnos a descansar y solo ser buenos. Como Carpinteros de la Unión debemos ser los mejores todo el día, todos los días, porque solo entonces nuestros socios de negocios estarán en una posición para ganar más trabajo y tener éxito.

El personal del Fondo de Capacitación Internacional de Carpinteros (CITF, por sus siglas en inglés) y el Departamento de Educación y Capacitación (DET, por sus siglas en inglés) de la UBC crean y ejecutan maravillosos programas, pero los que participan tienen la responsabilidad de tomar lo que aprenden, llevarlo a casa y ponerlo en práctica en el campo laboral.

Esto es especialmente importante para los que participan en nuestro curso de Liderazgo para Jornaleros. Nos gusta llamarlos nuestro equipo de alto desempeño porque ellos representan el punto de cambio en la misión de la Hermandad. Ellos son a los que otros admiran en los sitios de trabajo. No es fácil, pero al marcar la diferencia cada día, estos hombres y mujeres nos pueden ayudar a alcanzar nuestra meta del setenta por ciento o más de participación de mercado.

Hay mucha división en nuestra cultura hoy en día, desde la política hasta los medios sociales. Esto también es cierto entre nuestros propios miembros. Sin embargo, como el Presidente John F. Kennedy dijo durante un discurso ante el Parlamento Canadiense en 1961: "Lo que nos une es mucho más grande que lo que nos divide".

Como miembros de la UBC todos queremos las mismas cosas. Con nuestras mentes y nuestras manos queremos la oportunidad de ganarnos una buena vida, de proveer para nuestras familias y de ser productivos. Todos queremos ser tratados con respeto y trabajar en un sitio laboral donde la seguridad sea la prioridad. Todos queremos llegar al final de una buena carrera, ver hacia atrás con orgullo de lo que construimos, y poder jubilarnos con dignidad.

Eso es lo que nosotros representamos y defendemos desde 1881, cuando la Hermandad Unida de Carpinteros y Ensambladores de América fue fundada. Es esto lo que representamos y defendemos hoy.

**“Lo que nos
une es mucho
más grande
que lo que nos
divide”.**

**« Nous avons
plus de choses
en commun
que de choses
qui nous
divisent ».**

Donner le meilleur de soi, jour après jour

Notre travail au Centre international de formation avance bien. Plus de 15 000 personnes sont censées participer à des programmes du Centre en 2017. Qu'il s'agisse de membres intéressés par les programmes de leadership, de formateurs professionnels venant de centres de formation régionaux pour en savoir plus sur le nouveau curriculum ou de propriétaires d'entreprises suivant le cours de leadership collaboratif, les personnes qui suivent nos programmes font bouger les choses et changent la culture de l'industrie de la construction.

Presque chaque semaine, j'ai la chance de pouvoir parler à des groupes de membres au Centre international de formation. Je leur parle de l'attitude - l'attitude nécessaire pour réussir dans cette industrie et pour passer de « bon » à « excellent ». Nous ne pouvons nous contenter d'être bons. En tant que charpentiers syndiqués, nous devons être les meilleurs jour après jour, tout au long de la journée, car c'est la seule façon d'assurer que nos partenaires commerciaux seront en mesure de décrocher plus de contrats et de réussir.

Le personnel du Centre international de formation et le département d'éducation et de formation de la FUCMA créent et offrent d'excellents programmes, mais il appartient aux participants de profiter de ce qu'ils ont appris et de l'appliquer sur le terrain.

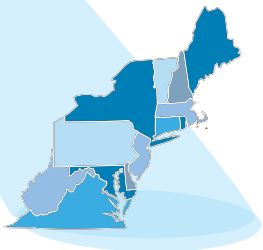
Ceci est spécialement important pour les personnes qui suivent notre cours de maître compagnon. Nous aimons les appeler nos « frappeurs .300 » parce qu'ils se trouvent au point pivot de la mission de la FUCMA. Ce sont eux qui inspirent les autres sur les chantiers. Leur tâche n'est pas facile, mais chaque jour, ces hommes et ces femmes font une différence et peuvent nous aider à atteindre notre objectif, à savoir une part de marché de 70 pour 100 ou plus.

Qu'il s'agisse de la politique ou des médias sociaux, il existe beaucoup de division au sein de notre culture aujourd'hui. Cela s'applique aussi largement à nos propres rangs. Toutefois, comme l'a dit le président John F. Kennedy lors d'un discours devant le Parlement canadien en 1961, « nous avons plus de choses en commun que de choses qui nous divisent ».

En tant que membres de la FUCMA, nous avons tous les mêmes souhaits. En utilisant notre tête et nos mains, nous voulons avoir la possibilité d'être productifs et de gagner notre vie pour subvenir aux besoins de nos familles. Nous voulons tous être traités avec respect et travailler sur un chantier où la sécurité constitue une priorité. Nous voulons tous être en mesure, à la fin d'une bonne carrière, de contempler nos réalisations avec fierté et de prendre la retraite avec dignité.

C'est ce que nous représentons depuis 1881, année de la fondation de la Fraternité Unie des Charpentiers Menuisiers d'Amérique. C'est ce que nous continuons à représenter aujourd'hui.

DISTRICT SPOTLIGHT



Councils, District Take Collaboration To the Next Level

District Vice President Mike Capelli is working on a number of collaborative efforts with the five Eastern District regional councils: the New England Regional Council; the Northeast Regional Council; the Eastern Millwright Regional Council; the Keystone Mountain Lakes Regional Council; and the New York City & Vicinity District Council.



Employers, staff and members are working together throughout the Eastern District.

Political Organizing

With help from the UBC General Office, the District is helping councils build on the political organizing they were already doing to allow better planning, implementation, and management of education and mobilization efforts. Already the councils have been working together to defeat anti-union interests at the local level before they grow into national issues of crisis.

Growing Trade Show Market Share

In March the District hosted the first ever Trade Show Summit at the ITC, where industry leaders were updated on UBC training and resources, and considered the UBC's new "Value-Added Initiative," focused on establishing the best environment for members and contractors to build market share and create jobs. A signing event took place in Washington, D.C. in June.

"We are dedicated to building strong partnerships with our employers and creating work opportunities for our members," said UBC Eastern District Vice President Mike Capelli. "This Value-Added Commitment will help us achieve that goal."

Concrete Polishing

Concrete polishing has been replacing traditional flooring materials in retail, corporate, healthcare, educational and residential jobsites. UBC signatories wanted to perform the work union, but needed a structure under which to bid. A pilot program was established to create an Eastern District Polished Concrete Agreement. John McGrath, the UBC's Executive Director of the INSTALL flooring program, is spearheading a committee to adopt and standardize training across the UBC and capture man hours in this market. Ten contractors have signed the agreement, which can be adopted in other Districts.

Millwright Collaboration

After this year's UBC International Millwright Conference, the Eastern Millwrights Regional Council, the New York City District Council and the Keystone Mountain Lakes Regional Council selected a labor-management committee, with V.P. Capelli chairing, to follow up on the work accomplished at the conference.

Topics at the committee's first meeting included the gap in foreman leadership; grooming the younger generation; encouraging delayed retirement; handling jurisdictional disputes; certification vs. qualification cards; light distribution conveyor agreement CBA; and a district-wide initiative around cement plants.



Apprentice Day Engages Legislators, Members

Union carpenter apprentices don't always understand the importance of political action and the impact it can have on them and their careers. But thanks to an innovative program in Pennsylvania, that is changing. More than 70 apprentices from the Keystone Mountain Lakes Regional Council recently participated in Apprentice Day in the state capital of Harrisburg.

The apprentices were given folders with information on their state representatives and senators, along with a map of the capital complex. They also learned about core UBC political and legislative issues. The goal was to have the apprentices make an attempt to meet with a legislator or a staffer in their office to discuss carpenter issues. This not only accomplished the goal of reaching out to legislators, but also of educating and engaging members.

The apprentices arrived at the capital in the morning and started with a tour, followed by heading out to meet with their legislators. During the lunch break Representatives Markosek (D), Marshall (R), Miller (D) and Mustio (R) addressed the group and discussed the legislative process, why it's important and how members can be involved.

Apprentices learning about the process and making a difference.





Thanks to a partnership welding students see a career path as Union Millwrights

“Being a Certified Welder definitely helped me get more jobs.”

UBC Millwrights Partner with Community College for Recruitment & Training

Leaders of the Eastern Millwright Regional Council (EMRC) knew they needed to provide welding certificate programs to their members because welding is an important component of their craft. The training is costly due to the need for materials, machines and qualified staff. Fortunately, the council has found a better way by partnering with local community colleges.

The EMRC began collaborating with White Mountain Community College (WMCC) in New Hampshire in 2012. Representatives of EMRC and WMCC began by touring each entity’s training facility and discussing how to create a cooperative curriculum.

By the Fall 2013 semester, students in the year-long WMCC Welding Certificate programs were being taught

basic millwrighting skills as part of a EMRC/WMCC pilot program. After completing the WMCC Welding Certification, students had the opportunity to join the EMRC as second-year apprentices and Certified Welders.

The first class to complete the WMCC welding program with basic millwright training graduated in 2015. By January 2016, the school had opened a Maintenance/Millwright Lab to enhance training of basic skills, including rigging, layout, pneumatics and hydraulics. WMCC reported the Welding Certification program saw a graduation increase of more than 36.5 percent from 2013 to 2016.

Local 1121 member Chelsea Hancock “did not know what millwrighting was” before she enrolled in the Welding Certification program at WMCC in 2014. Hancock joined the EMRC as a second year apprentice after completing the WMCC Welding Program in 2015. “Being a Certified Welder definitely helped me get more jobs,” said Hancock, “and starting out

at the second year apprentice rate was a big incentive to join the UBC.”

In 2015, the EMRC partnered with a second community college, Kennebec Valley Community College (KVCC). Using the model established with WMCC, representatives from the EMRC began working with instructors at KVCC to incorporate millwrighting skills as a part of the training to complete the KVCC program for Welding Certification.

Millwright apprentices from WMCC and KVCC have demonstrated a vested interest in their future as millwrights by funding the first year of training themselves. Apprentices joining from the community college partners will not require the EMRC to train or certify them as welders. As a result, apprentices from these programs will cost the EMRC less in overall training than a traditional member. These advantages make the EMRC partnership with community colleges an attractive option for increasing council membership.

Making Ivy League

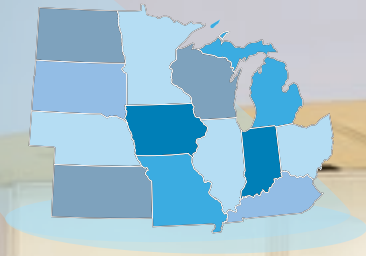


A group of Union Carpenters are going to Yale—because that’s where they are putting their skills to work.

They’re working on the Pauli Murray and Benjamin Franklin Colleges at Yale, led by Dimeo Construction. The project includes building new dorm and dining space for students, including multiple tower structures.

Building space that meets Yale standards isn’t easy. It requires blending traditional materials and designs with the demands of a modern campus. And just like students, carpenters are expected to deliver the highest quality work.

DISTRICT SPOTLIGHT



Midwestern District ICRA Conference Shares Best Practices

The Indiana-Kentucky-Ohio Regional Council (IKORCC) hosted the Midwestern District ICRA Conference at the council's Greenwood, Indiana, facility in June. About 40 UBC representatives from all five Midwestern regional councils participated, including IKORCC, the Chicago Regional Council, the St Louis-Kansas City Regional Council, the North Central States Regional Council, and the Michigan Regional Council. Representatives of the Southwest Regional Council also participated.

Each council gave a report on how the ICRA program is implemented in their area. In addition, a panel of industry professionals shared why they support the program and how to strengthen partnerships and continue to prevent infection during construction.

Panelists included Stephanie Swanson, Infection Control Officer, North Memorial Hospital Group; Patricia Mancos, Infection Control Officer, Methodist Hospitals; Larry Ruben, Senior Director of Facilities Management, Cleveland Clinic; Pen Wolf, Owner Representative, Cleveland Clinic; and Steve Pangere, President and CEO, Pangere Corporation.

"Customers value construction with honest communication, little or no disruptions to hospital operations, projects completed on time within budget, and personnel with industry leading skills and capabilities. By implementing ICRA, we deliver these values to hospital staff, patients and visitors," Pangere said.

"Not only does ICRA protect patients, but it also creates jobs for our members," said IKORCC Executive Secretary-Treasurer Mark McGriff.

Cleveland Clinic is a notable example. The Brotherhood has forged an agreement with the prestigious medical center, which has targeted Nov. 1, 2017 for anyone working on a Cleveland Clinic construction project in the U.S. to be ICRA-certified.

Every year 99,000 people die from hospital infections in the U.S. The Clinic's goal is that all who work on their projects "become exemplary construction professionals on how to not be a part of these statistics."



In the Midwestern District, councils are using ICRA training to ensure more work for members.

UBC Model Project Bucks Arena Full Court Press

The more than 175 union carpenters who are at work on the new Bucks Arena in downtown Milwaukee are making this incredible project happen on a very tight schedule. Altogether more than 600 union tradespeople are on the job, which is scheduled to open summer of 2018 - just two years after breaking ground.

The project, with general contractor M.A. Mortensen, is being done under a Project Labor Agreement (PLA) and all parties involved are working together to make it an exceptional job. In order to cut as much time as possible out of the schedule, and eliminate any costly mistakes, all subcontractors are required to use Building Information Modeling (BIM) software, a skill taught by the UBC. In addition, everyone associated with the project from the ownership on down have set other goals that make this project unique. To ensure the highest standard of safety all 600 tradespeople on the project meet each morning for stretch and flex exercises and



to get important information, which has included information about the importance of core UBC issues like the prevailing wage, PLA legislation and training. In addition, this project is a model of diversity. Recruitment in the local community has helped the UBC grow and has ensured that the arena project has one of the highest percentages of women and people of color.



Steve Zukowski with fellow apprentices hanging drywall at Camp Liberty, a 137-acre campsite for veterans with PTSD as well as physical disabilities.

Service Above Self

Steve Zukowski – Medic and Carpenter

Growing up, Steve Zukowski always knew he wanted to serve his community. Right out of high school, Steve joined the Rockford Fire Department as a paramedic and then took those skills to Afghanistan, where he served our country as an Army Specialist Combat Medic.

While serving, Steve had been thinking about his next steps and whether he would continue in the Army or return to civilian life. One day, he found himself whittling a stick and thought: I could do this for the rest of my life. He returned to the states and soon became an apprentice in Local 100, in the Michigan Regional Council of Carpenters.

But in Local 100, Steve is much more than a member, a medic, a veteran, and a fire department volunteer. Last year, Steve Zukowski became a hero.

Steve was working in Grand Rapids on the 7-story MSU Research Center during the summer of 2016. His co-worker, Dean Hartsell, a journeyman, was using a boom lift for exterior framing, and he was getting measurements. After getting the measurements, Dean looked back and he thought he

“You never know what skills or training you are going to have to use on the job.”

was in the clear. However, he ended up hitting an I-beam and hurting himself quite badly. He had 12 broken ribs, a collapsed lung and a punctured artery.

After Steve saw Dean get hurt, he sprang into action. He took a deep breath to figure out the situation and immediately went to

work. Steve noticed that Dean was already purple and needed assistance. He checked for a pulse but he couldn't find one. Steve was at the point where he thought Dean might not make it. However, with quick thinking, he was able to clear Dean's airways, enabling him to breathe normally. Once Steve was able to get Dean breathing again, the fire department took over.

When asked about how he was able to save Dean, Steve said he took a deep breath and reset his brain so the shock didn't control him. He believes the best thing anyone can do to help when an accident happens on the jobsite is to call for help immediately and to pay attention in CPR class.

Steve wants to give credit to other workers on the site. Jeff Pace, Josh Peching and Rob Thomas were also on the scene to help with Dean. Steve said that without their help, Dean wouldn't have gotten the help he needed.

“You never know what skills or training you are going to have to use on the job,” said Steve. “That is why it is important to always be alert and to know your surroundings. Of course, the number one focus on the jobsite is safety. If the focus is on safety, the less likely worksite accidents will happen.”

BUD: Success and Diversity

Albert Thomas was a self-employed handyman but knew he wanted more. He earned enough to provide basic needs for his family but didn't have insurance for his two children. Then, Thomas heard about Building Union Diversity (BUD), a pre-apprentice training program aimed at introducing women, minorities and chronically unemployed to the construction trades.

Thomas enthusiastically enrolled.

Seven weeks later, he graduated with a job offer to work as a carpenter apprentice for Paric Construction in St. Louis. After 500 hours on the job, his union benefits kicked in, providing healthcare coverage for him and, more importantly, his entire family.

“I now have the financial stability

I lacked before,” said the 39-year-old, who enjoys working with his hands and has always aspired to be a carpenter. “I'm looking for a house now and was able to purchase a vehicle to get back and forth from work. The biggest thing, though, is that I got my kids off welfare. They can rely on me now.”

Stephen Sutler tells a similar story.

After having a difficult time as a young adult, including serving time in prison, Sutler learned about BUD. He qualified for the program as a socioeconomically disadvantaged individual.

After graduating from BUD, Sutler found work as a carpenter apprentice. “With the Carpenter's Union I can have a retirement, I have benefits, I'm home in the evenings to spend



Stephen Sutler (left) and Albert Thomas

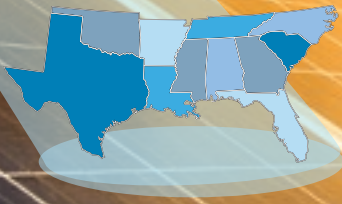
time with my kids,” he said. “My children see me as someone who is hardworking and I've been proud to show them some of the projects I've worked on as a carpenter.”

Success stories like these are hardly unique. Since its inception in 2014, the Building Union Diversity program has graduated dozens of

students, with the vast majority finding apprentice jobs in one of the seven participating trades: carpenters, laborers, electricians, bricklayers, pipefitters, ironworkers and operating engineers.

“We saw a problem and we didn't wait for someone else to tell us to solve it,” said John Gaal, Director of Training and Workforce Development for the St. Louis-Kansas City Carpenters Regional Council. “The trade unions launched the concept and we brought the management associations, faith-based and community organizations to the table.”

DISTRICT SPOTLIGHT



Sunshine State Members Shine in Solar Fields

Florida members' ability to get the job done with skill and 'UBC attitude' makes them a valuable part of the state's energy construction community.

Hundreds of UBC members in the Sunshine State are helping to create four massive new solar energy farms, thanks to hard work by the Florida Carpenters Regional Council (FCRC) and the UBC to secure a Project Labor Agreement.

Getting in on the ground floor was critical, as Florida Power & Light (FPL) recently dedicated resources to build many new farms over the next five years, said FCRC Executive Secretary-Treasurer James Banks. Each farm is 500 acres, with output of 73.5 megawatts. The farms being constructed with FCRC members are in Central and North Florida. Blattner Energy is the contractor.

FCRC members are installing solar panels onto racking structures that are fixed and non-rotating, Banks said. "The racking structures rest on driven piles that have mated up well with the soft soil here in Florida," he said. There is the potential that UBC millwrights could be called in to work on installed panels that need to tilt or rotate.

With about 1,100 UBC members on the job, working many man-hours, the project's success is a testament to the council's good relationship with FPL over

the years. FCRC members have regularly worked in power generation plants, and the council has a contract in place for rapid response for hurricane support and damage control. Florida members' ability to get the job done with skill and 'UBC attitude' makes them a valuable part of the state's energy construction community.

The UBC's union-wide reputation and its "very strong relationship" with FPL also played into the success of the solar farms projects, Banks said. General Vice-President Doug Banes has played a leading role in developing the UBC's relationship with FPL over the years. "FPL recognizes our resources," Banks said.

"In addition, District Vice-President Dennis Donahou was instrumental in leading pre-job conversations, assuring that Florida would have the manpower and skills to perform this work on all four farms, and the staff to help with logistics," Banks said.

In fact, solar work is picking up throughout the South, and the work in Florida could lead not only to more work in that state with Blattner, but to jobs in other areas of the South.



UBC Attitude Wins Praise, and a Prize

The Brotherhood's focus on developing an attitude of excellence and productivity is on view among countless UBC members, and Myron Myles is one of them.

A 13-year UBC member, Myles has been a member of Southeastern Carpenters Regional Council (SCRC) Local 318 for seven years. Now he is on the scaffold crew for Fluor at the Plant Vogtle Nuclear Plant in Burke County, Georgia. The project is building two new reactors, which will make Vogtle the largest U.S. nuclear station.

Through the Nuclear Trust Incentive Initiative, Fluor sponsored a drawing at Vogtle for members who met special criteria: 60 days with no unexcused absences, no late starts or early quits, no disciplinary actions, and no safety violations.

Prizes included several cash awards and the top prize of a 2017 Ford F150 fully-equipped truck. Myles won the truck and earned congratulations for setting his standards high and continually working toward them.

"Myron and all who met the criteria, separate from craft skills, embody the Carpenters' commitment to our contractor partners," said SCRC Executive Secretary-Treasurer Larry Phillips.

Southern District Vice-President Dennis Donahou said, "This wins gives back to someone who has given his time and energy to make the jobsite safer and more productive. This is what the UBC stands for and his attitude is something we aspire to every day."

Myles said he always wanted to learn a trade and stick with it. He credits the union with helping him "to be a better person. I'm passionate about building the world. I'm a hands-on kinda guy," Myles said.

When asked what this win meant to him and his family, Myron laughed, "It means that I won a truck!" More seriously, he added, "It's really a blessing to us. I was going to buy another truck and now I don't have to. Winning this pickup met a need that my family had."

Myron lives in Vyrum, Mississippi, with his wife and three children. He lists faith and family as his top priorities, and he has this message for fellow members:

"Focus on the task in front of you. Always be consistent in what you do. Let's get better at being good and let's get good at being great."



Southern Carpenters' Cemetery Members Restoring UBC Heritage in Florida

Inspired by UBC history, a group of members in Central Florida have been quietly working to restore the Carpenters' Cemetery in Lakeland, and honor the 1,262 Brotherhood members whose remains are buried there.

Calling themselves "Carpenters United," the group meets every couple of months to clean headstones, set them upright, and identify stones whose engravings have dimmed. The group includes members of Locals 1905 and 1820, and is led by Jeff Camacho, Humberto Hernandez, Jesse Gleason and Nate Warner.

The cemetery lies about a half-mile from the former Carpenters Home, which opened as a retirement home for Carpenters in 1929, before Social Security and pensions helped UBC members secure their retirements. The home closed in 1976, and the last burial at the cemetery took place in 1982.

Camacho came across the cemetery and began cleaning it a few years ago. About a dozen members typically show up on cleanup days, where work is combined with social time and UBC camaraderie. The group is trying to get approval for a historic marker for the cemetery, and street access to the site.

"It was awe inspiring to see that it is all UBC carpenters buried there," Camacho said. "It's part of history and there's nothing like it anywhere else. We're wanting other carpenters to come see this."

The groups efforts "make me

proud," said District Vice-President Dennis Donahou. "Not only are they paying respect to those who came before us, but they are strengthening the union. When we get together for activities such as this, we embody the UBC attitude that the men who are buried here dedicated their life to."

Hernandez added, "I feel I owe something to these brothers. They

paved the way for us." In honor of those whose final resting place he is helping to restore, Hernandez wrote this poem:

*In Florida 1262 Carpenters Lay
Paved the Future you have today
Side by side
Brothers rest with pride
Because they know
Our craft will never Die.*

**It's part
of history
and there's
nothing like
it anywhere
else.**

Wounded Warrior Gets Keys to a UBC-Built Home

The UBC continues its partnership with the Jared Allen Homes for Wounded Warriors (JAH4WW) foundation, with the latest success coming in Forney, Texas. There JAH4WW teamed up with members of the Central South Carpenters Regional Council (CSCRC) to purchase and remodel a mortgage-free, 100-percent handicapped-accessible home for Navy Corpsman Thomas Henderson and his young family.

JAH4WW founder and former Chicago Bears football star, Jared Allen, personally handed the keys to Corpsman Henderson. Allen was joined by CSCRC Executive Secretary-Treasurer Jason Engels at the key ceremony and final walk-through of the home with Corpsman Henderson, who was critically injured in an explosion on July 4, 2010, while on patrol in Afghanistan. It was a week before his 21st birthday.

Greater Dallas Construction handled general contracting services and East Star Design supplied the architectural services to transform the home. UBC member Will

McFarlin served as Lead Carpenter on the job, where work began in late December 2016 and was completed in May 2017.

The home includes 36-inch door openings; a master walk-in closet addition; removal and relocation of several windows and doors; installation of an accessible-height oven and range-top; bathroom modifications; front and rear entrance ramps; and landscape modifications.

"We are proud to be associated with this project, and are honored to help Corpsman Henderson attain the maximum potential for a great quality of life in a safe, supportive environment," Engels said.

Since its inception in 2009, JAH4WW has completed handicap-accessible homes for eight injured U.S. military veterans, and is in the process of building several more across the country in 2017. Several UBC regional councils have participated in JAH4WW projects, and the Brotherhood became an official ongoing partner with the foundation at the union's 2015 convention.

DISTRICT SPOTLIGHT



*UBC Local 1588
member installing new
insulation*



Growing Market Share in the 21st Century

Growing market share and expanding into new and innovative sectors requires openness to new concepts and willing partners. With the high cost of home heating, it should come as no surprise that homeowners and businesses are seeking alternatives to lower heating costs and improve energy efficiency.

The UBC in Cape Breton, Nova Scotia, has partners with Ecohome Insulation Systems, a family-run business specializing in a new spray foam product that provides several benefits that can reduce heat loss.

Although most of their work is currently in the residential sector, this contractor is keen to take on more commercial work. The company has worked on several large commercial projects

across Cape Breton, including the Hampton Inn, Cabot Links golf resort, Marine Atlantic North Sydney Ferry Terminal, and the Port Hawkesbury Courthouse, to name a few.

Proud to support union labour, the owner of the company says union members work on both residential and commercial jobs. Gord Jacobs, UBC Regional Manager in Cape Breton, says the company is one of three signatory insulation contractors with Local 1588 and the Local works closely with the company to supply any training needs the contractor requires.

This is an example of how the UBC is always growing and developing the necessary skills for its member's to taken advantage on new construction techniques and solutions in the 21st century.

New Hamilton Millwright Training Center Producing Results

The new state-of-the-art UBC Millwright Training Center in Hamilton, Ontario continues to provide the apprentices and journeypersons of Local 1916 with the competitive advantage. The 10,000 sq. ft. facility is the largest millwright training facility in Ontario, with classrooms, offices, meeting rooms and a large training area that provides UBC members with the hands-on training and instruction that distinguishes a UBC trained millwright in the field.

The facility offers UBC millwright apprentices a unique training opportunity. A seven-day training program has been developed for all new apprentices before



New Canadian Workers Monument Unveiled in Ottawa

It was a beautiful afternoon in Ottawa on May 16, 2017, for the unveiling of the Canadian Building Trades Monument – a testament to the work tradespeople do across our country and to honour those who lost their lives in the workplace.

Designed by renowned sculptor and long-time Nova Scotia College of Art and Design instructor John Greer, the monument was revealed to a crowd of government officials, invited guests, and union representatives from various trades, including Canadian District Vice-President Jim Smith (who has since retired) and the ACRC executive committee.

The monument features two 3-metre high plumb bobs – a building tool dating back to ancient times – standing atop a floor of Cambrian Black granite. Coined “Standing Together” the artwork is a tribute to the construction industry and a reminder of the detailed work of men and women who build incredible structures – all starting with a basic tool in their hands.

Canada's Building Trades Unions (CBTU) and its affiliated unions raised most of the funding for the \$1.3 million monument, which is situated in Major's Hill Park and overlooks the Ottawa River towards the Parliament buildings.

Robert Blakely, Chief Operating Officer of the CBTU, said the monument “is about men and women who build Canada today and [will] build it in the future” and is dedicated to the people of Canada.

“CBTU is proud to offer this monument as a gift to all



Canadian Prime Minister Justin Trudeau unveiling new workers monument on May 16, 2017.

Canadians,” Blakely said.

“This was a long time coming, we have worked hard and long to create a national monument in Canada's Capital that will celebrate the contributions made to society by the women and men who work in the building and construction trades and commemorates the losses they have endured in carrying out their work.”

Surrounding the site is a series of granite benches, each engraved with a tool that represents the trades.

Deb Romero, Executive Secretary-Treasurer of the ACRC, remarked it was a proud moment to bear witness to the unveiling and to honour the work of tradespeople across Canada.

“It was special to acknowledge how much skilled tradespeople do to improve the communities where they live and work every day,” Romero said. “I was proud to be part of that.”

they are dispatched to signatory contractors. These apprentices learn the significance of being a UBC millwright and the importance of providing UBC contractors with the best jobsite productivity and attitude.

The facility provides training in rigging and hoisting, preparing and management for work in confined spaces, slab/rough terrain forklift and propane handling. The facility has a new 10-ton overhead crane that will enable members to obtain crane certification for various industrial plants. The purchase of additional training equipment was made possible due to the training fund that the Millwright Regional Council of Ontario negotiated in recent collective agreements.

The training facility is also helping to increase UBC market share by offering training programs such as Hazard Analysis Critical Control Points. This program will certify UBC millwrights to identify possible food and safety hazards that would deem a good product unsafe for consumption. The program also teaches UBC millwrights to develop the action steps needed to address potential problems. Local 1916 recognized that it is very important that its millwrights are HACCP certified for our signatory contractors so they are able to pursue new opportunities and markets in the meat, poultry, dairy and bakeries sectors.

Profile Amanda Leggette – A Second Generation Carpenter and UBC Leader.

Growing up in Innisfail, Alberta, on an acreage gave Amanda Leggette an opportunity to be hands-on in tasks and chores around the yard. You could either find her riding horses or working on projects with her dad, a car-



pen-ter at trade. She was highly influenced as a child by her twin aunts – they showed her how women can be strong, independent

and successful in anything they put their minds to.

Amanda's dad, who has been a carpenter all his life, was the one who introduced her to the UBC. Shortly after she turned 18, he helped her join Local 2103 in Calgary, Alberta, and even loaned her his tools until she could purchase her own. She achieved her Journeyperson Scaffolder certificate while working in Northern Alberta, before coming to work at the CO-OP Refinery in Regina, Saskatchewan, in 2011. This job aided in making the decision to move to Saskatchewan permanently and join Local 1985.

Since moving to Saskatchewan, Amanda has been elected the first female executive position for Local 1985, elected as a Regional Council Delegate and has taken on the Saskatchewan co-chair role for the Sisters in the Brotherhood Committee. She has been a strong advocate for barrier elimination for women in trades, strength, unity and retention of all members. In April, 2017, Amanda took the next step in her career and became a Business Representative for the Prairie Arctic Regional Council. Her strong drive, positive attitude, industry experience and lessons learned from her father are an asset to the future of the United Brotherhood of Carpenters.



UBC Pile Drivers Impact Economic Development

When called upon, UBC Pile Drivers Local 2404 in British Columbia stepped up to help get a major economic driver in the local community quickly rebuilt.

Squamish Terminals is a deep-water, break-bulk terminal located 32 nautical miles north of the Port of Vancouver. With an intermodal transportation infrastructure (including access to rail, ocean and highway), Squamish Terminals efficiently handles cargo bound for North America and around the world.

On April 16, 2015, the Berth 1 creosote timber wharf (East Dock) caught fire. Pile Drivers, Divers Local 2404 members quickly mobilized to the site utilizing marine derricks and clam buckets to remove the deck so that firefighters could douse the flames.

Fraser River Pile & Dredge (GP) Inc., a UBC partner contractor, was then contracted by Squamish Terminals to build a steel and concrete replacement for the East Dock, including soil densification for the wharf footprint, installation of 124 pipe piles, supply and installation of 225 pieces of precast concrete, the cast-in-place deck structure and all of the support structures, such as tie-up dolphins, final gangways and catwalks. At peak 40 members of Piledrivers, Divers Local 2404 worked at the site.

In late 2016, Squamish Terminals opened its newly constructed East Dock with the headline, "New Dock Completed On-time and On Budget" thanks to the highly trained and professional pile drivers, whose hard work ensured that this important economic contributor to the Squamish area was able to quickly get back up to full operations.

Indigenous Partnerships Critical to Future Projects

The UBC in British Columbia has partnered with the Haisla First Nation and the Kitimat Valley Institute to provide introductory scaffold and scaffold apprenticeship training for the Haisla First Nation since 2012.

UBC signatory contractor Steeplejack formed a partnership with the Haisla First Nation. This partnership provided scaffolding and scaffold services on the KMP project requiring over 100 UBC scaffolders. The British Columbia Regional Council also committed to providing the pre-employment and safety training for the Haisla, helping to provide access to a career in scaffolding and become successfully employed on the project.

Two 'Introduction to Scaffolding' classes were conducted in conjunction with Steeplejack at the Kitimat Valley Institute (KVI), a non-profit organization that provides training opportunities for local First Nations and the community. Most participants had an opportunity to work on the project and approximately 50 percent became UBC scaffold apprentices.

The Kitimat Modernization Project employed an average of 500 UBC carpenters and scaffolders from numerous signatory contractors. "We met and maintained our target of 30 percent apprentices and 15 percent local and First Nation hires," says Mark Derton, President of the BCRCC. "The majority of First Nations were Haisla members working as scaffold apprentices for Steeplejack. These Haisla apprentices exceeded over 30,000 hours of combined work experience and earned more than \$1 million in wages and benefits." Building on this success, the BC Provincial Government in 2016 contributed nearly a quarter million dollars for a scaffolds training program to be delivered by the UBC at Kitimat Valley Institute.

"KVI is very excited for the opportunity to work with the Haisla Nation and the UBC to provide a place for the training to occur," says Sherrie Little, CEO of Kitimat Valley Institute. KVI also made a significant investment with the purchase of a separate facility on the campus site for scaffold training. In addition, Brock Canada (formerly Steeplejack) gave a substantial donation of scaffolding materials for the training program.

In March of this year, the UBC conducted an 'Introduction

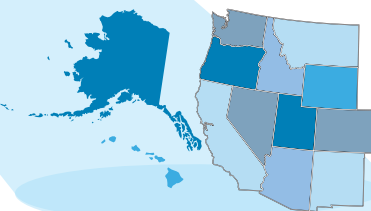


to Scaffolding' course and safety training at KVI to assist in identifying future scaffold apprentices in anticipation of LNG Canada making a positive announcement on their final investment decision for their proposed multi-billion dollar LNG export facility in Kitimat. Shell, an LNG Canada joint venture partner, said it still sees the project as an opportunity to bring Canadian gas resources to a global LNG market.

"We are ready to deliver the UBC scaffold apprenticeship program at KVI in Kitimat," says scaffold instructor and Local 1370 representative, Mike Andrews. "Recruiting, preparing, and providing ongoing training will best ensure that a local workforce will be available, making the LNG Canada project a true success." The project will employ thousands of trades people and hundreds of scaffolders during construction. Once in service, scaffolders will play a significant role in the upkeep and maintenance of these enormous facilities. Ongoing maintenance will provide local scaffolders with employment opportunities for decades to come.

With proposed industrial development planned for the Kitimat area, scaffolding will be a growth industry in need of qualified journeypersons and apprentices. By providing a trained and qualified local workforce, the BCRCC is positioned to meet the demands of industry, create employment and career opportunities, support local businesses, and sustain communities.

DISTRICT SPOTLIGHT



New Bridge Changing the Skyline At the Port of Long Beach

Members of the Southwest Regional Council in Southern California are a key part of the crew building the replacement for the Gerald Desmond Bridge in Long Beach. The five-year, \$1.5 billion project is set to complete in 2018.

UBC piledrivers have worked on the project and all post-tension layout is being done by UBC carpenters. Using five-man crews, 235 yards of concrete have been poured by UBC concrete carpenters every month at the site.

Some 300,000 cubic feet of concrete will be poured and 90 million pounds of steel will be erected upon completion.

The six-lane Desmond bridge deck will be the highest in the U.S., at more than 200 feet, to accommodate the biggest of the cargo ships that use the Port of Long Beach. In addition, with two towers reaching 515-feet, the 1.5 mile span will be one of the tallest cable-stayed bridges in the U.S. The contractor for the project is A Shimmick, FCC, Impregilo (SFI) Joint Venture.

In Northern California, a Perfect Trifecta

When horserace fans pick the top three finishers in a race, they win the trifecta. On the evening of June 13, members of Carpenters in Action (CIA) in the Northern California Regional Council went one-two-three, unanimously winning project agreements in three Bay Area communities.

Brentwood Library

Local 152 members and CIA activists were key to unanimous passage by the Brentwood City Council of a Project Stabilization Agreement (PSA) for construction of a new \$12.2 million public library. The agreement includes a commitment to hire locals, residents and veterans.

Brentwood Republican Mayor Bob Taylor was a staunch supporter—and Councilmember Erick Stonebarger voted for the agreement after having opposed a similar agreement when the town built a new City Hall in 2009. That project finished \$30 million under budget, with the savings used to pay for a new city parking garage.

Apprentice and local resident Jaime Rodriguez testified at the City Council meeting. A Marine Corps veteran who came through the Helmets to Hardhats program, Rodriguez told the city council the agreement “will bring good jobs into this community, especially for vets like myself.”

In Brentwood, “we deliberate and



we do things right,” Mayor Taylor said. “I’m proud of all these workers. We’re going to have a drop-dead gorgeous library.”

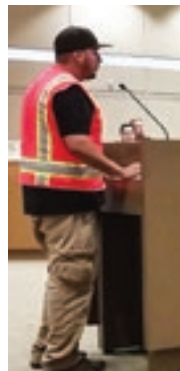
Concord Citywide PLA

Twenty-five miles away, the Concord City Council voted to build all city projects worth \$750,000 or more, over the next five years, under a PLA. The unanimous vote had widespread public support and came despite opposition from the anti-union Associated Builders and Contractors (ABC).

According to city staff, the PLA will cover three-to-five city construction projects every year. The big prize, which is excluded from this agreement because the City is in separate negotiations with the developer, will be the development of the old Concord Naval Weapons Station. “This PLA will be a great precedent for that project,” said Councilmember Tim Grayson.

Carpenter volunteers making a difference.

Below: Jaime Rodriguez, who came through the Helmets to Hardhats program, testifies before the Brentwood City Council



“Concord is composed of lots of hard-working men and women,” Grayson said. “It’s a labor town. I know that PLA stands for Project Labor Agreement, but for me, the P is for prevailing wages, the L is for local hire, and the A is for apprenticeship. That’s the way I understand it, and that’s what I want for Concord.”

Multi-Family Residential in San Francisco

The final horse to come in was a huge multi-family residential project in San Francisco’s Mission District, approved unanimously by the Board of Supervisors with a crowd of more than 40 CIA members in the audience. The project will provide 196 market-rate and 136 below-market rate units.

“The credit for this huge win goes to the members,” said Adrian Simi, Lead Organizer for Local 22. “We had aggressive organizing on the street long before this project got to the bidding process, which gave us a seat at the table. And as usual we were engaged with the Planning Commission and the Board of Supervisors from the beginning.

“This was an extremely complex process, involving a lot of community input, and the Carpenters are increasingly seen by developers and political leaders as problem solvers,” said Simi.

In Accident's Aftermath A UBC Spouse Straps on Her Tools

Twenty months ago, Jared and Heidi Dorsey and their four children were much the same as any UBC family. An active member of Local 547 in San Diego since 2002, Jared worked as a concrete foreman. Heidi ran the household and the kids' busy lives. In their mid-thirties, they weren't wealthy, but they managed with the help of a UBC wage and benefits.

That all changed when Jared was severely injured in a motorcycle accident in December 2015. His left leg was amputated below the knee, drastically changing his life and career.

Jared, a big, strong man whose nickname is Shrek, is still on a hard road, trying to return to health and regain the ability to fully support his family. He has had work as a jobsite safety supervisor, but his recovery has been slowed due to infections and he has been hospitalized numerous times. It took ten months instead of the usual three for his leg to be ready for fitting with a prosthetic.

"I went back to work as soon as I could, but it's so different now," Jared said. "Everything takes longer—getting dressed, walking, being on my feet and maintaining my leg and prosthetic through the day. As a father, I think about the future and I worry. I don't want my family to suffer."

Meanwhile, Heidi has stepped up—in a big way. Just under a year ago, in an all-out bid to keep the family afloat, she joined the UBC as an apprentice. She knew that a minimum wage job wouldn't cut it; nor would her training as a dental assistant.

"We've been fortunate to have help and contributions from the union, UBC members and our family since the accident," Heidi said. But with steady income suddenly unreliable, "I needed to work—and we needed to continue the benefits that the union had supplied us with all these years."

Southwest Regional Council Executive Secretary-Treasurer Randy Thornhill encouraged Heidi to find a

niche in Interior Systems, working as a drywall taper.

"I admit I was extremely scared at first," Heidi said. "But I know the union and what it provides. I've been taking

Jared to foreman meetings, so I began spending more time with him and his work buddies, and they have been the best mentors.

"I did this for my family because I had to, but in the process, I've become a different, stronger person."

Jared and Heidi continue to face daunting challenges. They weathered the 2008 recession, so they know that work and, now, health, are never guaranteed. What is sure is how central the UBC is in the Dorsey's lives.

"The union has been like a second family," Heidi said. "It's our way of living and our support."



The UBC is central to the lives of Heidi and Jared Dorsey.

Hawaii Carpenters Take Action To Secure Work at Ho'opili Project

Union carpenters played an integral part in an 11-year battle, fighting through countless debates and court challenges, until victory finally came when Hawaii's largest master-development project in decades began construction.

The project, named Ho'opili and developed by D.R. Horton on Oahu, is estimated at \$4.6 billion. When completed it will include 11,750 homes, five public schools and approximately 3.5 million square feet of commercial space.

The battle for Ho'opili went all the way to the Hawaii Supreme Court, where opponents claimed that the project's proposed land use was inconsistent with the Hawaii State Plan and violated the State Constitution.

The Supreme Court ruled that it was proper and valid for the state Land Use Commission to

reclassify 1,525 acres of land for the project from agricultural to urban.

The Hawaii Regional Council of Carpenters stood by Ho'opili during its marathon entitlement process. Members spoke passionately at countless hearings, held signs at rallies, and supported the union's political action activities to ensure that elected officials understood the importance of allowing the project to proceed.

"Tract home residential projects have been missing from our market for the past six years, and the ability we will now have to combine work hours from high-rise concrete construction with residential tract development will give our contractors and members more opportunities in the future," said Ron Taketa, Executive Secretary-Treasurer for the Hawaii Regional Council of Carpenters.

First Period Apprentice Larry Mays Saves a Life

Thanks to his UBC training, apprentice carpenter Larry Mays was ready to take action when an older man collapsed in a store where



Larry Mays

they were shopping. Mays, a member in the Pacific Northwest Regional Council, had just completed his first aid and CPR course the week before at the training center in Kent, Washington.

"I looked around and no one seemed to know what to do," said Mays, "So I did as I'd been taught."

Alert. Assess. Attend.

Mays quickly took charge of the situation. He asked someone to call 911, find a first aid kit, and then, as the man turned blue, he asked bystanders for help with CPR. Another customer stepped up and while Larry did chest compressions, she performed mouth to mouth resuscitation. As the man began to breathe on his own, Larry put him in the recovery position, but he had to start CPR two more times before the paramedics arrived. The paramedics motioned for him to continue CPR as they quickly set up their equipment and then took over.

Mays and the other Good Samaritan were recently presented with life saving awards from the Tacoma Fire Department, with the man whose life they saved in attendance.

Members Battle in the States Over Fair Wages, Union Rights



Missouri Carpenters gather petition signatures as part of the battle against right-to-work.

Elections have consequences.

That is why so many UBC members work hard during political campaigns and stay active in government, day in and day out. It is the best way to uphold the fair workplace standards, including decent wages and safety, that we and our communities need.

Construction workers in UBC regional councils, and members of our Carpenters Industrial Council, see the results all around us of the anti-worker tide that has rolled through our local, state and federal governments.

Bankrolled by special interests like the anti-union Associated Builders and Contractors (ABC) and others, state governments have turned more conservative—and are attacking the standards that helped build the middle class. In state after state the attacks are driven by anti-worker groups with an ideological “to-do” list, not by any factual demonstration of cost savings.

Prevailing Wage and Davis-Bacon

Prevailing wage laws at the state and local level ensure that construction workers on public projects are paid wages and benefits that “prevail” for similar work in a given area. The Davis-Bacon Act protects fair wage standards on federal construction projects. These laws uphold area standards and help prevent bottom-dollar contractors from producing unsafe public buildings without producing any economic benefits.

Right-to-Work

Anti-union employers and their supporters have always fought tooth-and-nail to try to roll back workers’ rights to form effective unions and negotiate wages, benefits and working conditions. “Right-to-work” laws do just that, and 28 states have them.

Right-to-work drives down wages and benefits, and worsens safety standards and poverty.

UBC members in many states have faced down attempts in recent years to repeal prevailing wage laws and

enact right-to-work. The results have been mixed, with battles won and lost (see map). Here are a few examples of recent and ongoing campaigns.

Victory in New Hampshire—for now

New England Regional Council members helped to beat a right-to-work effort when the New Hampshire House of Representatives soundly rejected a bill in February. Testimony was especially powerful from apprentices, who persuaded lawmakers by showing how union membership and training had turned their work lives into careers, said NERCC Political Director Steve Joyce.

The Council’s grassroots campaign included countless calls and visits to the State House by members, who helped turn a pessimistic outlook into victory—despite the fact that the entire state government went under Republican control in 2016. The issue is off the table for at least two years.

“A lot of people felt this was the year that right-to-work would finally win, but we and our members

resolved we weren’t going down without a fight,” said Joyce.

Double Threat in Missouri

Members of the St. Louis-Kansas City regional council face attacks in both the prevailing wage and right-to-work arenas—attacks that have intensified since the election in 2016 of Gov. Eric Greitens.

This year Greitens signed a bill passed in the legislature to enact right-to-work. The UBC council, along with the We Are Missouri coalition, has been gearing up to pass a ballot referendum that would let voters decide whether to overturn right-to-work.

TV ads, door-to-door canvassing and letter-writing have all been part of member action, according to Council Political Director Joe Hudson and Assistant Director Mark Dalton.

The council is also leading the Protect Missouri Families coalition in its effort to save the state’s prevailing wage laws. The legislature is expected to take up that issue in 2018. “Our

members have been so engaged,” Hudson said. They understand the seriousness of what is happening to them.”

West Virginia: Bitter Losses Lead to Surge in Involvement

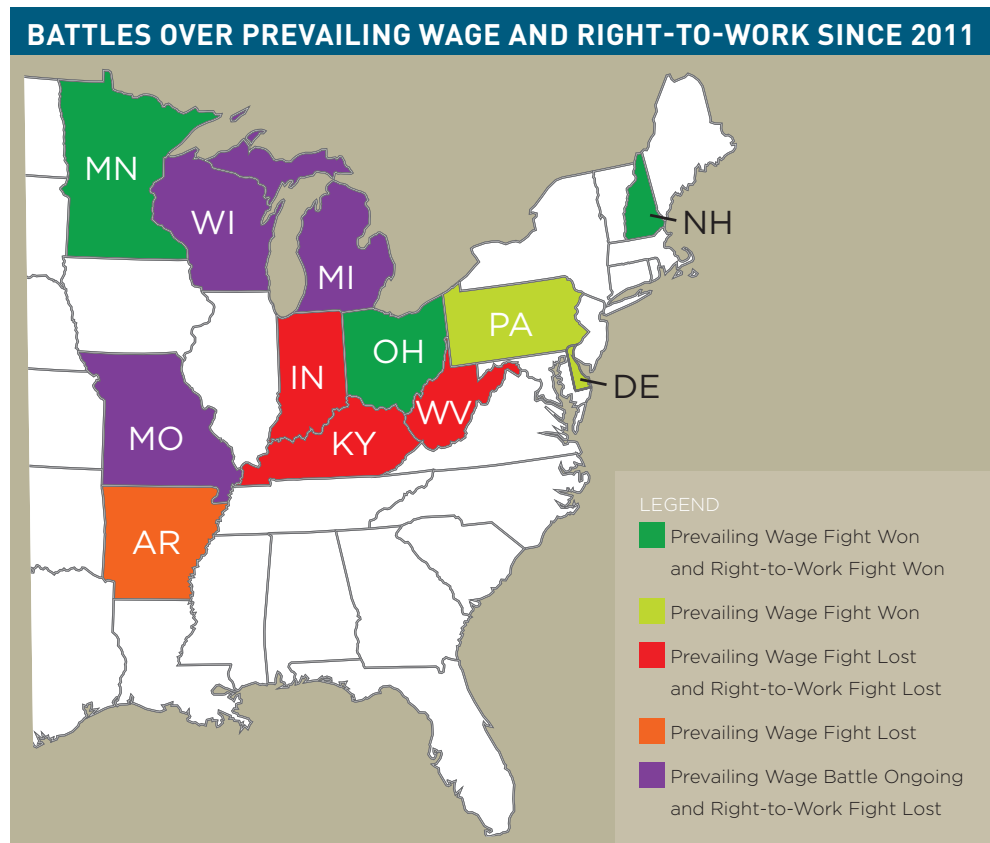
Members of the Keystone-Mountain-Lakes (KMLRC) regional council battled hard as part of a huge labor-wide campaign, but ultimately the state legislature passed right-to-work and repealed the state’s prevailing wage law in 2016.

Another anti-worker wave is expected in 2018, when the legislature will take up a “paycheck protection” bill to curtail dues check-off for political action. KMLRC members and the council’s Voter Activation Network will again deploy to knock on doors and make phone calls against this all-out campaign to try to silence workers’ voices.

“The good news is that these attacks on workers caused a huge surge in involvement and in union members deciding to run for office,” said Ian Heinz, the council’s deputy political director. Five UBC members ran, and two were successful: KMLRC Representative Scott Brewer was elected to the West Virginia House of Representatives, while Glenn Jeffries won a seat in the State Senate.

Wisconsin Faces Prevailing Wage Repeal

In 2015 the Wisconsin state legislature voted both to enact right-to-work and to abolish prevailing wage protections on local projects. The prevailing



wage provision took effect in January 2017. Now the Republican-majority legislature is considering a full repeal of the state’s prevailing wage law.

North Central States regional council members have made more than 6,000 calls in targeted districts, urging representatives to vote no on the repeal. In addition, a coalition of 500 contractors opposes repeal, and the Wisconsin branch of the American Legion veterans’ organization has come out against repeal, noting

that repeal would drive down wages for veterans working in construction. (see box).

“Before the national groups like Americans for Prosperity came in, there was no demand for changes to prevailing wage,” said Mark Reihl, North Central States Political Director for Wisconsin. “That is what tells you that this is driven by ideology. This is an issue where it seems that, for many of our representatives, facts don’t matter.”

How the Prevailing Wage Impacts Veterans

Vets make up 5.8 percent of the U.S. workforce, but 6.9 percent of blue-collar construction workers. Apprentices from the military will be an important source of construction labor as the industry grows. Good state prevailing wage laws help veterans by:

- increasing their annual incomes by seven to 10.7 percent;
- decreasing poverty by up to 31 percent among vets working in construction;
- supporting more than 7,700 veteran-owned construction firms that would go out of business if the laws were repealed.

Source: “The Impact of Prevailing Wage Laws on Military Veterans: An Economic and Labor Market Analysis.” 2016.



BRINGING UBC EXCELLENCE TO THE FRONT LINES

The UBC's Department of Education and Training (DET) is earning high marks for its newest program, UBC Excellence: Building Frontline Leaders. One of the first designed specifically for administrative personnel, the program focuses on the delivery aspects of customer service. The course helps participants understand the impact of the services they provide to UBC members, with the ultimate goal to deliver at such a high level that people are inspired to share their experience with others.

"UBC Excellence is focused on developing an attitude of personal responsibility and service excellence that goes above and beyond customary practices," said DET Executive Director Randy Eppard. "The program was created to support the development of a Constructive Culture throughout the UBC, as well as our industry."



Participants of the program:

- analyze their own "customer" base and why we serve those customers;
- discuss the "interconnectivity" of all parties in the UBC network; how the structure of the UBC and its affiliates' service are related;
- learn the essential elements of customer service to equip them with the skills necessary to provide top-level service in every situation;
- acquire and apply communication skills and practice bridging interpersonal communications through a series of innovative situational learning modules; and
- develop their own commitment to service by fashioning their individual branding guideline through analysis of their personal attributes and abilities while defining their own path to being essential to their customers, the organization, and themselves.



North Central States Executive Secretary-Treasurer John Raines said the Excellence program "has had a profound effect on the Regional Council. This program has helped Administrative staff understand that their role is essentially the face of the UBC at every level of contact they have. Staff members have come back with a new view on their importance to the UBC structure and its success. You do not get a second chance at first impressions!"

<p>"My whole perspective of the Carpenters has been changed. The experience at the training was rejuvenating, eye opening, motivating, and educational."</p> <p><i>Amelia Perez, Operational Service Supervisor, Carpenters' Benefit Plans, St. Louis-Kansas City Regional Council.</i></p>	<p>"Being able to know people around the nation that work for the UBC and hear their stories and experiences was very helpful in making me view my day-to-day duties in a different way."</p> <p><i>Priscyla Rodriguez, Administrative Assistant, Pacific Northwest Regional Council (PNWRCC)</i></p>	<p>"It wasn't at all like I expected. I not only learned more about myself, I learned how to deal with others. Along with that, I thoroughly enjoyed learning the dynamics of how to handle and understand different personalities."</p> <p><i>Kellee Voliva, Office Administrator, PNWRCC</i></p>	<p>"The most important thing that I took away from the training was that we matter. Time and time again, we get referred to as "the help." Our jobs are minimized and people (Reps, members, etc.) think our job is just paper pushing. This training helps reassure that this really isn't the case. That our jobs are just equally as important if not more since we are the first impression."</p> <p><i>Dani Plong, Administrative Assistant, PNWRCC:</i></p>	<p>"I enjoyed the training like no other. They made it fun. I took the experience back to work; I now answer the phone with a smile, and it has been great. Of course, you still have a few nasty people on the other end, but the smile makes it easier to deal with. It was also good to hear that we do matter."</p> <p><i>Yolanda Arce-Ramos, Administrative Assistant, PNWRCC</i></p>	<p>"UBC Excellence adds value - not only to our members, but our staff and all of the people they come in contact with; this program is a worthwhile investment in our people and our members."</p> <p><i>Jeff Skillman, Operations Manager, PNWRCC</i></p>
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DET INSTRUCTORS: BUILDING THE UBC'S FUTURE

With more than 15,000 UBC members participating in programs at the International Training Center each year, the DET's busy team of instructors is at the center of the union's effort to change the culture of the industry and maximize leadership skills among members at all levels of their careers.

Led by Senior Program Director Bob Jacobson, the team includes nine full-time and 52 part-time instructors, with 10 part-timers added in 2017 alone. DET instructors deliver a combined 136 programs per year.

Becoming an instructor is a long process that includes required observation, co-training and participation in various DET courses. Instructor Development Coordinator Steve Griffith leads this process, developing and coaching instructor candidates through a series of co-instruct observations, and giving feedback.

Once instructors are qualified to assist in DET programs, Steve continues to observe their presentation skills and provide feedback to help instructors develop to their full potential. To ensure they remain the crème de la crème, instructors participate each year in skill-building courses to learn the latest in technological advances and educational breakthroughs.

"Our instructors are committed to developing themselves and honing their skills in and out of the classroom," said DET Executive Director Randy Eppard.

Training and Technology

DET instructors have a wealth of resources at their disposal, from just-in-time learning on programmatic concepts to developing networks that allow for face-to-face coaching via videoconference. The DET's Learning Library is hosted online

and available to all instructors 24 hours a day, allowing them to develop their individual skills without interrupting other work assignments.

Instructor Resource Coordinator Odie Parkins works with instructors and instructor-candidates to develop their technological skills, both in and out of the classroom. Odie also works to improve current programs and materials, implement new programs, revise dated materials and determine ways to improve program outcomes.

Online Coaching

In 2014 the DET purchased state of the art video equipment and trained key staff on the its use. In 2015 the department produced several instructional videos of instructors presenting DET programs. The videos help new instructors keep abreast of the latest teaching techniques and have made instructor training more efficient and less costly. The use of videos has also expanded opportunities for instructors to provide effective feedback.

In 2017, DET began providing Web-Ex online training sessions on curriculum changes to all instructors, including recordings for future reference. This streamlined approach, which is expanding to new areas, brings everyone up to speed without the costs of an in-person meeting.

Veteran DET instructors coach, train, mentor and evaluate new instructors. The on-boarding process for new instructors includes internal evaluations and coaching, with special training on communication skills. Instructor Surveys have been incorporated into all major DET programs, asking participants to rate their breakout room instructor. Instructors use this data to focus on their performance and continually improve.

"The illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn, and relearn."

Alvin Toffler



FULL-TIME DET INSTRUCTORS

Bob Jacobson
Senior Program Director

Steve Griffith
Instructor Development
Coordinator

Odie Parkins
Instructor Resource
Coordinator

Karl Andraschko
Rick Eppard
Bryan Frise
Brent Jenkins
Brett Michael
Mark M. Brown
Hank Mroczowski
Chip White
Jim Leligdon

BUILDING ENVELOPE CERTIFICATION: Gaining Graduates and Recognition

The Carpenters International Training Fund's Building Envelope (BE) certification program is a prime example of the UBC's focus on preparing members for the most in-demand construction jobs.

"It is easy to see that this program will be a game changer for our industry."

Steve Harless,
Construction Manager,
Swinerton Builders
Healthcare

The program was launched by the CITF in 2013 and is becoming an industry leader. So far 218 UBC members have gone through BE certification programs.

The BE curriculum has been developed with help from top subject-matter experts from the industry—and Building Envelope principles are increasingly being incorporated into architectural plans and building specifications.

Members certified in BE skills are part of construction teams that enclose the interior spaces of buildings to protect the indoor environment and

support climate control.

Focusing on the roof, exterior walls, foundations, overhanging floors, and concrete slabs, BE professionals use specialized techniques that create and protect the building's air barrier, thermal barrier, water vapor barrier and moisture barrier. Properly installed, these barriers protect the building, improve energy efficiency, and provide a healthy and comfortable environment for those who live or work in the building.

The program reached a milestone earlier this year when the National Commission for Certifying Agencies (NCCA) granted accreditation to the first of the BE curriculum's five certification programs—the Certified Building Envelope Technician (CBET) program. CBET training and certification is the **Level 1: Technician** aspect of the BE program.

The program's three **Level 2: Certified Building Envelope Specialist (CBES)** programs—in Air & Moisture Barrier; Thermal

Barrier; and Spray Foam Barrier—are expected to be accredited before the end of 2017.

Level 3: Certified Master Building Envelope Specialist (CMBES) accreditation is expected by July 2018. CMBES certification can be reached only by members who are first certified and current in the three CBES specialties.

Each of the five programs requires a minimum of 36 total hours of classroom education and practical training, and each program culminates with a one-to three-hour written exam. Candidates who pass the exam are awarded a certificate from the Carpenters International Certification Council, as well as a wallet-sized verification card with a QR code, which helps them market themselves in the BE specialty.

BE programs are offered regularly at the UBC's International Training Center. Interested members should contact their local training center for information.



Career Connections

Getting high school students interested in UBC apprenticeships

The UBC's Career Connections program continues to grow as high school-level career and technical education options gain interest among educators, students and their families.

At the program's heart are 145 Outreach Specialists, who present the Career Connections program to schools, mentor teachers and students, and represent the program at public and community educational events. The Career Connections curriculum is used in more than 230 schools in the U.S. and Canada, as well as in UBC Job Corps programs.

This fall the Carpenters International Training Fund (CITF) will introduce two new student and teacher programs for Career Connections at the annual Association of Career and Technical Education (ACTE) national conference.

Introduction to Millwrighting familiarizes students with the millwright occupation and industries

that employ millwrights, and introduces millwright math and tools, with illustrations. The program includes an annotated teacher manual and a resource disk with Power Point presentations on this core UBC trade.

Oxyfuel Cutting and Shielded Metal Arc Welding provides an introduction to and practice in basic welding skills. Welding equipment and weld symbols are a focus of this program's curriculum, which meets a number of American Welding Society guidelines. Safety is a primary emphasis.

Both millwrighting and welding are in high demand in construction and related industries, so it's important to familiarize high-school teachers and students with these critical skills and the available career opportunities.

Other new additions to the Career Connections curriculum are PowerPoint presentations to accompany *One Trade, Many Careers*,

Project Books 1 and 2; Project Book 3 Residential Construction; and Project Book 3 Commercial Construction.

The ACTE national conference is a great opportunity for hundreds of administrators and teachers to learn about UBC apprenticeships and get detailed information about Career Connections. Last year's conference was held in Las Vegas, and 75 conference participants attended a special tour of the UBC's International Training Center to talk with CITF staff and have an in-depth look at Career Connections materials.

At this year's conference, CITF is taking advantage of the increased interest the educational community has shown in the apprenticeship as a viable option to college for many students. CITF's Executive Director Bill Irwin will make a presentation on The Apprenticeship: Lead-up to Lifelong Learning and Career Success.

ICRA Responds to Changing Fire Codes

The UBC's program for Infection Control Risk Assessment (ICRA) Best Practices in Health Care Construction has been highly successful. More than 17,000 members have completed the training since 2004—and kept themselves ready to roll in one of the most in-demand sectors of construction. In addition, 580 instructors have completed the train-the-trainer ICRA course.

ICRA program coordinators at the International Training Center have been working hard during the past year to respond to important changes in national fire codes. In 2016 the Centers for Medicare and Medicaid adopted the National Fire Protection Association's new codes regarding temporary construction barriers.

For ICRA, the changes have brought new connections with companies that manufacture

temporary wall-panel systems to contain dust at an acceptable level relative to the codes. McCain Walls, OES Equipment, and STARC Systems are all working with the CITF to supply regional training centers with the materials to train UBC members on installation of these wall systems. With the addition of the three companies, five different panel options are available.

"As always the goal is to stay on top of our contractors' needs as they perform at a high level in the healthcare construction industry," said CITF Technical Coordinator Jim Vodicka.

The ICRA program continues to broaden its reach by offering an ICRA Awareness course to instructors from other trades. In addition, many UBC instructors and agents teach ICRA principles to architectural professionals.



Scan the Card See the Skills

1. Scan the TVC

Use a QR code reader application on a smartphone to view the records. Don't have a scanner application? Download one for free from your mobile device's App or Play Store.

2. Access the Record

The TVC verifies all current training, certifications and qualifications for a Union Carpenter, which allows employers to verify current membership, and current training, qualifications and certifications by accessing:

- Member name
- Photo (if available)
- UBC ID
- Local Union
- Classification (Apprentice or Journeyman)
- Craft
- Dues paid through date
- Initiation date
- Union status
- Training, certifications and qualifications
- Welding certifications
- Additional certifications and qualifications acquired from a third party

3. Program Security

Our goal is keeping the records of our members accurate and ready for your review.

- All previously issued paper cards are now invalid.
- Once a member requests a replacement card, his or her current QR code is deactivated and a temporary card is issued with a new QR code that will work for 2 weeks. When the permanent card arrives, the temporary card is deactivated and the new QR code becomes active.
- The TVC is mailed to the member's home address with instructions on its purposes and use.
- Cards will not print if the member has an incorrect address in the CITF's records.
- Cards will not have a photo of the member if no photo is on file with the CITF.
- The TVC is more effective when the member's photo is on the card. However, the photo can only be displayed if the member has a photo on file with the CITF. Members can have their photo taken at their local training center.

The UBC's Carpenters International Training Fund (CITF) now provides real-time training, certification and qualification reports for UBC members. The Training Verification Card (TVC) system revolves around a single plastic card featuring a QR code. One scan of the code gives employers an up-to-the-minute report from a database that is updated as soon as a member completes a course or earns a certification/qualification.

4. Understanding the Message

- Training History Not Available** ➤ This is a non-member
- Invalid Code** ➤ Old card or expired temporary card (maybe it was found after receiving the replacement card)
- No Current Training History** ➤ All training has expired



Skill, Productivity, Safety: Global Wrap and UBC Carpenters Team Up to Grow a Trade

In most parts of the U.S. and Canada weather plays a factor in construction, but the shrink wrap product produced and installed by Global Wrap® can be a game changer to keep a project on track even in the harshest environment. And that product is installed by UBC Carpenters.

The shrink wrapping of buildings and scaffolding is a new trade for the Carpenters Union. Global Wrap is the inventor of the shrink wrap system and for over 36 years has led the way in environmental containments. Anthony Seraphin, President of Global Wrap, has been working with carpenter locals nationwide for over five years and is proud that Global Wrap is signatory with the UBC. The shrink wrapping of the scaffolding is now an addition to the erection of the scaffolding. Whether the scaffolding is for new construction, environmental abatements, or work in refineries, shrink wrapping is Carpenters' work. The company also installs temporary dust barrier walls to cordon off areas for concrete pours in the winter.

Global Wrap also developed the shrink wrapping of buildings and the installation of temporary curtain walls, floor by floor. These applications keep the heat in during the winter and the trades working. It is also used in the warmer climate regions to keep the AC in and the rain out. Unlike tarps blowing in the wind, Global Wrap lasts and stays drum-tight, so there are no hidden costs for clients and no need for tarp replacements.

Seraphin says, "Over the last three years I have seen people who have tried to compete with Global Wrap by copying our methods, working on some very high profile union sites, claiming to be a specialty trade... when in fact the Carpenters should be doing this work with Global Wrap."

Seraphin is convinced that the benefits of using union carpenters include their safety training, education, responsibility to the union, and know-how with power tools and their applications. People working out of pickup trucks don't offer the contractor these qualities and the low price tag can become very costly with only one accident.

Together, Global Wrap and the Carpenters Union are building this new trade together.



In today's competitive construction market schedules have to be met no matter the weather, and using Union Carpenters to install Global Wrap helps get the job done.





Carpenters Industrial Council Members See Benefits of UBC Leadership Programs

Just like for construction carpenters, leadership and collaboration make a difference for our industrial members.

The Carpenters Industrial Council (CIC) is the UBC's nationwide council representing members who work in industrial settings all across the United States. Some of the issues industrial workers face are different from those on construction sites. But all UBC members share a common goal: to achieve 70 percent or better market share.

Improving leadership skills is key, at the worksite and in the union. The UBC's Department of Education and Training (DET) created the Industrial Leadership program especially for CIC members.

"A real leader is someone who influences and inspires others to do the right thing, whether it's a couple of guys on the job or the entire organization" said UBC General President Douglas J. McCarron. "We call this

'Transformational Leadership,' and it's what we aim for at the UBC."

Those who participated at this year's Industrial Leadership program were identified by their fellow members as individuals with leadership potential. They included new members and union brothers and sisters with years of experience under their belts.

Sessions focused on the future of the union, but also educated participants on the history of the UBC. They discussed the rich heritage of the Brotherhood, and its dedication to inclusion and activism—to protect, defend, and provide a future for its members.

Learning this background helped initiate new members into the fold and gave them an understanding of

the depth and passion that comes with working in a union environment.

"My goal and the goal of the Carpenters Industrial Council is to use every resource available to us to train and equip a new generation of leaders. Strong leaders who will stop the race to the bottom that the working class in America has become trapped in," stated Tony Hadley, Executive Secretary of the Carpenters Industrial Council.

He continued, "The American Dream is not dead. With knowledge, training, strong determination, and the commitment to strive together, we can rebuild that dream and make it achievable again. I know it's possible because Americans have done it before. And to get it done, we will become Union Strong!"



Transformational Leadership in Action

ORION PRIM attended the UBC's Industrial Leadership program last year. "The whole experience was kind of overwhelming," he said. "I'm so used to big organizations conspiring against my success. For the first time I felt I had a large organization—the union—conspiring for me to succeed."

Prim is a member of Carpenters Industrial Council Local 2761 in McLeary, Washington. He works at Simpson Door, a 105-year-old company making handcrafted wood doors. This is Prim's first union job, though his parents and grandparents worked union in the Midwest before moving to the Southeast, where Prim grew up.

"I've worked in tech jobs for low-wage non-union companies in Florida and Atlanta," Prim said. "We moved to Washington State when my wife and I both lost our jobs in the recession."

"This is a great job for me because I love working with my hands—and I love having a union contract. There

is more mutual respect between management and the employees; what is expected is that you show up and you work hard and not play games. That is comforting."

In the Leadership program, "it was helpful to learn how Labor got from where it was when my grandparents were making their careers, to now, where unions have been losing market share and having to justify our existence."

The program helped Prim ask questions, listen to and understand his coworkers better—and open up discussions that changed the way people felt about their work and the union. On his own three-person window glazing team, the work product, and attitudes, improved thanks to those discussions.

"Without the program I wouldn't have had the cojones to have those conversations, or had the right touch to do them well," said Prim. Local 2761 sent two members to this year's Leadership program.

Prim became a shop steward after the training and serves on Local 2761's negotiating team.

"I'm here and committed to the cause, whatever form or function that takes."

Industrial Sisters Build the Union and Help Their Communities

Sisters in the Brotherhood (SIB) committees are growing throughout the union, including in the Carpenters Industrial Council (CIC), which represents U.S. industrial workers.

CIC-SIB committee members work to increase membership in their local unions by educating new employees at their worksites about the union, inviting them to join the union and mentoring new members.

The CIC-SIB committees also make the union's presence felt in their communities; volunteering at senior centers, helping out at nursing homes, and participating in events like Martin Luther King Day parades. They also raise funds for toy drives, school supplies, and meaningful causes such as "Bedz for Kids," and "Going Bald for the Cause".

Industrial SIB committees are up and running in several states

LOUISIANA
Florien, Local 3094
Lou Brown, Chair

Oakdale, Local 3101
Shanta Wilson, Chair

Haynesville, Local 2345
Julianka Robinson, Chair

MISSISSIPPI
Vicksburg, Local 2285
LaQuetta Brown, Chair

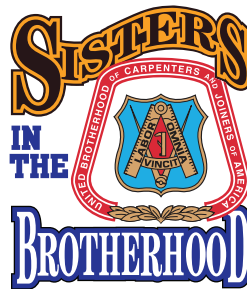
Taylorsville, Local 2086
Betty Harper, Chair

KENTUCKY
Louisville, Local 2501
Rebecca Wilson, Chair

OREGON
LaGrande, Local 2780
Brandi Dutton, Chair



Local 2780 Sisters Committee members Ann Copley and Kathy Zemke participate in community service work at a Senior Center in Elgin, Oregon.



Visit www.carpenters.org and click on About the UBC to learn more about Sisters in the Brotherhood.



SAVE THE DATE

AUGUST 26-29, 2018

SISTERS IN THE BROTHERHOOD CONFERENCE

INTERNATIONAL TRAINING CENTER, LAS VEGAS



More information is coming soon!

www.carpenters.org

facebook.com/UBCSisters





Grassroots Efforts Bring Results Against **PAYROLL FRAUD**

The fight against payroll fraud occurs at the federal, state, local and jobsite levels. Unscrupulous employers gain an unfair bidding advantage of up to 30 percent by misclassifying workers, paying off the books, and running other scams. They skirt rules on workers' compensation, unemployment insurance, payroll taxes, wages, and overtime.

The UBC leads the effort to give legislators and officials the tools to crack down on fraud. Nearly three dozen states have improved laws and enforcement, and recaptured tens of millions in lost revenue.

Some examples of how our members and regional councils are fighting fraud:

District of Columbia: Holding Contractors Jointly Responsible

Carpenters with the Keystone + Mountain + Lakes Regional Council worked with the D.C. City Council to enact a law, The Wage Theft Prevention Act, that holds contractors jointly responsible when their subcontractors and labor brokers engage in fraud.

The contractors try to use the subcontracting relationship to shield themselves against liability. When law enforcement takes action, contractors simply find another cheater to break the law.

Contractors are jointly liable under the new law, whose steep penalties include back pay and attorney's fees. The law also allows private lawsuits, including class actions.

Since 2015, upper tier contractors using law-breaking subcontractors have paid six figure settlements. Numerous other court cases are pending, with outcomes expected to get larger.



Hawaii: Big-Time Cheaters Slapped With Big Fines

When the swanky new wing of Ala Moana Shopping Center opened in 2015, the Hawaii Labor Department announced that 28 contractors and subcontractors on the project were violating the law by not paying unemployment taxes. Using information gathered by field staff of the Hawaii Regional Council of Carpenters (HRCC), the state slapped several contractors with fines totaling up to nearly \$100,000.

Acting on another tip from the HRCC, the state investigated a Waikiki hotel project. They found that Texas-based R&R Construction Services had misclassified 65 construction employees as independent contractors—and avoided paying unemployment contributions, workers compensation, temporary disability and prepaid health care insurances. R&R Construction Services was fined over \$1.1 million.

Keeping up the pressure, the HRCC persuaded the legislature and governor in 2016 and 2017 to increase penalties and improve procedures for fining law-breakers.



Juan Tavares stood up for justice for fellow carpenters.

Massachusetts: A Former Violator Goes Union

Force Corp. and its labor broker, AB Construction, first got the attention of the New England Regional Council when they were awarded the wood framing subcontract on two dormitory buildings at a private school near Boston. Problems emerged soon after construction started.

Workers were required to buy power tools and safety equipment from the company, and were paid monthly, with their first checks held for four weeks. Force Corp. compelled them to work 60-hour weeks, paid at straight-time rates of \$14 - \$17 with no payroll deductions.

A carpenter on the job, Juan Tavares, began talking with others at the site about how they were being treated and how to bring about change. He kept meticulous records of the number of workers on site, their hours, and the directions given them by Force Corp. foremen and superintendents. Eventually Tavares and four other workers signed wage and hour complaints with the U.S. Dept. of Labor (DOL).

DOL found that Force Corp. and AB Construction were "joint employers" and ordered them to pay \$2.4 million in back wages to 478 construction workers, along with other penalties.

The principals of Force Corp. later decided to change their business model, operate legitimately, and become union contractors.

Tennessee: Labor Broker Pays Stiff Penalty for Comp Abuses

Labor brokers often pay employees off the books to hide payroll from workers' compensation insurers to lower their premiums. The Mid-South Carpenters Regional Council, along with fair contractors, responded by helping to enact a law that imposes stiff civil penalties for workers' comp fraud.

At the University of Tennessee's taxpayer-funded Strong Hall project in Knoxville, JAC Jack Construction was the labor broker for interior systems subcontractor Proffitt & Sons. JAC Jack paid its workers by check, without tax deductions. UBC members exposed the abuse with a protest banner at the university.

The Bureau of Workers' Compensation investigated and applied the new law. They concluded that JAC Jack had concealed information "in an effort to avoid payment of proper workers' compensation insurance premiums." Faced with overwhelming evidence, JAC Jack agreed to a penalty of \$336,897.



see the video
at www.payrollfraud.net



INSTALL and Helmets to Hardhats: A Winning Team

After his stint in the Marines from 2006 to 2010, including a tour in Iraq, Derek Palase took odd jobs without much career promise. But that all changed for the New Jersey resident last year, when a fellow veteran clued him in about Helmets to Hardhats (H2H), the 15-year old program that connects vets with training and jobs in construction.

Palase filled out an H2H application and started a process that has changed his life. Thanks to the UBC's INSTALL flooring industry alliance and training program, Derek is halfway through his first year of apprenticeship and on his way to a solid career as a floorlayer.

Palase is now a member of Local 251, the Floorlayers local within the Northeast Regional Council of Carpenters. Council Representative Frank Koch helped Palase find work with NorthEastern Floors, based in West Berlin, New Jersey.

For Justin Snyder, a Marine from 2013 until earlier this year, the career-search process was even more seamless. He learned about H2H during his Marines transitioning course, and filled out his application even before his discharge.

"They make it easy," Snyder said. "You can search through the H2H referrals in the state where you want to work, and see what is available in different trades. I had always wanted to learn floorlaying; it's a good skill to learn and I don't like sitting behind a desk."

Snyder is a member of Local 1382, part of the North Central States Regional Council of Carpenters. He is a member of the floorlaying crew at Palmer Soderberg of Rochester, Minnesota, and has worked on projects in Wisconsin; at The Mayo Clinic in Rochester; and at a local elementary school.

"I'm enjoying the work and the company," Snyder said. "The people have a good work ethic and there is a lot of work to be done so I'm not looking for things to do; we're always busy."

Palmer Soderberg Superintendent Tom Sexton is happy with Snyder's work—and the military connection. "He is respectful and eager to learn, he's on time and ready to go," Sexton said. "I think it has a lot to do with what he learned during his time in the service."

The Brotherhood has long partnered with H2H, but INSTALL has taken a special interest in the program, said John McGrath, INSTALL's director.

"It's Helmet to Hardhats on steroids," McGrath said. "We started in April 2016 with the goal of bringing in one veteran per month for the year. That would have been eight vets—but we ended 2016 with 19, and we hope to go a lot higher this year."

McGrath receives H2H applications nearly every day. He reaches out among the applicants to recruit for INSTALL, and calls those who reply, to explain the program and offer help with the process.

"I wish I had known about it sooner," Palase said. "John McGrath had my back and told me exactly what to do. He is the bridge and he's good at what he does."

"I love it," Palase said. "Honestly, it reminds me of the military. Everyone is together." It doesn't hurt that, as a UBC member,

Palase is earning good money and has a career path. "You won't get that anywhere else," Palase said.

For a week every two months Palase trains at the UBC training center in Hammonton. The rest of the time he installs hardwood at venues like the historic Palestra arena at the University of Pennsylvania, and at Wells Fargo Arena, the home of the Philadelphia 76ers.

NorthEastern Floors, owned by Bob Fenton, has been a UBC signatory since 1998.

When Koch told Fenton about H2H, "it piqued my interest because my father was a Vietnam veteran and was later in the Operating Engineers. He got his first opportunity from another veteran. I've always had a lot of respect for guys who were both military and union."

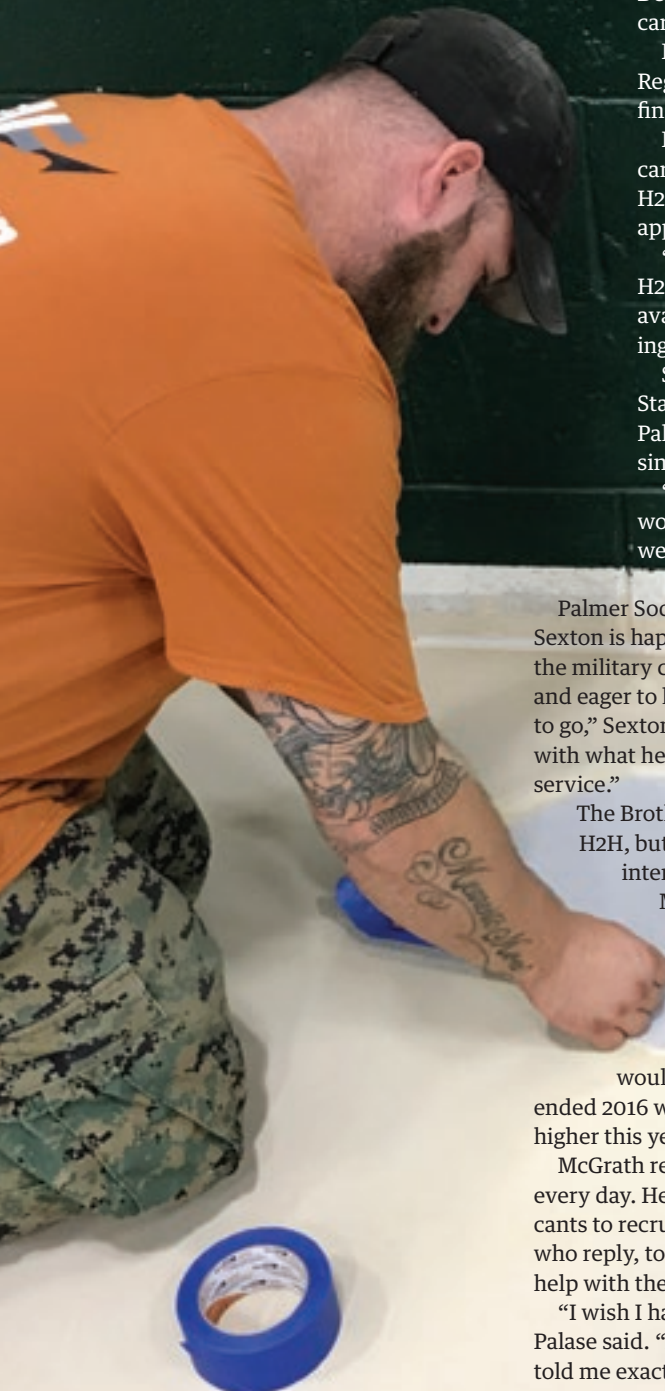
Derek Palase was the first H2H recruit to join the company; now NorthEastern has two crew members from H2H.

"Derek made one of the easiest transitions we've had into the company," Fenton said. "When he's exposed to a new system or skill, he acclimates right out of the gate. The foreman and other guys are very complimentary of his work ethic, which says a lot."

"If I have ten names of prospective employees on a list and one is from Helmets to Hardhats, I'll always give that guy a try," Fenton said. "H2H is a no-brainer for contractors."



Justin Snyder



Former Marine Derek Palase joined the UBC through INSTALL's partnership with Helmets to Hardhats.



We need to use all means of communication at our disposal to be effective. More importantly, I think we could all be a little more diligent at listening, too.

At All Levels - Communications is Key

There are so many ways of communicating in 2017—from Facebook to Twitter, by email or text—that we sometimes forget about the most important form of communication, and that is verbal.

Apprentices should be talking to Journeypersons about the task at hand, the overall project, safety concerns, and about the union. When members become Journeypersons, it is their obligation to answer questions to the best of their ability or to point apprentices in the right direction to get the answers they need.

It has been a time-honoured tradition in the Journeyperson - Apprentice relationship to pass along all of our knowledge so the new generation of skilled tradespeople may learn their craft and be productive and safe members of the crew. Through this relationship new members learn the benefits of belonging to the UBC, and how to navigate through what can seem like a complex organization.

This sharing relationship is not restricted to the construction divisions of

our union. If you are on the shop floor, in a health care facility, or any of the divisions that the Brotherhood represents, you should be passing along what you know about your work environment so that new members feel they are a part of their team, and their union.

When you give back to new workers by sharing your experience face-to-face, you give them a real boost in confidence; you close the knowledge gap about the union; and you may be the one responsible for helping them stay with the union, create a career and support their families with good wages and benefits.

These verbal interactions shouldn't stop there. They should continue among foremen and supervisors so that we may continue knowledge transfer, reduce productivity issues, maintain good working relationships and, above all, create a safe workplace.

Most foremen and some superintendents came from our ranks. They know what it takes to be successful on the tools, and how to transition into a leadership role. But like anyone else, they

can't see everything or know everything. They need relevant and meaningful communication with their craftspeople to make every job successful.

Finally, members should be communicating with their local union or Regional Council at meetings, or with their representatives on the job. Regional Councils need that communication from members through their local union in order to better reflect the needs of all and set policy and goals for this year and future years.

Many of you know how important communication is to our organization if you have been to a Third-Year or Journeyman Leadership program—but did you know that the union puts as much emphasis on foremen and superintendents programs, or that council staff take communications courses at the ITC in Las Vegas as well?

We need to use all means of communication at our disposal to be effective. More importantly, I think we could all be a little more diligent at listening, too.

La communication est essentielle, à tous les niveaux

Nous devons utiliser tous les moyens de communication à notre disposition pour être efficaces.

Qui plus est, je pense que nous devrions tous faire un effort pour mieux écouter.

En 2017, il existe tellement de façons de communiquer — de Facebook à Twitter, en passant par le courriel ou le texto — que nous oublions souvent la forme de communication la plus importante, la communication verbale.

Les apprentis devraient parler aux compagnons de la tâche à effectuer, du projet global, des préoccupations de sécurité et du syndicat. Lorsque des membres deviennent compagnons, ils ont pour obligation de répondre aux questions des apprentis du mieux qu'ils peuvent ou de les aiguiller de façon à ce qu'ils obtiennent les réponses souhaitées.

Dans le cadre de la relation compagnon-apprenti, la tradition veut que l'on transmette toutes nos connaissances pour que la nouvelle génération de gens de métier qualifiés puisse apprendre son métier et qu'ils soient des membres productifs de l'équipe et travaillent en toute sécurité. Par le biais de cette relation, les nouveaux membres découvrent les avantages de l'appartenance à la FUCMA et apprennent comment naviguer dans une organisation d'apparence complexe.

Cette relation fondée sur le partage n'est pas limitée aux divisions de la construction au sein de notre syndicat. Si vous travaillez dans un atelier, dans un établissement de

soins de santé ou dans l'une des divisions représentées par la FUCMA, vous devriez transmettre vos connaissances sur le milieu de travail afin que les nouveaux membres ressentent un sentiment d'appartenance à l'équipe et au syndicat.

Lorsque vous parlez directement de votre expérience à de nouveaux membres, vous renforcez vraiment leur confiance; vous fournissez l'information qui leur manque sur le syndicat; et grâce à vous peut-être, ils resteront membres, se forgeront une carrière et seront en mesure de soutenir leur famille avec un salaire et des avantages sociaux intéressants.

Ces interactions verbales ne devraient pas s'arrêter là. Elles devraient se poursuivre parmi les contremaîtres et les superviseurs de façon à faciliter le transfert de connaissances, à réduire les problèmes de productivité, à maintenir de bonnes relations de travail et surtout, à créer un milieu de travail sécuritaire.

La plupart des contremaîtres et certains directeurs de travaux sont issus du syndicat. Ils savent ce qu'il faut faire pour réussir et comment opérer la transition vers un rôle de leadership. Cependant, ils ne peuvent pas tout voir ni tout savoir. Ils ont besoin d'une communication pertinente et efficace

avec les gens de métier pour garantir que chaque travail soit réussi.

Enfin, les membres devraient communiquer avec leur section locale ou le conseil régional lors des réunions, ou avec leur agent syndical sur le lieu de travail. Forts de cette communication avec les membres par le biais de la section locale, les conseils régionaux pourront tenir compte des besoins de tous les membres au moment d'établir des politiques et les objectifs de cette année et des années à venir.

Bon nombre d'entre vous savent à quel point la communication est importante dans notre organisation, surtout si vous avez participé à un programme d'apprentissage de 3^e année ou de leadership pour les compagnons. Mais saviez-vous que le syndicat attache autant d'importance aux programmes pour les contremaîtres et les directeurs de travaux, ou que le personnel des conseils régionaux suit des cours de communication au Centre international de formation de Las Vegas?

Nous devons utiliser tous les moyens de communication à notre disposition pour être efficaces. Qui plus est, je pense que nous devrions tous faire un effort pour mieux écouter.

The Right Leader at the Right Time

James E. Smith, District Vice President (Canada) Retires After 25 Years of Exemplary Service on the General Executive Board

After 25 years of dedicated service on the General Executive Board of the United Brotherhood of Carpenters, District Vice President (Canada) James E. Smith ("Jim") retired on June 1st, 2017. A UBC member for more than 44 years, Jim Smith, excelled in his career and is highly respected throughout the entire Brotherhood.

Jim was born in Kells, Ireland, where his grandfather led the first labour strike. Jim earned his trade certificate from the Kells Technical School and at the age of 18, he joined the Amalgamated Society of Woodworkers, an International Union. Three years later, Jim immigrated to Canada, arriving in Toronto on October 6, 1969.

Jim joined Toronto UBC Local 27 and was quickly recognized as a natural leader on the jobsite. He was frequently called upon to advocate for his co-workers and never hesitated to protect their interest and his union. It was during this period that Jim saw that there was a real need for fundamental changes if the Carpenters Union was to grow and prosper for future generations of carpenters.

In 1979, Jim was elected to the Executive Board of Local 27 where he and a few others started to advocate for change. For example, he helped start a newsletter to better inform and educate the membership. In 1982 he was elected as a Local 27 Business Representative, continuing to excel and gaining the respect of his peers and the members he served. Jim became President of Local 27 in 1985 and a short time later he became the Locals Business Manager.

Word of his tenacious work ethic and reputation grew beyond Local 27, resulting in Jim being elected president of the UBC Canada Conference and chair of the Carpenters Bargaining Conference. On the provincial and national scene, Jim became recognized as the "go to" leader who listened and solved tough problems with fairness and compassion. He was never afraid to tackle an issue head on and was known through Canada for being fearless, honest and thorough in all his dealings.

In 1992, Jim was appointed to the UBC General Executive Board (GEB) for the 9th District where he quickly built alliances with other reform-minded UBC leaders such as Doug McCarron, Doug Banes and Andy Silins. In 1995, Doug McCarron was elected General President and Jim was elected Vice President (9th District). Change became a new defining trait of the UBC.

In 1997 the two Canadian Districts (9th and 10th) were merged and Jim became UBC Vice President for all of Canada. Over the next 20 years Jim led a remarkable and transformative era of restructuring in Canada. These changes have positioned the UBC in Canada to be the envy of other unions which had failed to have the courage, determination and foresight. Once the changes were put in place Jim worked tirelessly to nurture and build a strong Regional Council system throughout Canada.

Jason Rowe, the new Canadian District Vice President, said, "Jim Smith is, was, and will be the heart and soul of the Canadian District. The Canadian District wouldn't be today what it is now without Jim Smith."

General President McCarron says of Jim, "When we met in 1991 his vision for Canada was the same as my vision for all of the UBC and we came into sync very quickly. He has made a positive difference for so many members and their families in Canada."

Upon his retirement, Jim Smith leaves behind a legacy of a strong and united Canadian District, ready and prepared for the future. His leadership, friendship and way of doing business will be greatly missed and he is a great example for next generation of UBC leaders in Canada, as he set the bar high.

Jim Smith was the right leader at the right time.

Le bon leader, au bon moment

James E. Smith, vice-président du district canadien, prend sa retraite après 25 années de service exemplaire au comité exécutif général.

Après 25 années de service dévoué au comité exécutif général de la Fraternité Unie des Charpentiers Menuisiers d'Amérique, James E. Smith a pris sa retraite le 1^{er} juin 2017. Membre de la FUCMA depuis plus de 44 ans, Jim Smith a excellé dans sa carrière et jouit d'un grand respect dans toute la Fraternité.

M. Smith est né à Kells, en Irlande, où son grand-père a mené la première grève. Il a obtenu un certificat professionnel de la Kells Technical School et, à l'âge de 18 ans, il a adhéré à l'Amalgamated Society of Woodworkers, un syndicat international. Trois ans plus tard, il a immigré au Canada et est arrivé à Toronto le 6 octobre 1969.

M. Smith est devenu membre de la Section 27 de la FUCMA à Toronto, et ses qualités naturelles de leader ont rapidement été reconnues sur le chantier. On a souvent fait appel à lui pour parler au nom de ses collègues, et il n'a jamais hésité à défendre leurs intérêts et ceux du syndicat. C'est durant cette période que M. Smith a remarqué la nécessité d'apporter des changements fondamentaux pour assurer la croissance du syndicat et la prospérité des futures générations de charpentiers.

En 1979, M. Smith a été élu au comité exécutif de la Section 27 où lui et quelques autres ont commencé à revendiquer des changements. Par exemple, il a contribué à la création d'un bulletin destiné à mieux informer les membres. En 1982, il a été nommé agent syndical de la Section 27 où il a continué à se distinguer et à s'attirer le respect de ses collègues et des membres. Il est devenu président de la Section 27 en 1985, puis directeur des affaires syndicales de la Section peu de temps après.

Sa ténacité et son éthique de travail lui ont valu une réputation qui s'est étendue au-delà de la Section 27 et ont abouti à son élection en tant que président de la conférence de la FUCMA Canada et de la conférence de négociation du syndicat des charpentiers. Sur la scène provinciale et nationale, M. Smith a été reconnu comme le leader à consulter, en mesure d'écouter et de résoudre des problèmes ardues avec équité et compassion. Il n'avait jamais peur de s'attaquer à un problème et s'est taillé une réputation d'honnêteté, de courage et de rigueur dans tout le Canada.

En 1992, M. Smith a été nommé au comité exécutif général de la FUCMA pour le 9^e district où il a rapidement forgé des alliances avec d'autres leaders de la FUCMA favorables aux réformes tels que Doug McCarron, Doug Banes et Andy Silins. En 1995, Doug McCarron a été nommé président général et M. Smith, vice-président général (9^e district). Le changement est devenu un trait caractéristique de la FUCMA.

En 1997, les deux districts canadiens (le 9^e et le 10^e) ont fusionné, et M. Smith est devenu vice-président général pour tout le Canada. Au cours des vingt années qui ont suivi, il a supervisé une ère remarquable et transformatrice de restructuration au Canada. Ces changements au sein de la FUCMA Canada ont attiré l'envie d'autres syndicats qui n'ont pas eu le même courage ni la même détermination ni la même capacité de prévoir. Une fois les changements mis en place, M. Smith a travaillé sans relâche pour favoriser et construire un système de conseils régionaux solide dans tout le Canada.

Voici ce qu'a déclaré Jason Rowe, le nouveau président du district canadien : « Jim Smith a été, est et sera toujours l'âme du district canadien. Sans Jim Smith, le district ne serait pas devenu ce qu'il est aujourd'hui. »

« Lorsque nous nous sommes rencontrés en 1991, sa vision du Canada coïncidait avec celle que j'avais pour l'ensemble de la FUCMA, et nous nous sommes très vite entendus. Il a amené des changements positifs pour tellement de membres et de familles au Canada », ajoute le président général McCarron.

Le district canadien que Jim Smith laisse derrière lui est fort et uni, prêt à relever les défis de demain. Son leadership, son amitié et sa façon de travailler seront vivement regrettés; ayant mis la barre à un haut niveau, il est un exemple exceptionnel pour les futures générations de leaders de la FUCMA au Canada.

Jim Smith a été le bon leader, au bon moment.

Exporting UBC Floorlaying Training Across the Rockies

British Columbia UBC Floorlaying expertise is being leveraged to help the UBC in Alberta diversify and grow market share. The UBC Floorlayers Union Local 1541 has been representing floorcovering installers since 1947 and is known as the industry leader, dominating trade-specific training in British Columbia. It is the only apprenticeship school for flooring installers in BC that's designated by the Industry Training Authority (ITA).

The UBC's Curriculum and INSTALL certifications give Local 1541 signatory contractors the edge within the floorlaying industry – UBC-trained installers are known as being the most skilled, qualified, and productive workers. The result is a final product that's unmatched in quality. While the unorganized flooring sector struggles with competence inconsistency, INSTALL certifications give Local 1541 installers the recognition they deserve. "Our most inexperienced installers would be the unorganized sector's best installers," says Derrek Autzen, representative and instructor for the BC Regional Council. It is this reputation in BC that the UBC in Alberta is looking to export across the Rocky Mountains into Alberta.

Autzen is currently assisting the Alberta Regional Council to take BC's successes and introduce an increased Alberta presence in floorcovering. There is essentially nothing in the way of meaningful skills upgrading available to floorcovering installers in Alberta, and the UBC in British Columbia is working hard with their Albertan counterparts.

"The Alberta Carpenters are committed to helping the flooring industry raise the bar in training throughout the province similarly to what they've done for carpentry and scaffolding," said Autzen.

Autzen is instructing classes in Alberta to provide installers with the skills necessary to achieve INSTALL certification and be recognized as qualified flooring mechanics by any INSTALL or manufacturer certifications. Once installers have completed a class, there is a thirst for more training. He adds, "The UBC has prepared me to address the industry and installers and I look forward to the challenge of assisting my brothers and sisters in our neighbouring province. The UBC has been around for a long time and will be here for years after we are all long gone. It is our duty to leave the UBC in a better position than when we joined. And I'm proud to be a part of it."



Exporter la formation d'installateur de revêtements de sol de la FUCMA de l'autre côté des Rocheuses

L'expertise des installateurs de revêtements de sol de la FUCMA en Colombie-Britannique est mise à profit pour aider la FUCMA en Alberta à se diversifier et à augmenter sa part de marché. La Section 1541 des installateurs de revêtements de sol de la FUCMA représente le métier depuis 1947; elle est considérée comme le chef de file de l'industrie, dominant la formation spécifique au métier en Colombie-Britannique. C'est la seule école d'apprentissage pour les installateurs de revêtements de sol dans la province qui soit reconnue par l'Industry Training Authority (ITA).

Le curriculum de la FUCMA et les certificats de compétence d'INSTALL confèrent un avantage aux entrepreneurs signataires de la Section 1541 au sein de l'industrie – les installateurs formés par la FUCMA sont connus pour être les travailleurs les plus qualifiés et les plus productifs. Il en résulte un produit final de qualité

inégalée. Alors que le secteur non syndiqué de l'industrie est aux prises avec des niveaux de compétence inégaux, les certificats de compétence d'INSTALL donnent aux installateurs de la Section 1541 la reconnaissance qu'ils méritent. « Nos installateurs les plus inexpérimentés seraient les meilleurs installateurs du secteur non syndiqué », déclare Derrek Autzen, représentant et formateur pour le Conseil régional de la Colombie-Britannique. C'est cette réputation en Colombie-Britannique que la FUCMA cherche à exporter de l'autre côté des Rocheuses, en Alberta.

À l'heure actuelle, M. Autzen aide le Conseil régional de l'Alberta à s'inspirer des réussites du Conseil régional de la Colombie-Britannique et à assurer une présence accrue de l'Alberta en installation de revêtements de sol. Il n'existe pratiquement rien en termes de programme significatif d'amélioration des compétences en Alberta, et la FUCMA en Colombie-Britannique travaille dur avec ses homologues de l'Alberta. « Les charpentiers de l'Alberta se sont engagés à aider l'industrie de l'installation des revêtements de sol à mettre la barre plus haut dans le domaine de la formation dans toute la province, à l'instar de ce qu'ils ont fait pour la charpenterie et le montage d'échafaudages. »

M. Autzen offre des cours en Alberta afin de donner aux installateurs les compétences nécessaires pour obtenir un certificat de compétences d'INSTALL et être reconnus comme des techniciens du revêtement de sol qualifiés par INSTALL ou des fabricants. Une fois que les installateurs ont terminé un cours, ils ont envie de poursuivre leur formation. « La FUCMA m'a préparé à répondre à l'industrie et aux installateurs, et je me réjouis de relever le défi d'aider mes confrères et consœurs de la province voisine. La FUCMA existe depuis longtemps et elle continuera à exister bien après que nous soyons partis. Il est de notre devoir de laisser la FUCMA dans une situation meilleure que celle de l'époque de notre adhésion. Je suis heureux d'apporter ma contribution », ajoute-t-il.

UBC Member Hailed a Hero After Rescue

On the morning of June 7, Edward Letitchever, a longtime member of Local 675 in Toronto, Ontario, was on his break when he saw a SUV hit a bus resulting in the bus flipping over with school aged children and the driver trapped inside.

A father of 3, Letitchever did not hesitate to jump in and assist those trapped. "As soon as I heard a cry I didn't think twice. I unlocked the door in the back of the bus and I climbed into it," he said. "I saw the kids hanging down. Some of them were on the floor." Once Letitchever entered the bus, he automatically went in to action without thinking about the danger to himself. "I was lifting the children and untying the seat belts then passing the children to the other people outside. They were all terrified, crying. The other kids, they were hanging down, they were just hanging. I had to lift them up to the ceiling to unhook the belts and take them out."

Within several minutes the bus was emptied of children and community members who witnessed the accident assisted the children who were in a state of shock. Five children were sent to hospital with minor injuries. Edward Letitchever soon after the rescue was being hailed as a hero for jumping into action. "Everybody is

safe and everyone is alive. That's the most important thing." During the next monthly meeting for Local 675, Brother Letitchever was recognized for his bravery and actions on the morning of June 7.

"Every day, tens of thousands of members of our Union go to job sites with the responsibility to work safe and come home to their loved ones at the end of every shift. Through Edward's actions, he was able to ensure that five children would return home safely to their families. Edward's story is one that shines a spotlight on the importance of helping others each and every day," said Tony Iannuzzi, EST of the Carpenters' District Council of Ontario.



Revitalizing Winnipeg and Building Prosperity

The United Brotherhood of Carpenters is playing a key role in the revitalization of downtown Winnipeg, Manitoba, by partnering with its contractors to replace an aging city core. It could be argued that this initiative started in 2002 with the construction of the MTS Center. The importance of this structure cannot be understated, as it was the springboard that eventually brought an NHL franchise to the city and encouraged further growth from the owners of the Winnipeg Jets, the City of Winnipeg, Manitoba Hydro, and other similar-minded organizations. Revitalization began in the form of business structures and improvements to current infrastructure like the Disraeli Bridge and the Bus Rapid Transit Corridor.

Manitoba Hydro ultimately made the decision that the Manitoba Hydro Place be constructed in downtown Winnipeg. They boast that "it is a showcase for our commitment to sustainable development and urban renewal". The UBC is helping to set a new standard in North America for energy efficiency and architecture.

The Canadian Museum for Human Rights opened on September 19, 2014, becoming the first new national museum to be constructed outside of the Ottawa area. It is unique in its architectural design and brings visitors from across the globe to bring awareness to the topic of Human Rights. In the next year, the Winnipeg Convention Center expansion was completed. This expansion doubled the size of the footprint, allowing larger events to be held within the 260,000-square foot space.

Currently under construction is True North Square, which aims to boost business activity in the core as well as bring a much-needed residential element that has been noticeably absent for decades. There is a common thread between all projects— completed, those currently under construction or future endeavors, and that is Local 343. These projects have all utilized the skills of the brothers and sisters of Local 343 of the Prairie Arctic Regional Council, who continue to play a major role in the success of future projects to revitalize Winnipeg's downtown core neighbourhood.



Inn at the Forks, built by UBC Local 343 members at the historic Forks site in Winnipeg.

Winnipeg : Revitalisation et Prospérité

La Fraternité Unie des Charpentiers Menuisiers d'Amérique joue un rôle clé dans la revitalisation du centre-ville de Winnipeg, au Manitoba, en s'associant à des entrepreneurs pour remplacer un centre-ville qui vieillit. On pourrait dire que cette initiative a commencé en 2002, avec la construction du MTS Center. On ne peut négliger l'importance de cette structure, car elle a permis d'attirer une franchise de la LNH dans la ville et de stimuler la croissance grâce aux propriétaires des Winnipeg Jets, de la Ville de Winnipeg, de Manitoba Hydro et d'autres organismes similaires. La revitalisation a débuté sous la forme de structures opérationnelles et d'améliorations à l'infrastructure actuelle telles que le pont Disraeli et le corridor de transport en commun rapide par autobus.

Manitoba Hydro a finalement pris la décision de construire Manitoba Hydro Place dans le centre-ville de Winnipeg. Ils s'enorgueillissent du fait que cet édifice « symbolise leur engagement à l'égard du développement durable et de la rénovation urbaine ». La FUCMA contribue à l'établissement d'une nouvelle norme en Amérique du Nord en matière d'efficacité énergétique et d'architecture.

Le Musée canadien pour les droits de la personne a ouvert ses portes le 19 septembre 2014, devenant le premier musée national qui soit construit à l'extérieur de la région d'Ottawa. Sa conception architecturale unique attire des visiteurs du monde entier afin de sensibiliser les gens aux droits de la personne. L'année suivante, l'agrandissement du Winnipeg Convention Center a été achevé. Grâce à cet agrandissement, la superficie a doublé, ce qui permet d'organiser des événements plus importants dans cet espace de 260 000 pieds carrés.

Actuellement en cours de construction, True North Square vise à stimuler l'activité commerciale dans le centre, de même qu'à enrichir d'un élément résidentiel plus que nécessaire, qui a été notablement absent pendant des décennies. Il existe un fil conducteur entre tous les projets — ceux achevés, ceux en cours de construction ou ceux à venir : c'est la Section 343. Ces projets ont tous mis à profit les compétences des confrères et des consœurs de la Section 343 du Prairie Arctic Regional Council, qui continue de jouer un rôle majeur dans la réussite des futurs projets de revitalisation du centre-ville de Winnipeg.

Le sauvetage héroïque réalisé par un membre de la FUCMA

Le matin du 7 juin, Edward Letitchever, membre de longue date de la Section 675 à Toronto, en Ontario, était en train de faire une pause lorsqu'il a aperçu un VUS entrant en collision avec un autobus et renversant celui-ci, des enfants d'âge scolaire et le conducteur étant coincés à l'intérieur.

Père de 3 enfants, M. Letitchever n'a pas hésité à leur venir en aide. « Dès que j'ai entendu des pleurs, je suis passé à l'action. J'ai déverrouillé la porte à l'arrière de l'autobus et je suis entré à l'intérieur, explique-t-il. J'ai vu des enfants suspendus en l'air. D'autres se trouvaient au sol. » Une fois dans l'autobus, il ne pensait plus au danger qu'il courait lui-même. « Je soulevais les enfants et détachais les ceintures de sécurité, avant de passer les enfants aux personnes à l'extérieur. Ils étaient tous terrifiés et en pleurs. Les autres enfants, ils étaient suspendus en l'air. Je devais les soulever jusqu'au plafond pour pouvoir détacher leur ceinture et les sortir. »

En l'espace de quelques minutes, l'autobus

était vide et les membres de la communauté qui avaient assisté à l'accident aidaient les enfants en état de choc. Cinq enfants qui avaient de légères blessures ont été emmenés à l'hôpital. Peu après le sauvetage, Edward Letitchever a été qualifié de héros pour être passé à l'action. « Tout le monde est sain et sauf, c'est le plus important. » Au cours de la réunion mensuelle de la Section 675 qui a suivi, notre confrère a été reconnu pour son acte de bravoure du 7 juin.

« Chaque jour, des dizaines de milliers de membres de notre syndicat vont sur le chantier, avec la responsabilité de travailler en toute sécurité et de rentrer à la maison sains et saufs à la fin de leur poste. Grâce aux actions d'Edward Letitchever, cinq enfants ont pu retrouver leur famille indemnes. Cette histoire souligne l'importance d'aider les autres chaque jour », affirme Tony Iannuzzi, secrétaire-trésorier exécutif du Carpenters' District Council of Ontario.

Brother Edward Letitchever from Local 675 speaking to the media after rescuing 5 children from a flipped over school bus.

Notre confrère Edward Letitchever, de la Section 675, parle aux médias après avoir sauvé 5 enfants qui se trouvaient dans un bus renversé.





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