

**NORTH COUNTRY**

# **CARPENTER**

**DEVELOPMENT OF THE  
HISTORIC DOOR  
COUNTY GRANARY**

PAGE 6

---

**AMANDA PHILLIPS  
ELECTED FIRST FEMALE  
LOCAL 322 PRESIDENT**

PAGE 8

---

**MNDOT COHORT  
PROVIDES A FRESH  
START**

PAGE 14

---

**ALERT APPRENTICE  
MAY HAVE  
SAVED LIVES**

PAGE 24



# CONTENTS

- 4** | LIGHTHOUSE RESTORATION PROJECT
- 6** | DEVELOPMENT OF THE HISTORIC DOOR COUNTY GRANARY
- 7** | TAIL OF A LIFETIME
- 7** | CAREER SIGNING DAYS 2022 A BIG SUCCESS
- 8** | AMANDA PHILLIPS ELECTED FIRST FEMALE LOCAL 322 PRESIDENT
- 8** | MEMBER HONORED AT WOMEN BUILDING SUCCESS
- 10** | CARPENTERS LEND VETS A HELPING HAND
- 11** | OMAHA, NEBRASKA UNION BRICK DISPLAY
- 12** | FALL 2022 FUNDRAISERS
- 13** | DELEGATE TRAINING WITH JOB ACTIONS
- 14** | MNDOT COHORT PROVIDES A FRESH START
- 15** | CONTRACTORS CONFERENCE A SUCCESS
- 16** | SILENT NO MORE
- 18** | FATHER, BROTHER, HUSBAND AND MENTOR
- 20** | SAFE AND ON TIME FOR EVEN THE MOST DANGEROUS JOB
- 21** | GREEN BAY OPEN HOUSE CARPENTERS LOCAL 1146
- 22** | BECK NOTICE
- 24** | ALERT APPRENTICE MAY HAVE SAVED LIVES





# STANDING UP

## A MESSAGE FROM YOUR EXECUTIVE SECRETARY-TREASURER

Union carpenters always keep a keen awareness of their surroundings on worksites. As part of a safety-trained workforce, we have very little patience for carelessness or anyone jeopardizing the well-being of our brothers and sisters. However, the biggest problem we continue to face is not on our union job sites, but within the construction industry. Wage theft, tax fraud, worker misclassification, and sexual harassment are running rampant through all areas of our regional council, and we will not tolerate any of it.

In an effort to engage more members in jobsite actions, we planned four simultaneous area standards pickets on the day prior to the August Delegate Meeting. These actions covered four areas around the Twin Cities metro area including Woodbury, Minneapolis, St. Louis Park and Arden Hills. We protested three different primary subcontractors at the sites of three different general contractors. For more information on these pickets, see page 13.

We have continued to struggle with out-of-town contractors hired by Amazon. In Minnesota, millwrights from Local 548 (St. Paul, MN) bannered an Amazon site for weeks, testified at the city council meeting and sent letters to the mayor and city councilmembers. These actions drew attention from local elected officials. They agreed to a meeting where we educated them on the impact contractors can have on local businesses when low wage workers are brought in from out-of-town to work on a project. In Omaha, Nebraska, nearly 140 workers are owed over half a million dollars because IMI of Nashville suddenly closed its doors and did not pay them for their completed work. IMI was hired to install conveyors in the Amazon distribution center. Regional council staff assisted these workers with filing dozens of liens and exposing Amazon in the media for their practices of hiring unreliable, low-paying contractors from out-of-town.

For over a year, we have worked to expose the Wilf family's development and construction firm, MV Ventures, and their practices of hiring contractors with violations of worker misclassification, wage theft, and child labor. Business representatives uncovered wage theft, and now a sexual assault that occurred at MV Ventures' Viking Lakes apartment project. With two press conferences in five months and dozens of media outlets covering these stories, we continue to experience a lack of accountability or responsibility from many parties including MV Ventures. For more on the most recent press conference regarding a sexual assault at Viking Lakes, please see page 16-17. Going forward, our regional council will continue to expose these practices on this site or any other.

Our regional council is now in the beginning phase of training business representatives, communications staff and political staff on conducting strategic integrated campaigns. This training will focus on educating staff on how to best implement practices from market share campaigns used by the organizing, political, communications, and legal departments.

If you know of contractors or developers who cut corners by misclassifying workers, engage in wage theft, sexual harassment or other tactics that exploit workers, please contact your business representatives and let them know. We will not tolerate these types of behaviors from any contractor or developer in our region.

In Solidarity,

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

# LIGHTHOUSE RESTORATION PROJECT



*After standing watch over the shores of Lake Michigan for more than 150 years, the Cana Island Lighthouse has been going through a four-phase restoration project to preserve and protect this historical site for future generations. Built in 1869, the Cana Island Lighthouse was once the tallest building in Door County. In 1944, the lighthouse beacon was automated and remains a functioning navigation light today. The 89-foot lighthouse has guided many ships around the shoreline of Baileys Harbor.*

Since 1970, the Door County Maritime Museum has partnered with the U.S. Coast Guard to manage the island and the lighthouse. The lighthouse was also registered with the National Register of Historical Places in 1976. The public was granted access into the lighthouse in 2008 when ownership was transferred from The Bureau of Land Management to Door County. Cana Island currently attracts over 50,000 visitors a year who come to learn about the island's long history and to climb the 97 steps up the lighthouse to the gallery deck. From the deck, you can observe the breathtaking view of Lake Michigan.

Due to the age of the lighthouse and the island's buildings, a \$5 million restoration project was initiated in 2014. Immel Construction has served as the construction manager for this project. The work has been completed in the following four stages:

## Phase 1 – Light Station

The lighthouse's copper roof was repaired, and lantern room windows were carefully removed and re-glazed. Along the entire tower, crews matched colors to those on the structure when it was first built to restore its initial look and made repairs to the steel siding. All work was completed around tourist traffic with little to no interruption.

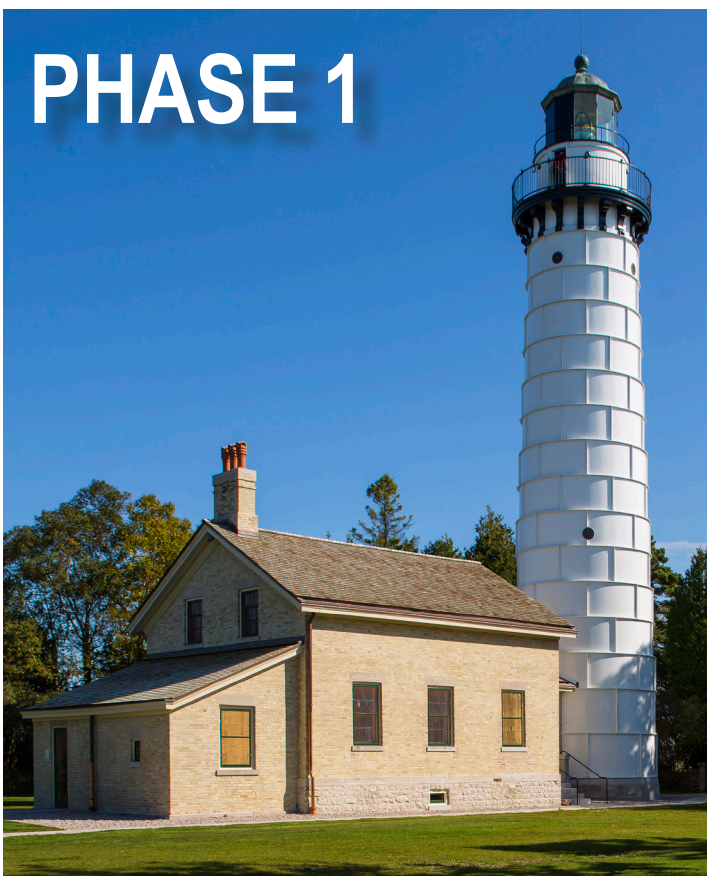
## Phase 2 – Outbuildings

Work to the oil house, privy, and storage shed at the light station included salvaging and restoring historic elements; treatment of exterior masonry, including tuckpointing; wood shingle and copper metal roofing; soffit and fascia repair; window rehabilitation and replacement; rehabili-

tation and replacement of wood doors, trim, and siding; painting and staining; and plaster stabilization and repair.

## Phase 3 – Interpretive Center

An Interpretive Center has created a place for additional amenities for guests to learn about the island's history and culture. The Interpretive Center ties all the island's historic



features together from the 89-foot lighthouse tower to the original oil house.

Crews were faced with delays due to weather. High-water levels flooded the road that connects the mainland and Cana Island, making it difficult for crews to transfer materials to and from the island. Bigger and more durable equipment was brought in to safely continue with the project.

#### Phase 4 – Lighthouse Interior

Restoration to the lighthouse interior has included removing plaster, masonry work to the interior brick walls, cleaning and painting the tower's exterior, carpentry work to the entire interior and finishes, and refurbishing/painting the lens and watch rooms, tower window, and tower stairs.

Restoration to the keeper's residence included demolition and salvaging of materials, some earthwork, plastering and painting, masonry repairs, plumbing and HVAC upgrades, refinishing hardwood floors, and carpentry including repairing floor joists, refurbishing windows, repairing and replacing exterior doors, constructing new stairs, repairing and replacing interior doors and hardware, and replacing wood wainscoting.

Immel Construction's five carpenters on the restoration project have provided over 1,000 hours into restoring the historical buildings and lighthouse on Cana Island. All the restoration work was completed with the objective of keeping the original look and characteristics of the site. Phase four is nearly complete, and the other buildings are open to visitors. Based upon the work done as part of the restoration project, Cana Island will continue to be a safe and popular historical destination for future generations to visit.



# DEVELOPMENT OF THE HISTORIC DOOR COUNTY GRANARY

*The Door County Granary, formerly known as Teweles and Brandeis Grain Elevator, is the last remaining structure reflecting the agricultural economy that helped shape the community residents know today.*

The wooden landmark was built in 1901 by local Sturgeon Bay carpenters. The granary represents over 120 years of Door County's proud agriculture-rich history. Strategically built on the waterfront, the granary once supported many farmers and bolstered the local economy. The granary was later decommissioned in 1960 and remained dormant for many years.

The City of Sturgeon Bay purchased the property in 2012 and discovered the structure was irreparable. In 2018, the city began planning to dismantle the granary and utilize the property for future development. However, local citizens quickly formed the Sturgeon Bay Historical Society Foundation to preserve the historic structure for future generations. The Sturgeon Bay Historical Society Foundation was later successful in having the Door County Granary named to the State Register of Historic Places and National Register of Historic Places.

An anonymous party then purchased the granary from the city and donated the landmark to the historical society. A crew of architects and engineers were carefully selected, which included the lead architect LA DALLMAN, to restore the historical structure. LA DALLMAN Architects had earned international recognition for their project design

as one of the top six submissions out of a field of a total of 122 firms. They were honored with the 2021 Progressive Architecture Award by Architect magazine's 68th Annual Progressive Awards.

The historic granary was slowly moved across the Oregon Street Bridge to a new location, which sat across the waterfront from its original location for more than a year. After substantial debate between the city, historical society, and other parties, it was agreed to move the granary back to its original location, which would take approximately four hours to complete.

The granary is now positioned on its original location with its thirty 18-foot original old-grown timber columns, which have been fastened with knee braces and shear walls for added support to the structure. Carpenters will soon begin restoring the abandoned landmark into a public gathering venue where future generations can enjoy holiday markets, weddings, reunions, educational lectures, theater performances, and more. The granary will also feature a museum where visitors can learn about the former operations of the granary and the role it played in its community. Visitors can also access the headhouse to enjoy breathtaking views of Sturgeon Bay.



# TAIL OF A LIFETIME

Carpenter Instructor Andy Pinneo (Local 427, Omaha, NE) took his wife Crystal on her first catfishing outing this summer. Andy and his family were camping and fishing along the Missouri River near Fort Calhoun. Neither of them anticipated that they would catch the fish of a lifetime.

Andy and Crystal spent the night fishing with standard rods and reels. They were successful in catching multiple respectable catfish in the 15-to-20-pound range. The following morning, Andy set out a line with a skipjack shad, a migratory freshwater fish in the herring family, and a hook tied to a limb line. A limb line is nothing more than a fishing line tied to a permanent tree limb.

When checking his line, Andy suspected another large fish. However, what surfaced was much larger than he anticipated. While trying to drive the boat, fight the fish and work the net, Andy was fighting the fish of a lifetime. He managed to catch a monster catfish, which he estimated weighed between 70 and 80 pounds.

In speaking about the outing with his wife, Andy stated, “She thinks she is the good luck charm. She’s probably ruined for life now expecting a fish of a lifetime every time we go back.” Andy indicated that he has been fishing the Missouri River for nearly 35 years, and this was definitely his biggest catch. Andy photographed and released the prize catfish so another person will have the opportunity to have a similar fishing tale.



# CAREER SIGNING DAYS 2022 A BIG SUCCESS

As the current generation of tradespeople head towards retirement, more companies understand the value in training the next labor workforce. In partnership with the Carpenters Training Institute (CTI), signatory contractors and high schools across the regional council, NCSRCC’s Career Signing Days included 69 students who chose careers as carpenters, millwrights, pile drivers, and roofers this year.

Career Signing Days celebrates students who will officially begin employment with a construction contractor who will sponsor their apprenticeship. This partnership provides the apprentices with classroom education and hands-on experience through on-the-job training. Students from 43 high schools were sponsored by 40 different contractors. These contractors have committed to supporting these new apprentices and preparing them for a career in the construction industry.

For more information on the 2022 Career Signing Day graduates, visit [northcountrycarpenter.org/careersigningdays](http://northcountrycarpenter.org/careersigningdays).

# AMANDA PHILLIPS ELECTED FIRST FEMALE LOCAL 322 PRESIDENT

*This past summer, Amanda Phillips was elected as president of Local 322 in St. Paul, MN. She is the first female to be elected as president of Local 322. For Amanda, this is not the reason she ran for the position; however, she is aware of what it represents. "I am grateful for what it means and humbled that it's me. I know that it is a great responsibility, and I am ready for the challenge and dedicated to becoming a stronger representative of this union," she stated.*

Amanda realized early in her career that being a union carpenter was more than just great pay and benefits. She recognized the community, comradery and support system that came with being a part of the Carpenters Union. From the beginning, she recognized the importance of member involvement at the local level, attending her local union meetings as an apprentice, first serving three terms as recording

secretary and then serving one term as vice president. In her roles, one thing has always remained true for Amanda, "Any perceived power or weight is and should always be with the members. The Executive Board is in service to the members, not the other way around. Members deserve and need to be informed and have access to every possible resource. We should be challenged to always look for new ways

to connect with the membership and get them the information they need."

Amanda majored in business management at Luther College and had never considered carpentry as an option. She was focused on her career until an opportunity to become a theater production manager changed her trajectory, whether she realized it at the time or not.

## MEMBER HONORED AT WOMEN BUILDING SUCCESS



WBS award winners, L to R, include (back) Claire Boeke, Karin Dahlin, Dani Moss, Rosey Grab, (front) Marissa Goodsky, Brittney Bray and Robin Chuhel.

Union tradeswomen and labor leaders joined together this past June for the Women Building Success Awards. These awards celebrate women apprentices, journey workers and advocates in the construction trades. This year, apprentice Claire Boeke (Local 322- St. Paul, MN) was nominated for the Apprentice of the Year award. Due to the large number of nominees for this award, a winner and two honorable mention candidates were recognized. Boeke was one of the honorable mention winners.

Women Building Success is a Minnesota organization that recognizes and promotes women's achievements in the construction trades. Barb Pecks, Business Representative for the North Central States Regional Council of Carpenters said, "We do have amazing women out there, and we definitely don't recognize them often enough." This awards ceremony is one of Women Building Success' largest events of the year. Congratulations Claire Boeke.





Amanda spends her first half of the day in the classroom and the last half on the floor training apprentices on aerial lift operation and safety.

As the production manager, Amanda had an opportunity to help build the set. “Building something from scratch was not something I had ever done, but I really enjoyed it. It piqued an interest I didn’t know I had,” remembered Amanda. The production ended as they all do, but Amanda’s interest in building did not.

Like many college graduates, putting on a cap and gown is the beginning of an individual’s career. Completing her degree in 2000, Amanda spent the next six years working in customer service for a life insurance company and processing second mortgages as a traveling notary. When she was not working, she was teaching herself carpentry skills while renovating her newly purchased condominium. It took those six years to realize that sitting in a cubicle was not the future she had envisioned. Deciding it was time for a change, Amanda left her corporate job and registered for Hennepin Technical College’s one-year carpentry program in 2006. At that time, she was unaware of the Carpenters Union or its apprenticeship program.

The following spring at Hennepin Technical College, Amanda competed in the SkillsUSA Championship, a competition showcasing the talents of career and technical education students with contests conducted by industry professionals, trade associations and labor organizations. Contestants are judged on accuracy, their ability to read and interpret blueprints, workmanship, safety, and the proper use of tools, equipment and materials. Amanda placed second in state, capturing the attention of signatory contractor Greiner Construction Inc. “Greiner offered me a job, and I gladly accepted,” said Amanda. “During my time with Greiner, I learned a broad set of skills and had the opportunity to work on a wide variety of carpentry projects. I’m grateful for my time there.” She would later move on to work with Braxton, A&P and McGough.

Fast forward to January 2018 when Amanda walked into the

Carpenters’ St. Paul Training Center, unknowingly stepping into the next chapter of her career. “I came in for my interview on a Friday and started the following Monday as a Carpenters Training Institute Instructor,” recalled Amanda. “It wasn’t my plan, but it was an opportunity I couldn’t pass up. In the last four years, I’ve had the opportunity to work with apprentices of all skill levels and watch them as they develop into confident carpenters. Being here to help them and watch their skills grow is the best part of my job.”

As Amanda begins her first term as local president, she is focused on member resources and access. “I want to make sure that our members have all of the information they need to understand their benefits, more so, the benefits of being union,” Amanda stated. “Locals are a member’s direct line to the union and to their resources. It is local leadership’s responsibility to make sure that we make meetings and resources relevant to our members so that they can make informed decisions in the best interest of themselves, their families and the union.”

Amanda is not the only female carpenter that holds a leadership position in Local 322. Amanda Heiser, Katie LaPlant and Claire Boeke all serve as union delegates, and Claire also serves as treasurer. “More and more women are stepping up within their locals and the regional council,” said Pat Nilsen, NCSRCC Executive Secretary-Treasurer. “It’s a credit to these intelligent and hard-working women and the membership that stands behind them.”

As a union carpenter and instructor, Amanda has worked with hundreds of apprentices in her career. The advice she gives every apprentice who walks on the training floor is, “Ask every question. Take the time to understand the union, how it works and what your role is. Invest in yourself, in your career and get involved.”

Members of Local 424 - Papillion, NE hold the appreciation banner with Moving Veterans Forward leader Ron Hernandez (holding flag on the right side of photo).



# CARPENTERS LEND VETS A HELPING HAND

*Moving Veterans Forward is an organization dedicated to assisting homeless veterans throughout Iowa and Nebraska who need help finding a home. Their motto is, “No Veteran Left Behind”. It demonstrates a continued commitment to assisting our brothers and sisters in the military find a place they can call home while reducing the number of veterans who might otherwise be on the street.*

Since 2018, Local’s 427 and 1306 (Papillion, NE) have shared their mission and dedication by volunteering for this organization. For all the time and work done by the Carpenters, Ron Hernandez, a 27-year Army veteran and founder of Moving Veterans Forward, honored the Carpenters with an appreciation banner (pictured below) to thank them for their services.

“Moving Veterans Forward’s relationship with the Carpenters started with the building of a large mezzanine in our warehouse,” said Hernandez. “In one day, they completed this huge mezzanine that is over 50 feet long and doubled our square footage of storage space. Our relationship is invaluable. They are always there to help when I call. They have continued to build things we need and have been willing to assist a veteran move on their day off. The union has also helped several veterans in gaining employment. It’s been a great fit.”

Moving Veterans Forward is run by volunteers who work to assist veterans who have fallen victim to the vast problems that affect many of those who serve our great nation. A volunteer’s work can be the difference in ensuring that a place is suitable with all the needs a particular veteran may need to live a complete life. They may be assisting with tasks including building storage space that is suitable for the amount of donations coming in for the veterans. Some may be collecting furniture, clothing and other household items veterans will need to make their move a success. They may also be needed to assist the veteran with the move into their new apartment.

When a homeless veteran is granted an apartment, they will go through the storage facility and select furniture, linens,

kitchen necessities and many other items most people take for granted. Often, a veteran would only have the belongings they could carry along day-to-day. The thought of purchasing all these items would be overwhelming. The primary goal is to give these veterans the boost that they need to turn themselves around to become self-sufficient. They have moved over 3000 veterans in the past 12 years.

The staff is comprised primarily of veterans volunteering to ensure other veterans returning from duty have a home of their own. While homecoming is a time of celebration, readjustment back to civilian life can be a struggle for many returning veterans. They aim to fill that gap and be the helping hand our brothers and sisters need.



Ron Hernandez (left), founder of Moving Veterans Forward with NCSRCC Business Representative Chris Merk (right) with the appreciation flag.

# OMAHA, NEBRASKA UNION BRICK DISPLAY

In 2015, a group of Carpenter retirees in Club #37 came together to design, create and build a window into the past, present and future. The project, consisting of 380 bricks, is designated for Locals #427, #1306, #1463 (Papillion, NE) and friends of labor. The cost of this display was covered by raising money through a variety of different fundraisers.

Before Club #37 started to design the exhibit, members checked with groups overseeing other brick displays around the Omaha, NE area to determine if there were any problems encountered during their building process. The club learned that bricks were often difficult to replace and came in different sizes. Some bricks had to be cut to fit in the displays. Club #37 ensured they used a design which made it easy to remove and replace bricks with no cutting required.



Retirees Club #37 currently oversees all brick order forms, brick engraving and the installation and removal of the bricks. A member can purchase a standard brick for \$50 dollars. The standard bricks are brown with black lettering. When members reach their fifty-year membership milestone and receive their gold club membership cards, the club pays for replacement of their brown brick with one made up of black granite with gold lettering.

The display also includes two wooden benches that were handcrafted in the summer of 2021. The addition of the benches marked the completion of the project. The benches, three flag poles and brick display make an impressive entrance into the Carpenters Union and Training Center.

If any local or retirees club would like information on how to design and build a brick display, contact Richard Petersen, Retirees Club #37 President, at the Carpenters Local #427 (Omaha, NE).

**SIGN-UP FOR  
TEXT NOTICES**

**TEXT "NCSRCC"  
TO 855-464-3996**

Stay updated with text notifications from the regional council regarding contract negotiations, pension updates, opportunities to be engaged with your union, and other news in your area.

*Message and data rates may apply. By signing up through the text messaging system, you agree to receive correspondence from NCSRCC via text messaging.*

You will receive a message asking to verify your membership using your UBC number. Click on the link, fill out the form, and hit submit.



2022 Shotgun Tune-Up Winners



2022 Car & Bike Show Winner



2022 Scholarship Golf Outing Winners



2022 Carpenters Walleye Classic Winners

# FALL 2022 FUNDRAISERS

In August and September, the North Central States Regional Council of Carpenters (NCSRCC) hosts annual fundraising events to benefit both Jared Allen's Homes for Wounded Warriors and the NCSRCC Scholarship Fund.

Jared Allen's Homes for Wounded Warriors raises money to build and remodel injury-specific, accessible, and mortgage-free homes for critically injured US military veterans. The NCSRCC Scholarship Fund is available for members and dependents of members who are pursuing additional education or apprenticeships.

The Carpenters Annual Shotgun Tune-Up was hosted at the Caribou Gun Club in Le Sueur, MN. "Slinging Lead" took the top team score at 366 and included Dale Hedtke, Hunter Hedtke, Sam Hedtke and David Hedtke.

The Carpenters Car & Bike show returned this year after a short hiatus, with more than 50 car and bike entries. This year's Best in Show was Craig Raddatz with his 1927 Ford.

The 18th Annual Scholarship Golf Outing in Harshaw, Wisconsin, was a great success despite some morning rain showers. With 144 registrations, the event was at capacity. The winning team included Al Lutterman, Rich Wagner, Darren Detraye and Mike Schneider.

This year's Walleye Classic was larger than ever, with 110 teams on the water. Held at the picturesque Trapper's Landing Lodge on Leech Lake, Chuck and Brad Hasse took first place with eight fish totalling 22.04 pounds. This year's Big Fish winners were Grace Miettunen and Kyle Manteuffel with a 6.09 pound, 26.5 inch fish.

Watch for details on next year's annual fundraising events on the NCSRCC website at [www.NCSRCC.org](http://www.NCSRCC.org).

# DELEGATE TRAINING WITH JOB ACTIONS

Last August, newly elected and experienced delegates descended into St. Paul, MN for a day of delegate training prior to their scheduled meeting. Part of the day was dedicated to demonstrating how job actions, specifically area standards pickets, are conducted around the regional council. Delegates were divided into four teams that visited assigned worksites to participate in these pickets.

Area standards pickets are done to publicize and expose an employer who does not pay wages and benefits comparable to those established in that area through collective bargaining. By protesting employers who pay carpenters less than the going rate of wages and benefits for skilled, trained professional carpenters, we are standing up for our skills and middle-class income and preventing a race to the bottom.

These actions covered four areas around the Twin Cities metro area including Woodbury, Minneapolis, St. Louis Park and Arden Hills. Adjacent to those sites, union carpenters protested three different primary subcontractors for undercutting area standards for carpenters.

Each team had assigned individuals in key roles to ensure the job actions went smoothly. They had a spokesperson who could answer questions that came from external sources including the contractor, citizens or the media. Tour guides on each site coordinated the lines and led the chants. Site coordinators were responsible for setting orange cones at each site to define the length of the picket. They were also responsible for coordinating with their team members on their bus to ensure they were ready for the job action upon arrival. Participants were given guidelines and chants prior to loading the buses. Buses were then loaded according to their assigned locations, and all departed the regional council simultaneously.

Pickets took place for approximately 90 minutes before buses picked up participants and returned them to the regional council. All four actions were successful. Photos, video and drone footage were taken at all four sites. A short video will be produced and shown at the next delegate meeting and subsequently made available to the membership.



Woodbury, MN



St. Louis Park, MN



Arden Hills, MN



Minneapolis, MN

# MnDOT COHORT PROVIDES A FRESH START



Photo left to right: Clarissa Madigan-Kingbird, Danny Segura, Instructor Dante Vitullo, Renett Tejada Diaz, Abdulsalam Usee, Nicole Jeanes, Ivan Jiminez, Rosario Alarcon

Last May, seven individuals were selected to participate in a highway heavy grant program in partnership with the Minnesota Department of Transportation (MnDOT). This six-week MnDOT cohort was designed to give women, minorities and disadvantaged applicants an orientation to the highway heavy business. For these seven individuals, it provided them with a fresh start and an opportunity for a lifelong career they may not have previously envisioned.

With over 120 applicants and only room for seven participants, the process was competitive from the start. All applicants were given the opportunity to interview with Carpenters Training Institute staff. The top interviewers had to commit to a six-week unpaid orientation program that provided an opportunity to start an apprenticeship as a member of the Carpenters Union. Each student was provided a starter tool bag to begin the program.

Half of the training was conducted at the training center in St. Paul where participants attended OSHA 10 class and other carpenter orientation classes. The other half was conducted at LJ Shosten Training Center (St. Paul, MN) where participants learned about torch cutting, welding, lagging walls, sheet piling, rigging and form work. They also made visits to union jobsites. “We really set out to do a great job inspiring these students and showing them the value of working for our union contractors,” said Dante Vitullo, Instructor at Carpenters Training Institute.

NCSRCC’s partnering contractors demonstrated faith in the training and in the union when they chose to hire these students. Two of the students were offered employment with Ames Construction. “We are very happy to have them,” said Tiffany Davis, Ames Regional Workforce Manager. “We feel like they are going to have great potential. They worked hard through their six-week program, and we are excited to have them on board with Ames.”

“I just want to thank everybody who put in the time and the effort to make this happen for all of us. This is a big moment in all of our lives. I joined because I wanted to be a part of the union. It’s been a very long journey trying to get here and I’m finally here today,” said Clarissa Madigan-Kingbird.

As part of the program, partnering contractors participated in job interviews with students. By the end of the program, each student had received an offer from a union contractor and was signing up to begin their apprenticeship. Now, nearly five months after graduation, all students in the MnDOT cohort remain working with their sponsoring contractors. All have started the apprenticeship program and are attending classes. Vitullo commented, “No matter their background or hardships in life, we gave them a chance at a fresh start. They didn’t have to revert to a previous way of life. They had hope in their eyes, and that was so amazing to see.”

Graduates from MnDOT’s cohort come into the apprenticeship at the entry level and build all the skills as any apprentice would. They earn while they learn.

Instructor Vitullo continues to check in with the cohort graduates from time to time. “I had heart-to-heart conversations with each of these students,” said Vitullo. “I shared my hardship when my wife was going through a kidney transplant. We overcame those difficulties with assistance from the union and my brothers and sisters. They wanted that same sense of security and to belong to a brotherhood and sisterhood. This program gives them a place to plant their feet and their lives. I was always honest with them and did everything I could to uplift them away from the stigma many of them carry each day. I couldn’t be happier knowing that these great individuals are now my brothers and sisters.”

# CONTRACTORS CONFERENCE A SUCCESS

On October 27-28, the North Central States Regional Council of Carpenters (NCSRCC) hosted the 2022 Contractors Conference themed 'Better Together.' Nearly 150 contractors from Iowa, Minnesota, Nebraska, North Dakota, South Dakota, and Wisconsin attended the two-day event. The conference was designed to build and strengthen relationships with contractors as well as having contractors establish working relationships with each other.

The 2022 Contractors Conference began the evening of October 27th with a tradeshow and an Oktoberfest-themed reception held in the Carpenters Training Institute in St. Paul. Contractors and guests had opportunities to network, visit vendor booths, participate in demonstrations, and observe virtual reality training simulators. Attendees also enjoyed a reception, which featured an accordion player, DJ, fire pits, hammerschlagen, and autumn-inspired food.

The following morning, NCSRCC Senior Manager of MN, ND and SD Dominic Andrist opened the conference by welcoming contractors and walking through the agenda for the day. The format included two panel discussions, a presentation on recruitment and retention, and additional networking opportunities. Members and guest speakers also provided industry-related information and content that directly impact the contractors' businesses.

The first session kicked off with a panel discussion on Tax Fraud and Wage Theft, which is a major focus of NCSRCC. Panelists included NCSRCC General Council Burt John-

son, Commerce Fraud Bureau Representative Jonathan Ferris, Advocate for Human Rights Representative Madeline Lohman, Richfield City Council Representative Simon Trautmann, and NCSRCC Director of Government Affairs Adam Duinick. Contractors received information regarding tax fraud cases, indicators that may signify this illegal and unethical behavior, and the necessary steps on how and where to report a violation. The panelists also discussed their roles in the process and the impact of tax fraud and wage theft on our union members, the contractors, and our communities.

Following session one, NCSRCC and Carpenters Training Institute (CTI) members presented an overview of our Building Our Future workforce initiative. Presenters consisted CTI Director Scott Panek, and NCSRCC Business Representatives: Sam Heimlich, Barb Pecks, Aaron Zimmerman, Diego Morales, and Ryan Pecinovsky. Contractors received in-depth information about our recruitment efforts and our apprenticeship program. CTI instructors also provided suggestions on how contractors can become more involved with their local schools who offer the Career Connections Program. Contractors learned about how they can participate in Career Signing Days and the benefits associated with their involvement. Additional topics that were covered included the ITC training programs available for contractors, the Regional Council's upcoming training regarding awareness of gender-based harassment and the role that mentoring plays in retention.





Veronica Mendez Moore, Co-Director at Centro de Trabajadores Unidos en La Lucha (CTUL) demands justice and speaks passionately about what happened to Norma being preventable.

# SILENT NO MORE

*On October 4, 2022, with the assistance of many individuals from the Carpenter’s Union, a fed-up Norma Izaguirre found the courage and strength to speak out at a press conference in front of reporters, elected officials, labor allies and women advocates about the rape and sexual harassment she endured at a jobsite owned by MV Ventures, the Wilf family’s development and construction firm. She may not have been working for a union contractor, but the Carpenters will not tolerate this conduct on any jobsite to any human being. We take an immense amount of pride in our industry, our training and the proper treatment of workers. We will stand together as carpenters, women and men to end this abuse, and not allow a few bad actors to define the reputation for our industry.*

The press conference, moderated by Business Representative Barb Pecks, also featured Madeline Lohman (Senior Researcher for the Advocates for Human Rights), Veronica Mendez Moore (Co-Director at Centro de Trabajadores Unidos en la Lucha) and Julie Eastman (West St. Paul Councilmember and member of City Leaders against Tax Fraud Coalition). Participants called upon local elected officials, developers, contractors, and all workers to take steps to ensure that any contractor with a public record of sexual harassment, wage theft, worker misclassification, child labor or discrimination are held accountable.

With numerous female apprentices standing behind her for support, Izaguirre stated, “I came forward to tell my story because I hope people learn from it. I came forward because I want everyone in the state of Minnesota to make sure no other woman is treated like I was on a construction project. I am one Latina woman trying to work in construction and make a living for my family. Unfortunately, it is profitable to make money by exploiting people like me. I was working on a luxury apartment building being built by a very powerful and rich family. We all deserve to be treated with dignity. We all deserve to make a decent living. My question for Minnesota developers and construction companies is this: What are you going to do to prevent this from happening to another woman?”

The Carpenters and their allies stand ready to engage with any contractor or developer who is proactive in learning about why this happens and how to prevent it from occurring. What happened to Izaguirre is not acceptable and could be prevented. Worker exploitation happens more

frequently to marginalized workers, women who are immigrants and people of color. This contractor had a history of wage theft and child labor violations. These were clear warning signs that exploitation of workers could have been anticipated. Serious and meaningful efforts to prevent exploitation, wage theft, and sexual violence are best addressed by engaging our advocates in the community that have expertise and experience in these matters.

“Norma’s bravery demonstrates great strength and progress in her healing process,” said Patrick Nilsen, North Central States Regional Council of Carpenter’s (NCSRCC) Executive Secretary-Treasurer. “She is committed to ensuring that predatory contractors and employees are not afforded an opportunity to victimize another individual. We will continue to support her voice and ensure we do everything within our power to make sure women are treated with the dignity and respect they deserve.”

Just five months prior to this press conference, another press conference took place exposing the wage theft allegations from the same subcontractor hired by MV Ventures. The story was covered by dozens of news outlets nationally. MV Ventures issued a response to the claims of wage theft claiming all their contractors signed agreements assuring fair labor practices would be enforced on the Viking Lakes site. They ended their statement noting that any contractor who breached their contract should be held accountable. Developers choose their contractors. We can no longer allow them to ignore the responsibility that accompanies their decisions. They must ensure their contractors are abiding by labor laws.



by having a presence on their own projects and speaking to employees and contractors throughout the project. If one of the most powerful families in Minnesota is not stepping up to prevent horrific worker abuse, it is time for local governments and the state legislature to step in.

“It’s time for real oversight on these construction projects,” said Barb Pecks, Business Representative for NCSRCC and Midwest District Representative for the International Sisters in the Brotherhood committee. “Many developers have become driven by greed with no regard for workers and taxpayers. Unfortunately, the stories you have read about lately are all too common, and most victims are afraid to come forward. Our tradeswomen have every right to feel safe in the workplace. It is no longer acceptable to be a bystander. These are people. They are human beings, and we must all work together to protect their safety and stand up for their dignity.”

Change starts at the top. The developer and general contractor can make decisions to prevent exploitation. Holding subcontractors accountable is important, but if hiring the lowest of the low bid contractor happens without regard for labor compliance records of contractors, it simply invites abuse. To ensure women are treated with dignity and respect on all worksites, the Carpenters will be doing their part.

Due to the number of women in the trades who have been victimized by sexual harassment, NCSRCC is beginning to roll out training to turn bystanders into advocates. We will be working with our signatory contractors and developers on supporting and advocating for a trained workforce that is not afraid to speak out and hold abusers accountable. We do our part to be the best trained and safest workforce. Now, we will also be the model for workers who do not tolerate this unethical and unprofessional behavior on the worksite.



Norma Izaguirre being comforted by Business Representative Barb Pecks following Izaguirre's comments at the press conference



Union trades members stand together to support Norma and to demand accountability,



Norma provides her statement with Spanish interpreter, Diana Solorzano from NCSRCC.



West St. Paul City Councilmember, Julie Eastman, calls for action and justice for Norma.

# FATHER, BROTHER, HUSBAND AND MENTOR

*He had a father, a brother and an uncle who were lifelong carpenters within his immediate family, but the impact he had on all the carpenters he left behind was much larger than he may have ever known.*

*John Vandebush (Local 1146, Green Bay, WI) was a 33-year carpenter who worked nearly all his life for Immel Construction. However, cancer cut his life short leaving behind a wife, a young daughter and an impression on others they will never forget.*



John Vandebush, Local 1146, Green Bay, WI

For new apprentices who worked with John, they will remember him as a good, happy, genuine carpenter who liked to joke around. He would help put their minds at ease and mentor them throughout their careers. He was a superintendent who had good-hearted banter and made time to sit with the workers during breaks and lunches. For instance, one day, John was working with an apprentice who carried himself very confidently. The apprentice had a fancy new truck with a “Yamaha” sticker in the back window. When John saw that, he asked the apprentice how long he had been playing the piano. The apprentice inquired why he would ask that, assuring John he did not play the piano. John informed him that he asked because he has a “Yamaha” sticker on his truck window much to the apprentice’s chagrin.

Despite a cancer diagnosis, John reported to work every day. The day before John passed, he contacted General Superintendent Paul Sobieck to arrange to drop off the company truck. However, John would not awake from his night’s sleep. While John may have worked until the day he died, he was doing what he loved. “Carpentry was his legacy,” said Tracy Vandebush, John’s wife and partner for over 11 years. “It was carpentry for everyone before himself. If anyone needed help with a project, John put on his tool belt and helped.”

The pagoda John worked to restore on Rock Island State Park in Door County, WI.



“The craftsmanship he put into the projects he built was superior,” said Paul Sobieck. “John always fit the core values of Immel. He was genuine, maintained a great work ethic and was one of the very best craftsmen around. The buildings he built, they are still there. The impression he has left on me and others, that will always be there too. We will never forget him.”

John worked for three different owners at Immel Construction, and the number of people he positively impacted will never let him be forgotten. To preserve his memory, Immel made magnets that employees put on their vehicles in honor of John. They placed “JVB” stickers on their entire fleet of vehicles (pictured right-bottom).

One of the jobs that demonstrated John’s craftsmanship was at Rock Island State Park in Door County, Wisconsin on Lake Michigan. John helped restore a pagoda that needed a new foundation, shoring up and other work. He took a small group of guys and they masterfully completed the job. “His legacy will live with projects like this one forever,” said Sobieck. John also worked on the first phase of the Cana Lighthouse shown on page 6.

To many, John will be remembered for his stubbornness. To others, his passion for being a union carpenter will forever be etched in their memory. His right shoulder was tattooed with his union local signifying his dedication to his craft. Anyone who knew John has a humorous story to share. For his wife Tracy, she will never forget the moment, after meeting him a mere 90 minutes prior, when John said, “Are You Gonna Kiss Me or Not?” The title of the country song by Thompson Square, which became their song.

Although learning to live a life without John, Tracy is thankful and appreciative of how the union, Immel and John’s coworkers have continued to demonstrate their respect and love for the role John played in all their lives.



John shows his local union pride in many different ways including this tattoo he proudly displaced on his right arm.

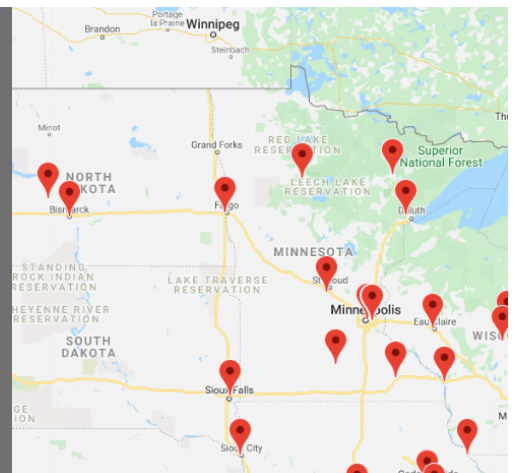


# COUNCIL CONTACTS



To find your Local’s contact information, Council buildings and Training Centers, visit NCSRCC’s online locations map by using the QR code provided or by visiting:

[www.northcountrycarpenter.org/locations](http://www.northcountrycarpenter.org/locations)



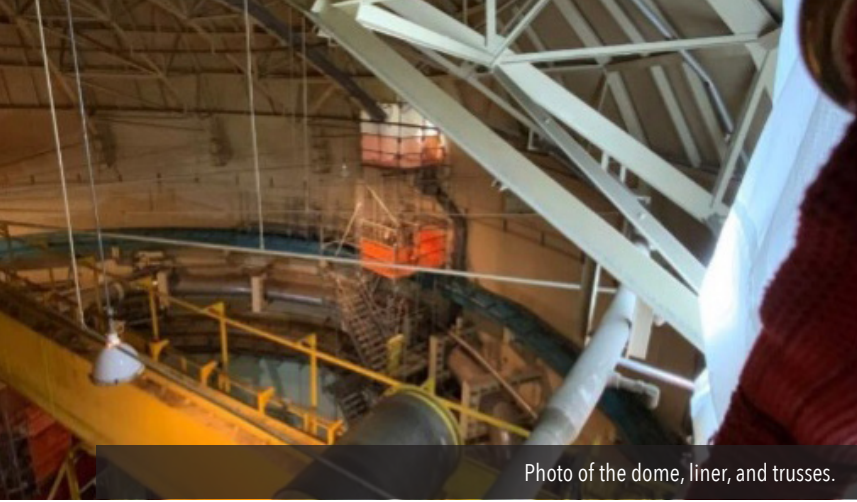
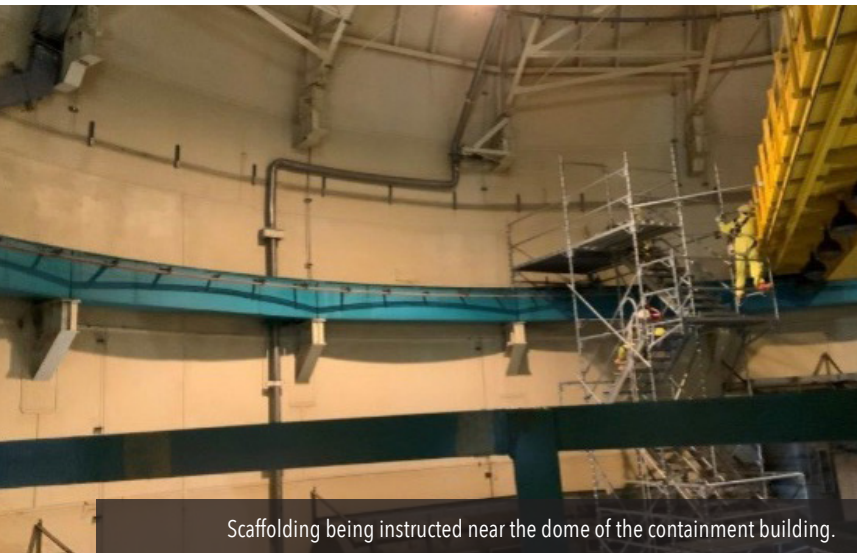
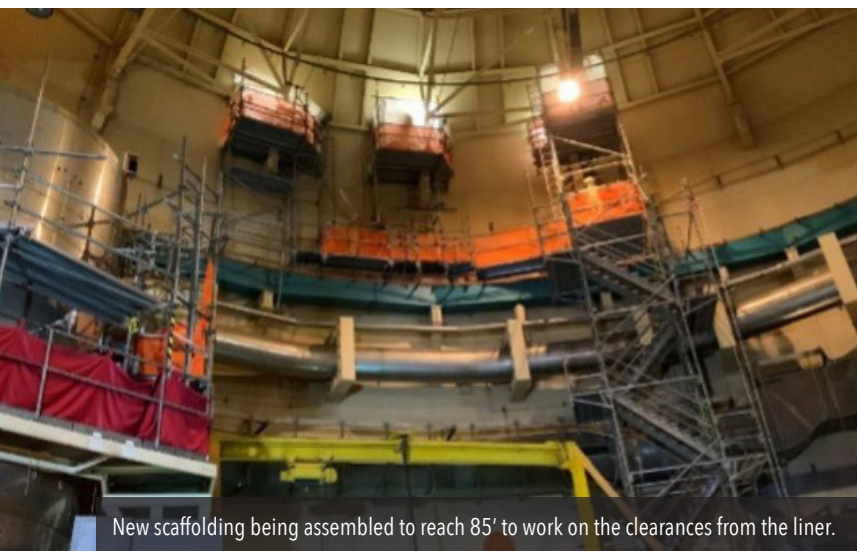


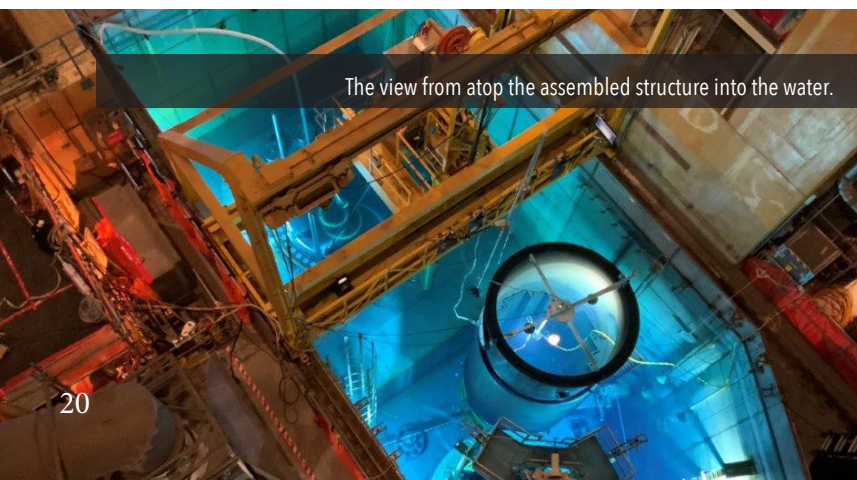
Photo of the dome, liner, and trusses.



Scaffolding being instructed near the dome of the containment building.



New scaffolding being assembled to reach 85' to work on the clearances from the liner.



The view from atop the assembled structure into the water.

# SAFE AND ON TIME FOR EVEN THE MOST DANGEROUS JOBS

Regulations pertaining to a nuclear reactor are very strict for obvious safety reasons. When Nextera Energy, the principal subsidiary of Florida Power & Light, began their Point Beach Containment Dome Truss Modification project, it warranted some of the best union carpenters in the business. This job called for precision, safety and trained workers to pull it off.

This dome truss project underwent many years of engineering and planning due to its complexities. In fact, the structural analysis of the dome truss was first performed in 2011. Six of the 18 dome trusses were identified by the Nuclear Regulatory Commission as requiring modification to ensure the licensing of the reactor. The problem? Hanging from the three-foot thick concrete dome is a 4" pipe containing chemicals designed to stop the reaction process. Unfortunately, the system containing the chemicals was never engineered properly to hold them according to the safety regulations. As a result, the dome truss structure was too close to the steel liner inside of the concrete reactor containment building. Therefore, the truss structure did not meet the required safe structural clearance or distance from the trusses and containment liner. The current design left an approximate 3/8' gap between it and the liner. If there was a seismic event, it could result in damage to the integrity of the containment building.

To ensure licensing of the reactor, seven of the 18 dome trusses had to be cut and modified allowing more clearance between the liner and the truss. Three of these trusses needed to be worked on above the reactor cavity. As shown in the bottom photo, the cavity's water level is at approximately 65' above the reactor core. The scaffold working platforms needed to be 85' above the highest water line and over 140' above the Reactor Core.

To accomplish this task, two 70' towers of scaffolding costing \$70,000 each were purchased. A scaffolding mockup was completed ahead of

time to ensure there were no delays and everything was handled safely. Used scaffolding could be utilized if it was available and cleaned prior to use. However, the amount needed was not available at the time. Once the two towers were purchased and the correct amount was on site, thousands of pieces of scaffold materials needed to pass from the hands of one person to the next without any mechanical means. Each and every piece was handed from one person to the next until the 85' tower was completed. There was also another 20' of platform used to reach the scaffolding.

Carpenters were required to work from extreme heights while adhering to all rail safety guidelines for building scaffold on the 22" Polar Crane rail within the containment. Making matters even more difficult was ensuring that no object, equipment or tool, was ever dropped adhering to all foreign material exclusion guidelines. While the orange barrier, called pearl weave, was used along the scaffolding, there are no allowances for dropping anything due to the strict guidelines enforced on this jobsite. Carpenters maintained superior three-way communication, held interactive job briefings and only put the most confident and experienced workers at the highest elevations.

After 11 years of research, engineering and analysis, 60 carpenters and 60 laborers were requested to complete the project. The project ended with 100 of each working 24 hours per day in 12-hour shifts. The project was required to be done in five days; it was completed one day early. A normal budget for a 25-day nuclear power outage for carpenters and laborers typically costs \$1.3 - \$1.5 million. The complexities, planning and difficulty of this job put the final cost millions of dollars more with all building trades involved.

"I was very pleased with the professionalism of all the men and women union carpenters involved with this amazing accomplishment," said Paul Baranek, President of Local 1146 (Green Bay, WI) and BHI Energy Civil Supervisor at Point Beach. "Our brothers and sisters were able to successfully build and remove these scaffolds without any human performance issues while keeping the job on schedule. Nextera Energy and Florida Power & Light management were very impressed with the performance and dedication of our union trades."

# GREEN BAY OPEN HOUSE CARPENTERS LOCAL 1146

On October 5, 2022, the Carpenters Local 1146 in Green Bay, Wisconsin, hosted an open house for guests, elected officials and members to celebrate the renovations of their local offices. The renovations cost \$230,000 and began with repairs to the foundation, adding new sidewalk and completing masonry work. Once the exterior was completed in January 2022, members updated the interior floors, ceilings, drywall and doors. The remodel was finished in May.

Despite being chartered in 1902, the local did not purchase the barn structure to transform it into Local 1146's offices until 1990. Members cleaned out the existing barn, framed walls, removed and replaced the roof, and framed in new dormers. The remodeled building remained this way for over 30 years.

For years, people from the community would stop by

curious about who occupied the local's office space. Then, in October 2021, Local 1146 began working with IEI General Contractors, Inc. on renovating the outdated offices. In addition, several members came together to contribute their time and materials for a sign visible from the adjoining street. Denis Cashman designed and built the base of the sign. Chuck Hendricks donated and built the boards on the back of the sign and Job Corps made the metal portion of the sign.

The open house provided an opportunity for guests to learn more about the work union carpenters are doing throughout the community, the training and development carpenters receive as a member of the union and the great pay and benefits afforded to people pursuing a career with the Carpenters Union.



# 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 orga-

nization’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 2021, the

North Central States Regional Council of Carpenters chargeable expenses were 90.9% 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.

# ALERT APPRENTICE MAY HAVE SAVED LIVES

*While apprentices are aware that they are on the jobsite for hands-on learning, most have received enough safety training to be able to identify hazards that could be the difference between life and death. What happened in April 2022 was a demonstration of exemplary leadership on behalf of an apprentice who may have saved the lives of several millwrights.*

Jacob Carroll, a third-generation millwright from Local 1463 in Omaha, Nebraska, began working for APM in March 2020. By this past October, he had worked seven fossil steam outages with four different superintendents. The job he worked this past April will be one that lives in the minds of many for years to come.

Jacob and his fellow millwrights were tasked with disassembling one of the main steam valve bonnets and replacing a mesh screen. Prior to starting this task, Jacob and his journeyman coworker were filling out a Safety Task Analysis (STA) card which requires communication between workers to identify hazards and mitigation. The STA card was thoroughly completed pursuant to their assignment. APM takes safety extremely serious and has instituted a STOP program that encourages all employees to stop the progress of a job that puts employee safety at risk. That is exactly what Jacob did.

While removing bolts from one of the main steam valve bonnets, Jacob heard a noise from the area that raised a concern. He immediately stopped the work and discussed the potential hazard with his coworkers and his supervisor. Despite nearby cooling fans and other background noise, Jacob believed he heard the whistling noise of an air leak. Any air leak could signify dangerous air pressure from inside a boiler that has not cooled. This boiler contained more than 14 pounds of residual pressure per square inch inside the drum which created a significant safety concern to the team disassembling the attached steam bonnet.

Following the described air leak, Jacob then noticed air bubbles coming out alongside one of the studs used to attach the bonnet to the main steam valve. Again, he stopped the job. He proceeded to ask questions of his coworkers and superintendent until there was a full understanding of the dangers involved in proceeding with the work. The superintendent subsequently removed the workers from the area for the next 90 minutes until the pressure was relieved, and the boiler was cooled. Before continuing with the work,



Jacob Carroll (left) pictured with his superintendent, Tommy Phillips (right)

they rechecked the pressure and repeated their lockout/tagout procedures.

“I am happy Jacob spoke up when he knew something wasn’t right,” said Kyle Rogers, APM’s Operations Division Leader. “Anyone can see something doesn’t seem right. It takes real leadership to stand up and say what they think and stop. This is what we want all our employees to do. We couldn’t be happier that he did what he did. I believe this is a combination of a good safety culture from both the hall through his apprenticeship and APM.”

Without Jacob’s recognition of the air leak and pressure from the boiler, steam and pressure would have likely compromised the 1200 plus pound bonnet. A rush of steam causing this much pressure would have jeopardized the safety and potentially the lives of four workers from this jobsite. “The leadership demonstrated by Jacob on this jobsite was simply courageous,” said Patrick Nilsen, Executive Secretary-Treasurer for the North Central States Regional Council of Carpenters. “It is easy to keep your head down and keep working, but when it comes to your health and safety, you may not get a second chance. I want to congratulate APM for the safety culture they have built within their company and Jacob for taking the time to pursuing the hazard that everyone faced that day. Without his actions, this story could have been tragic.”