

NORTH COUNTRY CARPENTER



CARPENTERS REPAIR SEVERELY DAMAGED BRIDGES

If you drive across the Mississippi River on the 35W bridge in Minneapolis, Minnesota, and look slightly to the south, you will see the repairs taking place that closed the historic Tenth Avenue/ Cedar Avenue bridge on March 30, 2020. The refurbishing of this landmark bridge is expected to be finished in the summer of 2021. The prestigious bridge is 2,153 feet long and encompasses seven main river spans and 14 approach spans. Seven of the spans consist of magnificent concrete arches. Take a closer look, and you would see a large group of carpenters working to rehabilitate the concrete arch bridge, which is listed on the National Register of Historic Places.

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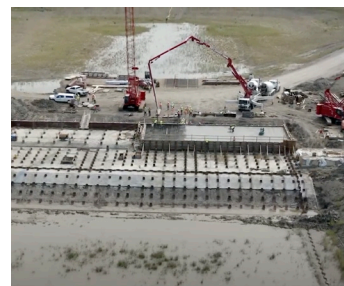




Minneapolis Tenth Avenue/Cedar Avenue bridge repairs.

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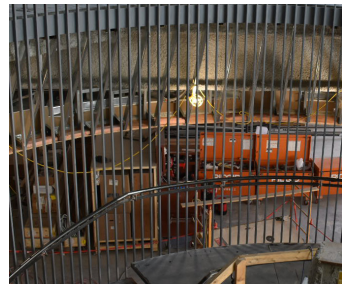
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FROM JOHN RAINES EXECUTIVE SECRETARY-TREASURER

As Executive Secretary-Treasurer, I am extremely proud of the work we do throughout the Regional Council. Safety is at the core of this work and remains a top priority. Our safety culture is deeply rooted in the training we provide to all our members and carries over to every worksite. We all have a responsibility to ensure everyone returns home safely to their family at the end of each day.

What started as a busy, yet successful year of contract negotiations evolved into a pandemic that continues to threaten our economy, our crafts and our livelihoods. The COVID-19 pandemic has created times of uncertainty that continue to have a global impact.

Every aspect of our daily lives has been affected, including the amount of human interaction we have each day. People are relying on the vital services we provide. The work we are doing in support is recognized as critical.

Throughout our Regional Council, we are moving forward by establishing and enhancing safety protocols. As a result, locals have started holding regular meetings, and not only was the 42nd General Convention conducted safely, we were the first large group gathering at the St. Paul RiverCentre since the start of the pandemic. While smaller in size than previous years, our annual events were also able to take place.

I am grateful for all that you are doing. I have heard from many contractors thanking you for your work and the extra effort it takes to do it safely. Your commitment is noticed by contractors, developers, and the general public throughout our six states.

In solidarity,

Como Secretario-Tesorero Ejecutivo, estoy muy orgulloso del trabajo que hacemos en todo el Concilio Regional. La seguridad es el núcleo de este trabajo y sigue siendo una prioridad absoluta. Nuestra cultura de seguridad está profundamente arraigada en la capacitación que brindamos a todos nuestros miembros y se traslada a todos los lugares de trabajo. Todos tenemos la responsabilidad de garantizar que todos regresen a casa de manera segura con su familia al final de cada día.

Lo que comenzó como un año atareado pero exitoso de negociaciones contractuales se convirtió en una pandemia que continúa amenazando nuestra economía, nuestros oficios y nuestros medios de vida. La pandemia de COVID-19 ha creado tiempos de incertidumbre que continúan teniendo un impacto global.

Todos los aspectos de nuestra vida diaria se han visto afectados, incluida la cantidad de interacción humana que tenemos cada día. La gente confía en los servicios vitales que brindamos. El trabajo que estamos haciendo en apoyo es reconocido como crítico.

A lo largo de nuestro Concilio Regional, avanzamos estableciendo y mejorando protocolos de seguridad. Como resultado, los sindicatos locales han comenzado a realizar reuniones regulares, y no solo la 42ª Convención General se llevó a cabo de manera segura, sino que fuimos la primera reunión de un grupo grande en el St. Paul RiverCentre desde que comenzó la pandemia. Aunque son más pequeños que años anteriores, nuestros eventos anuales también pudieron realizarse.

Estoy agradecido por todo lo que están haciendo. Muchos contratistas me han dado las gracias por su trabajo y el esfuerzo adicional que toman para hacerlo de forma segura. Su desempeño es notado por contratistas, desarrolladores y el público general en nuestros seis estados.

En solidaridad,



“ We all have a responsibility to ensure everyone returns home safely to their family at the end of each day.”

NORTH COUNTRY CARPENTER STAFF

Editor: Richard Kolodziejski
Design: Michaela Charleston
Writing and Photography: Richard Kolodziejski, Diana Martos Solorzano, Michaela Charleston

GUEST CONTRIBUTORS

Adam Duinick, NCSRCC and Kacey Mullaney, TEAM

SPANISH TRANSLATION

Diana Martos Solorzano



North Country Carpenter magazine is published by North Central States Regional Council of Carpenters
700 Olive Street, Saint Paul, MN 55130

POSTMASTER: Send address changes to North Country Carpenter, 700 Olive Street, Saint Paul, MN 55130



Member, International Labor Communications Association
Printed at St. Croix Press, New Richmond, WI



Delegates stand to hear the election results at the UBC's 42nd General Convention on August 22, 2020.

WE BUILD STRONG A SAFE UBC 42nd GENERAL CONVENTION

Due to new safety requirements in response to the coronavirus pandemic, the United Brotherhood of Carpenters and Joiners' 42nd General Convention was unlike any other. Typically a multi-day event held every five years in Las Vegas, Nevada, the General Convention hosts approximately 2,000 delegates, alternates and guests. During this event, they are tasked with electing the general executive officers, and debating and voting on constitutional matters.

This year, 24 satellite locations in the US and Canada hosted 1,335 delegates elected by their local unions to attend the virtual convention; a safer alternative to converging at a Las Vegas hotel. Members heard from General President Douglas McCarron, general executive officers, and executive secretary-treasurers across the UBC about the state of the union, members' efforts in organizing, apprenticeships, training, leadership, professional development, political action and more.

In his opening remarks, General President McCarron said, "We build strong. These three words have always defined our union. Today, we meet to make sure they always will."

North Central States Regional Council of Carpenters hosted 120 members at the Saint Paul RiverCentre in the facility's first event since the beginning of the COVID-19 pandemic. Equipped with hand sanitizing stations, social distance markers, a strict rule requiring face masks, and a complex audio and visual set-up that allowed for real-time interaction with other event attendees across North America, delegates were able to safely participate in this year's General Convention despite COVID-19.

"The set-up and precautionary work made this a flawless convention," said NCSRCC's Executive Secretary-Treasurer John Raines.

When asked how they felt about the General Convention happening amidst a pandemic, members responded positively to the precautions taken to keep them safe from any potential coronavirus spread.

Melody Martin from Local 344 in Madison, WI, has been a member for 18 years. She stated, "I was super disappointed

that we weren't all going to be together in Vegas, but I was very glad that we were still going to be holding the convention. We aren't as we normally are, but we are still together, we are still voting, we still have the comradery, and we are representing our locals."

"I am glad," said Eric Leanos from Local 106 in Altoona, IA, and 15-year member. "I know things like this still need to happen even in the tough times that we are facing. Business still needs to happen, and we are doing it in such a safe manner."

Being a delegate elected to attend a General Convention is a prestigious honor that comes with a lot of responsibility to each delegate's local and to the union as a whole.

"Being a delegate is a great responsibility," said Frank Dolincheck, a 26-year member of Local 427 in Papillion, NE. "It's an honor because my local chose me to come up here and represent them. Even through the pandemic, they trust me with their best interests. I am going to share with them this experience and what it means to our international, to our council, to our local. This is a really good experience, and I'm honored to be here."

James Kroening from Local 264 in Pewaukee, WI, has been a member for 21 years. "To me, it's about witnessing the election, the process, and the amendments to the constitution," Kroening said. "It's also about being able to bring back to the local the changes to the documents that govern our entire membership across the UBC."

At the 42nd General Convention, the McCarron Team was re-elected for another five-year term. "Over these past five years, we've gone from strong to stronger," General President McCarron said in his keynote address to convention attendees. "Our members have placed their trust in us. And over the next five years, in spite of every challenge our industry is confronting right now, we will continue to honor that trust. We built a strong foundation. We built a strong union on top of it. And together, in the years to come, we're going to build even stronger."

For more General Convention highlights, visit: <https://www.carpenters.org/2020-convention/>.

Delegates applaud General President McCarron after his keynote address.



Delegates line up socially distanced with masks as they wait to vote for general executive officers.





Prefabricated intensive care unit pods being built in Wisconsin and shipped to Georgia.

CARPENTERS IMPRESS WHILE BUILDING PREFABRICATED HOSPITALS FOR BOLDT CONSTRUCTION

With 14 offices throughout the United States and a home base in Appleton, Wisconsin, Boldt Construction has a strong reputation for hiring union contractors to build healthcare facilities. They have specialized in hospitals, clinics and wellness centers for more than five decades. Now, carpenters working for Boldt have stepped into the future by using their knowledge and experience to build prefabricated and self-sufficient critical care units. These units are unique and comply with CDC recommendations for infectious patients and airborne infection isolation rooms.

“The baseline knowledge and experience level of the carpenters is as high as I’ve seen anywhere in the country,” said Zach Lauria, Director of Self-Perform at Boldt Construction. “I’ve been impressed with the work ethic and technical competencies. They are as good as any trade I have worked with around the country.” Although there are fewer hazards than a regular construction site, any new process always creates new challenges. The extensive training provided to these union carpenters has equipped them to resolve any obstacles they have encountered during this project.

By now, we are all aware of the additional healthcare needs that are the result of the COVID-19 pandemic. Inside the old Manitowoc Crane plant in Manitowoc, Wisconsin, a prefabricated 72-bed intensive care unit hospital is being built to be shipped for immediate use in Georgia. The 40,000-pound pods will be assembled to create hospital-level care for infection control and patient isolation when there is an immediate need for life-saving technology and extended quarantine.

In reference to the prefabricated healthcare facilities, Lauria said, “Boldt has been working on it for years. This came five to ten years early based on growth, the COVID-19 pandemic and having a comprehensive build space.” Lauria is confident there is a legitimate need for medical building prefabrication even after COVID-19 goes away. With an ability to order larger numbers of materials, Lauria believes the process will become more cost efficient as needs expand.

The distinctive design provides ample space to provide care along with areas for patient recovery and equipment such as portable x-ray machines. Each pod is equipped to handle two patients. Pods are 15 feet wide with enough space for medical personnel to do a bed transfer while preventing patient and staff injuries during the process. Rooms also have a viewing window and a small pass through area to reduce patient contact and provide extra safety for staff. All patients are also provided a recliner to assist in moving to an upright position, moving and shortening their length of stay.

Pods can be built and shipped anywhere in the country. According to Lauria, Boldt is building a hospital with full staff and patient amenities in two and a half to three months through the prefabrication process. This process is a stark contrast to a typical construction build, which would take two and a half to three years to complete. Before a pod is shipped, the rooms are fully equipped with alarms, sprinkler systems and negative air flow. All openings are gasketed and sealed to keep contaminants out. Heat weld seams are also placed on the flooring to make them seamless.

Each pod takes only five working days to complete using an assembly line process. Fourteen pods are worked on at any given time by 40 employees working two shifts. Then, they are sided and shrink wrapped for shipment. The pods are picked up by a gantry crane, a crane structure used to straddle and lift the 20-ton pod, before being placed on a truck for shipping.

Once the pods arrive at their destination in Georgia, Boldt employees will assemble the pods and connect them leaving a two-inch expansion joint between each unit. As a result of the consistent design between pods for patient rooms, common areas and utility space, units can be stacked and assembled to create a multi-level, self-sufficient facility.

Entering this new era of building modular medical buildings can present some challenges. Once the industry understands the ability to build something like a 72-bed prefabricated intensive care hospital at such a significant savings of time and money, the demands will certainly increase. While carpenters are taking the next step into the future by constructing the prefabricated pods, they will be the last ones on the site ensuring the facility can be occupied by the patients who need it most.

MILLWRIGHTS CELEBRATE A SAFE STACK-OUT

Green Bay Packaging, Miron Construction and North Central States Regional Council of Carpenters’ (NCSRCC) millwrights celebrated a significant milestone in the building of Green Bay Packaging Inc’s new \$500 million dollar paper mill on September 10, 2020. On that date, a stack-out celebration was held and the last piece of machinery for the new paper mill was set in place.

Paper mills have long been a cornerstone of economic success in Wisconsin. They have more paper mills and employ more people in this capacity than any other state. However, many of those mills have either closed or relocated in the recent past. For instance, the reduced demand for magazine paper during the coronavirus pandemic helped expedite the recent closure of the mill in Wisconsin Rapids resulting in 900 people being out of work. Fortunately, the market for packaging paper produced at Green Bay Packaging continues to grow.

Green Bay Packaging anticipates that its newly built recycled paper mill in Green Bay will last approximately 50 years and add an additional 200 jobs throughout Wisconsin while preserving the 1,100 in Green Bay. The placement of the mill, running approximately 400 feet in length and producing rolls of paper nearly 14 feet wide, was completed by millwrights from NCSRCC.

At the stack-out ceremony, William Kress, CEO and President of Green Bay Packaging said, “Stacking out machinery is the toughest part. Millwrights have been most focused on their game. There have been no injuries. They met the schedule and were on budget.”

The setting of the final piece of the mill was done almost exactly two-years from the project’s start date. The new mill is expected to double the production of 164-inch brown paper the previous 71-year old mill produced. With a grand opening for the mill anticipated in early 2021, this will be the first paper mill to be built in Wisconsin in 30 years. It will employ as many as 958 workers on the site at its peak construction time.

Despite the economic downturn and unpredictable consequences to the paper mill industry as a result of the coronavirus, Green Bay Packaging and Miron Construction have shown their commitment to their employees, customers and the community by investing in a new paper mill in Green Bay. Their investment and trust in union-trained millwrights to set this equipment throughout the mill has resulted in another safe and successful project collaboration.



The last piece of mill equipment, the rewinder section of the new mill, is set into place during the stack-out at Green Bay Packaging.

CARPENTERS PROTECT FARGO FROM FLOODS

In 1997, a rapid melting of 98.6 inches of snow resulted in a devastating flood for communities along the Red River in Minnesota, North Dakota and Southern Manitoba. In response, leaders in Cass County, North Dakota initiated a study to permanently resolve the ongoing flood threat to residents along the Red River. Following a 10-year planning and permitting process the Fargo-Moorhead Metropolitan Area Flood Risk Management Project was created in 2017. Currently, union carpenters, piledrivers and millwrights with Ames Construction are working on the flood diversion construction with hopes of completing two major portions of the \$2.75 billion project in the summer of 2023. This work will protect more than 235,000 people from potentially catastrophic flooding.

Many elements factor into whether the Red River Valley will flood in any particular year. The soil moisture, spring rain, frost depth and a northern-flowing river contribute to the threat of flooding to surrounding communities. However, substantial progress has been made to protect the residents in the Fargo-Moorhead area, but there remain gaps in the line of protection. The Fargo-Moorhead Metro area cannot achieve accredited 100-year flood protection with current embankment and floodwalls alone.

This project will now include a 30-mile-long diversion channel, 20 miles of earthen embankment, 19 highway bridges, four railroad bridges, three river control structures and two culvert structures. This plan focuses on mitigation efforts for a 26,600-acre area where water can temporarily be stored and controlled during extreme flooding.

Ames Construction has been awarded two contracts relative to the project. They are building the \$46 million diversion inlet with three gates that will redirect water from the river. The gates at the inlet protect metro areas by ensuring they



1st Avenue North bridge in Moorhead, MN was impassable due to rising Red River waters in 1997.

do not receive any more than they would during the time of a 100-year flood. The additional water will be diverted before re-entering the Red River. Ames Construction will also build the \$59 million Wild Rice River control structure. The control structure will regulate water flow on the river during times of extreme flooding by triggering the temporary storage of water upstream to prevent downstream impacts.

The scope of these flood diversion projects is massive. The inlet includes three 50-foot-wide radial arm gates. Over 11,700 cubic yards of concrete, 1,000 tons of rebar, 10.5 miles of steel beams and 27,500 square feet of sheet pile will be used. Between the two projects, Ames employs 19 carpenters and a combination of 12 piledrivers and millwrights. The entire flood diversion build has a projected completion date of spring of 2027.

Ames Construction has signed a unique project labor agreement with the North Central States Regional Council of Carpenters providing union labor in North Dakota for this flood diversion project. Ben Herden, Area Project Manager from Ames said, "It has been a good experience. I enjoy working with people who are here for a career and not just a job. I prefer to have highly-skilled, highly-trained workers."

A bird's-eye view of the Red River structure being built by union carpenters, millwrights and piledrivers in September 2020.



CAREER SIGNING DAYS BRING ABOARD 69 NEW APPRENTICES

For students who are not college-bound, an apprenticeship with the North Central States Regional Council of Carpenters (NCSRCC) provides a unique opportunity to learn, work, and earn good wages and benefits. This past spring and summer, 69 students chose careers as carpenters, millwrights, pile drivers and mill-cabs through NCSRCC's Career Signing Days.

Working with 50 high schools and 49 contractors, business representatives across the Regional Council welcomed graduates as new union apprentices. Once students commit to building their future with the Carpenters, the Regional Council works to connect them with union contractors who will sponsor their apprenticeship. As sponsors, these contractors help train new apprentices by supporting classroom education and offering on-the-job learning experiences.

"Bringing aboard 69 new apprentices during a pandemic is nothing short of spectacular. I am very proud of the work our business representatives did to make this year a success despite schools being dismissed in March," said NCSRCC's Executive Secretary-Treasurer, John Raines.

As a teen, Lillian Nauman knew that she loved working with her hands and learning to operate construction tools. When Nauman entered high school, she gravitated toward woodworking, welding and construction classes that were made available. Now a Dubuque Senior High School graduate, Nauman will work as a carpenter apprentice with Portzen Construction, Inc. She is also a new member of Local 678 in Dubuque, Iowa.

"I am very excited because I am someone girls, like my sisters, can look up to, and I am also excited because college was never something I was interested in," Nauman said. "It will be nice to just get into the workforce and not ever have any debt to pay off."

Jayme Kluesner, a controller at Portzen, said he is excited to see someone as young as Nauman pursue a career path that can open so many doors for her. "I think it's just important to show [kids] what's out there, and then they can make an educated decision," he said. "A lot of kids go to college just to go to college."

For more on 2020 Career Signing Day Graduates, visit northcountrycarpenter.org/careersigningday.



Lillian Nauman at her Career Signing Day in Dubuque, IA.





From Left to Right: Jorge Rivera, Jason Maney, Bernard Vinson, Kennoshia Fullilove, Juan Aguilar, and CTI Instructor Matt Price

CARPENTRY CAREER PROSPECTS HELP REBUILD COMMUNITY

Target Corporation recently partnered with North Central States Regional Council of Carpenters (NCSRCC) and union contractors to provide four local community members an opportunity to experience working in the construction trades. This program also focused on rebuilding the ransacked Target store that resulted in a loss of jobs for the employees and left families living around the area without access to groceries. Beyond rebuilding the community, the program has provided an opportunity for participants to learn about a career which offers a better future.

Lake Street spans across Minneapolis and encompasses many of the city's most diverse neighborhoods. Multiple minority-owned businesses have been established along its corridor for years. The East Lake Street Target, which has been there since 1972, was vandalized and nearly destroyed during last summer's protests over the death of George Floyd. The business was across the street from the third police precinct building.

North Central States Regional Council of Carpenters, Carpenters Training Institute (CTI), Noor Construction, Engelsma Construction, The Salvation Army, ConstructReach and Target partnered up for their 'I Built This' program. The coalition invited community members interested in working in carpentry with the prospect of learning more about the trade.

"Fifty-three percent of skilled trade workers are over 46 and will be retiring. Plus, only 9.1 percent of construction workers are women, only 5.8 percent are African American, and only 1.9 percent are Asian. 'I Built This' introduces diverse students to construction opportunities to work towards changing those statistics," said Paul Robinson, Founder and CEO of Construct Reach.

Four applicants were selected to participate in the two-week training program in August. The primary purpose of the program was to expose participants to construction careers through education and networking. The secondary objective was to encourage these residents to help rebuild their own community.

"We are proud to be involved with programs that reinforce our commitment to support and assist communities in need, as well as expand diversity within our membership by providing equitable training opportunities," stated North Central State's EST John Raines.

The program was planned and implemented within a two-week time frame. Work gear, tools and personal protective equipment were provided for the chosen candidates at no cost. Various organizations coordinated recruitment, the application process, participant selection and needed resources.

Between August 3-14, the trainees learned essential carpentry skills. Instructors and apprentices from the Carpenters Training Institute worked alongside them and provided guidance on framing walls, and cutting and installing wooden fixtures. They also taught the participants how to properly use hand and power tools.

Training for the program was spearheaded by NCSRCC Business Representatives Barb Pecks and Aaron Hill, and CTI Instructor Matt Price, all members of Carpenters Local 322 (Saint Paul, MN). Collaboration was key in making the program a success. Diego Morales, Local 68 member and Regional Council business representative, also assisted with the training.

"One of my favorite parts about the last two weeks was meeting my crew, and connecting with our trainers. Matt was great! Him and Barb were very helpful throughout the whole thing," said Kennoshia Fullilove, one of the candidates. "Every day was exciting. Everyone showed up with a great attitude and encouraged each other."

Jorge Rivero who grew up in South Minneapolis for the past 20 years, was saddened by everything that was happening in the community. "It's so nice to see the final outcome, knowing I built that is so rewarding. I drive by Target with my daughter and it makes me proud to point out and tell her that I am helping rebuild it," said Rivero.

The program brought an entire community together. From arranging the trainees' work boot purchases at Nokomis Shoe Store to providing valuable tools, many local organizations were involved. As for the trainees, Target surprised them by paying them a two week salary. It was an unexpected benefit.

"We were excited about the opportunity to help make this event possible. This all came together in weeks thanks to teamwork, which comes to show how positive change can happen once people step-up and get involved," said Pecks.

Program participants Jason Maney and Kennoshia Fullilove have officially accepted job offers from Riesgraf's Installation. They will continue to do fixture work at the same Target store and are in the process of enrolling in the apprentice program at the Carpenters Training Institute.

The other two candidates, Juan Aguilar and Jorge Rivero, are also eager to start a career in this essential field. For Jorge, this is a promising change. He lost his main source of income when the pandemic caused the closing of his long-term service industry position at a local restaurant.

This program was one of the first efforts to start rebuilding Lake Street. Due to its success, there is already potential for holding more community build events in the future. This program has benefited the entire community, promoted diversity and inclusion within the construction workforce and assisted participants with a pathway to a new career.

CTI apprentices doing a demonstration at the We Built This event held in Minneapolis on August 18, 2020.



Jorge Rivera (left) and Juan Aguilar (right) framing walls and hanging drywall.



WHEN CARPENTERS VOTE POLITICIANS LISTEN



With another monumental election right around the corner, you and your family have probably been flooded with campaign advertising, phone calls, texts, and social media messaging on who to vote for and why. The political department at the North Central States Regional Council of Carpenters (NCSRCC) encourages you to learn about the issues and the candidates, make sure they know who you are, and make your voting decisions based on carpenter economics.

How do carpenter economics pertain to our members? We stand up and speak out about jobs for our members, pathways into a career in the construction industry, strong support for apprenticeship standards, trade policies that are fair for working families, wage and hour rules that deter the underground economy, wage theft and tax fraud, as well as labor trafficking happening daily in the construction industry.

When carpenter economics are at stake, we will always educate the membership on the governance that is placing their livelihoods at risk. In return, we understand our role of contacting our elected officials, attending community events, playing a role in activities that provide a presence and contributing to the causes that support our objectives. The pride carpenters have in their work surpasses conformity. They certainly do not conform to partisan politics, and they will not settle for elected officials who have lost touch with constituents. There may be an unclear message within partisan politics, but there is clarity in carpenter economics. Get out and vote, and make your voices heard!

“I encourage all members to vote and fully understand carpenter economics and how it effects their families when casting their ballot,” commented EST John Raines.

This year, we have launched a new feature called Live Ballot available on the Regional Council’s website: www.northcountrycarpenter.org. Live Ballot allows NCSRCC to autopopulate a full ballot or a digital slate card showing our organization’s endorsements based on any voter’s home address.

To view all of NCSRCC’s ballot endorsements, visit <https://northcountrycarpenter.org/activism/ncsrcc-endorsements> and enter your home address, including zip code. Live Ballot comes with features that allow you to share with friends, enhance candidate profiles, and input information about candidates that may be helpful to undecided voters. This new tool will be something that continues to be developed and populated with additional information every year.

Voting will look different this election than any past election due to the COVID-19 impact. In the August primary, the MN Secretary of State estimates that 60 percent of votes were absentee ballots, either in person or mailed. Whether you choose to vote on November 3rd or in the preceding weeks, make sure you are registered and prepared to vote. If you have questions, contact Adam Duininck or your area’s political director.



YOUR POLITICAL TEAM COVERING NCSRCC

Adam Duininck

Director of Government Affairs
Political Director of MN & ND
651-341-0074 | aduinick@ncsrcc.org

Andrew Disch

Political Director of WI
608-354-8064 | adisch@ncsrcc.org

Felicia Hilton

Political Director of IA, NE & SD
515-491-9293 | fhilton@ncsrcc.org

Tom Hickey

Assistant Political Director of WI
608-400-7235 | thickey@ncsrcc.org

Kim Nelson

Assistant Political Director of MN
651-341-0490 | knelson@ncsrcc.org

UNION CARPENTER HELPS CREATE BENEFIT ALBUM FOR MINNEAPOLIS

During times of hardship, people sometimes struggle with how to make a positive contribution beyond voicing their sentiments on social media. After the death of George Floyd and the ensuing protests and riots against police brutality, Local 322 union carpenter and Minneapolis resident, Matt Sowell, used his musical talents for the greater good. Sowell, along with Tomkins Square label’s CEO Josh Rosenthal, quickly created a benefit album to raise funds in support of racial justice in Minneapolis.

Tomkins Square, a San Francisco-based indie music label with multiple Grammy nominations, produced the benefit album with Sowell’s help. All album revenues are currently being donated to four Minneapolis-based organizations that support minority groups. Conceptualized by Josh Rosenthal, whom Sowell had met 10 years ago in his home city of Philadelphia, “Out of the Ashes” was created in a record five days.

“It’s amazing what one tweet can do,” said Sowell in response to how it all began. When Rosenthal tweeted his reaction on the death of George Floyd, Sowell replied to him about the current state of Minneapolis, which was being looted and set on fire. Rosenthal quickly reached out to him, setting a plan to help communities most affected in motion.

Sowell knew he had to act fast, contacting many local artists, specifically those he knew would agree to participate. “I wanted to reach out to musicians who were like-minded and wanting to support the community,” he said.

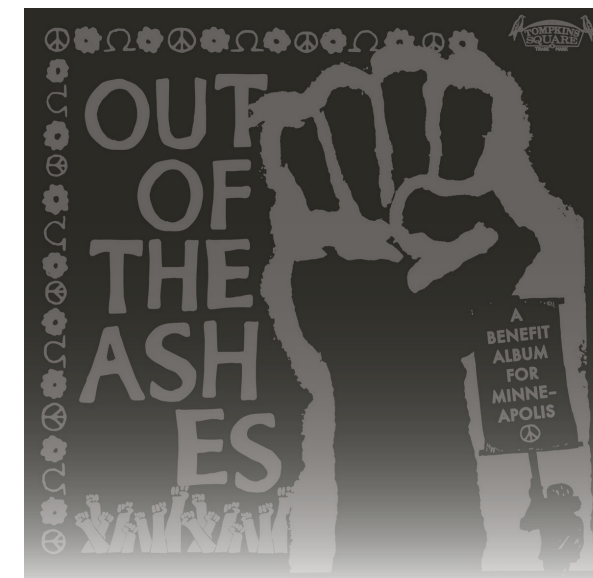
The response was overwhelming. More than sixteen musicians agreed to provide music for the album. Many used songs previously released, while others created singles influenced by the city’s recent events. Sowell did not specify an album theme or message at that time. He wanted the music to speak for itself. The artists were only told that their music would help support minority organizations.

“Diversity is incredibly important to me as a musician, as an organizer and as a person. I wanted to put together an album that is reflective of the area we are doing the work for,” said Sowell.

The album succeeds in reflecting his vision. Consisting of sixteen tracks, it offers a varied mix of acoustic guitar styles that symbolizes the diversity of Minneapolis.

The album was released June 5th and as of August 28th, it has raised over \$8,000 with support from listeners nationwide. All of the proceeds have been donated to the following organizations:

- MIGIZI, a nonprofit organization helping support Native American youth.
- Lake Street Council which is helping rebuild minority-owned businesses on Lake Street in Minneapolis that were destroyed during the riots.
- West Broadway Coalition, an organization aiding in the economic development for the North Minneapolis neighborhoods.
- Metro Behavioral Health clinic serving the community with mental health initiatives.



Album cover of “Out of the Ashes: A Benefit Album for Minneapolis”

“Out of the Ashes: A Benefit Album for Minneapolis” is available exclusively on Bandcamp. All proceeds will continue to go to the aforementioned organizations. Sowell has demonstrated how a carpenter can utilize his talents and positively contribute to his community through organizing and partnerships.

Matt Sowell moved to Minneapolis, a city he now considers home, with his wife and children in 2014. Working full-time as a foreman carpenter, he still finds time for his true passion, music. Being a union organizer recently inspired his new solo album titled “Organize or Die.” Influenced by the guitar finger stylings of Jack Rose and John Fahey, he specializes in instrumental acoustic guitar. Listen to his latest album at www.mattsowell.bandcamp.com.

WISCONSIN CARPENTERS BUILD NEW AND PRESERVE HISTORY

Since its inception in 1959, the Milwaukee Symphony Orchestra (MSO) has provided diverse audiences with concert performances and nationally recognized education and community outreach programs. In 2020, MSO will have a new home in the renovated and historic 1931 Warner Grand Theater, now named the Bradley Symphony Center.

The historic movie palace became MSO's new home in 2017, but full-time residency waits until restoration and construction are completed this year. With help from the hired architectural firm Kahler Slater, and union contractors CD Smith, Common Links Construction, and PCI Austadt, the Symphony Center will boast three new additions while keeping historical integrity, a requirement of its awarded historical tax credits.

Nate Peterson, CD Smith Superintendent, and member of Carpenters Local 314, has worked on this project from the beginning. "This has definitely been the most challenging project of my career so far," stated Peterson. "The restoration of all the unique finishes and the addition of modern elements have been a challenge this work force has not only overcome but can be proud of."

Every morning starts with a jobsite safety check. "When this project first started, there was a large amount of demolition that needed to be completed before the work could begin. It made things extremely dangerous in the beginning, so we have consistently stressed safety," said Superintendent Peterson.

With historical tax credits at stake, both the architect and contractors were vigilant about the standards and restrictions for the build. Everything in the original Warner Grand Theater, including a 12-story tower, needed to be preserved. From plaster walls to light

fixtures, old railings to trim and woodwork, all elements had to be either restored or replicated if restoration was not possible.

"These historic requirements extended the length of the project, it made it much more complicated," stated Peterson. "Not only did we have to worry about the historic aspects, but we also had new additions which were modern with completely different finishes."

The south addition, called the Pavilion, hosts new amenities while highlighting the movie palace's original features. This pre-function space allows for larger gatherings with access to bars, skylights, and reception rooms. The addition, located on the corner of Wisconsin Avenue and Second Street, will provide a timeless and flexible presence that will be able to host a variety of events.

The east addition extended the depth of the original stage to accommodate the Milwaukee Symphony Orchestra's performing needs. "Back in the day, it was a performing arts stage. To increase the depth for the Orchestra, we took the east wall, which was a part of the historical tax credits, and moved it out onto new foundation. We had a company come in from Washington to help with bracing it and cutting it free so we could move it about 30-feet," recalled Peterson. In total, the east wall extension took four months to achieve.

The north addition houses mechanical equipment that is necessary for a more modern building, including spring-mounted brackets to keep heating ducts from rattling. This area is now fully enclosed.

Other building changes include more restrooms, additional aisles that allow for less disruptive audience movement and seating, along with expanded parking.



Complex scaffolding inside the newly coined Bradley Symphony Center during renovations and restorations.

As an important part of Milwaukee's community and Wisconsin at large, the Milwaukee Symphony Orchestra's new, historic home is a passion project for all those involved and for all those who will benefit. More than fifty North Central States carpenters worked on site towards this improvement to the city's landscape.

CD Smith Carpenter Tim Johnson, 15-year member of Local 731, proudly stated, "This is one of the coolest projects I've ever been on in my life. I've been here since the beginning of the project, preserving the historic woodwork and reinstalling now that finishes are complete. I can't wait to bring my family and show them all that's been done."

Juan Villanueva of Local 344 and 14-year member is a foreman for Common Links Construction based in Brookfield, WI and has worked hard with an eye on the finished product. "This has been a once in a lifetime project with totally unique architecture. Seeing the historic artwork and old-world craftsmanship inspires me to live up to the craftsmen before me. It's a must see and I look forward to showing my family and friends."

Due to be completed in January, the new \$90,000,000 Bradley Symphony Center will showcase the old and the new, providing the Milwaukee Symphony Orchestra with the space and features to continue with its threefold purpose: to comfort, educate, entertain and exhilarate the human soul with cultural significance, relevance and artistic challenge; to embrace, preserve, and foster its musical heritage; and to enhance the vibrancy of Wisconsin communities and beyond.

A new spiral staircase in the addition from the first to the second floor ballroom for weddings and other gatherings.



IOWA CITY CARPENTERS ORGANIZE COMMUNITY REPAIR EVENT

In August 2020, a derecho storm raged through Iowa City impacting the Forest View Mobile Home community damaging already deteriorating homes. These houses now have serious external and internal foundation issues leaving residents at risk of fire hazards, flooding and exposure to freezing temperatures during the winter months. In preparation of the impending cold, Carpenters Local 1260 in Iowa City, IA organized a community event to assist residents with much needed home repairs.

According to the National Weather Service, a derecho storm is a rare, lengthy windstorm associated with fast-moving thunderstorms. It can produce similar damage to a tornado, although the winds typically blow in one direction. A storm is classified as a derecho if the wind gusts are at least 58 mph and the swath of wind extends more than 240 miles. In Jackson County, which includes Iowa City, the storm produced 100 mile per hour winds causing tens of thousands of people to be without power and an estimated \$6.1 million dollars in damage and clean-up costs.

The Forest View Mobile Home Park is one of Iowa City's oldest neighborhoods. It is also one of the few remaining affordable housing options in town and is home to many workers, families with young children and senior citizens. Some residents have lived there for over 40 years.

The homes suffered serious property damage because of the derecho storm, including punctured roofs, damaged drywall, broken windows, leaks, and mold. The structural integrity of several homes was compromised by fallen tree branches caused by blowing winds and heavy rain.

In 2016, developers announced plans to demolish the Forest View homes as part of a large-scale \$200 million-dollar project. Residents organized and negotiated an agreement to create new affordable

housing for existing families in the new development. Homeowners also partnered with the Building and Construction Trades Unions to negotiate an agreement with North Dubuque LLC and Blackbird Investments, based in Des Moines, pledging to use union labor and quality working standards.

To make room for the new build, the mobile home park residents will relocate to manufactured housing scheduled to be built west of the current neighborhood. It has been over a year since the letter of intent was signed, and the project remains on hold while the homes continue to fall into disrepair.

The community repair event was led by Royce Peterson, Business Representative from the North Central States Regional Council of Carpenters and member of Local 1260. Royce has been helping with small fixture repairs for the past four years. His efforts have grown into a large-scale effort that brings dozens of volunteers to Forest View.

Carpenters, laborers, electricians, community residents, and university students volunteered the weekend of September 12 to help repair the homes.

The event was a success, made possible with additional support from the Teamsters Local 238, Teamcan Labor Union, Iowa City Federation of Labor, University of Iowa Labor Center, the City of Iowa City, and many others.

Robin Clark-Bennett, Labor Educator at the University of Iowa Labor Center, was instrumental in the organizing of the community event. She helped with important logistics like surveying, calculating cost of materials, volunteer outreach, and ensuring proper COVID-19 safety protocols were followed.



Students from the University of Iowa and local carpenters volunteered for the weekend to help repair the Forest View Homes. Supplies and materials were paid for by Iowa City.

"This shows that when people come together, they can achieve great things. This is setting a great example for our kids about the importance of unity and helping each other out" said Margarita Baltazar, VP of the Forest View Tenants Association.

Businesses representatives Rhea Pierce, member of local 2704 in Dyersville, IA; Derek Duehr, member of local 678 in Dubuque, IA; Antonio Govea and Bob Doubek, members of Local 308 in Cedar Rapids, IA; Steve Nienhaus, also from Local 1260; and a handful of other volunteer carpenters spent the weekend helping with repairs.

Together, they were able to fix ten out of the 20 homes, with a second weekend volunteer event scheduled on October 17-18 to complete the remaining homes. The residents' dream to move to their new homes still stands, and they are looking forward to working with the carpenters union in the future development.

SPONSORED SHOTGUN TUNEUP, WALLEYE CLASSIC, GOLF

In a year when things have been anything but normal, North Central States Regional Council of Carpenters (NCSRCC) experienced major changes in how they conducted our fund-raising events. Due to Covid-19 safety regulations, personal protective gear was provided and worn, events were held outside, and attendance was smaller. Many individuals and companies deserve extra gratitude for stepping up in these difficult times. Their efforts ensured that each event was successful in supporting local charities and scholarship funds for NCSRCC.

This year crowned a new championship team at the Carpenter's Annual Shotgun Tune-Up held at the Minnesota Horse and Hunt Club in Prior Lake, MN. The group of six winners was from Doherty's Tavern in Prior Lake. The top shooter, with a score of 99/100, was Will Doble from Doherty's Tavern.

The 16th Annual Scholarship Golf Outing in Harshaw, Wisconsin was canceled due to inclement weather for the first time in its history. Despite the weather, many participants spent time sharing stories and camaraderie inside a storage shed at the golf course.

This year's Walleye Classic was held at the picturesque Trapper's Landing Lodge on Leech Lake. Despite the wind and rain making conditions difficult, many boats brought back respectable catches. Winners, Chad Swenson and Nathaniel Lepala, weighed in three walleyes totaling over 13 pounds.



2020 Shotgun Tuneup winners from left to right: Terry Ege, Matt Borchardt, Adam Rezac, Sean Kohout, Will Doble and Pete Doble.



2020 Walleye Classic winners, Chad Swenson and Nathaniel Lepala.

Tony Govea, NCSRCC Business Representative, Local 308 and volunteer Francis Almeida.

NCSRCC Business Representative Derek Duehr (Local 678) assessing roof damage on one of the impacted homes.





Carpenters working on the Tenth Avenue/Cedar Avenue bridge using BrandSafway's Quikdeck system.

CARPENTERS REPAIR SEVERLY DAMAGED BRIDGES

If you drive across the Mississippi River on the 35W bridge in Minneapolis, Minnesota, and look slightly to the south, you will see the repairs taking place that closed the historic Tenth Avenue/Cedar Avenue bridge on March 30, 2020. The refurbishing of this landmark bridge is expected to be finished in the summer of 2021. The prestigious bridge is 2,153 feet long and encompasses seven main river spans and 14 approach spans. Seven of the spans consist of magnificent concrete arches. Take a closer look, and you would see a large group of carpenters working to rehabilitate the concrete arch bridge, which is listed on the National Register of Historic Places. These carpenters are using a unique system of scaffolding suspended from the bridge deck by chains unlike anything you have seen on other bridges in the area.

In the United States, it is estimated that there are thousands of concrete arch bridges. Many of those bridges are aging and in need of serious repair. It is not uncommon for them to be 80-100 years old like the Tenth Avenue Bridge which was built in 1929. Some have been subject to repairs using a band-aid approach by hoisting workers from a snooper truck or using a man-lift from a barge below. However, using a barge can be very costly and time consuming due to factors associated with water currents and levels. Now, with carpenters installing a BrandSafway product called Quikdeck, the Tenth Avenue Bridge will receive a complete overhaul using this safe and secure scaffolding system. This system also has the advantage of saving time and money for those utilizing this innovative method.

Quikdeck is a product of BrandSafway and was developed by their Engineering and Infrastructure Divisions in conjunction with long-time Local 322 member Jason Lowe. BrandSafway provides engineering services from one of the largest in-house engineering

staff in the industry. Since the product's development, Lowe has worked with the company's engineering team to plan for construction projects like the Tenth Avenue Bridge rehabilitation. He has become the interface between the Engineering Division and the client. On the job site, Lowe ensures the application adheres to the company's specifications and develops a procedure for replacing damaged equipment or working through problems encountered at the bridge site. Lowe works directly with the city engineer assigned to the job site and the company's engineer. He is recognized by the company as an application expert on how the scaffolding is to be built. Lowe is also qualified under Occupational Safety and Health Administration (OSHA) standards and even draws the project plans for company engineers to approve.

BrandSafway's Quikdeck system allows carpenters the ability to safely work on an open air, modular platform. It can be configured into different shapes and sizes to accommodate the work that needs to be done on difficult to reach places like concrete arch bridges. On the Tenth Avenue Bridge, Jason Lowe and his crew use a system of 16" deep joists, deck supports, pins and plywood to assemble modular self-cantilevering 16' pieces of scaffolding with load capacities of 25-75 pounds per square foot depending upon the installation. These pieces, along with any additional extension hardware and materials needed, are hoisted from the bridge deck by a crane and lowered down beneath the bridge where they are leveled using a crane, a four-way bridle and off set counterweight. They are then connected to the nodes, which are the hardware used to connect the scaffolding to the chain suspension.

Expertly placed holes drilled through the bridge deck allow for chains to be lowered through the deck and used to secure the Qui-

deck in place. The 150 pound sections of chain are attached to a steel cap that sits flush to the new concrete deck while the chain hangs below. Once the Tenth Avenue Bridge is finished, it will be equipped with embeds inside of the concrete deck approximately 10" into the concrete. Chains will also be attached to the embeds making future repairs on the bridge more efficient. Skim coating of the concrete is common on these types of bridges every 15-20 year. With this system, the bridge can be resurfaced without impacting the embeds used for working beneath the decking.

During this process, the chain is placed through the center of the node until it reaches the desired height of the platform. Then it is set in the cross-like center of the node, and three additional chain retainers are placed in the other remaining slots to ensure the chain stays in place. Once a piece of scaffolding is secured by all the chains, any additional material lowered with the deck piece can be moved. Safety remains a top priority, and BrandSafway delivers a product that sets the standard for the others on the market. While it might not be the only system out there that can cantilever 16' without further components, it has proven itself to be much safer. Quikdeck components are easily handled by one worker, and there are no special tools required. This system can be assembled by cantilevering off itself unsupported from above to reach its next suspension point with guardrails and toe boards easily installed along the way.

Other products simply do not have all the safety features of Quikdeck. The General Contractor on the Tenth Avenue Bridge previously utilized a different product that could catch rocks and debris but not people. Quikdeck can be a work platform, not just a debris shield. OSHA carries a different designation between the two products. Debris shield is not intended for employees to work from, while a work platform has the necessary four to one safety factor (ability to support its own weight and four times the maximum intended load transmitted to that scaffold component) for worker safety. Now, the contractor strongly prefers the Quikdeck system that provides the additional safety for the workers. Workers can be tied off to Quikdeck unlike traditional bridge scaffolding. The reduction in time needed to install scaffolding also minimizes the opportunity for employee injuries. It has proven itself to be a safer system.

Not only is Quikdeck safer, it is also less costly. According to Lowe, Quikdeck is installed four to five times faster than traditional scaffolding. Since it requires fewer pieces of scaffolding, the rental of the equipment is 200 percent to 300 percent less expensive. These savings are passed onto the customers. With a shorter completion timeline, further savings are generated as contractors can employ more workers than on a traditional system. The end result is a faster and more profitable project for both the general contractor and the developer. The general public also realizes savings with less disruption to its roadways.

Most importantly, Jason Lowe trusts and employs only carpenters to do the scaffolding work. He believes their training and skills make them the best equipped to do the work needed to save these badly damaged and historic bridges. His company and general contractor have currently been awarded contracts to work on seven of the arch spans. However, when other general contractors realize the savings and incentives available to them through using this relatively new system, they will also be sold on the product. After recognizing its selling points that include being cheaper, stronger, and safer, they too will look to the carpenters to install BrandSafway's Quikdeck system.

The BrandSafway's Quikdeck system allows carpenters the ability to safely work on an open air, modular platform. It can be configured into different shapes and sizes to accommodate the work that needs to be done on difficult to reach places like concrete arch bridges.



READY TO CLAIM YOUR PHYSICAL AND MENTAL HEALTH? START WITH TEAM!

In a world full of uncertainty, where many of us are stuck at home and finding solace in extra snacks, Local 2337 (Pewaukee, WI) member Shaun Coates is the feel-good weight-loss success story that we all need to be inspired.

Coates weighed in at over 220 pounds and felt out of shape. Looking down the road at retirement plans with his wife, he knew that he needed to make a serious life change. However, doing so on his own felt daunting and past attempts had failed. Coates reached out to TEAM and was connected to their resident Registered Dietitian Elise Verdegan.

“Shaun is a great example of someone who has had success not only because of TEAM’s support but also because of his commitment to change,” Verdegan said of Coates. “Shaun had a goal to lose some weight, but together we were able to come up with a diet and fitness plan that has blown that goal out of the water.”

Verdegan joined TEAM as a Registered Dietitian in February 2020 and immediately got to work reshaping the physical fitness of tradesmen and their families through individualized nutrition plans and workplace fitness challenges. “I am passionate about helping those I work with through nutrition,” said Verdegan. “Believe it or not, nutrition not only impacts physical health but our mental health as well. The mental health connection to diet and exercise is what motivated me to pursue a career in nutrition.”

Nutrition and fitness counseling is especially important to tradesmen in the midwest, Verdegan warns. “As we enter the winter months, the days get shorter and darker and cases of seasonal depression or the ‘winter blues’ increase. Physical and mental health become more important than ever.”

Coates decided to commit early to his New Year’s resolution of getting in shape and began working with Verdegan through TEAM in March of 2020. “When I reached out to TEAM

and started working with Elise, I had two goals in mind,” recalled Coates. “I wanted to get down to about 200 pounds, and I wanted to share my success with other members so they might use the benefits of TEAM to be healthier.” As of September 2020, Coates has already doubled his 20-pound weight loss goal, weighing in at a trim 181 pounds.

Verdegan and Coates agree the key to Coates’ success was his determination and commitment to making a serious lifestyle change. Coates says that extra push from a nutrition specialist was the final piece of the puzzle. “Elise and I talked weekly at first, which really helped me stay on track,” says Coates. “We came up with a plan that worked for me. Elise listened to what was going on in my life and guided me, helping me identify the right foods and exercises for my lifestyle.” Amazingly, Coates said that he canceled his gym membership and instead focuses on mountain biking and body-weight exercises from home. “This has truly been a lifestyle change

for me. Elise helped me to listen to my body and what it needs to be healthy. My goals started out about weight. Now they are about putting my health first.”

Verdegan stresses that physical health has an impact on mental health. “Many individuals with depression have a deficiency of brain serotonin. A diet that includes a mixture of protein and carbohydrates should provide adequate amounts of tryptophan, the precursor of serotonin,” Verdegan explained. She shares that Vitamin D, healthy fats, magnesium, calcium, selenium and zinc are other important nutritional building blocks necessary for maintaining mental health.

As an added bonus, TEAM was able to work with Coates’ family too. From Coates: “Each person in my family has different nutritional and activity needs, and sometimes we need a little extra help to reach our health goals. Elise has been there for all of us. It has been beneficial that we are able to all have the same contact for our dietary needs.” Coates’ wife and daughter are reaching their own wellness goals and enjoying Coates’ new, health-first lifestyle.



Shaun Coates, member of Local 2337 in Pewaukee, WI, doubles his weight-loss goal by working with TEAM.

What’s next for Coates? “I want to be in better shape at age 50 than I have ever been. I’m 42 now. I’m hoping to enjoy a long, active retirement with my wife.”

Individualized nutrition coaching with TEAM is included as part of your union benefit. If you’re ready to prioritize your physical health and enjoy the benefits to your mental health, start with TEAM. For more information, contact TEAM at 1-800-634-7710 or StartWithTEAM.com



DULUTH APPRENTICES REBUILD HOCKEY RINK

The Duluth Heights Youth Hockey Association enlisted the help of carpenter apprentices from the Carpenters Training Institute to renovate one of their public ice hockey rinks. More than \$3,000 dollars was raised over the past year to restore the rink. Despite a pause on construction due to the pandemic, the refurbished rink will be finalized just in time for the start of the 2020 youth hockey season.

It has been a decade since the rink was last renovated. The wooden boards had begun to rot causing the rink to become shaky and uneven. Families, college students and young kids will soon be able to enjoy the renovated outdoor rink at Duluth Heights Park.

Zak Radzak, President of Teamsters General Local Union 346 and member of the Duluth Heights Youth Hockey Association for more than eight years, is leading the project. He reached out to Carpenters Local Union 361 in Duluth, MN, to recruit ten carpenter apprentices to work on the project.

Special care was utilized during the restoration project to ensure the apprentices followed safety guidelines and used the appropriate materials to guarantee the rinks durability. “The project was a great chance for the trainees to obtain hands on experience while also renovating an important landmark for the Duluth Heights community,” said Radzak.

The carpenter apprentices rebuilt the rink in a two-week timeframe. Donations for materials were raised by local families, the Duluth Building Trades, Arrowhead Concrete, Teamsters Local 346, Duluth Hockey Company, Fastenal, Seeley Plastic, Crooked Pint Ale House, OMC BBQ, IBEW, and Hunt Electric.

The Duluth Heights Youth Hockey Association will be hosting an opening ceremony to celebrate the renovated rink later this fall.

Duluth apprentices construct new hockey rink walls in the Hermantown Training Center.



Duluth Heights Park hockey rink during the two-week reconstruction by Duluth apprentices.



PROCEDURES

FOR OBJECTING NONMEMBERS TO FILE WITH THE UNION OBJECTIONS TO THE EXPENDITURE OF DUES FOR PURPOSES NOT GERMANE TO COLLECTIVE BARGAINING

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

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

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

Like most unions, the UBC spends a great amount of its funds on activities that even the courts agree are directly related to collective bargaining. In addition, the UBC expends some funds for other activities, including organizing, legislative activity, publications, etc. All of these activities help to strengthen our union and thereby create a more favorable position for labor in the collective bargaining process. In that sense, every one of these activities advances our union’s fundamental mission—workers joining together to better their lives. However, backward-looking court decisions have taken an extremely narrow view of the role of the trade union movement, ruling that certain such activities

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

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

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

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

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

SECTION 2: Nonmembers who wish to file an objection shall do so annually by notifying in writing the General Secretary-Treasurer of the UBC at 101 Constitution Avenue, N.W., Washington, D.C. 20001, of their objections. For those who have previously filed, the annual notice of objection must be received at the above address between April 1 and April 30 of the current year. The objection must include the objector’s social security number, a statement of the nature of the objection, and the objector’s current home address, and it must identify the objector’s UBC affiliate. Provided, however, that the UBC will honor nonmember employees’ express, written statement to the UBC that they object on a continuing basis to supporting union activities not related to collective bargaining and contract administration. The nonmember objector is obligated to inform the General Secretary-Treasurer of any change in address. Upon receipt of a proper objection as described above, the UBC shall send the objector a letter of acknowledgment and notify the objector’s UBC affiliate that an objection has been filed. Those individuals who, for the first time, regardless of when it occurs during the year, choose to resign their union membership, or who refuse to join the union and who wish to file an objection, must send their objection to the General Secretary-Treasurer no later than 30 days from the date of their resignation or refusal, as otherwise specified above.

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

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

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

SECTION 6: The amount to be paid by the nonmember objector shall be calculated based upon the percentage of chargeable and nonchargeable expenditures indicated in the review. For the review completed in 2019, the UBC’s chargeable expenses were 91.1% 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 2019, the North Central States Regional Council of Carpenters chargeable expenses were 91.1% 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.

PROCEDIMIENTOS

PARA OBJETORES QUE NO SON MIEMBROS PARA PRESENTAR A LA UNIÓN SUS OBJECIONES SOBRE LOS GASTOS DE CUOTAS PARA PROPÓSITOS QUE NO SON PERTINENTES A LA NEGOCIACIÓN DE CONVENIOS COLECTIVOS

La membresía de la unión representa un gran valor para las personas que trabajan. La membresía de la unión por sí sola proporciona a los trabajadores una medida de control sobre sus salarios, sus horas, sus beneficios y sus condiciones de trabajo. Bajo la Sección 8 (a) (3) de la Ley Nacional de Relaciones Laborales, 29 U.S.C. 158(a) (3), los empleadores y la unión tienen derecho (excepto en los estados que se hacen llamar estados con derecho a trabajar “right-to-work”) a entrar en acuerdos que requieren que los trabajadores, como condición de empleo, se afilien a la unión y mantengan su membresía con la misma.

Esta ley y esta política son consistentes con los principios de la democracia donde rige la mayoría, y se asegura que todos los que se benefician con la representación de la unión compartan los costos que proporcionan esos beneficios. De forma consistente con este principio y la ley, muchos de los acuerdos de convenios colectivos entre empleadores y las Uniones Locales y Concilios (“filiales”) de la Hermandad de Carpinteros Unidos y Ensambladores de América (UBC, por sus siglas en inglés) requieren como condición de empleo que los trabajadores que disfrutaban los beneficios de estos acuerdos se afilien a la unión y permanezcan como miembros en buen estado.

A través de los años, sin embargo, la Junta Nacional de Relaciones Laborales (National Labor Relations Board) y las cortes han, hasta cierto grado, debilitado la seguridad de la unión al sostener que estas cláusulas pueden ser impuestas contra los trabajadores que se rehúsen a afiliarse a la unión o renuncien a ella sólo hasta el punto de extender la “cuota financiera” requerida de la membresía. Es decir, el pago de cuotas de iniciación de la unión y los cargos periódicos. Por ley, no se puede requerir que los trabajadores se afilien a la unión como una condición de trabajo. Sin embargo, se les puede pedir que paguen a la unión una cantidad igual al monto de los pagos y las cuotas que se requieren de todos los miembros de la unión.

Estos reglamentos claramente contradicen el simple lenguaje del estatuto, el cual especi-

fica a los estados que un empleador puede legalmente hacer un acuerdo con una unión “para requerir como una condición de empleo la membresía” en la unión. Sin embargo, a menos que, y hasta que, estas interpretaciones legales cambien, la UBC seguirá la ley prevaleciente y exigirá las medidas de seguridad de la unión de una manera consistente con el estatuto y las decisiones aplicables de la corte.

Recientemente, decisiones retrógradas tomadas por la corte han acotado aún más los derechos de seguridad de los trabajadores de la unión, estableciendo que las personas que no son miembros de la unión pueden registrar con la unión una objeción por pagarle a ésta por las actividades que no son “pertinentes” a los convenios colectivos con el fin de obtener un reembolso de esa porción de sus cuotas que se han gastado en propósitos “no pertinentes”.

Como la mayoría de las uniones, la UBC gasta una gran parte de sus fondos en actividades que incluso las cortes están de acuerdo con su directa relación con los convenios colectivos. Además, la UBC gasta otros fondos para otras actividades, incluyendo la organización, la actividad legislativa, las publicaciones, etc. Todas estas actividades ayudan a fortalecer a nuestra unión y así crean una posición más favorable para el trabajo en el proceso de negociación de los acuerdos colectivos. En ese sentido, cada una de estas actividades refuerza la misión fundamental de nuestra unión – los trabajadores uniéndose para mejorar sus vidas. Sin embargo, las decisiones retrógradas de las cortes han tomado una visión extremadamente estrecha el rol del movimiento de intercambio de la unión, estableciendo que algunas de estas actividades no son “pertinentes” a la organización de labor como el representante legalmente reconocido de los trabajadores en el proceso de negociación del convenio colectivo.

La membresía considerando sólo un “núcleo financiero” lleva consigo costos muy altos – la pérdida de todos los beneficios, derechos y privilegios de los trabajadores que de otra manera no tendrían derechos como miem-

bros de la unión. Estos derechos incluyen: (1) el derecho a recibir beneficios fúnebres por parte de la unión, (2) el derecho a votar sobre si se realizará una huelga en contra de su empleador, (3) el derecho a votar sobre las tarifas que se requieren pagar, (4) el derecho a votar en la ratificación de acuerdos de convenios colectivos que determinarán sus salarios, sus horarios y sus condiciones de trabajo, (5) el derecho a votar en la elección de los oficiales de la unión y aquellos que los representan, (6) el derecho a asistir, hablar o votar en las reuniones de la unión, donde se determinan las políticas de la unión que afectan directamente sus trabajos, y (7) el derecho a una tarjeta de transferencia, para que si ellos se van a trabajar a una unidad diferente de convenio colectivo no tengan que pagar una nueva cuota de iniciación, lo cual sucede frecuentemente cuando el trabajador cambia de empleo.

En resumen, estos trabajadores que no pertenecen a la unión pierden importantes derechos, beneficios y privilegios, incluyendo el derecho a involucrarse de manera significativa en establecer los términos y condiciones de sus empleos – una voz y un voto en las decisiones de la unión – permitiendo así a otros realizar decisiones unilaterales que les afectan a ellos, sus familias y sus vidas. Es ilegal que un empleador compense a un trabajador que no pertenece a la unión de cualquier manera por la pérdida de estos valiosos derechos y beneficios de la unión. En cuanto a la unión, ésta requiere por ley representar a personas que no pertenecen a ella, al mismo tiempo que representa a sus miembros. Mientras que la unión cumple con estos requerimientos de la ley, no hará nada que no sea absolutamente requerido por ley por las personas que no pertenecen a ella. Las personas que no pertenecen a la unión que están en desacuerdo y deciden registrar sus objeciones con la unión sobre los gastos de las cuotas por propósitos no pertinentes a un convenio colectivo deben cumplir con el siguiente procedimiento:

SECCIÓN 1: Los trabajadores que están cubiertos por un acuerdo de seguridad de la unión, quienes cumplen con las obligaciones de seguridad de la unión pagando sus cargos y cuotas, pero que deciden o que han decidido no convertirse en miembros de la unión, o que han renunciado a la unión (por lo tanto no son miembros de ella), pueden registrar objeciones sobre los gastos por cuotas designadas para actividades no pertinentes al convenio colectivo. Estos trabajadores registrarán sus objeciones de acuerdo con los procedimientos establecidos aquí y tendrán el derecho de recibir una reducción apropiada por sus cargos y cuotas.

SECCIÓN 2: Los que no son miembros de la unión y desean registrar una objeción lo harán anualmente notificando por escrito sus objeciones al Secretario General-Tesorero de la UBC a la dirección 101 Constitution Avenue, N.W., Washington, D.C. 20001. Para aquellos que han registrado una objeción previamente, una notificación anual de sus objeciones debe ser recibida en la dirección mencionada entre el 1 de abril y el 30 de abril del año en curso. Ésta debe incluir el número del seguro social del objetor, una declaración de la naturaleza de su objeción, la dirección del hogar del objetor, y debe identificar al objetor como afiliado a la UBC. El objetor que no es miembro está en la obligación de informar al Secretario General-Tesorero de cualquier cambio de dirección. Una vez recibida la objeción apropiada, como se describió previamente, la UBC enviará al objetor una carta de reconocimiento y notificará a la filial del objetor que una objeción ha sido registrada. Aquellos individuos quienes, sin importar, a pesar de cuándo haya ocurrido durante el año, decidan renunciar a la membresía de la unión, o quienes se rehúsen a unirse a la unión y deseen registrar una objeción, deben enviar su objeción al Secretario General-Tesorero no más de 30 días después de su fecha de renuncia o de la fecha en la que se rehusaron a unirse, como se especificó previamente.

SECCIÓN 3: Los objetores que no son miembros deberán pagar por todas las actividades pertinentes al convenio colectivo, incluyendo los gastos por las actividades de la unión o proyectos que normalmente, o de manera razonable, lleva a cabo la unión para avanzar los intereses relacionados con el empleo de aquellos que representan en el convenio colectivo. No se cobrará a aquellos objetores que no son miembros por los gastos que no son pertinentes al convenio colectivo. El término “pertinente” se considerará según el marco más amplio de acuerdo con la ley.

SECCIÓN 4: El Secretario General-Tesorero revisará los documentos auditados de la UBC para determinar la cantidad de gastos incurridos en el año fiscal previo que se le cobrarán o no cobrarán al objetor, lo que quiere decir, todos aquellos que son pertinentes al convenio colectivo y aquellos que no lo son. El Secretario General-Tesorero debe designar los gastos de la unión en categorías principales y designar esos gastos como pertinentes o no pertinentes. La filial de la UBC del objetor será responsable de revisar los documentos financieros de la auditoría para determinar los gastos pertinentes y no pertinentes de acuerdo con los principios y procedimientos especificados aquí. Estas filiales de la UBC son independientes de la UBC y son responsables de cumplir con los procedimientos especificados en este Aviso con lo que respecta a sus propios gastos y el comunicar las reducciones implementadas para ellos por parte de la UBC y otras filiales. En este aspecto, la UBC no tiene ninguna responsabilidad u obligación por las acciones o no acciones de sus filiales.

SECCIÓN 5: La revisión descrita en la Sección 4 por la UBC y sus filiales debe completarse antes del 31 de julio del año siguiente en el que se realizaron los gastos. Tan pronto como sea práctico, una descripción de los gastos que se le cobrarán, y los que no, será enviada a cada persona no miembro que haya registrado con el tiempo apropiado su objeción bajo este procedimiento. La filial apropiada de la UBC enviará por correo al objetor no-miembro y al Secretario General-Tesorero la descripción de gastos que se cobrarán y los que no se le cobrarán.

SECCIÓN 6: La cantidad a ser pagada por la persona objetora no-miembro será calculada sobre la base del porcentaje de gastos que se cobrarán y que no se cobrarán como se indica en la revisión. En la revisión completada en 2019, los gastos imputables a la UBC fueron el 91.1% de sus gastos totales. Así, el impuesto per cápita para el no-miembro objetante pagado por el afiliado a la UBC se reducirá en esa cantidad. Para 2019, Los gastos imputables de el Concilio Regional de los Estados del Norte Central fueron 91.1% de sus gastos totales. Por lo tanto, las cuotas del no-miembro objetante se reducirán en consecuencia. El reporte de la auditoría más actual y disponible será utilizado tanto por la UBC como por la filial de la UBC para determinar la cantidad a pagar por el objetor no-miembro. Cuando los reportes de auditoría y las revisiones más recientes estén disponibles, la cantidad a pagar por el objetor será ajustada de esta manera. Cualquier ajuste subsecuente a favor del objetor se le enviará tan pronto como sea práctico.

SECCIÓN 7: Las personas no-miembros que registren dentro del periodo establecido y de la forma adecuada su objeción según lo estipulado en la Sección 2 recibirán una reducción en sus pagos por la cantidad calculada bajo la Sección 6 antes mencionada comenzando sesenta (60) días después de haber recibido la objeción. También recibirán un reembolso en sus cuotas en el porcentaje de la cantidad de la reducción de sus cuotas hasta el día en el que realizaron su objeción.

SECCIÓN 8: Las personas no-miembros que registren dentro del periodo establecido y de la manera adecuada su objeción según lo estipulado en la Sección 2 pueden objetar los cálculos de los gastos cobrables y los no cobrables al registrar sus objeciones con el Secretario General-Tesorero de la UBC, a la dirección indicada anteriormente. Esta objeción debe ser por escrito y debe ser enviada a la UBC dentro de treinta (30) días de la fecha de envío de la descripción de los gastos que se cobrarán y los que no se cobrarán como se especifica en la Sección 5. El no cumplir con este procedimiento hará que su objeción sea inválida.

SECCIÓN 9: El proceso de arbitraje a continuación no es obligatorio. Los que no son miembros pueden hacer valer sus derechos por medio de todos los procedimientos legales disponibles. Una vez recibida la objeción dentro del periodo apropiado y de la forma adecuada, el Secretario General-Tesorero se referirá a la Asociación Americana de Arbitraje (AAA, por sus siglas en inglés) para determinación bajo las Reglas y Determinaciones Imparciales de las Cuotas de la Unión de la AAA. Los retos pueden ser consolidados por el Secretario General-Tesorero para su determinación por la AAA como sea apropiado. El Secretario General-Tesorero tendrá la autoridad de resolver la objeción de manera informal en el mejor interés para la UBC. El árbitro tendrá la jurisdicción sobre todos los asuntos de procedimiento que afecten el arbitraje. Un reportero de la corte hará la transcripción de todos los procedimientos frente al árbitro a expensas de la UBC. La transcripción será el registro oficial del procedimiento y puede ser adquirida por el objetor o puede estar también disponible para su inspección como lo requiera el árbitro. Los cargos y costos cobrados o asociados con un representante serán cubiertos por esa parte.

SECCIÓN 10: En el arbitraje, la unión tendrá el peso de establecer que la cantidad de las cuotas reducidas cobradas a los objetores que no son miembros son legales. En determinar la cantidad correcta de la reducción de las cuotas, el árbitro dará su completa consideración a los requerimientos legales limitando la cantidad que al objetor se le puede cobrar y determinará las bases aritméticas y legales de tal determinación de la decisión escrita. La orden y la decisión del árbitro será final y obligatoria para todas las partes.

SECCIÓN 11: La UBC establecerá una cantidad determinada de depósito que contenga la porción de cuotas pagadas por los que no son miembros que registran objeciones como en la Sección 8 las cuales pueden estar en disputa de arbitraje. Una vez recibida la solución del arbitraje, el fondo del depósito será distribuido de acuerdo con la decisión del árbitro.

NEW WEBSITE OFFERS EASIER TO USE TOOLS & RESOURCES

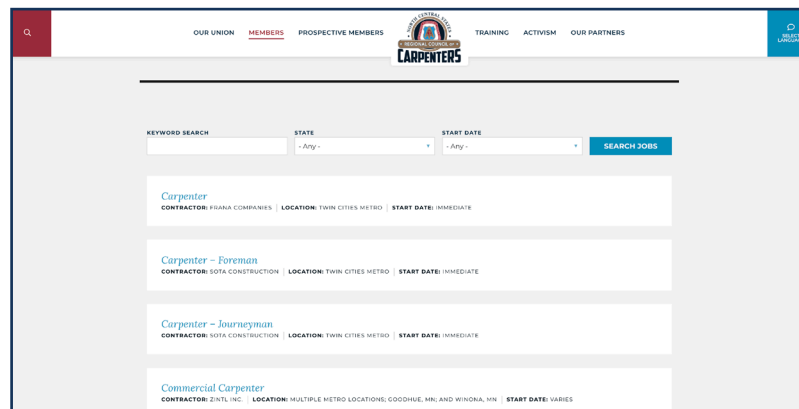
This past June, the Regional Council launched its newly redesigned website (www.northcountrycarpenter.org) with additional features and a more user-friendly format. Members have access to the same important information, but with an improved user-experience, including an enhanced mobile and tablet format, job board, locations map, electronic forms and more. Some of the new features accompanying the fresh new look are highlighted below.

JOB BOARD

northcountrycarpenter.org/jobboard

The new job board is searchable, allowing members to find work based on location, start date, or keyword search.

Organized by state, the job board offers employment listings for all crafts as soon as positions are posted. Web page maintenance has also been streamlined to provide timeliness and accuracy.

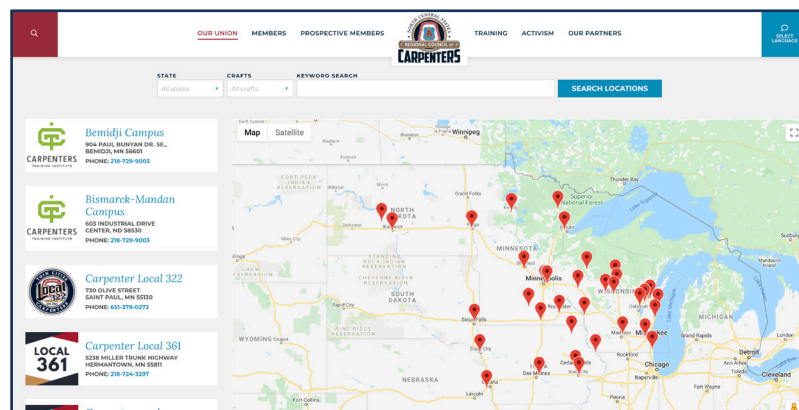


LOCATIONS MAP

northcountrycarpenter.org/locations

The new locations map offers both a full view of the Regional Council's six states and detailed information about each local, training center and council office.

Details may include location, hours, websites, social media pages, contact information, events and more.



LOCAL PAGES

northcountrycarpenter.org/locations

Local union pages offer current members a way to stay connected on the local's news and events. Updated regularly by local administrative assistants, members can be assured they are getting the most up-to-date information about their local's activities. Members can find their local through the locations map by clicking "View More".



ONLINE MEMBERSHIP FORMS northcountrycarpenter.org/enroll

New members are able to complete orientation forms online using features that will make the process easier and faster. New features will include the use of electronic signatures, auto population to eliminate redundancy, and automatic imaging of completed forms into the Regional Council's database. In partnership with the United Brotherhood of Carpenters and Joiners, these new online forms will make orientation for new employees on a jobsite more efficient.

LOCAL INFORMATION

IOWA

CEDAR RAPIDS

CARPENTERS LOCAL 308
President: Bob Doubek
240 Classic Car Court SW
Cedar Rapids, IA 52404
Phone: 319-363-0279
Fax: 319-363-9379
Email: local308@ncsrcc.org
Meeting
Monday | 1st Week | 5:00 p.m.

INDUSTRIAL LOCAL 1039

President: Craig Bontty
Cedar Rapids, IA
Phone: 651-209-3466
Email: kfrontzak@ncsrcc.org
Meeting
Thursday | 3rd Week | 3:30 p.m.
RWDSU Union Hall

DECORAH

INDUSTRIAL LOCAL 2831

President: John Havel
Decorah, IA
Phone: 651-209-3466
Email: kfrontzak@ncsrcc.org
Meeting
Tuesday | 3rd Week | 2:35 p.m.
Calmar Fire Station

DES MOINES

CARPENTERS LOCAL 106

President: Bob Disney
1555 First Avenue North
Altoona, IA 50009
Phone: 515-262-8079
Fax: 515-262-9860
Email: local106@ncsrcc.org
Meeting
Tuesday | 1st Week | 6:00 p.m.

DUBUQUE

CARPENTERS LOCAL 678

President: Matt Konrardy
1638 Central Avenue
Dubuque, IA 52001
Phone: 563-582-8521
Fax: 563-582-3830
Email: carpentersunionlocal678@gmail.com
Meeting
Tuesday | 1st Week | 7:00 p.m.

DYERSVILLE

INDUSTRIAL LOCAL 2704

President: Amy Hageman
Dyersville, IA
Phone: 651-209-3466
Email: kfrontzak@ncsrcc.org
Meeting
Wednesday | 3rd Week | 3:30, 4:30 p.m. | Modernfold Lunchroom

IOWA CITY

CARPENTERS LOCAL 1260

President: Emmett Cox
1008 William Street
Iowa City, IA 52240
Phone: 319-338-1638
Fax: 319-338-3714
Email: local1260@ncsrcc.org
Meeting
Monday | 1st Week | 4:30 p.m.

SIoux CITY

CARPENTERS LOCAL 948

President: Raymond Jackson
2200 West 19th Street
Sioux City, IA 51103
Phone: 712-255-1567
Fax: 712-255-4199
Email: local948@ncsrcc.org
Meeting
Thursday | 1st Week | 6:30 p.m.

MINNESOTA

ALBERT LEA

INDUSTRIAL LOCAL 766
President: Bruce Spilde
Albert Lea, MN
Phone: 651-209-3466
Email: kfrontzak@ncsrcc.org
Meeting
Tuesday | 2nd Week | 1:45, 2:45, 3:45
Albert Lea Union Center

BEMIDJI

Carpenters Local 1934

President: Mike Harrom
904 Paul Bunyan Drive SE
Bemidji, MN 56601
Phone: 218-759-0153
Fax: 218-759-0101
Email: local1934@ncsrcc.org
Meeting
Thursday | 4th Week | 6:30 p.m.

DULUTH

CARPENTERS LOCAL 361

President: Chris Hill
5238 Miller Trunk Highway
Hermantown, MN 55811
Phone: 218-724-3297
Fax: 218-724-8536
Email: local361@ncsrcc.org
Meeting
Tuesday | 2nd Week | 6:30 p.m.

MANKATO

CARPENTERS LOCAL 464

President: Jon Nowak
220 East Jackson Street
Mankato, MN 56001
Phone: 507-388-6031
Fax: 507-388-1226
Email: local464@ncsrcc.org
Meeting
Tuesday | 3rd Week | 5:30 p.m.

ROCHESTER

CARPENTERS LOCAL 1382

President: Dominic Andrist
6692 10th Avenue SW
Rochester, MN 55902
Phone: 507-282-3119
Fax: 507-282-3920
Email: local1382@ncsrcc.org
Meeting
Thursday | 3rd Week | 5:30 p.m.

SAINT CLOUD

CARPENTERS LOCAL 930

President: Dean Passe
24086 Highway 15 #102
Saint Augusta, MN 56301
Phone: 320-252-1412
Fax: 320-253-3366
Email: local930@ncsrcc.org
Meeting
Thursday | 2nd Week | 7:30 p.m.

SAINT PAUL

CARPENTERS LOCAL 322

President: Paul Trudeau
730 Olive Street
Saint Paul, MN 55130
Phone: 651-379-0272
Fax: 651-379-0273
Email: local322@ncsrcc.org
Meeting
Tuesday | 3rd Week | 6:00 p.m.

INDUSTRIAL LOCAL 1865

President: Justin Perry
Saint Paul, MN
Phone: 651-209-3466
Email: kfrontzak@ncsrcc.org
Meeting
Thursday | 1st Week Mar, Jun, Sept, Dec | 6 p.m.
710 Olive Street, Suite 104
Saint Paul, MN

INTERIOR SYSTEMS LOCAL 68

President: Ryan Ponthan
730 Olive Street
Saint Paul, MN 55130
Phone: 651-379-0268
Fax: 651-636-0092
Email: local68@ncsrcc.org
Meeting
Monday | 3rd Week | 6:00 p.m.

MILLWRIGHTS LOCAL 548

President: Dave Lasserre
730 Olive Street
Saint Paul, MN 55130
Phone: 651-636-3999
Fax: 651-379-0267
Email: local548@ncsrcc.org
Meeting
Wednesday | 3rd Week | 6:30 p.m.

Pile Drivers Local 1847

President: Jack Lanhart
730 Olive Street
Saint Paul, MN 55130
Phone: 651-209-3466
Fax: 651-379-0267
Email: local1847@ncsrcc.org
Meeting
Thursday | Last Week | 7:00 p.m.

VIRGINIA

CARPENTERS LOCAL 606

President: Aaron Twite
726 Fourth Street North
Virginia, MN 55792
Phone: 218-741-6010
Fax: 218-741-6017
Email: local606@ncsrcc.org
Meeting
Tuesday | 2nd Week | 7:00 p.m.

MILLWRIGHTS LOCAL 1348

President: Ben Pratt
726 Fourth Street North
Virginia, MN 55792
Phone: 218-741-6314
Fax: 218-741-6017
Email: local1348@ncsrcc.org
Meeting
Wednesday | 3rd Week | 6:00 p.m.

NEBRASKA

OMAHA

CARPENTERS LOCAL 427
President: Frank Dolincheck IV
10761 Virginia Plaza
Papillion, NE 68128
Phone: 402-571-2561
Fax: 402-571-3549
Email: local427@ncsrcc.org
Meeting
Tuesday | 3rd Week | 6:00 p.m.

INTERIOR SYSTEMS LOCAL 1306

President: Joseph Kielion
10761 Virginia Plaza
Papillion, NE 68128
Phone: 402-571-2561
Fax: 402-571-3549
Email: local1306@ncsrcc.org
Meeting
Tuesday | 4th Week | 6:00 p.m.

Millwrights Local 1463

President: Lanny Anderson
10761 Virginia Plaza
Papillion, NE 68128
Phone: 402-571-2561
Fax: 402-571-3549
Email: local1463@ncsrcc.org
Meeting
Tuesday | 2nd Week | 7:00 p.m.

NORTH DAKOTA

BISMARCK

CARPENTERS AND MILLWRIGHTS LOCAL 1091
President: Larry Schwindt
217 South Mandan Street
Bismarck, ND 58504
Phone: 701-255-3700
Fax: 701-255-3701
Email: local1091@ncsrcc.org
Meeting
Tuesday | 1st Week | 8:00 p.m.

FARGO

CARPENTERS AND MILLWRIGHTS LOCAL 1176
President: Michael Hendrickson
513 36th Street North
Fargo, ND 58102
Phone: 701-235-4981
Fax: 701-235-4901
Email: local1176@ncsrcc.org
Meeting
Wednesday | 1st Week | 7:00 p.m.

SOUTH DAKOTA

SIoux FALLS

CARPENTERS LOCAL 587
President: Lance Steinberg
4208 North Hainje Avenue
Sioux Falls, SD 57104
Phone: 605-357-8284
Fax: 605-357-8162
Email: local587@ncsrcc.org
Meeting
Monday | 1st Week | 6:00 p.m.

WISCONSIN

APPLETON

CARPENTERS LOCAL 955
President: Spencer Armstrong
N2216 Bodde Road
Kaukauna, WI 54130
Phone: 920-996-2311
Fax: 920-996-2301
Email: local955@ncsrcc.org
Meeting
Tuesday | 1st Week | 6:30 p.m.
Meets at Appleton Labor Temple,
2828 N. Ballard Road, Appleton

ATHENS

INDUSTRIAL LOCAL 1488
President: Richard Kautz
Athens, WI
Phone: 651-209-3466
Email: kfrontzak@ncsrcc.org
Meeting
Thursday | 1st Week | 5:30 p.m.
Eagles Club

EAU CLAIRE

CARPENTERS LOCAL 1074
President: Mark Bellesbach
2302 West Cameron Street
Eau Claire, WI 54703
Phone: 715-835-8892
Fax: 715-835-6083
Email: local1074@ncsrcc.org
Meeting
Thursday | 3rd Week | 6:00 p.m.

GREEN BAY

CARPENTERS LOCAL 1146
President: Paul Baranek
2599 Manitowoc Court
Green Bay, WI 54311
Phone: 920-469-1146
Fax: 920-469-8886
Email: local1146@ncsrcc.org
Meeting
Monday | 2nd Week | 6:30 p.m.

KENOSHA

CARPENTERS LOCAL 161
President: Jerry Grube
3030 39th Avenue
Kenosha, WI 53144
Phone: 262-652-3328
Fax: 262-652-4442
Email: local161@ncsrcc.org
Meeting
Wednesday | 1st Week | 7:30 p.m.

LA CROSSE

CARPENTERS LOCAL 1143
President: Harry Garbers
2421 Larson Street
La Crosse, WI 54603
Phone: 608-788-6240
Fax: 608-788-6250
Email: local1143@ncsrcc.org
Meeting
Wednesday | 3rd Week | 6:00 p.m.

LADYSMITH

INDUSTRIAL LOCAL 1435
President: Tony Bornholdt
Ladysmith, WI
Phone: 651-209-3466
Email: kfrontzak@ncsrcc.org
Meeting
Wednesday | 2nd Week | 1:30, 3:15 p.m. | Hawkins Library

MADISON

CARPENTERS LOCAL 314
President: Luis Garcia
5202 Monument Lane
Madison, WI 53704
Phone: 608-240-0314
Fax: 608-241-0415
Email: local314@ncsrcc.org
Meeting
Wednesday | 2nd Week | 6:00 p.m.
Madison Labor Temple,
1602 South Park Street, Madison

MARSHFIELD

INDUSTRIAL LOCAL 1733
President: Ryan Federwitz
Marshfield, WI
Phone: 651-209-3466
Email: kfrontzak@ncsrcc.org
Meeting
Tuesday | 1st Week | 7 a.m. 1 p.m.
3:15 p.m. | Eagles Club House

NEENAH

INDUSTRIAL LOCAL 2832
President: Eric Schneider
Neenah, WI
Phone: 651-209-3466
Email: kfrontzak@ncsrcc.org
Meeting
Thursday | 3rd Week | 2:15, 3:45 p.m.
Lucky Dogz

PEWAUKEE

N25 W23055 Paul Road
Pewaukee, WI 53072
Phone: 262-970-5777
Fax: 262-970-5770

CARPENTERS LOCAL 264
President: Parnel Abad
Email: local264@ncsrcc.org
Meeting
Wednesday | 2nd Week | 7 p.m.

CARPENTERS & FLOOR COVERERS LOCAL 344

President: Walter Furrer
Email: local344@ncsrcc.org
Meeting
Monday | 2nd Week | 7 p.m.

CARPENTERS LOCAL 2283

President: Matthew Schlehlein
Email: local2283@ncsrcc.org
Meeting
Wednesday | 4th Week | 7:30 p.m.
Columbian Hall, 3245 Lighthouse
Lane, West Bend, WI

Beginning January 2021 Local 2283 meetings will move to the 3rd Wednesday of the month at 7:30 p.m. at a new location: Circle B Recreation Center 6261 State Road 60 Cedarburg, WI 53012

MILLWRIGHTS AND PILE DRIVERS LOCAL 2337

President: Ron Ballard
Email: local2337@ncsrcc.org
Meeting
Wednesday | 3rd Week | 7:00 p.m.

SHEBOYGAN

CARPENTERS LOCAL 731
President: Mike Adamavich
1210 North Eighth Street
Sheboygan, WI 53081
PO Box 1111
Sheboygan, WI 58082-1111
Phone: 920-452-9424
Fax: 920-452-7979
Email: local731@ncsrcc.org
Meeting
Thursday | 1st Week | 6:30 p.m.

TWO RIVERS

INDUSTRIAL LOCAL 1349
President: Jack Powalisz
Two Rivers, WI
Phone: 651-209-3466
Email: kfrontzak@ncsrcc.org
Meeting
Wednesday | 3rd Week | 6 p.m.
Port Sandy Bay

WAUPACA

MILLWRIGHTS LOCAL 1056
President: Rob Weiland
N2216 Bodde Road
Kaukauna, WI 54130
Phone: 920-996-2319
Fax: 920-996-2301
Email: local1056@ncsrcc.org
Meeting
Monday | 2nd Week | 7:00 p.m.
Ramada-Waupaca, 110 Grand
Seasons Drive, Waupaca

WAUSAU

CARPENTERS LOCAL 310
President: Gerald Yarie
1630 County Road XX
Rothschild, WI 54474
Phone: 715-355-0806
Fax: 715-355-0807
Email: local310@ncsrcc.org
Meeting
Wednesday | 1st Week | 6:30 p.m.

WISCONSIN RAPIDS

CARPENTERS LOCAL 804
President: Jason Zurawski
1630 County Road XX
Rothschild, WI 54474
Phone: 715-355-0806
Fax: 715-355-0807
Email: local804@ncsrcc.org
Meeting
Tuesday | 3rd Week | 7:00 p.m.
Meets at Junction City Park Shelter,
224 Case Avenue, Junction City

SISTERS IN THE BROTHERHOOD

OMAHA AREA

Monday | 3rd Week | 5:30 p.m.
10761 Virginia Plaza, Papillion
Area contact: Matt Scott
402-657-0579 • mscott@ncsrcc.org

TWIN CITIES AREA

Please contact Barb Pecks for a
monthly calendar of Twin Cities
Sisters events.
651-341-4420 • bpecks@ncsrcc.org

MILWAUKEE AREA

Tuesday | 3rd Week | 5:00 p.m.
N25 W23055 Paul Road, Pewaukee
Area contact: Shelley Karlik
262-574-2721 • skarlik@ncsrcc.org

Joining the Sisters in the Brotherhood (SIB) committee is an opportunity for women members to learn more about their union, build a support network, and find ways to participate at the Local and Regional Council levels. It is a chance to talk with other women in the trades, and to network, support and mentor one another.

If you are interested in starting a Sisters in the Brotherhood committee in your area, contact Barb Pecks at 651-341-4420 or bpecks@ncsrcc.org.



VETERANS COMMITTEE

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



CARPINTEROS LATINOS UNIDOS



**Carpinteros
Latinos Unidos**

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

MILWAUKEE, WI AREA

Thursday | 4th Week | 5:00 p.m.
Kosciusko Community Center
2201 South 7th St. Milwaukee
Area contacts:
Raúl Hernández
262-422-1927
rhernandez@ncsrcc.org
Luis Garcia
773-696-6680
lgarcia@ncsrcc.org

BOOTS OMAHA, NE AREA

Tuesday | 3rd Week | 5:30 p.m.
10761 Virginia Plaza,
Suite 102, Papillion
Area contact:
Juan Alvarado
402-401-7838
jalvarado@ncsrcc.org

TWIN CITIES METRO AREA

Thursday | 4th Week | 5:00 p.m.
710 Olive Street, Saint Paul
Area contacts:
Jorge Duran
651-379-0200
jduran@ncsrcc.org
Diego Morales
651-341-4454
dmorales@ncsrcc.org

FARGO, ND AREA

Thursday | 4th Week | 6:00 p.m.
513 36th Street North, Fargo
Area contact:
Ruben Dominguez
701-955-5986
rdominguez@ncsrcc.org

MADISON, WI AREA

Thursday | 4th Week | 5:00 p.m.
1602 South Park Street, Madison
Area contact:
Apolonio "Polo" Duran
608-516-6104
aduran@ncsrcc.org

NORTH CENTRAL STATES CONTACT INFORMATION

REGIONAL COUNCIL OFFICES

SAINT PAUL, MN
700 Olive Street
Saint Paul, MN 55130-9825
Phone: 651-379-0200
Toll-free: 877-HANDSAW/
877-426-3729
Fax: 651-645-8318
Weekday Hours: 8 a.m.-4:30 p.m.

KAUKAUNA, WI
N2216 Bodde Road
Kaukauna, WI 54130-9740
Phone: 920-996-2300
Toll-free 888-313-3221
Fax: 920-996-2301
Weekday Hours: 7:30 a.m.-4:30 p.m.

PAPILLION, NE
10761 Virginia Plaza
Papillion, NE 68128
Phone: 402-345-3558
Fax: 402-571-3549
Weekday Hours: 7:30 a.m.-4:30 p.m.

PEWAUKEE, WI
N25 W23055 Paul Road
Pewaukee, WI 53072-0790
Phone: 262-970-5777
Fax: 262-970-5770
Weekday Hours: 8 a.m.-4:30 p.m.

CARPENTERS TRAINING INSTITUTE

IOWA
DES MOINES CAMPUS
1555 First Avenue North
Altoona, IA 50009

Phone: 515-265-3467
Weekday Hours: 6:45 a.m.-4:30 p.m.

5 RIVERS TRAINING CENTER
350 Waconia Court SW
Cedar Rapids, IA 52404
Phone: 319-365-9519
Weekday Hours: 7 a.m.-4:30 p.m.

SIoux CITY CAMPUS
2200 West 19th Street
Sioux City, IA 51103
Phone: 402-265-3467
MWF Hours 9 a.m.-5 p.m.

MINNESOTA
BEMIDJI CAMPUS
904 Paul Bunyan Drive SE
Bemidji, MN 56601
Phone: 218-729-9003
Weekday Hours: 8 a.m.-5 p.m.

FLOOR COVERERS TRAINING CENTER
680 Olive Street
Saint Paul, MN 55130
Phone: 651-221-1304
Weekday Hours 8 a.m.-4:30 p.m.

JERRY ALANDER CAMPUS
5238 Miller Trunk Highway
Hermantown, MN 55811
Phone: 218-729-9003
M Hours: 7:30 a.m.-4:30 p.m.
T-F Hours: 8:30 a.m.-4:00 p.m.

LJ SHOSTEN CAMPUS
1295 N. Hunting Valley Road
Saint Paul, MN 55108
Phone: 651-233-2353
Weekday Hours: 7 a.m.-3:30 p.m.

ROCHESTER CAMPUS
6692 Tenth Avenue SW
Rochester, MN 55902
Phone: 651-646-7337
Weekday Hours: 7:30 a.m.-4 p.m.

TWIN CITIES CAMPUS
740 Olive Street
Saint Paul, MN 55130
Phone: 651-646-7337
Weekday Hours: 7:30 a.m.-4 p.m.

VIRGINIA CAMPUS
726 Fourth Street North
Virginia, MN 55792
Phone: 218-729-9003
Weekday Hours: 7 a.m.-4 p.m.

NEBRASKA
OMAHA CAMPUS
10761 Virginia Plaza
Papillion, NE 68128
Phone: 402-345-8658
Weekday Hours: 8 a.m.-4:30 p.m.

NORTH DAKOTA
BISMARCK-MANDAN CAMPUS
603 Industrial Drive
Center, ND 58530
Phone: 218-729-9003
Weekday Hours: 7:30 a.m.-4 p.m.

FARGO CAMPUS
513 36th Street North
Fargo, ND 58102
Phone: 218-729-9003
Weekday Hours: 7:30 a.m.-4 p.m.

SOUTH DAKOTA
SIoux FALLS CAMPUS
4208 North Hainje Avenue
Sioux Falls, SD 57104
Phone: 605-345-8658
Weekday Hours: 8 a.m.-4:30 p.m.

WISCONSIN
KAUKAUNA TRAINING CENTER
N2218 Bodde Road
Kaukauna, WI 54130
Phone: 920-766-1515
Weekday Hours: 7:30 a.m.-4:30 p.m.

LA CROSSE TRAINING CENTER
2421 Larson Street
La Crosse, WI 54603
Phone: 715-355-0800
Weekday Hours: 8 a.m.-5 p.m.

MADISON TRAINING CENTER
5202 Monument Lane
Madison, WI 53704
Phone: 608-241-0960
Fax: 608-241-0930
Weekday Hours: 8 a.m.-4:30 p.m.

PEWAUKEE CAMPUS
N25 W23055 Paul Road
Pewaukee, WI 53072-0790
Phone: 262-574-6995
Weekday Hours: 7 a.m.-4 p.m.

ROTHSCHILD TRAINING CENTER
1630 County Road XX
Rothschild, WI 54474
Phone: 715-355-0800
Weekday Hours: 8 a.m.-5 p.m.

APPRENTICESHIP COMMITTEES

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

IOWA

CEDAR RAPIDS/LOCAL 308 & IOWA CITY/LOCAL 1260
Meeting
Wednesday | 1st Week | 5:00 p.m.
Location Rotates between
5 Rivers JATC
350 Waconia Court SW, Cedar Rapids
Iowa City Office
1008 William Street #101a, Iowa City
Advisor: Bob Doubek
319-363-0279
bdoubek@ncsrcc.org
Advisor: Royce Peterson
319-338-1638
rpeterson1@ncsrcc.org

DES MOINES/LOCAL 106
Meeting
Tuesday | 1st & 3rd Week | 5 p.m.
Local 106
1555 First Avenue North,
Altoona
Advisor: Eric Leanos
515-371-9585
eleanos@ncsrcc.org

DUBUQUE/LOCAL 678
Meeting
Saturday | 4th Week | noon
Local 678
1638 Central Avenue, Dubuque
Advisor: Derek Duehr
563-582-8521
dduehr@ncsrcc.org

SIoux CITY/LOCAL 948
Meeting
Thursday | 1st Week | 5:30 p.m.
Local 948
2200 West 19th Street
Sioux City
Advisor: Ernie Colt
712-223-9423
ecolt@ncsrcc.org

MINNESOTA

DULUTH/LOCAL 361
Meeting
Tuesday | 2nd Week | 5:30 p.m.
Local 361
5238 Miller Trunk Highway
Hermantown
Advisor: Jeremy Brown
218-349-4609; jbrown@ncsrcc.org

ROCHESTER/LOCAL 1382
Meeting
Wednesday | 2nd Week | 5:00 p.m.
Local 1382
6692 10th Avenue SW, Rochester
Advisor: Dominic Andrist
507-405-3234
dandrist@ncsrcc.org

SAINT CLOUD/LOCAL 930
Meeting
Thursday | 2nd Week | 6:30 p.m.
Local 930
24086 Highway 15 #102, St.
Augusta
Advisor: Ken Huling
320-252-1412
khuling@ncsrcc.org

TWIN CITIES METRO/LOCALS 68, 322, 1847, 548
Meeting
Wednesday | 2nd Week | 6:00 p.m.
Kitchen Meeting Room
710 Olive Street, Saint Paul
Advisor: Aaron Hill
651-379-0274
ahill@ncsrcc.org

VIRGINIA/LOCAL 1348
Meeting
Wednesday | 3rd Week | 6:00 p.m.
Local 1348
726 Fourth Street North, Virginia
Advisor: Jason Odella
218-290-4517
jodella@ncsrcc.org

NEBRASKA

OMAHA/LOCALS 427, 1306, 1463
Meeting
Tuesday | 1st Week | 5:00 p.m.
10761 Virginia Plaza Papillion
Advisor: Chris Merk
402-401-7842
cmerk@ncsrcc.org

NORTH DAKOTA

FARGO/LOCAL 1176
Meeting
Wednesday | 1st Week | 6:30 p.m.
Local 1176
513 36th Street North, Fargo
Advisor: Brian Pyle
701-235-4981
bpyle@ncsrcc.org

WISCONSIN

MADISON/LOCAL 314
Meeting
Wednesday | 2nd Week | 5:00 p.m.
Local 314
5202 Monument Lane, Madison
Advisor: Mike Higgins
608-240-0314
mhiggins@ncsrcc.org

Pewaukee/Locals 161, 264, 344, 2283
Meeting
Monday | 3rd Week | 5:00 p.m.
Pewaukee Hall
N25 W23055 Paul Road,
Pewaukee
Advisor: Doug Volland
262-389-5432
dvolland@ncsrcc.org

Pewaukee/Millwrights Local 2337
Meeting
Tuesday | 2nd Week | Every other Month | 6:00 p.m.
Local 2337
16750 West Bluemound Road G,
Brookfield
Advisor: Shaun Coates
262-787-8586
scoates@ncsrcc.org

NCSRCC LEADERSHIP

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

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

Senior Managers

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

Directors

Mike Harrom (Northern MN/ND)
Jon Mahan (IA/NE/SD)
Woodrow Piner (Central & Southern MN)
Pat Rodriguez (WI)

Political

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

Director of Public Affairs

Richard Kolodziejski

Director of Administration

Tracy Samz

NCSRCC EXECUTIVE BOARD

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

SIGN-UP FOR TEXT NOTICES

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.

TEXT "NCSRCC"
TO 855-464-3996

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.

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

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



1 SUBMIT YOUR
COMPLETED
SKILLS SHEET

NSRCC MEMBER INFORMATION EXCHANGE AUTOMATED LINE 1-855-456-2141
 North Central States Regional Council of Carpenters
CARPENTER SKILL SHEET
 Register Online: 1-855-456-2141 or www.nscrc.org
 Send to: Dispatch, NSRCC, 1076 Virginia Plaza, Suite 100, Papillion, NE 68128
PLEASE PRINT LEGIBLY!

Name _____ UBC ID# _____ UBC Local # _____
 Address _____ Phone Number _____
 City _____ State _____ Zip _____
 Email _____ Are you a veteran? YES NO

Ethnicity: Asian Hispanic Caucasian African-American
 Native American Other

YOU HAVE EXPERIENCE TO ACCEPT WORK IN THE FOLLOWING:

<input type="checkbox"/> Architectural Bling (ARCHBLG)	<input type="checkbox"/> Banding (BAND)	<input type="checkbox"/> Check of your PRIMARY work area.
<input type="checkbox"/> Bathroom Finish (BATHFIN)	<input type="checkbox"/> Brickwork (BRICK)	Check ONLY ONE:
<input type="checkbox"/> Bling (BLING)	<input type="checkbox"/> Brickwork (BRICK)	<input type="checkbox"/> Area 1 <input type="checkbox"/> Area 13
<input type="checkbox"/> Bling (BLING)	<input type="checkbox"/> Brickwork (BRICK)	<input type="checkbox"/> Area 2 <input type="checkbox"/> Area 14
<input type="checkbox"/> Bling (BLING)	<input type="checkbox"/> Brickwork (BRICK)	<input type="checkbox"/> Area 3 <input type="checkbox"/> Area 15
<input type="checkbox"/> Bling (BLING)	<input type="checkbox"/> Brickwork (BRICK)	<input type="checkbox"/> Area 4 <input type="checkbox"/> Area 16
<input type="checkbox"/> Bling (BLING)	<input type="checkbox"/> Brickwork (BRICK)	<input type="checkbox"/> Area 5 <input type="checkbox"/> Area 17
<input type="checkbox"/> Bling (BLING)	<input type="checkbox"/> Brickwork (BRICK)	<input type="checkbox"/> Area 6 <input type="checkbox"/> Area 18
<input type="checkbox"/> Bling (BLING)	<input type="checkbox"/> Brickwork (BRICK)	<input type="checkbox"/> Area 7 <input type="checkbox"/> Area 19
<input type="checkbox"/> Bling (BLING)	<input type="checkbox"/> Brickwork (BRICK)	<input type="checkbox"/> Area 8 <input type="checkbox"/> Area 20

3 ANSWER

IF YOU DO NOT PICK UP, THE SYSTEM WILL TRY TO LEAVE A VOICEMAIL. MAKE SURE YOUR MAILBOX IS SET UP AND HAS ROOM FOR NEW MESSAGES.

2 REGISTER FOR MIX 2020
CALL: 1-855-456-2141



Your initial PIN# will be the last four digits of your SSN.

PLEASE NOTE: YOU MUST REGISTER MONTHLY TO STAY ON THE MIX SYSTEM.

NEW

SAVE
651-240-2140

IN YOUR PHONE AS "JOB OFFER" AND SET A SPECIAL RINGTONE SO YOU KNOW WHEN A JOB CALL IS COMING IN.

