

NORTH COUNTRY

CARPENTER

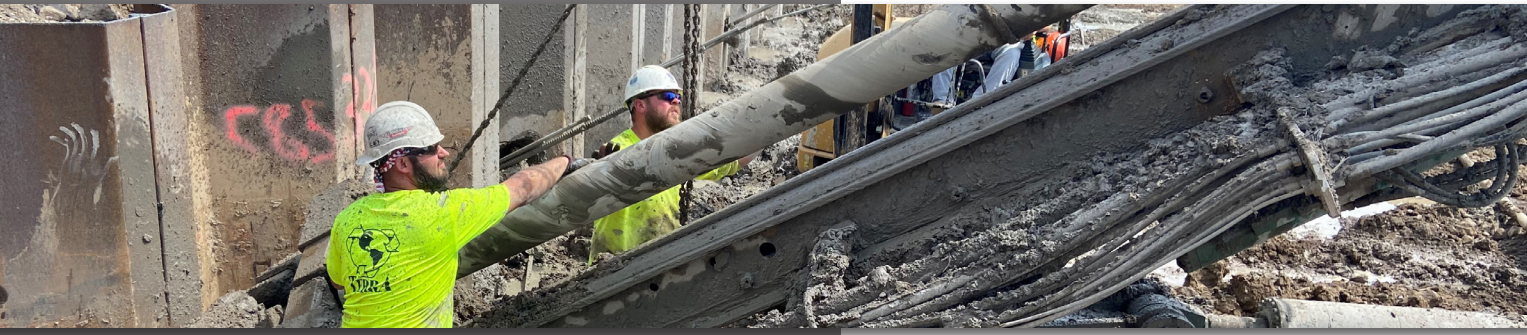
FALL 2021



North Central States
Regional Council of Carpenters
700 Olive Street
Saint Paul, MN 55130

4 | SHIFT TO CLEAN ENERGY

7 | MAKING IT OFFICIAL WITH CAREER SIGNING DAYS



8 | CARPENTERS SAVE ELECTRICIAN'S LIFE

9 | BUILDING NEW LIFT BRIDGE IN WISCONSIN

10 | LAFORCE EMPLOYEE HITS GOLDEN MILESTONE

12 | APPRENTICES HELP BUILD HABITAT FOR HUMANITY PROJECT HOME

14 | PARTNERSHIP WITH DES MOINES UNIVERSITY EXPANDS BEYOND DOWNTOWN

15 | CARPENTERS BUILD WISCONSIN'S TALLEST RESIDENTIAL BUILDING



16 | NEW FOCUS ON MILLWRIGHT ORGANIZING FINDS EARLY SUCCESS

17 | THE FIGHT FOR AREA STANDARDS CONTINUES

18 | A RICH HISTORY IN OLMSTED COUNTY

19 | FALL FUNDRAISING AND SCHOLARSHIP OPPORTUNITIES

20 | PROCEDURES



22 | UBC TRAINING OPPORTUNITIES

24 | COMMITTEES AND CONTACTS

CONTENTS



A MESSAGE FROM EST JOHN G. RAINES

All around the North Central States Regional Council of Carpenters (NCSRCC) there is a housing shortage. Housing supply fails to keep pace with population growth, and as a result, it will continue to be an area where we focus on funding and policy. The need for increased housing is a carpenter economics issue related to job growth, wages and benefits for our members.

NCSRCC's efforts in the housing market have been noticed by the construction industry. We have been leaders in fighting against construction industry tax fraud, taken on rent control amendments and have lobbied extensively for additional money for housing.

Tax fraud teams have been working tirelessly to hold developers and general contractors accountable for the subcontractors they hire on their jobs. We have run aggressive campaigns that have garnered media attention and legislative action. We have also been instrumental partners in cases that have even led to incarceration of a labor broker and owners of a drywall company.

Rent control policies have existed for a long time. While these policies attempt to make housing more affordable, the outcomes can have a diminishing effect on new builds. We are part of a coalition of businesses, labor and community groups who tried to defeat harmful rent control initiatives in Minneapolis and St. Paul. Our next task is to demonstrate

to leaders in Minneapolis the harm this amendment will cause if it is implemented.

The continued investments in housing have been included in the last three large, state of Minnesota bonding bills. In 2016, 2018 and 2020, capital investment bills included over \$250 million in housing infrastructure bonds. Those dollars, in conjunction with other investments made by local governments, have led to more multi-family housing construction than we have seen in decades. Our Regional Council has been a strong advocate for large bonding bills that create more jobs for our members.

Ten years ago, the Regional Council had approximately 400 members working in the wood frame market in the Twin Cities. Since then, we have quadrupled the number of members to 1,600 working in that sector. This growth in market share continues to provide opportunities to organize, grow our membership, and hold developers and general contractors responsible for paying carpenters a middle-class wage and benefit package for the quality work they do.

Growth in housing parallels the growth in our Regional Council. I am proud of the work we are doing in wood framing, and I am excited to see our market share, and ultimately our bargaining power, continue to expand. We have an opportunity to increase our membership, and we need your help to make it happen.

SHIFT TO CLEAN ENERGY

MOVING TO SOLAR

On September 8, 2021, the U.S. Energy Department released their plans to move the nation towards a 45 percent production of all electricity from the sun by 2050. While climate change is becoming a more important conversation by the season, there is no way to achieve these goals without major upgrades to the electric grid and significant growth within the solar industry.

In 2020, the U.S. energy sector estimated a 10 percent loss of its workforce as a result of the coronavirus pandemic. Only employment in the wind energy industry saw a minimal growth of 1.8 percent. Approximately 840,000 jobs, ranging from fossil fuels to solar power, were lost as the pandemic shifted demands to transportation fuels and halted new clean energy construction projects. There is little historical precedent for expanding solar energy, which provided less than four percent of the country's electricity last year. So, to achieve this desired growth of 45 percent electricity coming from the sun by 2050, the country would have to double the amount

of solar energy installed every year over the next four years and then double it again by 2030. This shift to solar energy should give the clean energy industry and the energy sector a much-needed boost while providing large numbers of good-paying union jobs.

The current administration is pushing several initiatives to boost clean energy industries as part of a sweeping infrastructure package just passed by Congress. Another initiative utilizes clean energy to replace fossil fuels. These initiatives will be designed to counteract climate change while creating millions of good-paying union jobs.

ALLIANT ENERGY'S GROWING NUMBER OF UTILITY SCALE SOLAR PROJECTS

Alliant Energy out of Madison, Wisconsin, has a goal to reduce carbon emissions by 50 percent by 2030. In the more distant future, Alliant aspires to accomplish their goal of net-zero carbon emissions by 2050.

contractor AZCO (a Burns & McDonnell Company) to build nine utility scale solar projects across Wisconsin over the next several years. Solar developers, Savion LLC and Geronimo Energy, are also involved in these projects.

AZCO will build all these projects using union labor under the National Maintenance Agreement. Their projects will total 664 megawatts with a total project cost of about \$865 million. The output is enough to provide nearly 109,000 homes with power for one year. AZCO has assigned all the pile driving, tracking installation and panel installation to the members of North Central Stater Regional Council of Carpenters (NCSRCC). These are some of the first utility-scale projects approved as part of the solar expansion in Wisconsin. Their success could set the stage on whether a unionized workforce captures this emerging market in surrounding regions.

Over 40 percent of Alliant's energy sold in Iowa in 2020 came from renewable resources which was up from 26.5 percent in 2019. In 2020, solar energy accounted for 0.08 percent of power sold in Iowa. The company also plans to add 400 megawatts of solar energy in Iowa by 2023.

GENERATING LARGE AMOUNTS OF WORKING HOURS

There are three Phase 1 projects: Wood County, Bear Creek in

Richland County and North Rock in Rock County. Those projects are underway and together will require a combined 180 carpenters and a total of 300 skilled trade workers at their peak, totaling nearly 175,000 hours of work. Phase 2 projects are scheduled to start in spring/summer of 2022. According to the Forward Analytics study from October of 2021, Wisconsin's solar capacity is expected to increase 400 percent over the next several years with the construction of an additional 16 solar farms that were recently approved by the Wisconsin Public Service Commission. Payroll for these projects is estimated at \$360 million. They will provide 2,488 megawatt (MW) and generate \$3.6 billion in economic activity.

List of Phase 1 and Phase 2 Utility Solar Farms

| PHASE 1 | | | | |
|-------------|----------|--------|-------|---------------|
| PROJECT | COUNTY | SIZE | ACRES | VALUE |
| Wood County | Wood | 150 mw | 1300 | \$194 million |
| Bear Creek | Richland | 50 mw | 600 | \$65 million |
| North Rock | Rock | 50 mw | 500 | \$65 million |
| PHASE 2 | | | | |
| Wautoma | Waushara | 99 mw | 535 | \$130 million |
| Springfield | Dodge | 100 mw | 884 | \$130 million |
| Paddock | Rock | 65 mw | 500 | \$85 million |
| Albany | Green | 50 mw | 400 | \$65 million |
| Beaver Dam | Dodge | 50 mw | 500 | \$65 million |
| Cassville | Grant | 50 mw | 500 | \$65 million |

NCSRCC PREPARES FOR SOLAR EXPANSION WITH PHOTOVOLTAIC CONFERENCE

On September 8-9, 2021, the North Central States Regional Council of Carpenters (NCSRCC) held a Solar Photovoltaic Conference in Pewaukee, Wisconsin. Nearly 55 contractors and vendors were present sharing solar experiences, tools, equipment, and educating participants from around the region on solar energy, energy storage, safety, solar photovoltaic design and installation. The conference provided multiple opportunities to network with industry and system integration experts, energy professionals, a professor in the field of solar, project managers, and training directors from NCSRCC.

"The growth of the solar industry throughout our region demonstrates the massive potential for the ex-

pansion of renewable energies to our energy supplies. We are going to eventually run out of fossil fuels, and some states in our region will be completely carbon free in the near future. Holding a solar conference with partners interested in harvesting the sun's energy is the beginning of building partnerships with experts in the solar industry that can benefit from our well-trained workforce," said Wayne Nordin, NCSRCC Senior Manager of Millwrights and Pile Drivers.

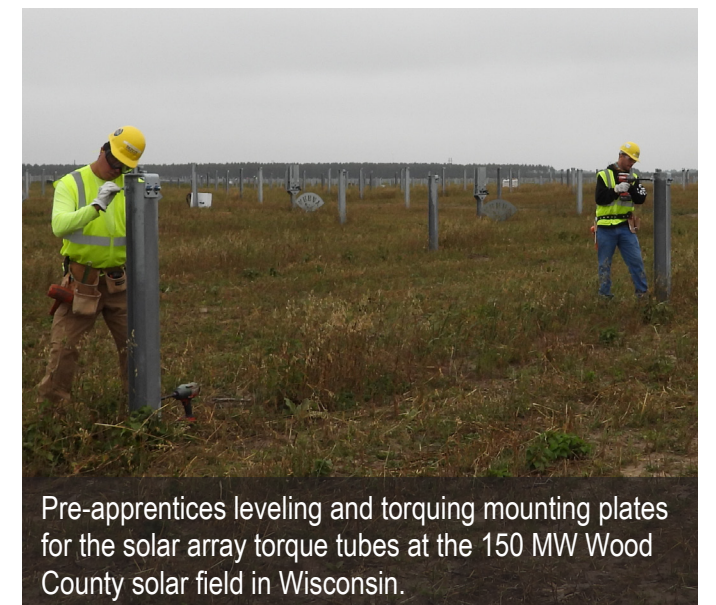
RECENT STUDY IN WISCONSIN DEMONSTRATES THE IMPACT ON LOCAL COMMUNITIES

A study conducted by Forward Analytics, the research division of the Wisconsin Counties Association, was just released in October 2021 regarding the benefits of using local workers on solar projects in Wisconsin. In every aspect, there are significant benefits to hiring a local workforce rather than an out-of-state workforce for the community and the workers. The study measured the local economic impact of a workforce that is building a typical 150 MW solar farm in rural Wisconsin using 228 workers who earn local prevailing wages, which is required on most federally funded projects.

An out-of-state workforce spends significantly less in the community than a local workforce. The study assumes local and out-of-state workers are earning the same amount, \$13.2 million in wages and \$8.5

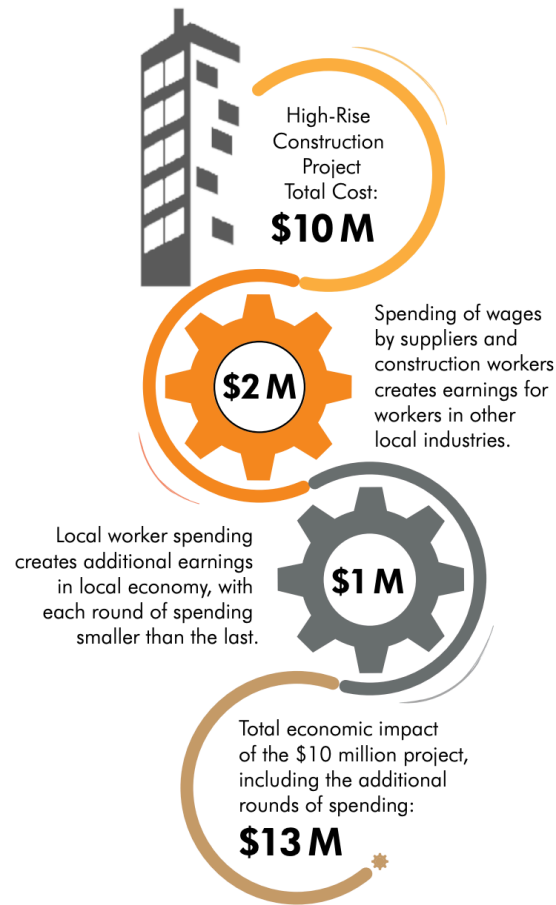


O'Brien Solar Field in Fitchburg, Wisconsin is a 20 MW solar photovoltaic array installed by The Boldt Company.



Pre-apprentices leveling and torquing mounting plates for the solar array torque tubes at the 150 MW Wood County solar field in Wisconsin.

Example of Multiplier Effect of Hiring Local Workers



million in benefits. A portion of these wages would be spent locally. Of the total \$21.7 million earned by workers and paid through wages and benefits, a workforce made up solely of local workers would generate \$11.8 million in economic activity in that region. An entire out-of-state workforce would drop the projected local spending by 60 percent to \$4.6 million throughout the life of the project. Estimates showed that the same local workforce creates between 73 percent and 158 percent more economic activity than their out-of-state counterparts. “The study quantifies what has long been assumed, that infrastructure projects built by local workers are significantly better for the local economy,” said Dale Knapp, Forward Analytics’ director of research and analytics.

With 19 slated solar projects in Wisconsin ranging from 50 MW to 300 MW, the impact to local communities is enormous. These projects are expected to need 4,000 construction workers from multiple trades and generate more than \$195 million in economic activity in the communities they are being built. Employing out-of-state workers to do this work will return between \$83 million and \$120 million less to the impacted communities.

Building solar farms in communities can generate substantial economic impact for the immediate and surrounding regions. The impact is compounded when workers are local. Those workers spend 90 percent of their disposable income in and around their own communities. The opportunity to strengthen these neighborhoods, families and workers while supporting businesses, infrastructure and public services correlates with the hiring of local workers.

Summary

Not only is the U.S. experiencing an increase in demand for clean energy, but demands for solar energy across NCSRCC are growing exponentially. Solar projects in Wisconsin alone will result in hundreds of thousands of work hours and power for over 100,000 homes. Nearly 200 union carpenters will be needed to complete this work with additional projects approved by the Wisconsin Public Service Commission waiting in the wings.

While solar brings the benefits of clean energy and a reduction to carbon emissions for everyone, perhaps the greatest benefit exists in the regions where the solar farms reside. The projects that are in the pipeline provide opportunities to hire well-trained carpenters from the community who spend more money locally. Their spending significantly benefits others who live in the same regions where the solar farms are sited.

Read the full study at:
<https://wisconsininfrastructure.com/solar/>

MAKING IT OFFICIAL

For students who are not college-bound, an apprenticeship with the North Central States Regional Council of Carpenters (NCSRCC) and the Carpenters Training Institute (CTI) provides a unique opportunity to learn, work, and earn good wages and benefits. This past year, 54 graduating students chose a career in the trades and became union members with NCSRCC.

Career Signing Day is a time for high school and college graduates to officially begin employment with a construction contractor who will sponsor them throughout their carpenter apprenticeship. This celebration honors both graduate and contractor, providing a pivotal moment in the life of a student. This year, students from 36 high schools were sponsored by 34 contractors who have committed to support these new apprentices with both a classroom education and on-the-job learning experiences.

For more on 2021 Career Signing Day graduates, visit northcountrycarpenter.org/careersigningday.



Local Spending of Solar Workforce Local vs. Out-of-State, \$ Millions



Skilled counselors are ready 24/7 to help build a healthier you.



Serving Iowa, Minnesota, Nebraska,
North Dakota, South Dakota, and Wisconsin.
800.634.7710 startwithteam.com

What can you trust TEAM for?

As your Employee Assistant Program, we offer video-conference and face-to-face help for problems or issues involving:

- Alcohol + Drug
- Depression + Anxiety
- Behavioral Concerns
- Relationship Challenges
- Finances
- Family + Parenting
- Grief and Loss
- Stress Management
- Job-Related Stress and Difficulties
- Legal Issues



800.634.7710 startwithteam.com

- All services are confidential
- 24/7 phone assistance



“I just kept thinking, this could be my son dying here, and I won’t let that happen.”

Pictured left to right:
Grant Caltrider and Wayne Caltrider

CARPENTERS SAVE ELECTRICIAN’S LIFE

Wayne continued. “The hardest part was that the electrician had his toolbelt on and it was stuck on the stairs. We had to lift him out of his toolbelt and onto his back. At that point, my son was able to easily check for breathing. Due to the electrician’s inability to breathe, the 9-1-1 dispatcher instructed us to begin CPR.”

Grant stepped in and gave the fallen electrician two breaths. As Wayne prepared to give the first chest compressions, an Emergency Medical Technician (EMT) tapped on his shoulder to assist. “It took them five minutes and eight seconds from the time 9-1-1 was called for the EMT to arrive,” Wayne said. Next, the EMT tossed him a purple bag and asked him to open it. Wayne opened the bag, pulled out the automated external defibrillator (AED) and handed it back to the EMT. The advanced AED gave the electrician both air compressions and shock defibrillations for 15 minutes. Wayne and Grant sat next to his body encouraging the electrician to hang on and take a breath. Finally, the electrician took a big gasp of air. Once the EMTs were able to get him stabilized, they put the young man on a gurney and escorted him to the hospital.

“Everything fell into place for the electrician,” Wayne says. “He’s 24 years old. I just kept thinking, this could be my son dying here, and I won’t let that happen.”

Thanks to Wayne and Grant Caltrider’s heroic efforts, the young electrician survived. Wayne was informed that after a week in the intensive care unit (ICU), the young man came out of an induced coma with no recollection of the incident. He is now in therapy and expected to make a full recovery.

July 26, 2021 was like any other Monday. Local 106 (Altoona, IA) member Wayne Caltrider and his son, Grant, were installing safety rails at Urbandale Elementary School in Urbandale, Iowa. “I heard a big thud, and I thought, ‘just tell me that wasn’t a guy,’” Wayne said. At that moment, a worker came running around the corner and notified Wayne that an electrician had been shocked and had fallen onto the concrete stairs. The worker, who approached Wayne, was shaken and unable to talk, so he handed him his phone with a 9-1-1 dispatcher already on the line. Wayne stated, “I took his phone, introduced myself, gave the 9-1-1 dispatcher our address and told her I would send someone to meet the paramedics at the north construction gate. It didn’t sound good.”

Dispatch instructed Wayne to attend to the electrician, and he asked his son to accompany him. Both Wayne and Grant are trained in cardiopulmonary resuscitation (CPR). “My son leaned over the electrician’s head to listen for breathing. He heard nothing at first, but suddenly the electrician gasped for air,” Wayne explained. “I was still on the phone with the dispatcher, and she told me to tell her each time we heard the electrician take a breath. At first, it was about every 10 seconds. His breathing slowed to every 15 seconds, then 20, and finally, 40. He then completely stopped breathing.” The 24-year-old electrician had fallen headfirst onto a set of concrete stairs, resulting in a significant loss of blood. Because of potential injuries, Wayne didn’t want to move the body. However, the dispatcher told him that if his breathing stopped, the electrician needed to be moved onto his back, regardless of his injuries.

“He stopped breathing on us, so we had to move him,”

BUILDING NEW LIFT BRIDGE

Construction began in October 2020 on a new \$33 million Racine Street Bridge in Menasha, Wisconsin. The two-year project will replace the current bridge crossing the Fox River with a fully reconstructed drawbridge aligned with slight differences and roundabouts on each adjoining intersection.

The existing bridge was constructed in 1952 and is nearing the end of its useful life. The bridge is still safe for vehicular travel; however, a recent investigation of the bridge identified several deficiencies warranting immediate attention. Most of the primary elements of the bridge’s structural, electrical, and mechanical systems are original. Now, it accommodates 10,000 vehicles per day while also providing a vital connection, without space, for pedestrian and bicycle traffic in the downtown area.

The bridge has required major repairs to be done on a more frequent basis. The existing bridge has limited clearance requiring more frequent openings for boat traffic which results in greater increases in downtown traffic congestion. The narrow width of the bridge poses significant complications for snow removal, often resulting in snow-covered sidewalks throughout winter. There are also significant

structural and mechanical deficiencies including an obsolete operator house, a fender system in poor condition, and a 60-year-old steel roadway deck that experiences frequent cracking.

Lunda Construction Co. of Black River Falls, Wisconsin, is the contractor employing carpenters, pile drivers and millwrights to complete the project. The new bridge will include a two-lane drawbridge, increased lane widths with shoulders, improved vertical clearance for marine traffic and accommodations for bicycle and pedestrian traffic. Kevin Fisch (Local 955 - Kaukauna, WI), one of the carpenters on the project has been working on bridges for Lunda since 2003. Prior to his work at Lunda, Fisch worked in a non-union job where he was not eligible for benefits for his first seven years. He had a family and struggled to make his house payment. “Joining the Carpenter Union is a better choice than paying for college tuition and not being able to find a job afterwards. Here you get paid to learn.” Fisch takes pride in rebuilding infrastructure for communities throughout Wisconsin.

The Racine Street Bridge is scheduled to be completed in late 2022.



Racine Street Bridge in Menasha, Wisconsin, is a two-year project that will replace the current bridge crossing the Fox River. Photo taken on March 1, 2021. The Racine Street Bridge is scheduled to be completed in late 2022.



Glen Obry lines up a door to be cut on the mortising machine.



LAFORCE EMPLOYEE HITS GOLDEN MILESTONE

In 1971, Glenn Obry (Local 1146 – Green Bay, Wisconsin) started his career as a young 19-year-old working for LaForce in Green Bay, Wisconsin. Back then, an average car cost \$3,742, and a gallon of gas was only \$0.36. While many things have changed over time, Obry has worked in the same place without being laid off or changing his employment for the past 50 years.

When Obry started, the company was much smaller employing only 20 employees compared to more than 600 today. “One of my most fond memories has been watching this company grow and mentoring many fellow workers in this craft and trade,” said Obry. He knew founder Joe LaForce and maintained a close employee relationship with the man he described as very people orientated, appreciative of a person’s skills and full of integrity.

Today, LaForce is one of the largest distributors of commercial door opening products, solutions, and services in the United States. With experience in commercial, education, healthcare, manufacturing and public buildings, they supply steel and wood doors, door frames, hardware, keying, architectural services, and customized pre-finishing. Between the mid 1970’s and late 1990’s, Laforce supplied doors for most major buildings in downtown Chicago. They have also supplied doors for the stadiums of the Green Bay Packers and St. Louis Rams.

Obry took four years of wood shop classes in high school. Then, he went to a vocational school for one year taking a carpentry class that taught residential and commercial construction and cabinet making. Obry applied at LaForce near the end of his school year as part of the job placement program. Minimum wage was \$1.60 per hour. LaForce hired him at the starting wage of \$2.25 per hour. “I was just excited not to be making minimum wage,” expressed Obry. “My dad was happy when I became a member of the Carpenters Union. He knew it was a good trade.” Obry started doing door machining and pre-finishing which continues to be done at the shop. Ten years into his employment, he went out on the road doing customer service and handling installation problems. He worked on numerous projects in the Chicago Loop area. At age 65, Obry stopped going out in the field and concentrated his work in the shop.

Obry has also been a strong union advocate throughout most of his career. He has been a steward in the shop for over 20 years. He is a delegate and a trustee for his local. He is currently on the Regional Council’s Financial Oversight Committee and was a past chair of the Local’s Community Involvement Committee. Obry says that being part of a union is about having pride in who you are and what you do while using that pride to build confidence in ourselves and everyone around us. Obry has also been a part of many bargaining committees throughout his career. “Mentoring my coworkers helps improve our skill set. That makes us much more valuable to the company and puts us in a better position to negotiate with the employer,” commented Obry.

“Congratulations to Glenn Obry for his 50 years of employment for LaForce,” said Executive Secretary-Treasurer John Raines. “I can’t say enough good things about a man who spends his entire working career determined to improve himself and everyone around him. He has spent his life helping his employer grow, providing leadership to those around him and getting involved to make positive changes for the benefits of others. He is the gold standard for community work and helping out those in need.” Obry also frequently volunteers for Rebuilding Together. He helps seniors with doors and making homes more handicapped accessible for those in need.

Having done nearly every job in the shop at one time or another, Obry currently spends most of his time working on wood doors. It has not always been that way. When he started, he did every job the shop offered. Now, things are more job specific. “I was fortunate to see how the shop grew and how one person’s job can affect another job. I got to see the whole picture,” said Obry. He loves what he does each day and as long as he is in good health, he plans to continue working.

VERIFY YOUR VACCINATION FOR A CHANCE TO WIN UP TO \$3,000

In order to meet the needs of our contractors and end users requiring vaccinated carpenters on their job sites, the UBC launched an online portal allowing members to upload proof of COVID-19 vaccinations through Training Verification Cards or on the UBC App. The purpose is not to determine whether the vaccination should be required or whether you should obtain a vaccination.

YOUR ACTUAL VACCINE CARD WILL NOT BE DISPLAYED OR SHARED. THE ONLY INFORMATION ON YOUR TVC THAT WOULD BE AVAILABLE TO EMPLOYERS IS THE DATE YOU WERE FULLY VACCINATED.

North Central States Regional Council of Carpenters will be giving away \$3,000 to one lucky winner and four \$500 cash prizes to members who verify their vaccination on their Training Verification Card. This contest ends on December 17, 2021 at 11:59 p.m. Winners will be randomly selected and notified during the week of December 20th, 2021.

How to Submit Your Vaccine Card

1. Take a picture on your phone of your vaccination card after you have completed your vaccination cycle.
2. Scan your TVC Card.
3. Click on Submit COVID-19 Vaccination Confirmation.
4. Enter the last four digits of your SSN/SIN and your birthdate.
5. Press Attach Vaccine Card.
6. Choose the picture of your Vaccine Card from your phone’s photo gallery.
7. Click Yes, I agree and then click Submit.



Northern Minnesota apprentices develop carpentry skills while framing a Habitat for Humanity home.

“That’s one thing I admire about the carpenters. They are always willing to help.”

Apprentices Help Build Habitat for Humanity Project Home

The North Central States Regional Council of Carpenters (NCSRCC) and CTI have been long-term partners with Habitat for Humanity affiliates located in Minnesota. Building community projects benefits students by teaching them first-hand the structural framing, drywall installation and interior and exterior finishing work while supporting a good cause.

“That’s one thing I admire about the carpenters. They are always willing to help. They bring skills to the jobsite like politeness, cordiality, and professionalism. It’s truly marvelous,” stated Wayne Ellis, Habitat for Humanity Plan Administrator. “We are very grateful.”

Habitat’s goal is to embrace the vision of a world where everyone has a decent place to live. They work toward their vision by building strength, stability and self-reliance in partnership with families in need of decent and affordable housing. CTI and NCSRCC proudly partner with organizations like Habitat for Humanity that share our value in community development.

Northern Minnesota apprentices are developing their carpentry skills while participating in a community project. Over the course of one week, 17 first-year apprentices were provided hands-on training while helping to build a family home with the Habitat for Humanity program in Sandstone, MN. Construction of the property began in June. Due to some delays, the anticipated four-month project will be not be completed until November. The new home is being built on behalf of a single mother and her two daughters.

Apprentices from the Carpenters Training Institute (CTI) in Hermantown applied their carpentry skills for the initial build of the house. The apprentices worked on the structural build of the house as part of learning the curriculum for the Fall Protection and Wood Framing courses of their apprenticeship.

JOIN THE JARED ALLEN FAMILY

Jared Allen’s Homes for Wounded Warriors recognizes a gap in what is provided for our wounded veterans when they return home. The long road to recovery not only begins when the veteran leaves the confines of the hospital, but they may face new obstacles at home. Since 2009, we have been building injury-specific, accessible, mortgage-free homes for our nation’s most critically injured Military Veterans.

JAH4WW is looking to build a home for a qualified veteran within our Regional Council. If you know of someone who qualifies, please reach out to JAH4WW. Anyone can apply on behalf of a qualified veteran, or the veteran can apply themselves.

Home recipients must have been injured in combat with the U.S. Military while serving in Iraq or Afghanistan. Additional qualifiers include:

1. Declared 100% disabled by the U.S. Department of Defense (DOD) or Veterans Affairs;
2. Injured during OIF or OEF;
3. Purple Heart recipient;
4. Wounds resulting in the loss of a major limb, blindness or paralysis sustained in combat operations.

To apply for a JAH4WW home, go to jah4ww.com/veterans-apply.



“I couldn’t get around in my wheelchair in my old house but this home has plenty of room. I can take my [prosthetic] leg off and relax and still go to my kids’ room, go the kitchen or do laundry. It’s a huge difference.”

- Corporal Paul Skarinka

FOR MORE INFO CONTACT US
INFO@JAH4WW.COM



PARTNERSHIP WITH DES MOINES UNIVERSITY EXPANDS BEYOND DOWNTOWN

The North Central States Regional Council of Carpenters (NCSRCC) is proud to continue its long-term partnership with Des Moines University (DMU) in Des Moines, Iowa. The relationship has lasted for many years and included multiple projects within their downtown campus. However, the downtown campus, originally built to be a Catholic girl's school, was landlocked and could not be expanded in that location. Now, carpenters are working to build a new \$250 million campus in West Des Moines, Iowa, which includes four buildings and an attached parking garage. The construction site will peak at nearly 300 workers.

For over two years, the private Des Moines University planned a new medical and health sciences campus for the future. The planning included a campus occupying 40 of the 88 acres of purchased land unanimously approved by the DMU Board of Trustees. Their goal was to create an exciting environment supportive of advanced medicine and health sciences education and research. The new plans also include clinical services for residents of the region. Phase one of the campus will total 350,000 gross

square feet of space providing plenty of land for expansion in the remaining 48 acres.

Turner Construction Company is the general contractor for this project. After business representatives met with Turner Construction over problematic subcontractors on a prior project, they have chosen to use quality subcontractors, including Heartland Companies, Allied Construction, Performance Contracting Inc., and CECO Concrete Construction. These subcontractors are all using highly trained union carpenters to complete the exterior structure, interior framing and finishing of all four buildings and the parking lot.

“We are grateful to do work on behalf of Turner Construction Company and the subcontractors performing work at the Des Moines University site. Turner has demonstrated continuous support for the communities where they build. They hire quality subcontractors who hire well-trained carpenters from the area, pay good wages and provide great benefits to the workers,” said Eric Leanos, NCSRCC Director of Iowa,

Nebraska and South Dakota. “Turner’s decision to hire quality subcontractors on this project ensures the community is getting a great return on investment”.

The new construction is designed to accommodate future needs of the university. University campuses must be flexible in their design to accommodate the needs of the future. For example, the three-story parking garage could be converted into a learning space if there is less need for vehicle space in the future. The garage levels will be flat instead of sloped to accommodate alternate uses. There are also more smaller spaces and less auditorium-style classrooms to allow students to learn through group interactions.

NCSRCC members are building a university that will immediately accommodate 200 more students than the original campus and provide new programs and technology. The university plans to offer new degrees in occupational therapy and biomedical sciences. Students will have the ability to use telehealth to evaluate patients using video technology. They will also utilize virtual reality to learn in classes that can benefit from this technology.

With an anticipated grand opening scheduled in September of 2023, the celebration will also mark the 125th anniversary of the founding of Des Moines University.



CARPENTERS BUILD WISCONSIN'S TALLEST RESIDENTIAL BUILDING

Allen Carpenter, a Local 2337 apprentice in Pewaukee, WI, is drilling for the installation of tie backs at The Couture job site.

In 2012, a 44-story luxury apartment tower promising to serve as a key thoroughfare connecting Milwaukee, Wisconsin's lakefront with downtown cultural amenities was proposed to the Milwaukee County Board. What developers Rick Barret and Tan Lo did not expect was the number of hurdles that would delay their project, The Couture, for nine years.

Delaying the development of The Couture from its groundbreaking was a lengthy lawsuit from park and environmental groups claiming that a portion of The Couture site was on a former Lake Michigan bed restricted from being used for private development. Following the lawsuit, there were additional delays resulting from the struggle to secure funding and the necessary sale and demolition of Milwaukee's Downtown Transit Center located at the proposed site. Barret and Lo climbed a steep hill to put shovel to dirt.

Despite years of delays, the promise of a new and vibrant lakefront along with the tax revenue and jobs generated for the city pushed The Couture project to fruition. Barret Lo Visionary Development began the execution of the \$190 million tower in May 2021. The tower will include 322 apartments, provide a multimodal transit hub and 40,000 square feet of commercial space. The Couture will also include public plazas, parks and pedestrian bridges. Upon completion, it will be Wisconsin's tallest housing tower.

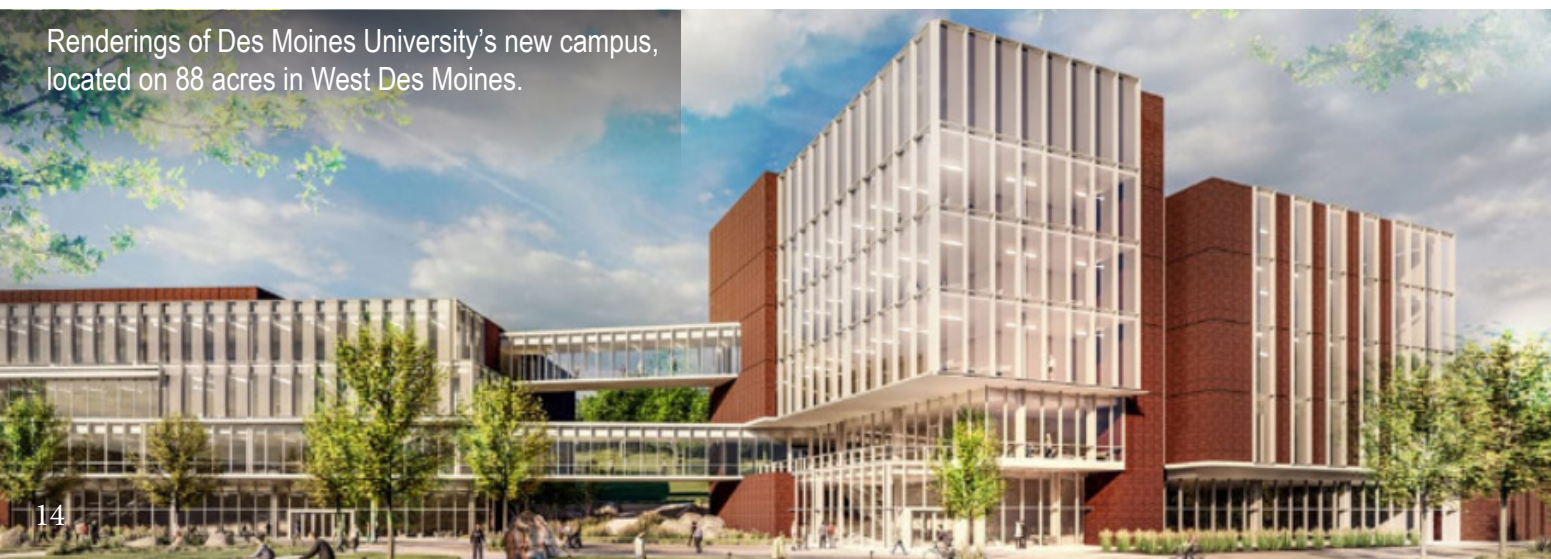
“Together we add The Couture as a symbol of progress,” said Barret at the groundbreaking on June 16, 2021. “This is

a huge win for Milwaukee. This is a huge win for our labor force. The Couture will provide thousands of jobs, a million man hours, and hundreds of long-term jobs for the people of Milwaukee for generations to come.”

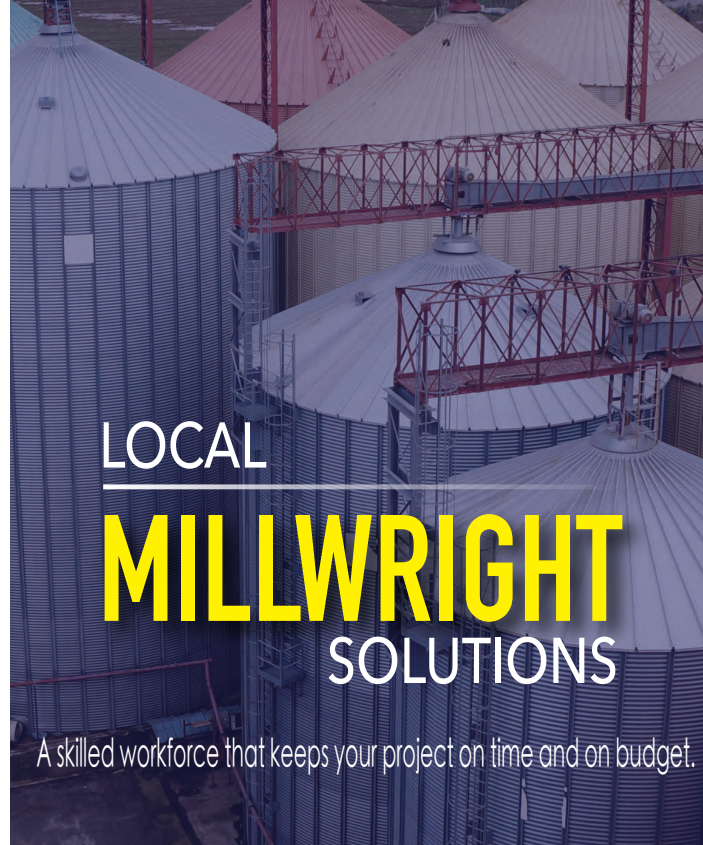
Designed by RINKA architectural firm and currently being constructed by J. H. Findorff & Sons based in Wisconsin, The Couture is projected to be finished in August 2023. “This is a very high-profile project that will change the skyline of the city of Milwaukee,” said Eric Sadler, Senior Project Manager from J.H. Findorff & Sons. “There will be 165,000 manpower hours for all Findorff trades and 25,000 hours for rough and finish carpentry. These numbers don't even include framing, drywall, flooring and acoustical work hours.”

Construction is taking place below grade. It is estimated that construction above ground will begin in 2022 with each floor estimated to be around 9,600 square feet. The transit terminal in the base of The Couture will serve both The Hop streetcar line and the East-West Bus Rapid Transit line providing quicker and easier access to communities throughout the city. The Hop is expected to be in operation by June 2022, and the Rapid Transit will hold a temporary stop until the terminal is fully ready.

“This is a once in a lifetime project for this team,” reflected Sadler. “I believe this project will spur a lot of other development in the surrounding areas and raise the prominence of the City of Milwaukee and its residents.”



Renderings of Des Moines University's new campus, located on 88 acres in West Des Moines.



“Our organizers can deliver a highly skilled, trained and educated millwright workforce.”

Pictured: Cover of a millwright organizing brochure that emphasizes the benefits of using union millwrights.

NEW FOCUS ON MILLWRIGHT ORGANIZING FINDS EARLY SUCCESS

five percent of these facilities, despite the fact that each of these facilities require millwright work and maintenance.

NCSRCC estimates that there are 300-400 non-union contractors engaging in millwright work at any given time in agriculture/grain-handling facilities around the Regional Council. NCSRCC’s millwright organizers have discovered over 90 non-union contractors in Minnesota alone. Many have small three to five-man crews, although some have over 100 employees working at multiple sites at any given time.

The Regional Council’s distribution market share is equally small. However, one union millwright contractor has estimated that close to 10 million millwright hours will be available in the near future from just the Amazon distribution centers. Smaller distribution centers offer thousands of additional work hours, while bigger distribution centers can generate over 300,000 millwright hours. Regional Council leadership is working to try and facilitate more conveyor work which would provide significantly more hours for our millwright members on the sites of distribution centers that we are currently assigned.

Trifactor Solutions is hired to do much of the Amazon distribution center millwright work. They oversee Amazon’s conveyor installations. For the conveyor at the Brooklyn Park, Minnesota, distribution center, they subcontracted to a non-union company, IMI Industrial Services Group, who subcontracted to our signatory contractor Labor Service Management (LSM) out of New Jersey. Ultimately, LSM hired seven millwrights from Local 548 in St. Paul, MN. Upon the completion of the job, the director of installation at IMI and one of the lead workers from Trifactor stated the trained mill-

wrights on the job were the most talented group they have ever worked with in over 20 years in the millwright business. Recognition from these contractors will help secure future work for our union millwrights.

One key factor working in the organizer’s favor is the frustration non-union contractors have with the lack of skilled workers that are being referred from temporary services that supply millwrights. They lack training, they are not held to any standards, and enforcement is absent on job sites. Workers are being hired off the street without being able to meet basic requirements. “This is a recipe for a dangerous worksite,” said Executive Secretary-Treasurer John Raines. “Our organizers can deliver a highly skilled, trained and educated millwright workforce. When talking to non-union contractors, our organizers emphasize our apprenticeship program that provides consistent training throughout the country.” Even end users are beginning to learn that non-union contractors cannot hire a skilled workforce using millwright temporary services.

The millwright organizers’ efforts have resulted in significant achievements. Six lengthy non-union contractor meetings

have taken place in an effort to build future partnerships. In addition, organizers, along with other carpenter and millwright business representatives, have stripped over 20 non-union millwrights from several different contractors ranging from superintendents to apprentices. These millwrights have been placed with union contractors and have received positive reports from their employers.

In other areas around the Regional Council, union millwright contractors are either working in, have worked in or are bidding work in approximately 20 new facilities. This has been a direct result of the millwright organizing work. These new facilities have been satisfied with the work done by union contractors. Organizers have also built relationships within these facilities to help secure future work. They have generated relationships with plant owners, managers, maintenance staff, etc.

Providing quality work using well-trained and skilled millwrights will ensure future work is secured for union contractors. NCSRCC’s three millwright organizers have been instrumental in delivering positive outcomes in the agriculture/grain-handling and distribution markets.

The North Central States Regional Council of Carpenters’ (NCSRCC) has established the Millwright Organizing Alliance placing a priority on organizing and increasing market share within the agriculture/grain-handling and distribution markets. The ability to have the resources to focus solely on organizing has resulted in early success in stripping millwrights from non-union contractors and gaining access and work for our contractors in areas they previously did not perform work.

A millwright representative’s time is largely spent responding to the spontaneous nature of emergent shutdowns and filling short-term positions that come up last minute. The high turnover in work can prevent millwright business representatives from having time to focus on organizing. NCSRCC has recently hired three millwright organizers: Dan Riskowski, Luke Meier and Marcus Raines. These organizers are not spending time on traditional duties like jurisdictional issues, job fills, pre-jobs, or servicing the membership and contractors. In the case of the three NCSRCC millwright organizers, their sole focus is on organizing within the agriculture/grain-handling and distribution markets.

There is a significant amount of millwright work in the agriculture and distribution markets that has not yet been captured by our contractors and well-trained union members. Our millwright team did a sweep of the states in our Regional Council to determine the amount of work we were doing in that industry. The team determined that approximately 3,600 agriculture/grain-handling facilities exist within the Regional Council. Our members are performing work in only two to

THE FIGHT FOR AREA STANDARDS CONTINUES

North Central Regional Council of Carpenters’ (NCSRCC) members and signatory contractors set the standard for the construction industry in the Upper Midwest; setting a high-bar for training, productivity, on-the-job safety, safe working conditions, apprenticeships, and wages and benefits. We have worked hard to build these standards and will work even harder to defend what we have built.

There are always developers and contractors who are willing to cheat the system, take advantage of workers, pay crews as little as possible or not pay them at all, and even bend or break the law. “When we learn of this happening on job sites in our communities, we take action to make sure the workers are represented, the public is made aware, and the contractors are held responsible,” said Pat Nilsen, NCSRCC’s Executive Director. “NCSRCC’s Director of Organizing, Brian Ewing, and Assistant Director of Organizing, Jon Mahan, have been integral in instilling the teamwork needed for these efforts and providing the strategic direction in our fight for area standards.”

On October 25 and 26, we picketed Mindak on a YellowTree site on University Ave. in Saint Paul, MN, and Clinton Engineering Co. at the Wilson Building site in Clinton, IA for not providing area standard wages and benefits. NCSRCC members and partners from throughout the Regional Council showed up to picket and chant, demanding area standards for the workers on site. “We’re not here to shut down any work,” said NCSRCC business representative Royce Peterson from Carpenters Local 1260 in Iowa City, IA. “We’re trying to keep our area standard wages.”





Pictured left:
Ken Mueller, a Regional Council retiree and longtime trustee of Carpenters Local 1382.

Pictured below:
NCSRCC's exhibit at the History Center of Olmsted County displaying a rich history of the Regional Council's work in Olmsted County over the last century.



A RICH HISTORY IN OLMSTED COUNTY

The North Central States Regional Council of Carpenters (NCSRCC) was honored to partner with the History Center of Olmsted County to build a display detailing the rich carpenter history in Olmsted County over the last century. A 100-year-old tool chest and its story are on display, as well as hundreds of vintage carpentry tools that were used to construct many buildings in Olmsted County. The project took three months to complete, and the unveiling was held in July of 2021.

The idea came from Ken Mueller, a NCSRCC retiree and proud trustee of Carpenters Local 1382 in Rochester, Minnesota. Ken grew up in St. Charles, Minnesota, and studied carpentry at the Winona Area Technical Institute from 1970 to 1972. After school, Ken worked for M.A. Mortenson as a carpenter. In his 31 years with the company, Ken worked his way up to the positions of foreman and superintendent. As a proud member of Carpenters Local 1382 since April 17, 1975, he has been a senior trustee for 19 years.

In early 2021, Ken thought that the History Center of Olmsted County was the perfect stage to share the substan-

tial history of NCSRCC's involvement in the construction of Olmsted County. He brought his idea to the Regional Council and the rest fell into place. Ken provided hundreds of vintage tools from his personal collection to the exhibit, some dating back to the late 1800s. NCSRCC's communications staff also worked closely with local union members and archivists in Rochester, Minnesota, to gather items and artifacts that represented the Carpenters' story and their involvement in the growth of the area in the last 100 years.

The History Center of Olmsted County summarizes the exhibit with these words:

As Rochester grew from a small frontier town into a city, many new structures needed to be built. The North Central States Regional Council of Carpenters had an important part in many of the noteworthy buildings in Rochester and is still heavily involved in constructing the city's future.

The exhibit is currently on display and scheduled to be open to the public until mid 2022.

FALL FUNDRAISING

In August and September, the Carpenters host annual fundraising events to benefit both Jared Allen's Homes for Wounded Warriors and the North Central States Regional Council of Carpenters Scholarship Fund. This year boasted both higher participation and an increase in money raised at all three events.

The Carpenters Annual Shotgun Tune-Up was hosted at the Caribou Gun Club in Le Sueur, MN. "Slinging Lead" took the top team score at 387 and the top shooter, with a score of 100/100, was Hunter Hedtke.

The 17th Annual Scholarship Golf Outing in Harshaw, Wisconsin, was a great success, following a rain cancellation the prior year. With 36 teams, the event was at capacity. The winning team was from VerHalen, Inc.

This year's Walleye Classic was larger than ever, with almost 100 teams on the water. Held at the picturesque Trapper's Landing Lodge on Leech Lake, Big Fish winner, Todd Kihlstadius, pulled in a 28 inch walleye weighing 8.44 pounds. John MacAllister and Jake Woldrod took first place with eight fish totalling 22.13 pounds.

Watch for details on next year's annual fundraising events on the NCSRCC website at www.NCSRCC.org.



2021 Annual Golf Outing

"Slinging Lead"

Todd Kihlstadius
Big Fish winner

SCHOLARSHIP PROGRAM

The North Central States Regional Council of Carpenters (NCSRCC) has several scholarship opportunities available for members and dependents of members who are pursuing additional education or apprenticeship. These are all one-time awards.

The application process is available online now for you or someone you know with a deadline of April 1, 2022.

Scholarship opportunities include:

1. Construction Management Degree - \$1,000
2. Career Connections Scholarship for New Apprentices - \$500
3. Scholarships for Children or Dependents of Members - \$500

To apply, visit ncsrcc.org/members/scholarships

LEADERSHIP

Executive Secretary-Treasurer: John Raines
Executive Director: Pat Nilsen
Director of Organizing: Brian Ewing
General Counsel: Burt Johnson
Executive Assistant to EST: Denise Haugum

Executive Director of Education: Matt Campanario
Training Director of Eastern IA: John Delaney
Trainin Director of Greater WI: Rob Giese
Floor Covering Coordinator: Chris Favreau

Senior Managers
Dominic Andrist (MN/ND/SD)
Corey Bialcik (IA, NE, WI)
Adam Duinick (Director of Government Affairs)
Joel Laskey (Special Projects)
Wayne Nordin (Millwrights/Pile Drivers)

Directors
Chris Hill (Northern MN/ND)
Eric Leanos (IA/NE/SD)
Woodrow Piner (Central & Southern MN)
Pat Rodriguez (WI)
Jon Mahan (Assistant Director of Organizing)

Political
Director: Andrew Disch (WI)
Director: Felicia Hilton (IA, NE, SD)
Assistant Director: Kim Nelson (MN, ND)

Director of Public Affairs
Richard Kolodziejcki

Director of Administration
Tracy Samz

EXECUTIVE BOARD

John Raines, EST
Matt Campanario, President
Corey Bialcik, Vice President
Brian Ewing, Trustee
Pat Rodriguez, Trustee
Clayton Wrazidlo, Trustee
Jesse Gregerson, Conductor
Chuck Spoehr, Warden

Annual notice of procedures for objecting nonmembers to file with the union objections to the expenditure of dues for purposes not germane to collective bargaining.

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

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

Over the years, however, the National Labor Relations Board and the courts have, to some degree, undermined union security by holding that these clauses can be enforced against workers who refuse to join the union or resign from it only to the extent of requiring “financial core” membership, that is, the payment of union initiation fees and periodic dues. Workers cannot lawfully be required to actually join a union as a condition of employment. But, again, they can be required to pay the union an amount equal to the dues and fees uniformly required of union members. These rulings clearly contradict the plain language of the statute, which specifically states that an employer can lawfully make an agreement with a union “to require as a condition of employment membership” in the union. Nevertheless, unless and until these legal interpretations are changed, the UBC will follow the prevailing law and enforce union security provisions in a manner consistent with the statute and applicable court decisions. Recently, backward-looking court decisions have further narrowed workers’ union security rights, holding that “financial core” nonmembers can file with the union an objection to paying for union activities that are not “germane” to collective bargaining in order to obtain a rebate of that portion of their dues, which is determined to have been expended for nongermane purposes.

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

workers in collective bargaining.

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

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

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

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

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

SECTION 2: Nonmembers who wish to file an objection shall do so annually by notifying in writing the General Secretary-Treasurer of the UBC at 101 Constitution Avenue, N.W., Washington, D.C. 20001, of their objections. For those who have previously filed, the annual notice of objection must be received at the above address between April 1 and April 30 of the current year. The objection must include the objector’s social security number, a statement of the nature of the ob-

jection, and the objector’s current home address, and it must identify the objector’s UBC affiliate. Provided, however, that the UBC will honor nonmember employees’ express, written statement to the UBC that they object on a continuing basis to supporting union activities not related to collective bargaining and contract administration. The nonmember objector is obligated to inform the General Secretary-Treasurer of any change in address. Upon receipt of a proper objection as described above, the UBC shall send the objector a letter of acknowledgment and notify the objector’s UBC affiliate that an objection has been filed. Those individuals who, for the first time, regardless of when it occurs during the year, choose to resign their union membership, or who refuse to join the union and who wish to file an objection, must send their objection to the General Secretary-Treasurer no later than 30 days from the date of their resignation or refusal, as otherwise specified above.

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

SECTION 4: The General Secretary-Treasurer shall review the UBC’s audited records and determine the amounts of expenditures incurred in the prior fiscal year that are chargeable and nonchargeable to the objector, that is, those that are germane to collective bargaining and those that are nongermane. The General Secretary-Treasurer shall allocate union expenses into major categories and shall designate those expenses as either germane or nongermane. The objector’s UBC affiliate shall be responsible for reviewing its audited financial records to determine germane and nongermane expenses in general accordance with the principles and procedures specified herein. These UBC affiliates are independent of the UBC and are solely responsible for complying with the procedure specified in this Notice as respects their own expenditures and implementing reductions communicated to them by the UBC and other affiliates. In this regard the UBC bears no responsibility or liability for the actions or inactions of its affiliates.

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

SECTION 6: The amount to be paid by the nonmember objector shall be calculated based upon the percentage of chargeable and nonchargeable expenditures indicated in the review. For the review completed in 2019, the UBC’s chargeable expenses were 68.03% of its total expenditures. Thus, the per capita tax for the objecting nonmember paid by the affiliate to the UBC shall be reduced by that amount. For 2020, the North Central States Regional Council of Carpenters chargeable expenses were 90.8% of its total expenditures. Thus, the

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

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

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

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

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

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

2022 UBC Leadership Training Programs

CREATING THE NEXT GENERATION OF JOBSITE LEADERS

United Brotherhood of Carpenters and Joiners of America (UBC) and the Department of Education and Training (DET) have put together five training programs to help develop the future leaders of your jobsite. Combining their hands-on, technical skills with soft skills such as communication, mentoring and transformational leadership to give you a new group of professionals in the construction industry. Enclosed is the list of training opportunities for 2022 and contact information for the North Central States Council of Carpenters.

UBC JOURNEYMAN

Building Leadership for a Strong Future

This four-day program is geared toward journey-level craftsmen and women who are leaders on the jobsite. It provides them with the tools and inspiration needed to create a culture of productivity, professionalism, safety and profitability, while instilling can-do attitudes and emphasizing strong partnerships with our contractors. Some of the topics covered are time/resource management, teamwork, generational differences, effective communication skills, mentoring, and transformational leadership.

2022 DATES

- February 10-13
- September 15-18

COLLABORATIVE LEADERSHIP

Building Jobsite Leaders

This three-day weekend program is open to Foremen Level employees and higher who have interaction with the field/jobsite, including but not limited to: foremen, general foremen, safety managers, project managers, estimators, superintendents and owners. The program is designed to give jobsite supervisors the tools necessary to improve the overall jobsite, taking it from good to great. Collaborative leadership focuses on four key areas:

Entrepreneurship: Demonstrates how an individual at any level can create a strong personal brand that makes them essential, as well as strategies to use personal power to create collaborative relationships.

Leadership as a Response: Engages jobsite leaders to better their leadership responses through commitment and involvement.

Culture of Collaboration: Encourages workers to engage each other, make decisions together, improve processes and products together, and to create a sense of commitment and ownership for all.

Communications Skills for Leaders: Strengthens communication skills and creates an external awareness that turns good communicators into great ones.

Attendees DO NOT have to be a union member to attend this program, but they must be employed by a signatory contractor.

2022 DATES

- April 11-13

THIRD YEAR APPRENTICE

Helping Build Our Industries

This four-day program was created for apprentices in the third year of their training who are showing exceptional promise as carpenters and leaders. The goal of this program is to help them further understand their role as leaders. They must have positive effect on productivity, safety and professionalism on every jobsite, as well as the UBC's strong partnership with its contractors.

2022 DATES

- April 7-10
- September 8-11
- October 13-16

FOREMAN TRAINING

Building a Solid Foundation

There are several versions of the Foreman Training program available this year: Interior Systems and concrete. The program is for UBC members who have worked as a foreman for a minimum of nine months, are currently working and have contractor approval and buy-in to attend. This class is ideal for contractors whose foremen oversee a project or crew. This four-day skill-building program examines the leadership role of the foreman as a planner, communicator, production manager, crew supervisor, and problem solver. During the program, participants will look at the major responsibilities of a foreman in relation to the three phases of a job: pre-job/job start-up; peak construction; and project close-out. The training is highly interactive with real job applications and classroom skill practice. Tips, tools and techniques are discussed throughout the program.

The foremen who are selected to attend will arrive in Las Vegas mid-morning Sunday and return home late afternoon Thursday or Friday. Hourly wages and benefits for that week shall be provided by each participant's employer.

2022 DATES

- May 2-5
Interior Systems
- August 15-18
Concrete
- December 12-15
Interior Systems

DELEGATE TRAINING PROGRAM

Building a Better, Stronger Union

A Regional Council delegate is a leader and a role model. "Attending this Delegate Training Program is a great opportunity for delegates to increase their understanding of the Brotherhood and gain insight into Regional Council leadership," said NCSRCC Executive Director Pat Nilsen. Delegates will learn the value they bring and the important role they play in the UBC's mission. This program builds skills that help delegates educate, motivate, and inspire their fellow members.

The Delegate Training Program:

- Develops an understanding of a delegate's role and the value they bring to the Brotherhood.
- Increases understanding of what the Brotherhood is doing and why, so that delegates can successfully convey this message to the members they represent.
- Develops skills for effectively communicating with fellow members about issues important to them and to the Brotherhood.
- Strengthens relationships with other delegates from their Council and other areas.

2022 DATES

- March 24-27
- July 14-17
- October 6-9

All participants are required to be fully vaccinated in order to attend programs at the ITC.

For more information, please contact your business representative or Local directly. To nominate yourself to attend a training, visit: ncsrcc.org/ubctraining or use the QR code provided.



REGIONAL COUNCIL COMMITTEES

SISTERS IN THE BROTHERHOOD

Joining the Sisters in the Brotherhood (SIB) committee is an opportunity for women members to learn more about their union, build a support network, and find ways to participate at the Local and Regional Council levels. It is a chance to talk with other women in the trades, and to network, support and mentor one another. If you are interested in starting a Sisters in the Brotherhood committee in your area, contact Barb Pecks at 651-341-4420 or bpecks@ncsrcc.org. Learn more with the QR code on the right.



CARPINTEROS LATINOS UNIDOS

Our members of Hispanic heritage are invited to meet on a monthly basis to network, share stories, and discuss concerns and successes both on and off the job. Our Carpinteros meetings often feature resources specific to our Hispanic membership or speakers who present important items in Spanish. Learn more with the QR code on the right.



APPRENTICE COMMITTEES

NCSRCC has established apprenticeship committees across the Regional Council for new members to connect with each other. The purpose of the committees is to encourage effective communication, responsibility and leadership amongst apprentices as craftspeople, role models, mentors and volunteers creating a positive impact on their communities and the UBC. Learn more with the QR code on the right.



VETERANS COMMITTEE

The Regional Council's Veterans Committee is focused on providing resources and support to our members who are military veterans. If you are a veteran and wish to be identified as such in our member database, contact your local's administrative staff to update your records. As we create more veteran resources, this information will be used to provide them to our veteran members. If you are interested in getting involved in the Veterans Committee or learning more about how the Regional Council works with veteran members, contact Lee Polencheck at 920-427-2808 or Sam Heimlich at 651-341-1735 and join our Facebook group at www.facebook.com/groups/NCSRCCveterans/.

COUNCIL CONTACTS



To find your Local's contact information, Council buildings and Training Centers, visit NCSRCC's online locations map by using the QR code provided or by visiting:
www.northcountrycarpenter.org/locations

