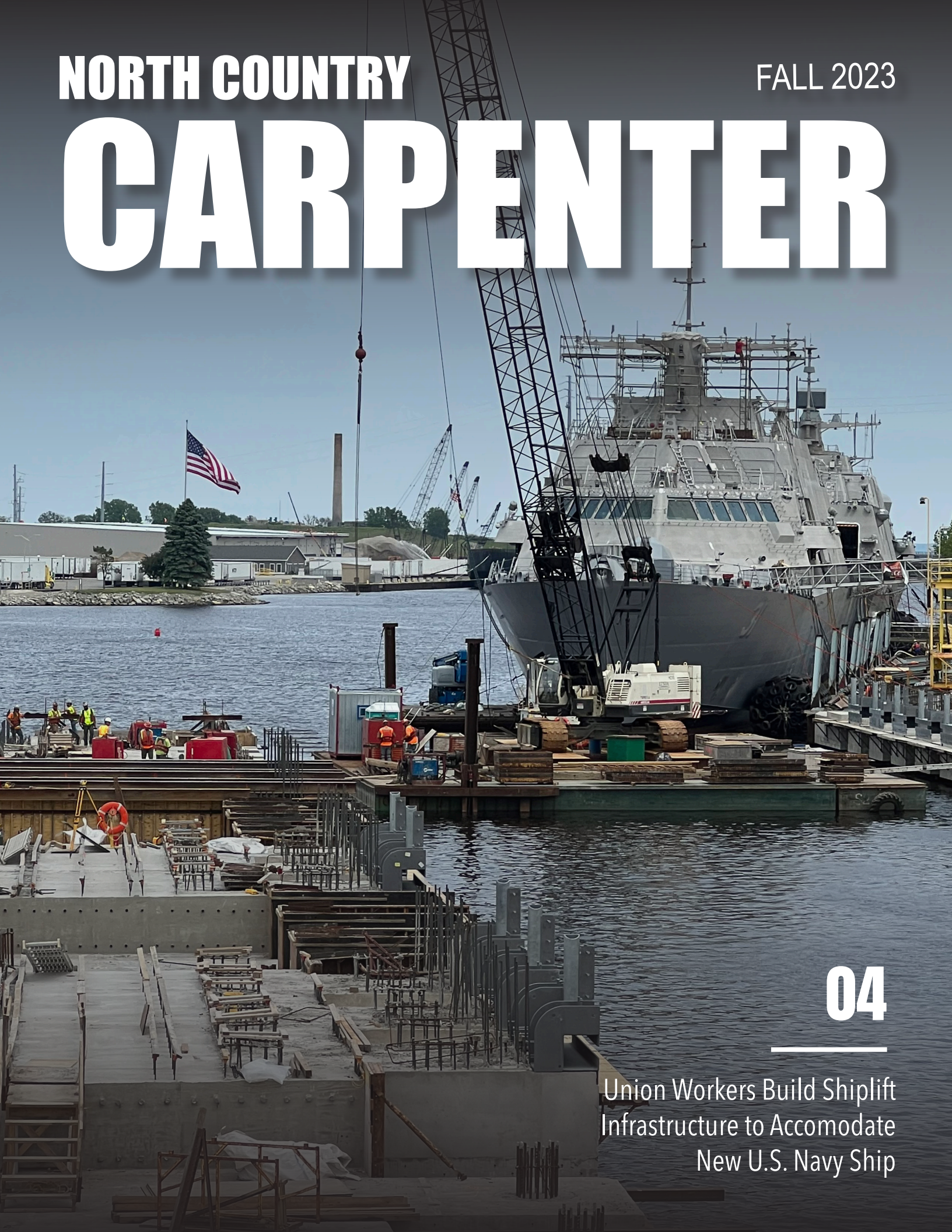


NORTH COUNTRY

FALL 2023

CARPENTER



04

Union Workers Build Shiplift
Infrastructure to Accomodate
New U.S. Navy Ship

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Beck Notice

The Urgent Need for Mental Health Safety

The construction industry shapes our cities and communities and is vital to our economy. Yet, behind the steel beams and concrete, one particular safety concern demands our immediate attention. The mental health crisis affecting construction workers requires our urgent attention because one life lost is one too many.

A recent study from the Joshua York Foundation found that the construction industry had the second highest suicide rate compared with other major industries. Union carpenters are no strangers to the demanding nature of construction work. Long hours, physically challenging tasks, job insecurity, and the constant pressure to meet tight deadlines make our members more vulnerable to higher levels of stress, anxiety, and depression. The COVID-19 pandemic introduced new layers of stress and uncertainty with safety concerns related to the virus spreading on job sites. Lock downs and restricted work schedules led to financial instability and job insecurity. Isolation became more pronounced due to social distancing measures which further impacted those dealing with loneliness from frequent travel away from family and support networks. Additionally, the pandemic disrupted access to mental health services making it more of a barrier for our members to seek help. As a result, the alarming impact emphasized the urgent need for mental health awareness and support within the construction industry.

Our regional council will no longer be unprepared to address construction's rising mental health crisis. To educate

members on how to be supportive and eliminate the stigma on the jobsite, we launched a mental health and suicide prevention initiative this September. The initiative will focus on early intervention, encouraging members to recognize the warning signs of someone who is struggling and intervene before it is too late.

A member may be experiencing personal matters that significantly impact their performance and well-being on the jobsite. Family problems, financial difficulties, or health concerns can be emotionally and mentally straining which may lead to reduced focus, increased stress and distracted decision-making abilities. The strain from these personal matters can also contribute to exhaustion, making meeting the job's physical demands even more challenging. Learning about mental health helps reduce the stigma, making it easier for members to seek help without fear of judgment or shame. Additionally, it creates a more supportive workplace culture with more proactive, life-saving interactions for those who are impacted.

The mental health and suicide prevention initiative is not just an initiative where we make everyone aware of its importance a few times a year. This is an initiative that we will build into the future. Our regional council will improve awareness and support by conducting mental health safety trainings, providing access to mental health resources, and helping to establish support networks on job sites.

Furthermore, we will share best practices and success stories with



partnering contractors that promote a collective commitment to mental health within the construction industry. These positive changes in our safety culture will significantly improve the lives of our members and lead to a workforce that is physically capable and mentally resilient.

As your Executive Secretary-Treasurer, your health and wellbeing are my primary concern. If you need suicide or mental health support or are worried about someone else, please call or text 988 to connect with the Suicide and Crisis Lifeline or call 1-800-634-7710 to speak with a TEAM counselor for free and confidential support available 24/7. Additional support resources can also be found on our regional council's website by visiting <https://northcountrycarpenter.org/mental-health>.

In Solidarity,

A handwritten signature in black ink that reads "Patrick M. Nilsen". The signature is written in a cursive, flowing style.

Patrick M. Nilsen
Executive Secretary-Treasurer
North Central States Regional Council
of Carpenters



Union Workers Build Shiplift Infrastructure to Accommodate New U.S. Navy Ship

UNION CARPENTERS AND OTHER BUILDING TRADES ARE PERFORMING ALL THE WORK WHICH WILL REQUIRE OVER 100,000 MANHOURS TO COMPLETE.

Fincantieri Marinette Marine, in Marinette, Wisconsin, is currently finishing their \$300 million shipyard renovations. The work is being completed in preparation for the contract Fincantieri signed in 2020 to build the new initial Constellation-class frigate, expected to arrive in 2026. The new vessels will be 496 feet in length with a 65-foot beam with an initial cost of nearly \$800 million. Each is expected to weigh over 7,200 tons when fully loaded.

There are never any guarantees when it comes to the US Navy's shipbuilding contracts due to political changes. However, in May of 2023, the Navy took advantage of Fincantieri's planned renovations by awarding them a \$526 million contract to build a fourth Constellation-class frigate for the U.S. Navy. In total, the contract includes the lead frigate and nine additional ships with a potential cumulative value of \$5.5 billion. These ships are designed to be smaller surface combatant vessels capable of conducting anti-air warfare, anti-surface warfare, anti-submarine warfare, and electromagnetic warfare operation. They can be used far out in the ocean or near the shore and alone or in formations.

The cornerstones of the four-project renovation includes Building 34 and the largest shiplift in the United States in anticipation of building the Navy's new Constellation-class

multi-mission guided-missile frigates. Building 34, the first of the four improvement projects, hosts two gigantic bays with the largest overhead doors you have ever seen. Building 34 can hold two full frigates inside.

The second major investment by Fincantieri, the shiplift, is under construction. Fincantieri contracted with Signatory Contractor Lunda Construction to build out the infrastructure required to support the lift. The infrastructure to support the lift is no small undertaking. Once completed, the two 500' long pier structures will consist of over 10,000 yards of concrete and 2 million pounds of rebar all supported on 120 drilled shafts installed into the bedrock below the riverbed. Union carpenters and other building trades are performing all the work which will require over 100,000 man hours to complete.

Perlson Shiplift is the designer contracted to design the state-of-the-art shiplift system. When completed, the shiplift system will be 500 feet long by 82 feet wide and capable of handling vessels of nearly 10,000 tons.

There are 12-20 workers working concurrently to construct the required infrastructure. Adam Gerondale, Director of Lunda's Specialty Services Division, stated, "I am grateful to Fincantieri for the confidence they have instilled in Lunda to provide quality work on such an important project that will accommodate the next generation of U.S. Navy ships. Union workers will build this shiplift in the safest, most efficient manner possible to ensure our nations fleet can safely protect our men and women in the military while protecting our great country."

All brand-new frigates will be moved from Building 34 to the newly built shiplift for their initial launch. Previously, the traditional method of launching ships included sliding it down a ramp and allowing it to splash into the Menominee River. Using the traditional method limited the yard in what work could be done prior to a ship's launch, because the dramatic splash could damage certain components if they were installed while the ship was ashore.

With the new shiplift, the frigates will be able to be outfitted to near completion and tested inside Fincantieri's climate-controlled facilities before being launched into the Menominee River. The new shiplift ensures the new frigates will receive a stern-first, gentle entry into the water. The shiplift will also give Fincantieri the capability to launch and retrieve larger vessels, which will be produced or repaired in their shipyard.

Without a doubt, the union labor building this shiplift is helping make Fincantieri a world-class shipyard. The U.S. Navy's increased demands for the longer frigates will be realized because of Fincantieri's investment. However, without the federal government's pending military funding for the frigates, union workers may never have had the opportunity to build the largest shiplift in the United States. "We are also thankful for the federal government's funding for the Navy's budget and the confidence they placed in Fincantieri's shipbuilding to trust they would be able to get this shiplift built in time for the launch of the initial Constellation-class frigate," said Gerondale.

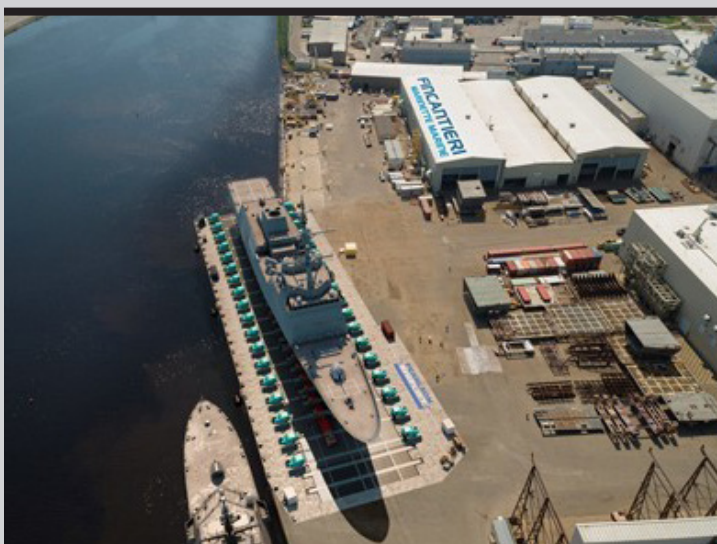


Illustration of the shiplift with a Constellation-class frigate.



Photo of Fincantieri's shiplift under construction.

Arena Downsize Brings More to Gopher Fans

MORE THAN 1,500 CARPENTER HOURS WENT INTO THE DEMOLITION AND RENOVATION OF MARIUCCI ARENA.



(Left) Nate Kennedy (Local 68 - St. Paul, MN) and (Right) Greg Malzac (Local 322 - St. Paul, MN) work on the exterior mechanical area of Mariucci Arena.

University of Minnesota Gopher hockey fans have enjoyed watching their team on an Olympic-sized hockey rink (200 by 100 feet) for the past three decades. The 1993 expansion of the 3M Mariucci Arena made it a state-of-the-art facility which provided recruitment advantages. The larger rink also enhanced the player's skating and speed skills as they practiced and played on the larger sheet of ice.

Over time, the fans perspective has changed to wanting to see more scoring and player contact. Based upon these circumstances, the University of Minnesota Board of Regents approved renovation plans for Mariucci Arena in June 2022 to downsize the rink to Western Collegiate Hockey Association (WCHA) size (200 by 89 feet with tighter corners). The planned renovations to the Golden Gopher's hockey arena adds over 200 seats including a new premium seating area in the front row in the southwest corner of the rink. These seats will be wider and have small tables to accommodate food and drinks.

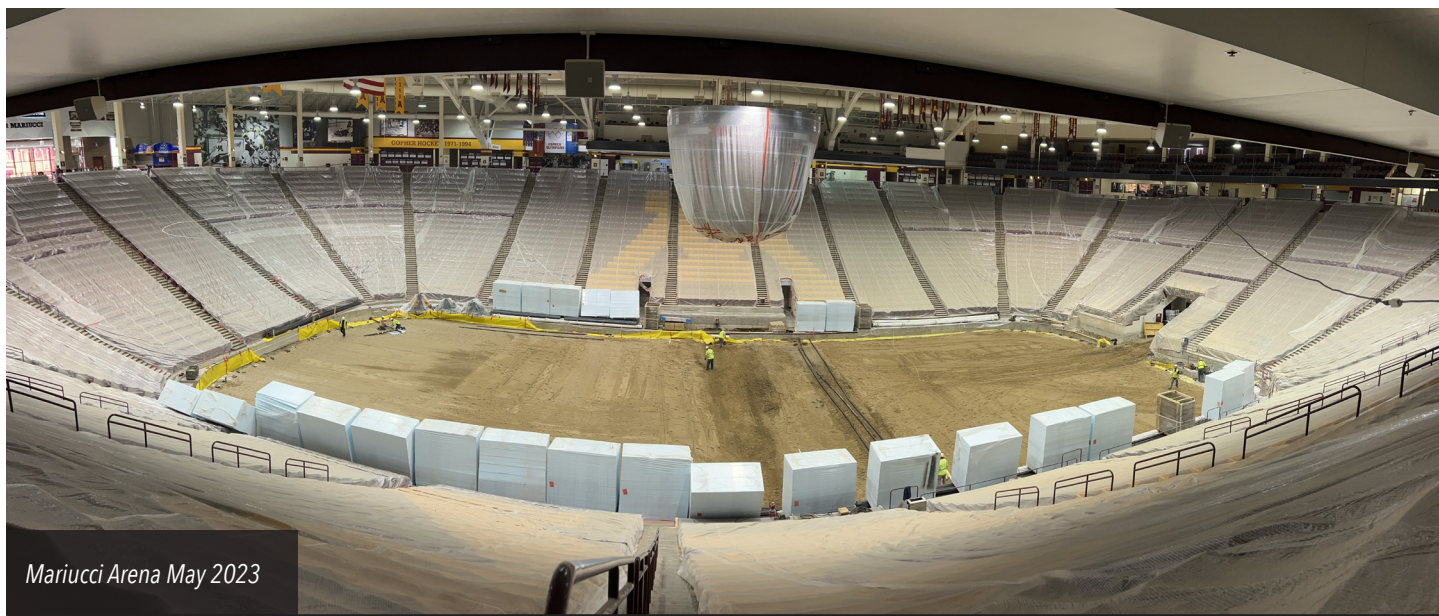
This \$14 million project began at the end of March 2023 with demolition. Parts of the rink that were to be retained were wrapped for preservation. Barriers were also installed to keep the hockey players that still use the facility safe.

The overall length of the rink did not change; however, each side was brought in approximately 5.5 feet, and the radius of the rink was adjusted accordingly. The floor was also lowered 16 inches to accommodate the new seating. In addition, a new ice melt system will be installed to prevent underground damage and keep the top ice pristine for the players.

At the end of May, the demolition phase was almost complete and approximately 130 yards of concrete was poured. The construction team was waiting for additional sand before the heating pipes could be installed to keep the ground dry. Once the heating pipes were positioned, a 4-inch layer of foam will be added and then the cast iron freezing pipes will be installed.

Additionally, an outdated refrigeration system will be replaced with an ammonia-based refrigerant. New bank lighting which is found in modern arenas will also be installed. Both upgrades will offer cost-savings with energy efficiency.

"I've worked on the University of Minnesota Twin Cities campus for the last 15 years on various projects," said Todd Bak (Local 322), foreman for Mortenson Construction and an avid Gopher fan. "It's been so interesting learning about the different facets that go into this impressive arena, especially the ice system."



Mariucci Arena May 2023

While work continued inside the arena, the exterior mechanical area was being constructed to accommodate the updated system. As of late spring, footings had just been finished. Union carpenters were getting ready to construct stand-up walls that would surround the new 20' by 40' mechanical area.



Nate Kennedy (Local 68 - St. Paul, MN)

More than 1,500 carpenter hours went into the demolition and renovation of the Mariucci Arena. One of the carpenters who worked on the mechanical area was Nate Kennedy. He had just obtained his 7,000 hours in March and would graduate from his

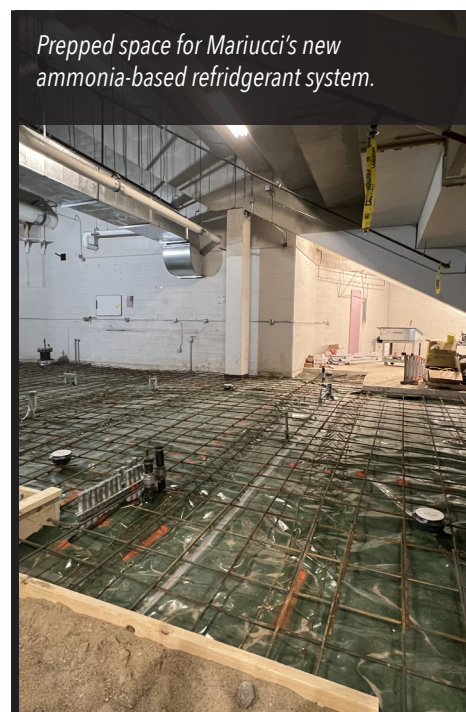
apprenticeship at the end of May. His work at Mariucci Arena provided him a unique experience that has helped him develop his skills as a carpenter. "I've done steel stud, drywall, wood frame and concrete. I just want to dive in head-first and get really good at any skill that will keep me working. I want to be a carpenter who is good at everything," said Kennedy.

Before becoming a union carpenter, Kennedy was in the restaurant service industry. "I was done with that lifestyle and the hours. I went to a job fair at the union hall and have been working steady since," he said. "I looked at the wage sheet and realized how much I could be making for eight hours a day with full benefits."

When asked how he feels about graduating from the four-year apprenticeship and being an official journeyman, Kennedy stated, "It felt really good to graduate, and those four years just flew by. I like working, no matter what I'm doing, as long as I get to go to work every day."

The project is scheduled to be com-

pleted in September in time for the 2023-24 hockey opener. While Gopher fans may have a slightly different experience from when they last cheered for their team on an Olympic-sized ice sheet, the carpenters who worked on this renovation project have provided them with an amazing new rink and updated ice arena.



Prepped space for Mariucci's new ammonia-based refrigerant system.



Is Your Mental Health OK?

As we come to the end of a busy summer construction season and launch into fall, it is important to check in on yourself and your coworkers. Long hours, work travel, poor nutrition, living on the road and being away from family and friends can lead to mental health and substance use problems.

Are you:

- Having trouble concentrating?
- Becoming easily irritated?
- Having trouble sleeping or fatigued?
- Using food, drugs, or alcohol to manage anxiety or tension?
- Feeling stuck or trapped?

If you answered **yes** to any of these questions, you may be experiencing signs of depression or a mental health crisis. Please do not ignore these symptoms, get some help.

TEAM has licensed counselors who will answer same day crisis calls and can provide counseling services for all mental health conditions. These services are confidential and free for you, and your dependents. Counselors are experienced in individual, couples, family, adolescent, and children's counseling services.

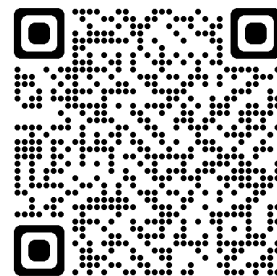


TEAM Counselors:

218-727-8589

651-642-0182

800-634-7710



startwithteam.com



Fundraisers Support Communities

The end of summer and beginning of fall offers a variety of annual fundraising events hosted by the North Central States Regional Council of Carpenters (NCSRCC), and this year was no different. In fact, new events were offered in 2023, including a Poker Run in Wisconsin and a Golf Tournament in Iowa.

Funds raised at these events benefit not only the NCSRCC Scholarship Fund, but other nonprofits including Jared Allen's Homes for Wounded Warriors, Let's Go Fishing, and Logan's Hearts and Smiles.

With six regional council events this year, members and their families, contractors, local partners and community members participated in some fun events, including:

- **Iowa Scholarship Golf Outing**, held on June 24th at the Bright Grandview Golf Course in Des Moines, Iowa. Thirty teams participated and the winners were Seth Craig, Frank Ballard, Tom Ballard and Dustin Johnson.
- **Wisconsin Car and Bike Poker Run**,

held on August 19th and starting at the Wisconsin Harley-Davidson in Oconomowoc, WI. With more than 25 participants, funds raised went to Logan's Hearts and Smiles, a non-profit dedicated to constructing safe and accessible home modifications such as wheelchair ramps, bathroom upgrades, fencing, custom beds, and more for children with disabilities across Wisconsin.

- **Carpenter's Annual Shotgun Tune Up** was hosted again this year at the Caribou Gun Club in Le Sueur, MN on August 26th. With 43 teams and 168 shooters, funds raised went to the NCSRCC Scholarship Fund and Jared Allen's Homes for Wounded Warriors. Jared Allen's Homes mission is to raise money to build injury-specific, accessible, and mortgage-free homes for our critically injured United States Military Veterans who have returned home from Iraq or Afghanistan. The first-place team, and defending champions, was Slingshot Lead (Dale Hedtke, Hunter Hedtke, Sam Hedtke and Dave Hedtke) with a total score of 374.

- **Wisconsin Scholarship Golf Outing** was held on September 9th at the Pinewood Country Club in Harshaw, WI. With 31 teams playing, Doug Demeny (Local 1146 – Green Bay, WI), Chad Markiewicz, Corey Verbeten, and Butch Patenaude took first place honors.
- The annual **Car and Bike Show** was held on September 23rd in Saint Paul, MN, with eight bikes and 42 cars registered for the event. This year's winner of Best in Show was Jeff McGhan (Local 68 – Saint Paul, MN) with his 1967 GT Camaro.
- **Carpenter's North Star Walleye Tournament** was held on September 30th in Walker, MN, at Trappers Landing Lodge. With 93 registered teams, 218 fish were caught totaling 496.96 pounds. This year's winners were Nick Wille (Local 1382 – Rochester, MN) and Taylor Patnode with 25.14 pounds of fish. Taylor also won Biggest Fish with a 6.85-pound walleye.

Stay tuned for next year's events either on the NCSRCC's social media, website or the Spring 2024 magazine!



*Carol Sende (Local 322 - St. Paul, MN)
Superintendent, Kraus Anderson*

One Carpenter One Contractor One Career

A RESPECTED SUPERINTENDENT, CAROL WILL SOON CELEBRATE 39-YEARS WITH KRAUS-ANDERSON.

“I remember as a child driving around town with my dad, and he’d say I worked here and here. Now, I get to do that with my kids. I’ve changed things.”

Carol Sende (Local 322 – St. Paul, MN) has had an impressive and remarkable career. She is a respected superintendent and will soon celebrate 39 years with Kraus-Anderson. As a proud union member, Carol has shared her story and reflected on the memorable experiences she has had in this trade.

While growing up on her family’s farm, Carol spent a large portion of her childhood helping her father with chores. She can recall many instances where, “If the bailer broke down, I was laying underneath it, handing my father tools. That’s where it all started.” Carol’s father worked as a union carpenter for 38 years with Adolfson and Peterson, which played a large role in getting her involved in the industry. In the early 1980s, Carol had the opportunity to start her apprenticeship immediately after high school when

she realized college was not going to be her career path. With Kraus-Anderson as her sponsor, Carol was sent to Canterbury Park to help build the original horse barns on the property. She remembers walking up to the site and being met by fifty men with whom she would be working. Carol remembers thinking to herself, “What on earth did I get myself into?”

One of her early supervisors, Earling Jaeger, asked her to be the carpenter foreman on a project in Bloomington, Minnesota. When recalling this promotion, Carol said it was her first experience overseeing men who were older than herself. “Some of the guys questioned my role early on, but I never let it get to me.”

From there, her project history is quite extensive. Carol was at the helm of numerous projects for the Mount Olivet Church, United Health Care System buildings, and jobs for ADC Telecommunications. These various projects gave Carol access to incredible expe-

periences in the industry. “People don’t understand all the things we get to see. For instance, we put in the hyperbaric chamber at the Hennepin County Medical Center,” Carol explained. The 48-foot Fink chamber came from Australia, and Carol was able to oversee the once-in-a-lifetime installation. When looking back on all the sites and projects she has been a part of, Carol indicates, “Every day you are working yourself out of a job. To the average person, that just doesn’t make sense, but in this industry, we change things.”

It is incredibly rare for an employee to stay with one contractor for their entire career. When asked why she stayed with Kraus-Anderson, Carol said, “I’ve stayed because of the people and their trust in me. They trusted me with millions of dollars of work, and I have had such a fortunate experience because of the respect I received during my time with Kraus-Anderson.” During her career, Carol has truly enjoyed going to work and always felt supported by her team.

Teamwork and allegiance have always been a part of Carol's career. She has been a member of the Carpenters Union for as long as she has been with Kraus Anderson. When she joined Local 322 (St. Paul – MN) almost 39 years ago, her dad was a union carpenter. Based upon their relationship, she never considered working for a non-union contractor. "It's a good job," said Carol, "Where else can you go and earn top dollars without a college degree?" She often encourages young people to go through the apprenticeship program and complete it as their career plan with no debt.

With a commendable work ethic and unwavering dedication to her position, Carol has achieved many accomplishments over the years including being named as the 2021 Top Women in Construction-Tradeswomen of the Year. However, Carol is proudest when a subcontractor says, "You are the best superintendent I have ever worked for. Not the best woman superintendent, just the best superintendent." Hearing that statement is one of the most rewarding things Carol has experienced.

With retirement on the horizon, Carol reports, "This will be a big adjustment for me. I am looking forward to getting up, doing whatever I want, and not having a schedule that day." After many years of a strict routine and constantly being on the move, Carol plans to spend more time with her husband, two daughters, and her two grandchildren, who are currently three and five years old. She emphasizes, "I am greatly looking forward to the next chapter, whatever that may be."

Carol's work over the last four decades has had a huge impact in the Twin Cities area. She has been part of incredible changes within our communities and has blazed a trail for those who will follow in her footsteps. "On behalf of the North Central States Regional Council of Carpenters, I want to congratulate Carol Sende on her outstanding accomplishments," said Executive Secretary-Treasurer Patrick Nilsen. "She has had an exceptional career, and we wish her all the best in retirement."



Carol Sende at Mount Olivet Careview Home in 1991.



Carol works diligently on the job site at Hennepin County Medical Center in 2011.



Carol standing on site during early construction as a superintendent

Career Signing Days

CARPENTERS UNION WELCOMED 76 STUDENTS FROM 36 SCHOOLS, SPONSORED BY 37 CONTRACTORS.

Photos left to right: Nastasija Harris (Local 361 - Hermantown, MN) signing with CMC Construction joined by family, business representative Adam Johnson and CMC Construction staff; Hunter Rujl (Local 1847 - St. Paul, MN) pictured with business representative Noah Pratt signing with J.F. Brennan; Jesus Loera (Local 1382 - Rochester, MN) with business representative Nick Wille and Merit's Nichole Strei; Owen Kirsteatter (Local 310 - Rothschild, WI) with Boldt representatives and superintendent Jessi Kropidowski.



Each year, the North Central States Regional Council of Carpenters (NCSRCC) hosts a series of Career Signing Day events dedicated to students intending to pursue a career in the skilled trades directly from high school. These events celebrate students as they officially begin their journey toward a fulfilling career and recognize signatory contractors sponsoring them into the Carpenters Union.

This year, the Carpenters Union welcomed 76 students. These students came from 36 high schools and were sponsored by 37 signatory contractors. As new apprentices, they will earn while they learn and prepare for a successful career in construction through on-the-job training and classroom education. Our partnerships with the Carpenters Training Institute (CTI), signatory contractors, and local high schools are essential and allow us to showcase that a career in the skilled trades is not an alternative but a viable pathway to a prosperous future.

NCSRCC extends its appreciation to our signatory contractors and local high school partners who continue to invest in the future of our workforce. The shared collaboration paves the way for students to build prosperous, fulfilling careers while emphasizing the significance of the skilled trades as a vital part of our workforce. Thank you for being our partners in this shared commitment and making our Career Signing Day events a success year after year.

2023 Instructor Highlight

MR. GRIFFIE OF WAUWATOSA EAST HIGH SCHOOL

This year, we would like to highlight the success of Wisconsin's Wauwatosa East High School technical education teacher Craig Griffie. Under his direction, 22 graduating students went into the trades from his program that also maintains an 80-90 percent estimated success rate after their first year of working in the field. Eight students have been signed by NCSRCC signatory contractors. In only his third

year at this high school, Griffie has progressed from one signing day student in his first year (signing as a Carpenter) to 11 the second year (six signing as Carpenters) and 22 this year.

Griffie starts preparing students in middle school by doing weekend outreach with them and their parents. He brings

in experts to talk to parents of incoming freshmen students entering high school about the benefits of a successful career in the trades. For students who commit to his program, the result can be a job interview as a senior and a future career that will provide great pay and benefits for a lifetime.

Griffie is credited with turning Wauwatosa East into a Certified Pre-Apprenticeship program recognized by the Wisconsin Department of Workforce Development. They are one of only two high schools in Wisconsin to gain this recognition. Griffie requires all his seniors referred to a contractor to take part in this program by taking a voluntary, second semester class before school called Zero Hour. While students may not be receiving credit, it demonstrates their commitment and dedication to learning skills that will catapult them ahead of other graduates and make them highly desirable to hiring contractors. Griffie is very clear with students letting them know this could be their career if they commit to the program. A student's work ethic is reported directly to any contractor looking to hire the student. If a student already has a job offer, their commitment will still be reported to their future employer.

Griffie's students are also part of his notorious bathroom build. In his classroom, five groups of students, accompanied by a mentor from the field (generally a contractor or business representative), will build an entire bathroom from the floor of the shop. They begin with laying a brick foundation and continue with the subfloor, wood framing, drywall, plumbing, HVAC, electric, tile and finish work. "I don't come at this from being the expert in the room. I bring people in who can show kids how to do things differently," said Griffie.

When it comes to Career Signing Day at Wauwatosa East, none are bigger. Students can take one class a year with Griffie leading up to their big day. "Career Signing Day is the Super Bowl," stated Griffie. "It means so much to me. They put in the work. They trudge in here early on snowy mornings. It's amazing. Everything in this shop is cleared out for this day. Students are jazzed. The contractors love it. I do it really big with teachers coming down, school board members, the mayor, elected officials and like 125 people being here. Students are also given hi-vis cords from the principal to wear to graduation." Career Signing Day is actually beginning to outgrow Griffie's shop and is in jeopardy of needing to move outdoors in the future.

When it comes to what motivates Griffie, "What I enjoy the most is when graduates leave and I compare them to a new crop," commented Griffie. "It shows how far I took that graduating class." However, that is not where things end and restart though. Griffie still wants to work with Wisconsin's Department of Workforce Development and Department of Public Instruction to incentivize other schools to adopt a similar program. An incentive could go a long way in improving shop classes at other Wisconsin high schools. He will also continue to be a spokesperson advocating for public schools to bring in outsiders to help students learn from experts.

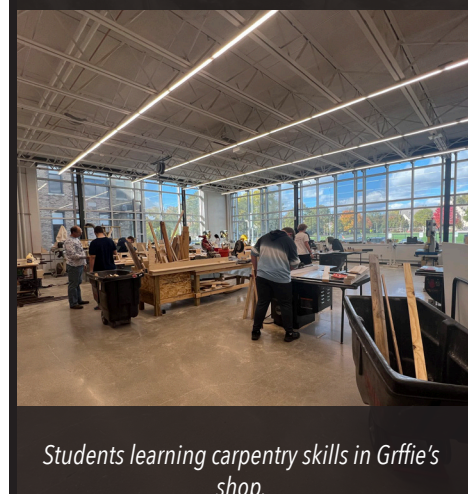
Griffie is using the Carpenters Career Connection curriculum and credits the success of the program to the relationships that he has built over the years. He also states that his relationship with the Carpenters "gave me the street cred and trust to make this program a success."



Craig Griffie, Technical Education teacher at Wisconsin's Wauwatosa East High School



Photo of the bathroom build that students construct from bottom to top.



Students learning carpentry skills in Griffie's shop.

Aerial view of the Montana-Dakota Utilities' Heskett station demolition in Mandan, North Dakota.



North Dakota Downs Their Oldest Coal-Fired Power Plant for Natural Gas

The second of two tall emission stacks at Montana-Dakota Utilities' Heskett Station in Mandan, North Dakota was demolished this past June. Using controlled explosives, an early morning blast sent the second stack from the coal-fired power plant crashing to the ground in a cloud of dust. The site was then cleaned up and re-seeded for grass.

Heskett Station's Unit 1 was fired up back in 1954. At the time, it was the largest coal plant in North Dakota. Then, in 1963, the second and larger unit was erected at the site. At any given time, the coal plant employed 30 millwright members of the North Central States Regional Council of Carpenters. There is no doubt that the diligent work of these millwrights contributed to the coal-fired plant lasting nearly twice as long as expected.

In 1954, the Heskett Station produced 25 megawatts of energy. Once Unit 2 was completed, it added an additional 75 megawatts. Prior to it being decommissioned, the Heskett Station held the honor of being North Dakota's oldest operating coal-fired power plant. Basin Electric Power Cooperative's Leland Olds Station, operating since 1966, is now the oldest coal-fired plant. This plant has a capacity of 660 megawatts.

Due to the increasing price of coal, the age of the plants, and lower gas prices, the plant transitioned to producing power using natural gas in 2014. Through their installed natural gas-fired unit, the Heskett Station continues to send power to the electrical grid



The second emission stack at Heskett Station falls after a controlled explosion.

at approximately half the cost. The natural gas comes through the Northern Border Pipeline, which begins in Canada and picks up gas produced in the Bakken oil patch in western North Dakota.

A second gas-fired, 88-megawatt unit is now being built and is expected to be online by the end of the year. Both natural gas-fired units are “peaking” units, which means they fire up during times when there is an increase in demand for electricity. Millwrights continue to work at the new gas-fired turbine station. Whether it is coal or clean energy, our membership is relied upon to ensure power is provided to surrounding communities.

Aerial view of the Montana-Dakota Utilities' Heskett station demolition in Mandan, North Dakota.



Memorable Return of the Drywall and Floor Covering Olympics



THE DRYWALL CONTESTANTS WERE JUDGED BASED ON APPEARANCE, BOARD QUALITY, SCREW QUALITY, AND COMPLETION. THE FLOOR COVERING CONTESTANTS WERE JUDGED BASED ON THE ADHESIVE, SEAMS, FITTING, AND PROFESSIONALISM OF THE INSTALLATION.

After five years, the Drywall and Floor Covering Olympics have made a memorable return throughout the UBC. They are an opportunity for members to showcase their skills and highlight different techniques while partaking in friendly competition. Immense pride in each craft is demonstrated as members from across the regional council competed for the coveted UBC title.

Drywall and floor covering contractors throughout the North Central States Regional Council of Carpenters (NCSRCC) sent representatives from their companies to participate in the 2023 events. One winner in each category from the first round of competition was selected to represent

our regional council at the Midwestern District Finals at the Indiana Kentucky Ohio Regional Council of Carpenters (IKORCC) training center in Indiana. The two winners of the Midwestern District Finals then competed at the International Training Center in early October.

The NCSRCC had 30 competitors for the Olympics, 22 drywallers and eight floor coverers. The drywall and floor covering competitions were held at numerous training centers throughout the regional council during the month of August.

Upon successful registration and verification that the member was in good

standing, drywallers and floor coverers were able to compete. Prior to the start of each event at all locations, each drywall and floor covering participant was quickly briefed on the layout and provided with materials. Once the briefing was completed, the clock started and the drywaller or floor coverer could begin constructing their project.

Participants moved rapidly, sheet rocking and laying carpet with speed and precision throughout the competition. The determination and craftsmanship were readily evident among the competitors. The drywall contestants were judged based on appearance, board quality, screw quality, and completion. The floor covering contestants were

judged based on the adhesive, seams, fitting, and professionalism of the installation.

When the contestant was finished, judges would inspect their finished product according to the competition's guidelines. If the judges identified mistakes or flaws in the carpeting or drywall, time was added to the contestants' overall performance. Once all the participants were done, each location provided the competitors with a meal. The regional council also provided competitors a Bluetooth speaker for their participation.

On August 29, the two NCSRCC winners were announced. Carlos Tellechea (Local 1306 – Papillion, NE) sponsored by Falewich Construction was the winner of the drywall competition. Glenn Knoeck (Local 310 - Rothschild, WI) sponsored by Macco's Commercial Installation won the floor covering competition.

These two individuals were able to progress to the next round of competition at the IKORCC training center in Greenwood, IN. Both winning members traveled to compete in the Midwest District Finals representing the NCSRCC on September 9, 2023.

At the Midwest Finals, Glenn Knoeck finished in a close second place during the floor covering event while Carlos Tellechea took third place in the drywall competition. Unfortunately, neither member would advance to the UBC Finals at the International Training Center. Notwithstanding their finish, NCSRCC Executive Secretary-Treasurer indicated, "Our regional council is incredibly proud of their performance in Greenwood and their dedication to their crafts." He added, "I extend my congratulations to all the Drywall and Floor Covering Olympics' competitors and their sponsors."



City Leaders Against Wage Theft and Tax Fraud



HALF-DAY EDUCATIONAL WORKSHOP FOR CITY LEADERS

'Understanding Wage Theft in our Metro Area' panel discussion. Panelists left to right: Woodrow Piner, Director of Southern/Central Minnesota of NCSRCC; Robin Pikala, SEIU Healthcare Home Care Worker; Doug Mork, Director Building Dignity & Respect; Octavio Chung, Marketing Representative for LiUNA!; and moderator and Brooklyn Park City Councilmember Tony McGarvey.



On October 7, the North Central States Regional Council of Carpenters (NCSRCC) hosted a half-day educational workshop organized by City Leaders Against Wage Theft and Tax Fraud in Saint Paul, Minnesota. This event served as a platform for fellow city leaders to collaborate, share insights, and explore strategies to deter wage theft in their communities.

City Leaders Against Wage Theft and Tax Fraud is a dedicated group of elected city leaders with a shared mission to explore effective strategies for combating wage theft, particularly in the construction industry. The workshop featured speakers including City Councilmembers Julie Peterson of Plymouth (MN) and Lona Dallesandro of Bloomington (MN), State Repre-

sentative Sandra Feist (District 39B), Laborers International Union of North America Research Manager Lucas Franco, Executive Director of North Star Policy Action Jake Schwitzer and Associate Program Director for Training and Technical Assistance with The Advocates for Human Rights Madeline Lohman. These industry experts and city leaders shared valuable insights on various topics related to wage theft and its impact.

Nearly three dozen city leaders participated in this workshop seeking policy solutions and legal tools that can effectively deter wage theft within their communities. “Thank you for taking time to learn, to be encouraged, and to build power. There is a lot of power in a room of three dozen elected officials

who care about this,” expressed City Councilmember Simon Trautmann, City of Richfield and Chairman of City Leaders Against Wage Theft and Tax Fraud. The event gave city leaders a deeper understanding of construction wage theft, its negative impact, and the proactive steps decision-makers could take to protect their communities.

A significant highlight of the workshop was the firsthand testimonials. A construction worker shared his personal experience as a victim of wage theft and the emotional impact of false promises. President of Advanced Design Contracting, Foster Hackett III, detailed how wage theft from dishonest contractors adversely affects business opportunities. During his testimony, he expressed, “I have no

problem competing on a fair playing field. I have no problem competing against non-union companies. I want good competition.” He added, “There are a lot of safety issues, not just deaths, but people who get injured. They don’t have proper training. These individuals who go out to do these jobs are hungry and want to eat. They need to work, and they want to work. They have the heart and desire to be good, productive citizens. We should desire to be good, productive people, employers, and city councilmembers to provide them a safe environment to work.”

The workshop also featured two panel discussions. The first panel, “Understanding Wage Theft in Our Metro Area,” provided attendees with a view of the impact of wage theft on our communities. It was emphasized that wage theft has a ripple effect that not only undermines the hard work of workers but also places a significant burden on federal, state, and local governments. “The steps that have been taken and progress that has been made collectively with city councilmembers and other trades, we are gaining movement, but there still is a lot of work to do,” shared Woodrow Piner, NCSRCC Director of Central and Southern Minnesota. The second panel provided insight about how challenging wage theft cases can be for law enforcement agencies to pursue while providing city leaders helpful tools on building strong legal cases.

While the workshop provided city leaders an opportunity to share their insights and learn effective strategies to protect vulnerable workers, honest contractors, and their communities, it also allowed the Regional Council to build and strengthen relationships with fellow city leaders. These connections are vital in collaborating on strategies and initiatives to combat wage theft within our industry.



Foster Hackett III, President of ADC, sharing his insight on how wage theft affects honest, hardworking workers and contractors.



Representative Sandra Feist, MN House District 39B, sharing key takeaways from our legislative successes this past session.

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Agape Community Church, Pewaukee, WI

Volunteer Time and Skills Save a Community Landmark

"WE ARE RICH IN VOLUNTEERS AND POOR IN CASH," STATED PASTOR FLORIN, A BALANCE THAT HAS PROVED ADVANTAGEOUS TO THE CHURCH'S RENOVATION.

Union carpenters are not strangers to volunteering. Whether it is putting in a wheelchair ramp for a neighbor or helping a local nonprofit with renovations, members collectively spend thousands of hours helping communities they work and live in every year. The commitment to these projects can range from several hours to several years. For example, in Pewaukee, WI, members have amassed nearly 2000 volunteer hours at Agape Community Church, a nondenominational congregation founded by Pastor Florin Docea.

Built in 1858 as St. Mary's Church, this building has been a part of the Pewaukee Village landscape for over a century. The church was initially built as a wooden structure with stone added ten years later. Then, St. Mary's expanded in 1888 by adding a bell tower and again in 1937 with an extension to both the basement and main floor.

While the building has looked largely the same from the outside, the inside was crumbling. Suffering years of deterioration with minimal updates since 1996, almost every pipe in the church was damaged from lack of winterization. Water damage had also produced

mold and the floors were less than level. Labeled a tear down, the company that owned the building sold it in 1996 to luxury apartment developers who had big plans for the land which was coincidentally located across the street from a beautiful lake.

However, community members were opposed to the demolition of the church and were steadfast in their belief that it should remain a part of their neighborhood. After several city meetings and a close call with a bulldozer, the community was successful in halting the building's destruction. As Pastor Florin recalls, "The bulldozer was right there. It was ready to knock everything down, but a lawsuit was taped to its front doors just in time to save it."

Pastor Florin, who had rented St. Mary's from 2016-2019 for ministry purposes but had subsequently left, was approached by a city administrator about purchasing the building. He and his family's connection to the church was well established, and his response was, "If God opens doors, we will walk through them." Pastor Florin walked through those doors when he submitted a proposal for purchase and took

possession of the church building in June 2021. Agape Community Church had a home but was not yet ready to open its doors.

With a big job ahead, Pastor Florin had a community of volunteers behind him. He also had a series of what he calls "coincidences," which helped Agape welcome in members after nine and a half short months rather than the estimated four-year restoration period.

Pastor Florin found these "coincidences" everywhere, from the hardware store where he just happened to meet a Drylock representative that donated thousands of dollars of materials to help seal the walls, to the initial mold mitigation that was necessary to start the renovation.

"I searched online for mold mitigation and called a local company. The person who answered the phone was a young man I had met before. He recognized my voice, and I realized he was the same man I had stopped to help when he was walking through a blizzard with nothing on but shorts and a t-shirt," recalls Pastor Florin. After a call to his boss, the mold mitigation work was

arranged as a donation, which included the necessary tools, ladders and dumpsters.

Once the mitigation was complete, the need for framing, flooring and other carpentry work became a priority. Another online search led Pastor Florin Docea to Pewaukee's Carpenters Training Institute (CTI), which ultimately connected him with CTI Instructor Tony Bachtell and apprentices. Bachtell, who has volunteered numerous hours of his own personal time to Agape's renovation, and other union carpenters have helped level the basement and stage area floor, installed ramps from the building addition into the main church, framed doorways and windows, carpeted the main area, and restored and reinstalled original 1937 hard wood flooring. Carpenters have amassed substantial amounts of volunteer hours to restore Agape to its prominent place in the community.

The stage floor leveling was one of the more challenging projects. "After ripping out the old and reconstructing with fewer risers, we found that while the majority of the stage was made of concrete, the middle was just wood joists – leaving a hole that needed to be filled and leveled," recalled Bachtell. "We came in, put underlayment down, sealed up everything we could before pouring bags and bags of self-leveling concrete. With a week in between each pour, we raised the stage up about 2.5 inches."

From the beginning, it has been essential to Pastor Florin to not throw away anything that could be repurposed. As volunteers worked to remove the old materials, what could be salvaged was set aside. From the pew wood to the bell tower ladder, pieces of the original building can be seen throughout the renovation in door frames, window trim and even the shiplap on the walls of the main floor bathrooms.

"I can now bring people here and tell them the story of how this wood was saved from burning. It was reclaimed, redeemed and put in a place of honor. It's just like a human being who goes down the wrong path. You can come here to be redeemed and put in a place of honor," said Pastor Florin. "It can really make people think."



CTI Instructor Tony Bachtell and Pastor Florin Dovea stand in front of the hand crafted cross built by Tony with reused wood from the church.

With successful fundraising, hundreds of volunteers and additional donated material, Agape is open and operating. Future plans include a children's area, finishing the basement bathrooms and the fellowship hall that will be used by both the church and the community. "We are rich in volunteers and poor in cash," stated Pastor Florin, a balance that has proved advantageous to the church's renovation.

"There are individuals I've never met who show up and say, put me to work," said Pastor Florin. "It is amazing to see how people are coming out of the community to help. There's no other way we would be able to do what we have accomplished."

For more photos of Agape's restoration, visit its Facebook using the QR code provided or visit their website at www.agapechurchwi.com



Carpenter apprentices work on flooring in the building's addition and main service area on the first floor.

BLUvera's Carpenters 63 Percent Faster

INSIDE THIS 87,000 SQUARE FOOT MANUFACTURING SPACE, CARPENTERS BUILD EXTERIOR WALL PANELS THAT CAN ENCLOSE A PROJECT 63 PERCENT FASTER THAN TRADITIONAL METHODS.



Top: Completed BLUvera panels sit on a trailer to be shipped out to Denver, CO. Bottom photos left to right: Local 2055 Trustee, Todd Baierl, cutting insulation for steel studs; Bundled panel built on the assembly line in approximately 80 minutes; Members work on Line 2 at the BLUvera facility.



Enter Mortenson's sister company BLUvera's industrial shop in St. Paul, Minnesota, and you will immediately notice unique machinery not seen on commercial construction sites. You will also see employees who take pride in their work and television monitors with meticulously detailed plans of construction panels that have been carefully reviewed by an architect and engineer. Inside this 87,000 square foot manufacturing space, Carpenters are building exterior wall panels that can enclose a project 63 percent faster than traditional construction methods.

BLUvera's success can be attributed to

having a seat at the table on day one of the design process. They are tied to a very large contractor, Mortenson, who acquires their own land for their projects. Mortenson construction then hires BLUvera to make their project panels. "We can tell the architects and the engineers what we can do from the start, and then they can take advantage of those details," said Operations Manager Anthony Herrmann. "We are forcing them to make decisions in the process. Everyone is used to the design-build mentality that doesn't work with this process. The design needs to be 100 percent there before we start construction."

Three roll-forming machines make kits of steel studs that get banded together awaiting to be brought to an assembly line. Every piece is labeled with a BLUvera number, date of production, coil identification, a stud number, a panel number and certification number. Any piece can be traced all the way back to where it was produced. When an assembly line is ready to build a panel, they deliver one of the panel kits to the line using a forklift.

Each of the five assembly lines build a bundled panel approximately every 80 minutes. Working in a climate-controlled facility can help manage the

need to protect ultraviolet light from hitting vulnerable materials and can avoid weather delays. The assembly time in the field requires less general contractor work. The work can also be done in a safer, faster and more predictable manner, eliminating much of the waste from the project.

Some panel work takes place on a subassembly line including welding. Carpenters in the shop can build three dimensional shapes that include the framing, insulation, metal decking, roof board, exterior sheeting, weather barriers and architectural siding. Plumbing and insulation can also be installed in the panels. All plumbing is tested before leaving the facility. When panels arrive on site, as few as two plumbers can connect all the plumbing for an entire building.

“With our union agreement, the cool thing is that all these machines are run by carpenters,” said Herrmann. Approximately one million pounds of coiled raw steel is in their shop with a week and a half of work ready to be performed at all times. They have three machines that roll steel including a 950 machine that rolls steel for 6–12-inch floor joists using 12-20 gauge steel. It was the first of its kind used in the United States with only six such machines throughout the world.

Recently, Mortenson built a Hilton Garden Inn in Madison, Wisconsin, using their fully integrated light gauge structure system for this mid-rise commercial project. Vertically integrated design, engineering, manufacturing, and installation



created significant time savings with more predictability than conventional methods. Their modeling requires coordination with every trade to ensure all services have penetration holes in the process. Other projects utilizing the paneling system include a new athletic facility at Penn State University, the Chicago Bears Halas Hall training facility and the mid-rise hospital for the University of Wisconsin Health. During our tour, the shop was finishing panels that will be used on an eight story multi-family living facility that will require 10 months of shop time and five months of assembly time in the field to enclose the project.

“We believe this is the method of the future,” said Herrmann. “The construction industry hasn’t grown or changed in production for 200 years, and so this is kind of like a fourth industrial revolution. We are trying to make the industry more industrialized. How do we progress and become more sophisticated? We want to be innovative and eliminate waste. We can make it as customized or as standard as the customer wants.”

When BLUvera started in 2019, they utilized half of this facility. Today, they occupy the entire building. “Now we’ve almost outgrown the facility,” stated Herrmann. By helping Mortenson improve efficiency and quality of work, there is no doubt that BLUvera’s carpenters are helping improve safety and installation while reducing costs of construction projects.

Group photo of the 11 CTI students who were working on interior framing for the 10-unit building during the week of 10/16. Students are standing in front of the Arlington House building that will house a three-bedroom apartment, community center, MACV offices for on-site services, small gym, and a spacious area for resident gatherings.



Carpenters Partner with Statewide Veterans Organization

WHEN MACV REACHED OUT TO ITS COMMUNITY PARTNERS FOR ASSISTANCE WITH THIS PROJECT, THE CARPENTERS WERE AMONG THE FIRST ORGANIZATIONS THEY CONTACTED.

In an inspiring collaboration, the Carpenters Training Institute (CTI) Twin Cities Campus has partnered with the Minnesota Alliance Council for Veterans (MACV) to give new life to a housing site known as Arlington House. Located in Saint Paul, this project will provide housing for homeless or at-risk veterans. This partnership represents a unique training experience for CTI apprentices and a chance to give back to those who have served our country.

Arlington House, a housing site previously owned by a nonprofit organization offering short-term emergency shelter to

adolescents in Ramsey County, faced funding challenges that contributed to its closing in 2022. The search for a new nonprofit with a similar mission for the Arlington House concluded with the selection of MACV, a nonprofit organization dedicated to serving veterans by providing assistance with housing, employment and legal matters. MACV decided to honor the legacy of the previous organization by keeping the Arlington House name.

The location of the housing site was attractive to MACV due to its proximity to public transportation and a desire to expand in Ramsey County. MACV also recognized the potential the current site had in being able to convert an existing emergency shelter into permanent housing. They also believed that Ramsey County would be supportive of this project.

When MACV reached out to its community partners for assistance with this project, the Carpenters were among the first organizations they contacted. The Carpenters maintain a strong relationship with MACV utilizing our resources to conduct trainings, through the Helmets to

Hardhats program, and active participation in MACV events. Jon Lovald, the Chief Operations Officer, also recognized the potential for a partnership that would transform Arlington House and offer CTI apprentices unique training experiences.

The transformation of the project began in the spring of 2023 with two buildings. The first building, currently undergoing renovation, will be developed into ten units, five on the main level and five on the upper level. Many of the veterans are 55 years and older. When designing the space, they focused on accessibility ensuring lower-level units have no steps. All units have wider doorways and lower countertops. The second building will house a three-bedroom apartment, a community center, MACV staff offices for on-site services, a small gym, and a spacious area for resident gatherings. It is anticipated that residents can start moving in March of 2024.

This collaboration is providing CTI apprentices with invaluable learning opportunities. They can apply the skills they have acquired throughout their

apprenticeship on this project. The site has also presented them with challenges not typically encountered in the controlled environment of the training center. They are problem-solving, expanding their skill sets and working collectively to deliver lasting value for the future veteran residents of Arlington House.

“We are going to continue providing as much value as we can on this project. It is a great experience for training. Our students love being here and are fully invested in what is happening on this site. They understand the meaningfulness of what they are doing here and support MACV’s mission,” said CTI Instructor Dan Hunt.

Fourth-year apprentice Levi Bican indicated this project offers invaluable lessons. “One thing that I have enjoyed about this, as opposed to our classroom setting, is that we run into little hiccups out here that you normally don’t see in the classroom. Here, you run into unforeseen circumstances. For example, the pipe is in the wrong spot, you’ve got different elevations, and the floor might not be quite level.

So, you get to combat that as you go on a site like this.”

Jon Lovald stated, “For us as an organization, this partnership is great, because it is a whole new set of perspectives and relationships of people who are coming and working in our space and learning about MACV’s mission. I have heard from people on the site that one of the common themes they were hearing was how happy CTI students are to have this opportunity outside of the training center. It has been great for us to have multiple CTI classes come through. It means a lot and demonstrates people’s willingness to help.”

The partnership between the Carpenters and MACV has demonstrated how compassion and education can help transform a community. They are not just providing a place for veterans to call home. They are transforming Arlington House to provide hope and dignity to those who have sacrificed for our country. So much can be accomplished when a partnership is formed based on shared values and community investment.



Two fourth-year apprentices from CTI Twin Cities Campus preparing framing for the main level.



This building will contain 10 units for residents.



Photos left to right: Local 314 apprentice Cal Conway with a section of the ramp he framed; Local 314 Business Representative Scott Watson (R) and Joe Herr, founder of Logan's Heart & Smiles, measure and marking some boards for the ramp; Local 314 Business Representative Mike Higgins (L) and Apprentice Josh Dodge (R - in Hi-Vis) work on framing some stairs at the end of the framed platform.

Carpenters Partner and Give Back to Those in Need

On August 19th, Local 314 (Madison, WI) held their first annual Poker Run to raise money for Logan's Heart & Smiles. Participants started out at the Harley-Davidson dealer in Oconomowoc, WI, and received a playing card at each stop along the ride. Prizes were awarded at the end of the ride to those with the best poker hand.

Approximately \$3500 was raised during the Poker Run for Logan's Heart & Smiles. This nonprofit is dedicated to improving homes and inspiring hope to families and children across Wisconsin. They provide reduced labor costs to ease burdens placed on families who may not have the resources necessary to make acces-

sibility modifications to their homes. The money raised from generous donors like Carpenters Local 314 is used to purchase tools and supplies to build ramps, safety fences, handrails and to make numerous other home modifications.

While Local 314 raised money through their Poker Run, they were also called upon by Logan's Heart & Smiles this past October to assist with the building of a wheelchair ramp to assist a four-year-old girl with cerebral palsy with mobility when entering and departing her home in Madison, WI. Thank you to the Local 314 apprentices who helped work on this project including Josh Dodge and Cal Conway and the

North Central States Regional Council Staff including Local 314 Business Representatives Scott Watson and Mike Higgins and Public Affairs Director Richard Kolodziejski.

"The volunteering being done by our members really demonstrates the pride they take in their communities," said Executive Secretary-Treasurer Patrick Nilsen.

"Being a Carpenter means more than just being generous and giving financially," said Mike Higgins, Local 314 Financial Secretary. "We go out in the community and give back to those in need. This includes time on the weekends and in the evenings. We help take care of our communities."

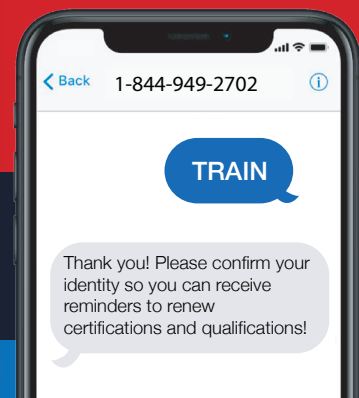
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Annual notice of procedures for objecting nonmembers to file with the union objections to the expenditure of dues for purposes not germane to collective bargaining.

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 objection, and the objector's current home address, and it must identify the objector's UBC affiliate. Provided, however, that the UBC will honor nonmember employees' express, written statement to the UBC that they object on a continuing basis to supporting union activities not related to collective bargaining and contract administration. The nonmember objector is obligated to inform the General Secretary-Treasurer of any change in address. Upon receipt of a proper 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 2022, the North Central States Regional Council of Carpenters chargeable expenses were 91.4% 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.