New Member Guide

Better Training • Better Safety & Performance
Better Lives for Ourselves, Our Families & Our Communities

Iowa • Minnesota • Nebraska • North Dakota • South Dakota • Wisconsin

North Central States Regional Council of Carpenters Headquarters:
700 Olive Street, Saint Paul, MN 55130
Phone: 651-379-0200 • Fax: 651-645-8318
Dear New Member,

Congratulations on becoming a member of the North Central States Regional Council of Carpenters! In this booklet you will find important information that will familiarize you with the Council and your membership with your Local. We understand there is a lot to learn, and hope this packet will help make the process easier. If after reading this you are left with any unanswered questions, please do not hesitate to reach out to your local council representative or a fellow union member.

Welcome to the Brotherhood and thank you for your decision to work union.

In Solidarity,

John Raines,
Executive Secretary-Treasurer

---

**TABLE OF CONTENTS**

- Welcome! ... Page 2
- Peter J. McGuire ... Page 3
- History of the UBC ... Page 4
- Labor Day Weekend ... Page 6
- What is a union? Why union dues? ... Page 7
- Constitution and Bylaws ... Page 7
- Rights and Responsibilities ... Page 8
- Regional Council History ... Page 9
- People in your union ... Page 10
- Job Tips & Tricks ... Page 11
- Roberts Rules of Order ... Page 12
- Frequently Asked Questions ... Page 13
- Turn Your Training Into a Degree ... Page 15
- Training Centers ... Page 16
- Journey-Level Skill Advancement ... Page 17
- Local Union Meeting Schedule ... Page 18
- Committee Meeting Monthly Schedule ... Page 19
- Council and Local Contact Info ... Page 20
- Benefit Funds / Member Assistance ... Page 21

---

**36 Reasons to Thank a Union**

1. Weekends without work
2. Breaks at work - including lunch breaks
3. Paid vacation
4. Family & Medical Leave Act (FMLA)
5. Sick leave
6. Social Security
7. Minimum wage
8. Civil Rights Act/Title VII - prohibits employer discrimination
9. 8-hour work day
10. Overtime pay
11. Child labor laws
12. Occupational Safety & Health Act (OSHA)
13. 40-hour work week
14. Workers’ compensation
15. Unemployment insurance
16. Pensions
17. Workplace safety standards and regulations
18. Employer health care insurance
19. Collective bargaining rights for employees
One of the great labor leaders of the 19th century, Peter J. McGuire was one of the founding fathers of the United Brotherhood of Carpenters and Joiners and served as general secretary for our first 21 years.

McGuire was born to Irish immigrants July 6, 1852. He was the first child in a family of five, growing up on the Lower East Side of New York City. When his father joined the Union Army in 1863, Peter left school to become the family’s breadwinner.

Even though his formal education was over, he still found ways to satisfy his unending hunger for knowledge, not only by immersing himself in the culture of the city streets, but also by attending classes and lectures at the Cooper Union. This meeting place was both a center for continuing education and a hub of radical and reform movements.

Rather than hang his head, McGuire marched. And spoke. And roused the crowds of the fellow unemployed. The New York Times branded him a “disturber of the peace”, and still he thrived.

Hopping freight trains and walking hundreds of miles, McGuire went from town to town making speeches marked by eloquence, biting wit, and a rich voice. In 1881, he organized a Chicago convention to form a union. Representatives from 11 cities joined him, and during four spirited days they produced a constitution and structure. The UBC was born, with P.J. McGuire as its first general secretary.

He worked tirelessly to keep the union alive in the early years, and his efforts led to the eight-hour workday, the founding of the American Federation of Labor, and wages that more than doubled. He built union membership to more than 167,000 members by 1903. He also crafted a lasting and historical memorial to all workers — the Labor Day holiday.
The History of the United Brotherhood of Carpenters

The history of the Brotherhood of Carpenters and Joiners of America (BCJA) dates back to the 1880s. Its founding father, Peter J. McGuire, was just 29 years old when he and carpenters from 11 other cities met in Chicago to lay the foundation of today’s union. The BCJA, later known as the United Brotherhood of Carpenters and Joiners of America, attracted craftsmen who brought from Europe their skills and their tradition of craft guilds. They came to the United States because the young country’s rapid growth offered what seemed like unlimited opportunities for those who could shape commercial buildings, houses, ships, wharves, and warehouses. Craftsmen hoped union membership would improve working conditions and wages and, by 1885, more than 5,700 carpenters had joined McGuire’s brotherhood.

In the mid-1880s, new technology was dramatically changing many jobs, and the Industrial Revolution transformed the way people did — and viewed — business. The image of the fair and considerate employer was replaced with cartoons of railroad barons and speculators. The fledgling labor movement turned militant, and the Federation of Organized Trades and Labor Unions (the predecessor of the American Federation of Labor) called for a general strike in support of the eight-hour workday in 1886. McGuire put UBC business on hold and crisscrossed the country to rally support for the shorter workday movement. On May 1, 1886, carpenters led marches in major cities with more than 300,000 workers walking off their jobs. The labor action demonstrated the UBC’s power, and carpenters won increased wages and shorter workdays in 53 cities. The success of the effort brought craftsmen flocking to the UBC and, by September 1886, membership had grown to more than 21,000. The AFL asked the carpenters to lead a second wave in 1890, and more key markets set workday length at eight or nine hours — and UBC membership reached 55,000.

The UBC began to address issues such as worksite standards, death and disability benefits, and upgrading skills. Many in the construction industry fought to curb the UBC’s influence; between 1900 and 1910, employers in major cities launched an open-shop counterattack. By 1910, UBC membership had reached 200,000.

Peter McGuire died in 1902 and his successor, Frank Duffy, shifted to a more conservative approach. McGuire had been deeply interested in far-reaching social change, but Duffy and his successor, William Hutcheson, focused on the rights of union carpenters and the smooth administration of the UBC.

During World War I, the UBC fought to preserve established union shops on federal construction sites. After the war, anti-union associations launched an assault labeled The American Plan, forcing trade unions into arbitration hearings that slashed wages and weekend work rules. UBC membership dropped from 400,000 in 1920 to 345,000 in 1928.

But, as anti-union sentiment waned and trade unions began to recover, the economy staggered, then plummeted into the Great Depression. By 1932, national spending on construction slumped to less
than 30 percent of the 1928 spending levels. Out-of-work carpenters dropped out of the union, and UBC membership slipped to 242,000. While New Deal programs helped put some people back to work, the U.S. entry into World War II marked the true end of the Depression.

The demands of the wartime economy and the postwar prosperity in the United States fueled the growth of labor organizations in general and the UBC in particular. In the 25 years after World War II, organized labor gathered in nearly one-third of the work force, and UBC membership reached its peak of 850,000 members. Even so, the postwar building boom outstripped the UBC’s ability to meet labor demands — and nonunion contractors established a presence, especially in residential housing.

In the late 1960s and early 1970s, inflation, politics, and dramatic economic shifts combined to create a climate that encouraged an open shop philosophy. Unions were caught off guard; most, including the UBC, tried to counter the nonunion sector’s growing clout with outdated tactics. Although unions moved successfully to organize workers in new areas like government, union membership and influence slipped. From the mid-1980s to the mid-1990s, the UBC “suffered a hemorrhage of members, signatories and market share”, wrote General President Douglas J. McCarron. “We had lost wages and benefits and political clout… We had to restructure our union. The old structure simply could not do the job. We had to replace it with a structure that could organize.”

The restructuring began in 1995 with McCarron’s election to the UBC general presidency. McCarron started at the top, eliminating unnecessary officer and staff positions — in some cases, entire departments — at the UBC General Office. An inefficient district council structure was reorganized into 65 regional councils that were created to reflect construction markets. Union politics were removed from the selection of business agents and organizers, and replaced with accountability.

The structural reorganization freed up funds and staff for the UBC’s top priorities: training and organizing. The UBC commits $100 million annually to training nationwide; a national center dedicated to training UBC instructors opened in 2001 in Las Vegas, and nearly 50,000 apprentices are receiving top-quality training in UBC programs. Training also supports Area Standards efforts. Nonunion contractors are beginning to recognize the cost/value benefit of hiring skilled, professional craftspersons, and nonunion workers are beginning to see how UBC training puts them on a career track with potential — the potential to earn fair wages with benefits.

In August 2000, McCarron was elected to a second term as general president of the UBC at the 38th General Convention. At the convention, McCarron reported that the UBC’s new direction was working — more than 60,000 new members had joined the UBC and, after decades of decline, the union’s market share had begun to grow.

In August 2015, McCarron and his team were again elected to represent the UBC.

“The challenge is to take an active role in protecting our standards and our families in the down times, instead of being victims of the boom-and-bust cycle. The long-term forecast depends on each of us individually — on what we do now.”

— Douglas J. McCarron, 2001 Carpenter Magazine
Labor Day, an annual celebration of workers and their achievements, originated during one of American labor history’s most dismal chapters. In the late 1800s, at the height of the Industrial Revolution in the United States, the average American worked 12-hour days and seven-day weeks in order to earn a basic living. Despite restrictions in some states, children as young as 5 or 6 toiled in mills, factories and mines across the country, earning a fraction of their adult counterparts’ wages. People of all ages, particularly the very poor and recent immigrants, often faced extremely unsafe working conditions, with insufficient access to fresh air, sanitary facilities and breaks.

As manufacturing increasingly supplanted agriculture as the wellspring of American employment, labor unions, which had first appeared in the late 18th century, grew more prominent and vocal. They began organizing strikes and rallies to protest poor conditions and compel employers to renegotiate hours and pay. Many of these events turned violent, including the infamous Haymarket Riot of 1886, in which several Chicago policemen and workers were killed. Others gave rise to longstanding traditions: on September 5, 1882, 10,000 workers took unpaid time off to march from City Hall to Union Square in New York City, holding the first Labor Day parade in U.S. history. The idea of a “workingman’s holiday”, celebrated on the first Monday in September, caught on in other industrial centers across the country, and many states passed legislation recognizing it.

Congress would not legalize the holiday until 12 years later, when a watershed moment in American labor history brought workers’ rights squarely into the public’s view. On May 11, 1894, employees of the Pullman Palace Car Company in Chicago went on strike to protest wage cuts and the firing of union representatives. On June 26, the American Railroad Union, led by Eugene V. Debs, called for a boycott of all Pullman railway cars, crippling railroad traffic nationwide. To break the strike the federal government dispatched troops to Chicago, unleashing a wave of riots that resulted in the deaths of more than a dozen workers. In the wake of this massive unrest and in an attempt to repair ties with American workers, Congress passed an act making Labor Day a legal holiday in the District of Columbia and the territories.

Labor Day is celebrated in cities and towns across the United States with parades, picnic, barbecues, fireworks displays and other public gatherings.
What is a union?

A union is a group of workers who band together for mutual benefit. A union may link people with similar job duties, like the United Brotherhood of Carpenters, or connect workers in different fields who have something important in common, like the American Federation of State, County, and Municipal Employees (AFSCME).

Union members are united by their desire to earn fair wages and benefits in a safe work environment. By standing together, union members can secure fair wage packages that include medical benefits for themselves and their families, and benefits that help secure dignity and a decent standard of living when they retire.

Unions do not discriminate. Opportunities for membership, education, skills training and job advancement are open to all members without regard to sex, sexual orientation, race, creed, or color.

The United Brotherhood of Carpenters is a democratic organization. Members elect their leaders, and each member has a say in how the UBC is operated and governed. With those rights comes responsibility: every member is responsible for voicing an opinion and attending meetings so each can make informed choices about UBC leadership and activities.

Unions strive to improve the standard of the industry with which they are connected. The United Brotherhood of Carpenters improves safety, quality, and productivity in the construction industry through high quality training programs for apprentices and journeymen, and through specialty training programs developed in partnership with government, manufacturers, and industry organizations.

Why union dues?

As a member of the North Central States Regional Council, you have access to a number of benefits and services, including an improved standard of living, good working conditions, health care for yourself and your family, and a pension for your old age.

Union dues and assessments help fund the local union that bargains for your wages, benefits, and working conditions. Your monthly contributions are also used to fund efforts that enforce contracts, organize new members, and attract new contractors to the UBC and the North Central States Regional Council.

The Regional Council approves your dues that are established by your Local in accordance with the Bylaws. Contact your Local for the amount of dues you pay. Dues must be paid by the first of each month, and you must keep dues payments current to remain employed.

Constitution and Bylaws

The United Brotherhood of Carpenters and Joiners of America is an organization governed by its members through rules, regulations, and guidelines established according to its Constitution and Bylaws.

These guidelines were first established in the 1800s by workers who shed sweat, tears, and sometimes blood to establish the right of workers to organize. These labor pioneers were determined to win a better standard of living for themselves and their families.

The guidelines were organized into the UBC Constitution and Bylaws. These documents define a way of life for union workers. To reap the benefits of your membership in the UBC, you must carefully read, understand, and adhere to these rules and regulations.

You will be given copies of the Constitution and Bylaws. Keep them; study them. Refer to them and use the principles outlined to guide your conduct as a craftsman and a union member.
The United Brotherhood of Carpenters believes that all working people have a right to:

• A good job with benefits
• A living wage that can support a family
• Security and dignity — in work and retirement
• A safe workplace
• Education and training opportunities that help you reach your fullest potential

With rights come responsibilities.

As a member of the United Brotherhood of Carpenters, it is your obligation to:

• Be a productive and efficient worker.
• Produce the highest quality work possible — work we can all be proud of.
• Report to the jobsite foreman or steward your first day on the job.
• Arrive at work on time and work all hours asked of you.
• Call in to the jobsite if you must be late or absent.
• Look presentable and act professionally on the jobsite.

Responsibilities cont...

• Adhere to the contractor’s rules and regulations on the job; the contractor is your employer.
• Own and have with you the tools required (see page 15)
• Respect your fellow workers and help them achieve a safe, secure workplace.
• Complete apprentice or journeyperson skill upgrade classes to develop and keep your skills at the highest level of your craft.
• Fill out your skills sheet and register for MIX 2020 with your current information if you are laid off. The union cannot contact you for work if your address and phone number aren’t current.
• Hold your union in the highest regard; do not air grievances or gripes on jobsites.
• Attend your Local meetings. This is the place to talk about problems — don’t complain if you don’t participate.
• Pay dues and assessments on time. Like any organization, a union needs funds to operate.
• Always carry your work card and be proud to show it to anyone who asks.
• Be an active citizen and an informed voter.

One Trade, Many Crafts

CARPENTERS
Form the backbone of any commercial, residential or public building

INTERIOR SYSTEMS
Includes lathers, floor coverers and interior carpenters

INDUSTRIAL
Fabricate and install decorative and functional elements

MILLWRIGHTS
Rig, hoist, assemble, dismantle, align and adjust machinery

PILE DRIVERS
Work with deep piles, concrete forms and steel sheeting
In Minnesota, the first Carpenters Locals were chartered in Minneapolis in 1881 and in St. Paul in 1885. The Twin City Carpenters District Council was founded in 1915 to build strength for the Union Locals throughout the area. The Millwrights already were part of the Brotherhood; additional crafts joined later: the Pile Drivers in 1937, the Floor Coverers in 1940, and the Lathers in 1979.

In 1988, the UBC began to merge a number of Local Unions and created Minnesota Statewide District Council. In 1994, jurisdictions changed again. Locals 361, 606, and 1348 were spun off; they eventually teamed with North Dakota Locals 1091 and 1176 to form North Central Regional Council.

Locals in the rest of Minnesota became Carpenters District Council of Southern Minnesota. In 1997, when jurisdiction expanded into South Dakota, that council adopted the Lakes and Plains name.

Lakes and Plains and North Central Regional Council (Northern Minnesota) merged in 2003.

In Wisconsin, the Carpenters Union dates back to the early 1900s. Northern Wisconsin Regional Council had its roots in Greater Fox River Valley District Council, which was formed by the merger of Fox River Valley Area Council, Wisconsin River Valley Area Council, Eau Claire Carpenters Local 1074 and LaCrosse Carpenters Local 1143. In 1999, the organization restructured into Northern Wisconsin Regional Council. In 2001, the Council’s jurisdiction expanded to include Madison Carpenters Local 314 and other southern parts of the state.

North Central States Regional Council of Carpenters formed November 1, 2007, when the UBC merged Lakes and Plains Regional Council with Northern Wisconsin Regional Council.

In July 2010, North Central States Regional Council welcomed 3,000 members from five Locals in Nebraska and central and western Iowa.

In January 2016, North Central States Regional Council welcomed 4,350 members from eight Locals in eastern Iowa and the Milwaukee area of Wisconsin.

In March 2019, North Central States Regional Council welcomed 1,600 members from ten Industrial Locals in Iowa, Minnesota and Wisconsin.

**The Contract**

Our wages, benefits, and working conditions are set by the Collective Bargaining Agreement, which is negotiated every few years in meetings that happen between union and employer representatives, and approved by the membership. Get a copy from your Local and start to become familiar with it. It covers issues like hours of work, who supplies tools, when and how we are paid, overtime, shop stewards, trade jurisdiction, and many other issues that come up in our daily work lives. If you have questions about the contract, ask your Council Representative.
People in your union:

Local Union Executive Board — This consists of a President, Vice President, Recording Secretary, Treasurer, Financial Secretary, Warden, Conductor, and three Trustees. Descriptions of each of these offices can be found in the UBC Consitution.

Council Representatives — They are your Representation. They talk with union and non-union construction companies about workforce needs. They are responsible for increasing market share and encouraging non-union companies and their workers to become signatory contractors. They usually give reports at your Local union meetings.

Council Structure — The North Central States Regional Council of Carpenters (NCSRCC) headquarters are located in Saint Paul, MN. The chief executive of the council is the Executive Secretary-Treasurer. Find the duties of the Council officers in the Bylaws of the North Central States Regional Council of Carpenters.

Council Executive Board — This consists of an Executive Secretary-Treasurer, President, Vice President, Warden, Conductor, Trustees, and Executive Board Members.

Delegates — They are elected representatives of the Regional Council. They voice the Local’s questions and report back to the Local regarding what happens at the quarterly delegate meetings.

Sisters in the Brotherhood — The Sisters in the Brotherhood’s mission is to create a network of active sisters who provide avenues for women to address issues and promote strength, unity and retention in order to increase and diversify the construction workforce.

People on your jobsite:

Superintendent — Coordinates and supervises all the different trades on a site. Usually works for the general contractor or construction manager. May or may not be a union member.

Foreman — Supervises the work of one particular trade for one particular company. The foreman is a union member in the trade he or she is supervising, is selected by the employer and by contract is considered an agent of the employer. The foreman is paid a higher rate for doing the work of supervision.

Steward — This is the union’s representative on the site, selected by the union. They check to make sure all workers on the jobsite are union members and are current with their dues. They represent members in the case of a dispute or problem, monitor safety conditions, report work hours to the union hall, etc. The steward is usually the first carpenter hired and the last laid off, and is asked to work any time there is overtime work so there is a representative on site. The steward is a dedicated volunteer and is not paid a higher rate for his or her responsibilities.

Journey-Level — Trained members who are competent in the trade. These members are paid the full wage rate and are responsible for mentoring apprentices and looking out for them.

Apprentices — A worker in training, carpentry apprentices are paid a percentage of the full rate. Their rate increases on a set schedule based on the hours of work they put in and their attendance at school.

Other Trades — Every construction site has a number of trades working side by side. It is important to understand enough about the work of the electricians and plumbers, etc., so that you can dovetail your work with theirs and keep their convenience and safety in mind.
What to do when laid off:

- Put your name on the MIX 2020 out-of-work list
- File for unemployment
- Call your Council Representative
- Start your job search immediately
- Call the training center to schedule a class
- Network – gather names and numbers
- Don’t burn bridges
- Adjust your budget as needed

What your employer expects:

- Come to work every day, on time, including from breaks or lunch
- Have the appropriate tools
- Wear proper work attire/practice good grooming
- Be aware of/adhere to the employer’s policies
- Work safely and be aware of your surroundings
- Care about the quality of your work
- Have a positive attitude
- Stay off your phone
- Follow directions and ask questions
- Be honest and dependable
- Take the initiative and work hard
- Communicate well and get along with others
- Be cooperative and perform assigned duties
- Be fit for duty (alcohol-and drug-free)
- Be prepared to work overtime
- Recognize problems and find solutions
- Finish a job on time without sacrificing quality
- Keep your personal life out of the workplace

When looking for a job:

- Don’t refuse short-term jobs
- Be versatile in your craft/training
- Call the training center/union when you go back to work
- Dress appropriately (work boots, PPE and tools at the ready)
- Build a good reputation. Start early. Don’t let weather be a factor.
- Keep your eyes and ears open and have a positive attitude
- Voicemail on your phone should sound professional
- Be aware of background checks/drug testing policies
- Be willing to travel

First day on the job:

- Be early with work boots, PPE and tools at the ready
- Know where you’re going (parking, directions, traffic, etc.)
- Be prepared with appropriate clothing
- Know who you should report to
- Make sure you are current on dues
- Have your union card and training card on you

MIX 2020 Job Dispatch:
1-855-546-2141
# Roberts Rules of Order

All meetings are conducted under Roberts Rules.

## Part 1, Main Motions
These motions are listed in order of precedence. A motion can be introduced if it is higher on the chart than the pending motion. § indicates the section from Roberts Rules.

<table>
<thead>
<tr>
<th>§</th>
<th>PURPOSE:</th>
<th>YOU SAY:</th>
<th>INTERRUPT</th>
<th>2ND</th>
<th>DEBATE</th>
<th>AMEND</th>
<th>VOTE</th>
</tr>
</thead>
<tbody>
<tr>
<td>§21</td>
<td>Close meeting</td>
<td>I move to adjourn</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>Majority</td>
</tr>
<tr>
<td>§20</td>
<td>Take break</td>
<td>I move to recess for...</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
<td>Majority</td>
</tr>
<tr>
<td>§19</td>
<td>Register complaint</td>
<td>I rise to a question of privilege</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>None</td>
</tr>
<tr>
<td>§18</td>
<td>Make follow agenda</td>
<td>I call for the orders of the day</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>None</td>
</tr>
<tr>
<td>§17</td>
<td>Lay aside temporarily</td>
<td>I move to lay the question on the table</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>Majority</td>
</tr>
<tr>
<td>§16</td>
<td>Close debate</td>
<td>I move the previous question</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>2/3</td>
</tr>
<tr>
<td>§15</td>
<td>Limit or extend debate</td>
<td>I move the debate be limited to...</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
<td>2/3</td>
</tr>
<tr>
<td>§14</td>
<td>Postpone to certain time</td>
<td>I move to postpone the motion to...</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Majority</td>
</tr>
<tr>
<td>§13</td>
<td>Refer to committee</td>
<td>I move to refer the motion to...</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Majority</td>
</tr>
<tr>
<td>§12</td>
<td>Modify wording of motion</td>
<td>I move to amend the motion by...</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Majority</td>
</tr>
<tr>
<td>§11</td>
<td>Kill main motion</td>
<td>I move that the motion be postponed indefinitely</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
<td>Majority</td>
</tr>
<tr>
<td>§10</td>
<td>Bring business before assembly (a main motion)</td>
<td>I move that [or “to”]...</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Majority</td>
</tr>
</tbody>
</table>

## Part 2, Incidental Motions
No order of precedence. These motions arise incidentally and are decided immediately.

<table>
<thead>
<tr>
<th>§</th>
<th>PURPOSE:</th>
<th>YOU SAY:</th>
<th>INTERRUPT</th>
<th>2ND</th>
<th>DEBATE</th>
<th>AMEND</th>
<th>VOTE</th>
</tr>
</thead>
<tbody>
<tr>
<td>§23</td>
<td>Enforce rules</td>
<td>Point of Order</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>None</td>
</tr>
<tr>
<td>§24</td>
<td>Submit matter to assembly</td>
<td>I appeal from the decision of the chair</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
<td>Varies</td>
<td>Majority</td>
</tr>
<tr>
<td>§25</td>
<td>Suspend rules</td>
<td>I move to suspend the rules</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>2/3</td>
</tr>
<tr>
<td>§26</td>
<td>Avoid main motion altogether</td>
<td>I object to the consideration of the question</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>2/3</td>
</tr>
<tr>
<td>§27</td>
<td>Divide motion</td>
<td>I move to divide the question</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
<td>Majority</td>
</tr>
<tr>
<td>§29</td>
<td>Demand a rising vote</td>
<td>I move for a rising vote</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>None</td>
</tr>
<tr>
<td>§33</td>
<td>Parliamentary law question</td>
<td>Parliamentary inquiry</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>None</td>
</tr>
<tr>
<td>§33</td>
<td>Request for information</td>
<td>Point of information</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>None</td>
</tr>
</tbody>
</table>

## Part 3, Motions That Bring a Question Again Before the Assembly
No order of precedence. Introduce only when nothing else is pending.

<table>
<thead>
<tr>
<th>§</th>
<th>PURPOSE:</th>
<th>YOU SAY:</th>
<th>INTERRUPT</th>
<th>2ND</th>
<th>DEBATE</th>
<th>AMEND</th>
<th>VOTE</th>
</tr>
</thead>
<tbody>
<tr>
<td>§34</td>
<td>Take matter from table</td>
<td>I move to take from the table...</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>Majority</td>
</tr>
<tr>
<td>§35</td>
<td>Cancel previous action</td>
<td>I move to rescind...</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Majority</td>
</tr>
<tr>
<td>§37</td>
<td>Reconsider motion</td>
<td>I move to reconsider...</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td>Varies</td>
<td>Majority</td>
</tr>
</tbody>
</table>
WHAT ARE WINDOW DUES?
Window dues (also referred to as monthly dues) are paid directly to your Local. They keep your UBC membership in good standing and keep the Local operating. They also pay the wages of administrative staff and officers. They provide for membership benefits including lost time paid out for participating in Union activities during work hours, Local events and activities, refreshments for Local meetings and various other things to keep you informed. You pay these dues at your Local office.

WHAT ARE WORKING DUES?
Working dues are a percentage of your gross wages that are paid to the North Central States Regional Council of Carpenters. They pay for the wages of the staff that keep you working, maintaining properties owned by the membership, and working to maintain area standards. These dues are usually taken directly out of your paycheck by your employer.

WHAT DOES “TOTAL PACKAGE” MEAN?
Your total package is your gross taxable wages minus your deductions plus your benefits. Your gross taxable wage is your hourly wage. For each hour you work, a specific amount of each of the below items are deducted from your pay or paid in by your employer. The deducted items are your savings fund, your working dues, and a small amount to the training and education fund. Your fringe benefits and a small amount to the apprentice fund are paid by your employer.

WHAT ARE FRINGE BENEFITS?
Fringe benefits are your health care, pension, and savings fund. They are overseen by a Benefit Fund Administrator. Any questions regarding your fringe benefits should be directed to your Fund Administrator.

WHO IS MY BENEFIT FUND ADMINISTRATOR?
See page 20 for information regarding Benefit Fund Administrators. If you do not know who your Benefit Fund Administrator is, contact your Local or the Regional Council (see page 19).

WHEN DO I BECOME ELIGIBLE FOR HEALTH BENEFITS?
Depending on your health fund, you must either work an allotted number of hours or accrue a specified number of dollars to be eligible for health benefits. After your employer reports to the Fund Administrators that you have the allotted number of hours or dollars, you must wait one additional month before you start receiving benefits. When you become eligible you will receive a packet from your Fund Administrator in the mail with all of the information you will need. Please consult your Fund Administrator and SPD for full eligibility requirements (see page 20 for the Benefit Fund Administrator in your area.)

If you are working outside of your Local, your Fund Administrator may change and it also may depend on the contract you are working under. Contact the Regional Council or Local office for more information.

WHO DO I CALL TO FIND OUT IF I HAVE WORKED ENOUGH HOURS YET?
Contact your Fund Administrator to find out how many hours you have (see page 20).
WHAT IS THE DIFFERENCE BETWEEN DEFINED BENEFIT AND DEFINED CONTRIBUTION PENSIONS?

**Defined Benefit Pensions** are paid by your employer into a pension fund in your name. This type of pension fund is based on your years of service and is paid out every month from the date you start collecting for the rest of your life. The longer you work, the more money you will receive each month when you retire.

**Defined Contribution Pensions** are also paid by your employer. Unlike the Defined Benefit Pension, you have the opportunity to decide how that money is managed. It is an investment account similar to a 401(k) so you will only receive the money that was paid into the account instead of continued disbursements for life.

WHAT IS A SAVINGS FUND?

A savings fund is similar to the bygone vacation fund, except it is handled through the Carpenters Federal Credit Union instead of your Fund Administrator. This allows for withdrawal through a debit card or check request at any time instead of waiting for your annual or semi-annual check.

WHAT DO I DO IF I WORK OUTSIDE OF MY NORMAL AREA?

If you work outside of your normal area, your fringe benefits will be paid to the fund of the area that you are working in. You must fill out reciprocity forms, one for health and one for pension, to get those benefits transferred into your home fund. Many members have lost benefits or had reduced pension benefits because they failed to transfer their money.

IS THERE A DRESS CODE FOR TRAINING CENTER CLASSES?

+ Hard hat
+ Safety glasses
+ Hearing protection
+ Acceptable footwear: Work boots, preferably steel toed (no tennis shoes!)
+ Appropriate clothing: long pants (no holes, no cut-offs), T-shirts (no offensive phrases or graphics), no cut-offs; hoodies
+ Follow employer guidelines

HOW DO I CONTACT MIX 2020?

Out-of-work list:
855-456-2141

Dispatch:
855-987-2020

www.northcountrycarpenter.org/MIX2020

WHAT DO I DO IF MY CONTRACTOR LAYS ME OFF?

If you have not yet registered with the MIX 2020 job dispatch system, please call 1-855-456-2141. You will also need to fill out a Skills sheet at www.northcountrycarpenter.org/mix2020.

If you are already registered with MIX, call 1-855-987-2020 to be placed on the out-of-work list.

In addition to adding your name to the out-of-work list, you should:

+ Look for work with union contractors
+ Network! Make connections with former employers or co-workers
+ File for state unemployment benefits
+ Update your training and certifications

HOW DO I RECEIVE COUNCIL TEXTS?

Sign up to receive council text messages by texting the word ‘NCSRCC’ to 33222. Message and data rates may apply. You can also text ‘UBC’ to 91990 to receive updates from the United Brotherhood of Carpenters and Joiners.
When you become a member you will be required to carry hand tools. As an apprentice, you will be given a list of tools you will need on your first day of class. Please contact your Training Center for a list of tools you will need.

Member Tool Box

When you become a member you will be required to carry hand tools. As an apprentice, you will be given a list of tools you will need on your first day of class. Please contact your Training Center for a list of tools you will need.

Work Smart, Work Safe!
TRAINING CENTER LOCATIONS FOR
CARPENTERS TRAINING INSTITUTE (CTI)
& FIVE RIVERS DISTRICT COUNCIL

IOWA
Des Moines
CTI - Des Moines Campus
2160 East Douglas
Des Moines, IA 50313
Phone: 515-265-3467
Fax: 515-265-2512
dhagge@carpentertraininginstitute.org

Sioux City
CTI - Sioux City Campus
200 West 19th
Sioux City, IA 51103
Phone: 402-345-8658
Fax: 402-884-5704
dhagge@carpentertraininginstitute.org

Cedar Rapids
Five River JATC Training Center
35 Waconia Court SW
Cedar Rapids, IA 52404
Phone: 319-365-9519
Fax: 319-365-9655
johndelany@5riverscarpenters.com

MINNESOTA
Twin Cities
CTI - Twin Cities Campus
740 Olive Street
Saint Paul, MN 55130
Phone: 651-646-7337
Fax: 651-646-7395
ojt@carpentertraininginstitute.org

CTI - L.J. Shosten Campus
1295 N. Hunting Valley Rd
Saint Paul, MN 55108
Phone: 651-233-2353
Fax: 651-287-1522
ojt@carpentertraininginstitute.org

INSTALL Floor Coverers
Training Center
680 Olive Street
Saint Paul, MN 55130
Phone: 651-221-1304
Fax: 651-221-1306
cfavreau@tctraining.org

South Dakota
Sioux Falls
CTI - Sioux Falls Campus
4208 N. Hainje Ave.
Sioux Falls, SD 57104
Phone: 605-357-8284
Fax: 605-357-8162

NEBRASKA
Omaha
CTI - Omaha Campus
10761 Virginia Plaza, Ste 101
Papillion, NE 68128
Phone: 402-345-8658
Fax: 402-884-5704
rsantamaria@carpentertraininginstitute.org

NORTH DAKOTA
Bismarck
CTI - Bismarck-Mandan Campus
603 Industrial Drive
Center, ND 58530
Phone: 701-255-3700
Fax: 701-255-3701

Fargo
CTI - Fargo Campus
513 36th St. N
Fargo, ND 58102
Phone: 701-235-4981
Fax: 701-235-4901

WISCONSIN
Kaukauna
CTI - Eastern Training Center
N2218 Bodde Road
Kaukauna, WI 54130
Phone: 920-766-1515
Fax: 920-766-7050
aspencer@ctiwi.org

Madison
CTI - Southern Training Center
5202 Monument Lane
Madison, WI 53704
Phone: 608-241-0960
Fax: 608-241-0930
kbraunsky@ctiwi.org

Pewaukee
CTI - Pewaukee Campus
N25W23055 Paul Rd, Suite 3
Pewaukee, WI 53072
Phone: 262-574-6995
Fax: 262-574-6994

Rothschild
Central Training Center
1630 County Road XX
Rothschild, WI 54474
Phone: 715-355-0800
Fax: 715-355-0807
pjohnson@ctiwi.org

Duluth
CTI - Jerry Alander Campus
5238 Miller Trunk Highway
Hermantown, MN 55811
Phone: 651-646-7337
Fax: 651-646-7395
ojt@carpentertraininginstitute.org

Rochester
CTI - Rochester Campus
6692 10th Ave SW
Rochester, MN 55902
Phone: 507-424-2670
Fax: 507-424-2671
ojt@uniontraining.org
JOURNEY-LEVEL SKILL ADVANCEMENT PROGRAM
The Journey-level Skill Advancement Program provides our Journey-level Carpenters, Millwrights, Floor Coverers, and Pile Drivers with ongoing training opportunities to develop and enhance their skills. Members of Carpenters Union crafts are well-known throughout the construction industry for their high quality workmanship and productivity. Skill advancement classes provide our members a way to hone their existing skills, develop new skills, and adapt to rapidly changing construction technology and workplace requirements. Please contact your training center for more information, or go online to www.northcountrycarpenter.org/training-centersclasses/.

HOW TO ENROLL IN CLASSES
A current schedule of classes can be found at each Training Center and in the Training section of the Regional Council’s website, www.northcountrycarpenter.org/training-and-education/. If a class is scheduled, follow the sign-up procedure for that class and location.
Classes will be added on demand. If there is no class scheduled for the training you want, contact the Training Center near you to have your name put on the sign-up list for that class. If there is no active list for that class, ask the Training Center to start a new list.
When a sufficient number of members pre-enroll for a particular class, a specific class date will be set. The Training Center will contact you with details about the class. You will be asked to make a commitment to attend. If you reserve a spot in that class, you are expected to follow through and attend the class as scheduled.

ENROLLMENT QUALIFICATIONS
To enroll in training classes:
1. You must be a Journey-level or Apprentice member in good standing, with a current dues card from a UBC Local Union. OR
2. You must be a specifically identified “pre-qualified” employee of a signatory employer.

• Before you enroll in any class, please make sure you can verify that you have fulfilled any prerequisites or prior training.
• Cross-training in a different craft is permitted.

CLASS COST
With rare exception, courses are offered free of charge to UBC members in good standing and to Signatory Employers. (For some courses, members may have to pay a fee and for books.)

JOURNEY-LEVEL SKILL ADVANCEMENT PROGRAM CLASS PARTICIPATION GUIDELINES
Class Participation Guidelines
1. Personal Protection. All participants in shop activities are required to wear:
   • Work shoes (i.e. gym shoes, soft rubber-sole shoes, sandals, etc., are not allowed)
   • Eye protection
   • Other personal protective equipment as required
2. Use of tobacco of any kind is not permitted in the Training Center.
3. Alcohol and/or substance abuse will not be tolerated. Any person suspected of alcohol or substance use or abuse will be asked to leave the premises for safety reasons.
4. Attendance at the first class session is mandatory. Participants who do not attend the first class session will not be allowed to attend subsequent class sessions.
5. Be on time! Late arrivals disrupt both the class and the instructor. All members should be present and prepared at the start of each class.

*Classes pre-enrolled by a Local Union or Signatory Employer have scheduling priority.
<table>
<thead>
<tr>
<th>MONDAY</th>
<th>TUESDAY</th>
<th>WEDNESDAY</th>
<th>THURSDAY</th>
</tr>
</thead>
<tbody>
<tr>
<td>1ST WEEK</td>
<td>1ST WEEK</td>
<td>1ST WEEK</td>
<td>1ST WEEK</td>
</tr>
<tr>
<td><strong>Carpenters Local 308</strong> 5 p.m. Cedar Rapids</td>
<td><strong>Carpenters Local 106</strong> 6 p.m. Altoona</td>
<td><strong>Carpenters &amp; Millwrights Local 161</strong> 7:30 p.m. Kenosha</td>
<td><strong>Carpenters Local 731</strong> 6:30 p.m. Sheboygan</td>
</tr>
<tr>
<td><strong>Carpenters Local 587</strong> 6:30 p.m. Sioux Falls</td>
<td><strong>Carpenters Local 678</strong> 7 p.m. Dubuque</td>
<td><strong>Carpenters Local 310</strong> 6:30 p.m. Rothschild</td>
<td><strong>Carpenters Local 948</strong> 6:30 p.m. Sioux City</td>
</tr>
<tr>
<td><strong>Carpenters Local 1260</strong> 5:30 p.m. Iowa City</td>
<td><strong>Carpenters Local 955</strong> 6:30 p.m. Appleton</td>
<td><strong>Carpenters &amp; Millwrights Local 1176</strong> 7 p.m. Fargo</td>
<td><strong>Industrial Local 1488</strong> 5:30 p.m. Merrill (Eagles Club)</td>
</tr>
<tr>
<td><strong>Carpenters &amp; Millwrights Local 1091</strong> 8 p.m. Bismarck</td>
<td><strong>Industrial Local 1733</strong> 7 a.m. 1 p.m. &amp; 3:15 p.m. Marshfield (Eagles Club)</td>
<td></td>
<td><strong>Industrial Local 1865</strong> 6 p.m. St. Paul (Mar, Jun, Sept, Dec)</td>
</tr>
<tr>
<td><strong>2ND WEEK</strong></td>
<td><strong>2ND WEEK</strong></td>
<td><strong>2ND WEEK</strong></td>
<td><strong>2ND WEEK</strong></td>
</tr>
<tr>
<td><strong>Carpenters &amp; Floor Coverers Local 344</strong> 7 p.m. Pewaukee</td>
<td><strong>Carpenters Local 361</strong> 6:30 p.m. Hermantown</td>
<td><strong>Carpenters &amp; Lathers Cabinet Makers &amp; Millmen Local 264</strong> 7 p.m. Pewaukee</td>
<td><strong>Carpenters Local 930</strong> 7:30 p.m. St. Augusta</td>
</tr>
<tr>
<td><strong>Millwright Local 1056</strong> 7 p.m. Waupaca</td>
<td><strong>Carpenters Local 606</strong> 7 p.m. Virginia</td>
<td><strong>Carpenters Local 314</strong> 6 p.m. Madison</td>
<td></td>
</tr>
<tr>
<td><strong>Carpenters Local 1146</strong> 6:30 p.m. Green Bay</td>
<td><strong>Industrial Local 766</strong> 1:45 p.m. 2:45 p.m. &amp; 3:45 p.m. Albert Lea (Albert Lea Union Center)</td>
<td><strong>Industrial Local 1435</strong> 1:45 &amp; 3:15 p.m. Ladysmith (Hawkins Public Library)</td>
<td></td>
</tr>
<tr>
<td><strong>Millwright Local 1463</strong> 7 p.m. Papillion</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>3RD WEEK</strong></td>
<td><strong>3RD WEEK</strong></td>
<td><strong>3RD WEEK</strong></td>
<td><strong>3RD WEEK</strong></td>
</tr>
<tr>
<td><strong>Interior Systems Local 68</strong> 6 p.m. St. Paul</td>
<td><strong>Carpenters Local 322</strong> 6 p.m. St. Paul</td>
<td><strong>Millwrights Local 548</strong> 6:30 p.m. St. Paul</td>
<td><strong>Industrial Local 1039</strong> 3:30 p.m. Cedar Rapids (RWDSU Union Hall)</td>
</tr>
<tr>
<td></td>
<td><strong>Carpenters Local 427</strong> 6 p.m. Papillion</td>
<td><strong>Carpenters Local 1143</strong> 6 p.m. La Crosse</td>
<td><strong>Carpenters Local 1074</strong> 6 p.m. Eau Claire</td>
</tr>
<tr>
<td></td>
<td><strong>Carpenters Local 464</strong> 5:30 p.m. Mankato</td>
<td><strong>Millwrights Local 1348</strong> 6 p.m. Virginia</td>
<td><strong>Carpenters Local 1382</strong> 5:30 p.m. Rochester</td>
</tr>
<tr>
<td></td>
<td><strong>Carpenters Local 804</strong> 7 p.m. Junction City</td>
<td><strong>Millwrights &amp; Pile Drivers Local 2337</strong> 7 p.m. Pewaukee</td>
<td><strong>Industrial Local 2832</strong> 2:15 &amp; 3:45 p.m. Neenah (Lucky Dog’Z)</td>
</tr>
<tr>
<td></td>
<td><strong>Industrial Local 2831</strong> 2:35 p.m. Decorah (Calmar Fire Station)</td>
<td><strong>Industrial Local 1349</strong> 6 p.m. Two Rivers (Port Sandy Bay)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Industrial Local 2704</strong> 3:30 p.m. or 4:30 p.m. Dyersville (Modernfold Lunchroom)</td>
<td></td>
</tr>
<tr>
<td><strong>4TH WEEK</strong></td>
<td><strong>4TH WEEK</strong></td>
<td><strong>4TH WEEK</strong></td>
<td><strong>4TH WEEK</strong></td>
</tr>
<tr>
<td><strong>Interior Systems Local 1306</strong> 6 p.m. Papillion</td>
<td><strong>Carpenters Local 2283</strong> 7:30 p.m. West Bend</td>
<td><strong>Carpenters Local 1934</strong> 6:30 p.m. Bemidji</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>LAST WEEK</strong></td>
<td><strong>LAST WEEK</strong></td>
<td><strong>LAST WEEK</strong></td>
<td><strong>LAST WEEK</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Interior Systems Local 1306</strong> 6 p.m. Papillion</td>
<td><strong>Pile Drivers Local 1847</strong> 7 p.m. St. Paul</td>
<td></td>
</tr>
<tr>
<td>MONDAY</td>
<td>TUESDAY</td>
<td>WEDNESDAY</td>
<td>THURSDAY</td>
</tr>
<tr>
<td>--------</td>
<td>---------</td>
<td>-----------</td>
<td>----------</td>
</tr>
<tr>
<td>1ST WEEK</td>
<td>1ST WEEK</td>
<td>1ST WEEK</td>
<td>1ST WEEK</td>
</tr>
<tr>
<td><strong>Apprentice Committees</strong></td>
<td><strong>Apprentice Committee</strong></td>
<td><strong>Apprentice Committee</strong></td>
<td><strong>Apprentice Committee</strong></td>
</tr>
<tr>
<td>4:30 p.m. Papillion (all locals)</td>
<td>6:30 p.m. Fargo</td>
<td>6:30 p.m. Sioux City</td>
<td>6:30 p.m. Papillion (Jun, Aug, Nov)</td>
</tr>
<tr>
<td>5 p.m. Altoona (1st &amp; 3rd Tuesday)</td>
<td><strong>V.O.C.</strong></td>
<td><strong>Leadership Meeting</strong></td>
<td><strong>Leadership Meeting</strong></td>
</tr>
<tr>
<td>5 p.m. Cedar Rapids &amp; Iowa City (5 Rivers Training)</td>
<td>5 p.m. Cedar Rapids &amp; Iowa City (contact your Local for location each month)</td>
<td>5:30 p.m. Bismarck (Feb, May, Aug, Nov)</td>
<td></td>
</tr>
<tr>
<td><strong>Leadership Meeting</strong></td>
<td><strong>Leadership Meeting</strong></td>
<td><strong>Leadership Meeting</strong></td>
<td><strong>Leadership Meeting</strong></td>
</tr>
<tr>
<td>5:30 p.m. Bismarck (Feb, May, Aug, Nov)</td>
<td><strong>Leadership Meeting</strong></td>
<td><strong>Leadership Meeting</strong></td>
<td><strong>Leadership Meeting</strong></td>
</tr>
<tr>
<td><strong>V.O.C.</strong></td>
<td><strong>Leadership Meeting</strong></td>
<td><strong>Leadership Meeting</strong></td>
<td><strong>Leadership Meeting</strong></td>
</tr>
<tr>
<td>5 p.m. Pewaukee (odd months)</td>
<td><strong>Leadership Meeting</strong></td>
<td><strong>Leadership Meeting</strong></td>
<td><strong>Leadership Meeting</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>2ND WEEK</th>
<th>2ND WEEK</th>
<th>2ND WEEK</th>
<th>2ND WEEK</th>
<th>2ND WEEK</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>B Keepers Meeting</strong></td>
<td><strong>Apprentice Committees</strong></td>
<td><strong>Apprentice Committees</strong></td>
<td><strong>Apprentice Committee</strong></td>
<td><strong>Apprentice Committee</strong></td>
</tr>
<tr>
<td>5 p.m. St. Paul</td>
<td>5:30 p.m. Hermantown</td>
<td>5 p.m. Madison</td>
<td>6:30 p.m. St. Augusta</td>
<td></td>
</tr>
<tr>
<td>6 p.m. Pewaukee Area Millwrights (even months at Buffalo Wild Wings in Brookfield)</td>
<td>5 p.m. Rochester</td>
<td>5 p.m. Rochester (Feb, May, Aug, Nov)</td>
<td><strong>Leadership Meetings</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Leadership Meetings</strong></td>
<td><strong>Leadership Meetings</strong></td>
<td><strong>Leadership Meetings</strong></td>
<td><strong>Leadership Meetings</strong></td>
<td></td>
</tr>
<tr>
<td>5 p.m. Kaukauna (Feb, May, Aug, Nov)</td>
<td>5 p.m. Cedar Rapids, Dubuque &amp; Iowa City (Jan, Apr, Jul, Oct - 5 Rivers Training)</td>
<td>4 p.m. Rochester (Feb, May, Aug, Nov)</td>
<td>4 p.m. Rochester (Feb, May, Aug, Nov)</td>
<td></td>
</tr>
<tr>
<td><strong>Sisters in the Brotherhood</strong></td>
<td><strong>Political Action Committee</strong></td>
<td><strong>Leadership Meeting</strong></td>
<td><strong>Leadership Meeting</strong></td>
<td></td>
</tr>
<tr>
<td>5 p.m. Pewaukee (even months)</td>
<td>5 p.m. Madison</td>
<td>4 p.m. St. Paul</td>
<td><strong>Leadership Meeting</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Leadership Meeting</strong></td>
<td><strong>Leadership Meeting</strong></td>
<td><strong>Leadership Meeting</strong></td>
<td><strong>Leadership Meeting</strong></td>
<td></td>
</tr>
<tr>
<td>4:30 p.m. Altoona (Feb, May, Aug, Nov)</td>
<td><strong>Leadership Meeting</strong></td>
<td><strong>Leadership Meeting</strong></td>
<td><strong>Leadership Meeting</strong></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>3RD WEEK</th>
<th>3RD WEEK</th>
<th>3RD WEEK</th>
<th>3RD WEEK</th>
<th>3RD WEEK</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Apprentice Committee</strong></td>
<td><strong>Apprentice Committee</strong></td>
<td><strong>Apprentice Committee</strong></td>
<td><strong>Leadership Meeting</strong></td>
<td><strong>Leadership Meeting</strong></td>
</tr>
<tr>
<td>5 p.m. Pewaukee (all locals)</td>
<td>5 p.m. Altoona (1st &amp; 3rd Tuesday)</td>
<td>5 p.m. Virginia (even months)</td>
<td>4 p.m. St. Paul</td>
<td></td>
</tr>
<tr>
<td><strong>Leadership Meeting</strong></td>
<td><strong>Leadership Meeting</strong></td>
<td><strong>Leadership Meeting</strong></td>
<td><strong>Leadership Meeting</strong></td>
<td></td>
</tr>
<tr>
<td>5 p.m. Kaukauna (Feb, May, Aug, Nov)</td>
<td>5 p.m. Cedar Rapids, Dubuque &amp; Iowa City (Jan, Apr, Jul, Oct - 5 Rivers Training)</td>
<td>4 p.m. Rochester (Feb, May, Aug, Nov)</td>
<td>6 p.m. Janesville</td>
<td></td>
</tr>
<tr>
<td><strong>Sisters in the Brotherhood</strong></td>
<td><strong>Sisters in the Brotherhood</strong></td>
<td><strong>Sisters in the Brotherhood</strong></td>
<td><strong>Sisters in the Brotherhood</strong></td>
<td></td>
</tr>
<tr>
<td>5 p.m. Pewaukee (even months)</td>
<td><strong>Sisters in the Brotherhood</strong></td>
<td><strong>Sisters in the Brotherhood</strong></td>
<td><strong>Sisters in the Brotherhood</strong></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>4TH WEEK</th>
<th>4TH WEEK</th>
<th>4TH WEEK</th>
<th>4TH WEEK</th>
<th>4TH WEEK</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Apprentice Committee</strong></td>
<td><strong>Leadership Meetings</strong></td>
<td><strong>Carpinteros Latinos Unidos</strong></td>
<td><strong>Apprentice Committee</strong></td>
<td><strong>Apprentice Committee</strong></td>
</tr>
<tr>
<td>6 p.m. St. Paul (Millwright Local 548)</td>
<td>5 p.m. Madison (Feb, May, Aug, Nov)</td>
<td>5 p.m. St. Paul</td>
<td>12 p.m. Dubuque</td>
<td></td>
</tr>
<tr>
<td>5 p.m. Pewaukee (Feb, May, Aug, Nov)</td>
<td><strong>Leadership Meetings</strong></td>
<td>6 p.m. Fargo</td>
<td><strong>Leadership Meetings</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Leadership Meetings</strong></td>
<td><strong>Leadership Meetings</strong></td>
<td><strong>Latino Community</strong></td>
<td><strong>Leadership Meetings</strong></td>
<td></td>
</tr>
<tr>
<td>5 p.m. Madison (Feb, May, Aug, Nov)</td>
<td><strong>Leadership Meetings</strong></td>
<td>5 p.m. Madison</td>
<td><strong>Leadership Meetings</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Latinos Unite</strong></td>
<td><strong>Latinos Unite</strong></td>
<td><strong>Latinos Unite</strong></td>
<td><strong>Latinos Unite</strong></td>
<td></td>
</tr>
<tr>
<td>5 p.m. Milwaukee (Big Step office)</td>
<td>5 p.m. Milwaukee (Big Step office)</td>
<td>5 p.m. Milwaukee (Big Step office)</td>
<td>5 p.m. Milwaukee (Big Step office)</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>LAST WEEK</th>
<th>LAST WEEK</th>
<th>LAST WEEK</th>
<th>LAST WEEK</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Leadership Meeting</strong></td>
<td><strong>Leadership Meeting</strong></td>
<td><strong>Leadership Meeting</strong></td>
<td><strong>Leadership Meeting</strong></td>
</tr>
<tr>
<td>4:30 p.m. Altoona (Feb, May, Aug, Nov)</td>
<td><strong>Leadership Meeting</strong></td>
<td><strong>Leadership Meeting</strong></td>
<td><strong>Leadership Meeting</strong></td>
</tr>
</tbody>
</table>

---

*Sisters in the Brotherhood* Twin Cities Metro - Monthly events planned. Contact Barb Pecks (bpecks@ncsrrcc.org) for more information.
CONTACT INFORMATION

REGIONAL COUNCIL OFFICES

MINNESOTA:
700 Olive Street
St. Paul, MN 55130
Phone: 651-379-0200
Toll-free: 877-426-3729

NEBRASKA:
10761 Virginia Plaza
Papillion, NE 68128
Phone: 402-345-3558
Fax: 402-571-3549

WISCONSIN:
N2216 Bodde Rd
Kaukauna, WI 54130
Phone: 920-996-2300
Toll-free: 888-313-3221

1-855-456-2141 • northcountrycarpenter.org/MIX2020

MIX 2020 JOB DISPATCH SYSTEM

LOCAL OFFICES - listed by Local number

Interior Systems Local 68
St. Paul, MN
Phone: 651-379-0268
www.local68mn.org

Carpenters Local 106
Des Moines, IA
Phone: 515-262-8079
www.carpenters106.org

Carpenters Local 161
Kenosha, WI
Phone: 262-652-3328

Carpenters Local 264
Pewaukee, WI
Phone: 262-970-5777

Carpenters Local 308
Cedar Rapids, IA
Phone: 319-363-0279

Carpenters Local 310
Rothschild, WI
Phone: 715-355-0806
www.carpenters310.org

Carpenters Local 314
Madison, WI
Phone: 608-240-0314

Carpenters Local 322
St. Paul, MN
Phone: 651-379-0272
www.local322.net

Carpenters & Floor Coverers Local 344
Pewaukee, WI
Phone: 262-970-5777

Carpenters Local 361
Hermantown, MN
Phone: 218-724-3297

Carpenters Local 427
Papillion, NE
Phone: 402-571-2561
www.carpenterslocal427.org

Carpenters Local 464
Mankato, MN
Phone: 507-388-6031

Millwrights Local 548
St. Paul, MN
Phone: 651-636-3999

Carpenters Local 587
Sioux Falls, SD
Phone: 605-357-8284

Carpenters Local 606
Virginia, MN
Phone: 218-741-6100

Carpenters Local 678
Dubuque, IA
Phone: 563-582-8521
www.carpenterslocal678.org

Carpenters Local 731
Sheboygan, WI
Phone: 920-456-2141

Carpenters Local 804
Rothschild, WI
Phone: 715-355-0806

Carpenters Local 930
St. Augusta, MN
Phone: 320-252-1412

Carpenters Local 948
Sioux City, IA
Phone: 712-255-1567

Carpenters Local 955
Kaukauna, WI
Phone: 920-996-2311

Industrial Local 1039
Cedar Rapids, IA
Phone: 319-338-1638

Industrial Local 1074
Eau Claire, WI
Phone: 715-835-8892

Carpenters & Millwrights Local 1091
Bismarck, ND
Phone: 701-255-3700

Carpenters Local 1143
La Crosse, WI
Phone: 608-788-6240

Carpenters Local 1146
Green Bay, WI
Phone: 920-469-1146

Carpenters & Millwrights Local 1176
Fargo, ND
Phone: 701-235-4981

Carpenters Local 1260
Iowa City, IA
Phone: 319-338-1638

Carpenters Local 1306
Papillion, NE
Phone: 402-571-2561
www.interiorkraftspersonslocal1306.org

Millwrights Local 1348
Virginia, MN
Phone: 218-741-6100

Industrial Local 1435
Bemidji, MN
Phone: 218-759-0153

Carpenters Local 1488
Merrill, WI

Industrial Local 1733
Marshfield, WI

Pile Drivers Local 1847
St. Paul, MN
Phone: 651-209-3466

Industrial Local 1865
St. Paul, MN

Carpenters Local 1934
Bemidji, MN
Phone: 218-759-0153

Carpenters Local 2283
Pewaukee, WI
Phone: 262-970-5777

Millwrights Local 2337
Pewaukee, WI
Phone: 262-970-5777

Industrial Local 2704
Dyersville, IA

Industrial Local 2831
Decorah, IA

Industrial Local 2832
Neenah, WI

Emails for each Local are as follows: local###@ncsrec.org. Ex: Local106@ncsrec.org
BENEFIT FUND OFFICES

For a complete list of benefit fund offices, please contact your Local or visit our website:
www.northcountrycarpenter.org/benefit-fund-offices/

T.E.A.M. (Total Employee Assistance Management)
651-642-0182 or 1-800-634-7710 • www.team-mn.com
Contact T.E.A.M. for confidential counseling 24 hours a day

This program is specifically available to those members who are served by the Carpenters and Joiners Welfare Fund, which services members who are covered by the Wilson-McShane benefit fund.

FOOD SHELVES

Saint Paul (Servicing Metro area)
710 Olive Street
Saint Paul, MN 55130
Open: Thursdays 10:00 a.m. – 2:00 p.m.
Members must have their dues cards to show they are in good standing.

Madison
5202 Monument Lane
Madison, WI 53704
Open: Monday-Friday, 7:30 a.m. – 4:30 p.m.
Members must have their dues card to show they are in good standing.

FIND US ON SOCIAL MEDIA

/NCSRCC
@NCSRCCarpenters
North Central States Regional Council of Carpenters

www.northcountrycarpenter.org
www.respectthecraft.org | www.getbetterwages.org