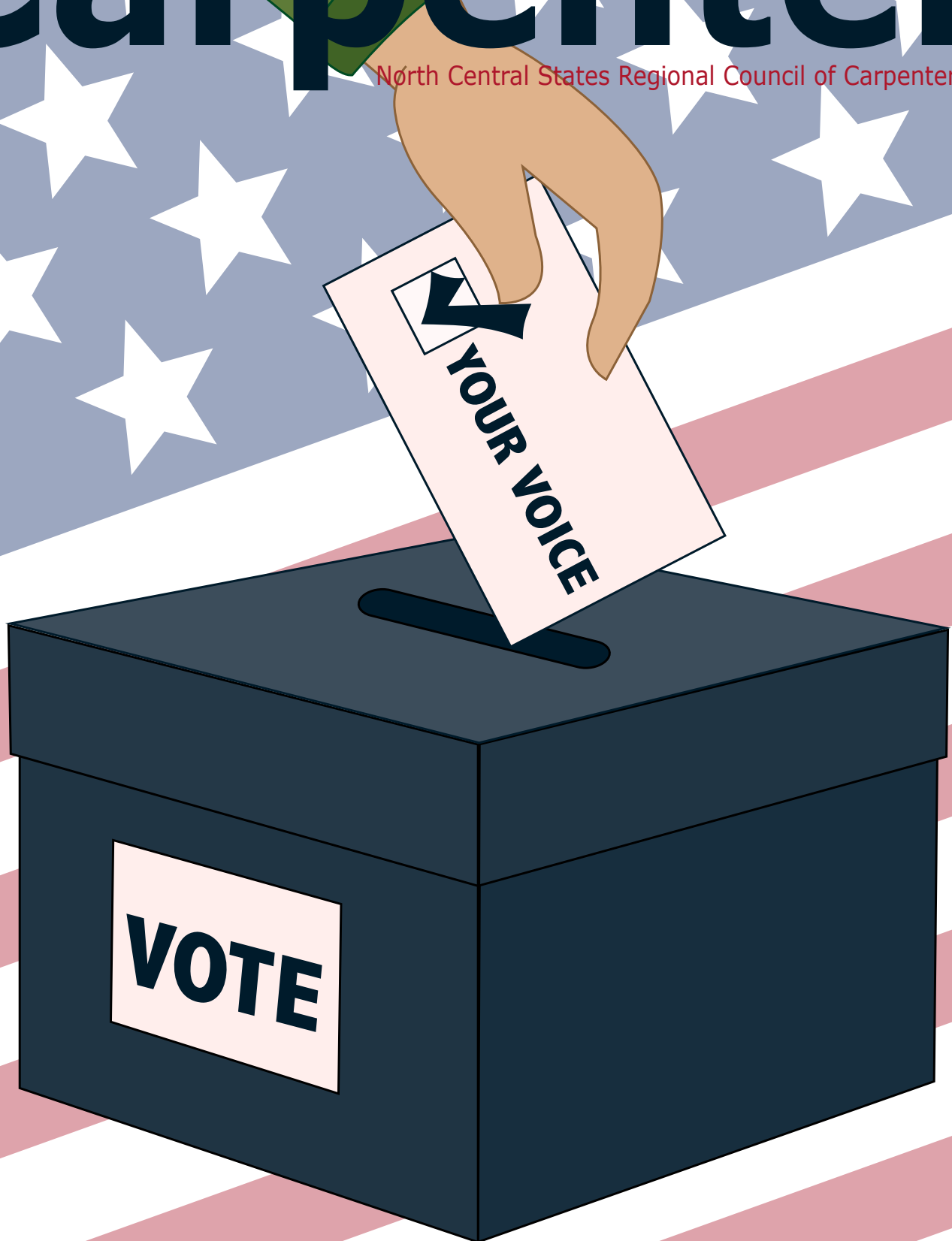


FALL 2018

North Country

Carpenter

North Central States Regional Council of Carpenters



2018 ELECTION RESOURCE GUIDE




ALTOONA TRAINING CENTER OPEN HOUSE

Some 600 people attended the June 19 community open house for the new training center in Altoona, Iowa. The event included speeches, a ribbon-cutting, tours, demonstrations, activities for kids and more.

The building, located at 1555 First Avenue North in Altoona, is 47,000-square-foot and houses member training facilities; office space for Council staff; meeting and office space for Carpenters Local 106; and a branch office for Wilson-McShane, which administers benefit funds for members. Previously, the Local office and training center were in separate buildings in Des Moines.

Event speakers included UBC General President Doug McCarron, UBC Midwestern District Vice President Dave Tharp, NCSRCC Executive Secretary-Treasurer John Raines, Iowa Governor candidate Fred Hubbell, State Senator Chaz Allen and Altoona Mayor Dean O'Connor.

“One of the best things about the new training center is that it has really cemented the relationships we have with our contractors in the Des Moines/Altoona area,” said EST Raines. “We’ve needed a larger training space for a long time, and now we have the room to give our members the quality training they want and need. Our members in the Des Moines area have a renewed sense of pride in our organization because of the new building.”

General Contractor on the project was Neumann Brothers Construction. The architect was Schemmer Architects. 



FALL 2018

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North Central States Regional Council of Carpenters



2018 UBC SIB Conference

NCSRCC sent 33 tradeswomen to the International Training Center in Las Vegas for four days of leadership training and networking.



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executive secretary-treasurer | JOHN RAINES

Our members have a lot at stake as we run up to mid-term elections November 6. All six states in our Council have seats in their State Legislatures up for election. There are also important Governor races taking place in Iowa, Minnesota, Nebraska, South Dakota and Wisconsin.

Voter turnout in mid-term elections is typically lower than turnout in presidential elections. Many voters are unaware when elections are taking place in a non-presidential year. Even when voters are aware, many do not believe their vote matters. However, it is the very people elected in mid-term elections — including governors and state legislators — who make decisions on key issues that affect tradesmen and women. In recent years, states throughout the Midwest have attacked unions and severely diminished the rights of workers with so-called “Right to Work” laws, including all-too-recently in Wisconsin.

Right to Work

As you know, “Right to Work” laws have nothing to do with anyone’s right to work. No one can be forced to join a union. This is illegal. But, that does not absolve unions of their duty to protect all workers.

Federal law requires unions to represent all workers equally, whether or not all workers are card-carrying members of the union. To compensate for this, federal law also requires workers who opt out of joining a union to pay agency fees to cover the cost of their representation in collective bargaining. These fees do not go toward any other union activities, such as political work. In fact, the law forbids this.

“Right to Work” bans agency fees, which means non-union workers are entitled to all the same benefits as union members without



JOHN RAINES

having to pay for them. “Right to Work” results in fewer workers joining unions. This is the true intent of the law — to discourage union membership, and the protections that go with that membership.

Impact of Right to Work

Fewer members joining the union means less money received through dues and agency fees to support collective bargaining. This strengthens the hand of the employers in collective bargaining negotiations. “Right to Work” puts the desires of wealthy corporations over working people. It strips workers of the representation they deserve. Most importantly, it results in lower wages and fewer benefits for hard working people like you.

Our members in Iowa, Nebraska, North Dakota, South Dakota and Wisconsin all

live in “Right to Work” states. We have seen how this legislation has hurt them. Minnesota is the only state in our Council without “Right to Work”. And, we will fight like hell to keep it that way.

Voting is a personal decision

It is not our job to tell you how to vote. Our goal is to inform you on the candidates’ stances so that you can make your own decisions.

With the right to collectively bargain on the line, we take our endorsements seriously. We know the decisions your elected officials make will affect your paycheck and your standard of living. Our endorsements are based strictly on the issues and where the candidates stand on issues that affect working members and their families — not on political parties.

Our members deserve good paying jobs with benefits. They deserve to have a seat at the table during negotiations. We believe support for working people should not be a partisan issue. When we make endorsements this is the criteria we use, which is why we endorse candidates on both sides of the aisle. It is not about being a Democrat or a Republican, it is about doing what is best for working people.

To learn more about who the Council endorsed and why, how and where to vote, and what political issues affect our paychecks, please delve deeper into this magazine. And, don’t forget to vote on or before November 6!

In solidarity,

If you would prefer future magazines delivered electronically instead of by mail, email the Editor at info@ncsrc.org.

Electronic copies save printing and postage costs.



Get informed on worker issues that affect your wallet

There are three main issues vital to the future of our union and a stronger middle class. The Council discusses these issues with every elected official and candidate for office when we meet with them. As a member, it is important for you to educate yourself about what affects you on the job and in your wallet.

Right to Work

So-called “Right to Work” laws prohibit employers and unions from negotiating agreements that make union membership and payment of dues or fees a condition of employment. Right to Work laws mean lower wages, fewer benefits and fewer protections for all workers.

Under Right to Work, no workers are required to pay union dues, but the union is still required to represent non-payers at its own expense. Right to Work laws place an unfair financial obligation on workers by requiring them to pay for the representation of those who opt out of paying their fair share. Ultimately, this leaves unions with fewer resources to negotiate fair contracts, workplace safety, health benefits and more.

Right to Work laws focus on corporate interests, rather than the interests of the working class. In our Council, Iowa, Nebraska, North Dakota, South Dakota and Wisconsin are already Right to Work states. During the 2018 mid-term elections, the stakes are high to make sure Minnesota doesn't follow that same path.

This issue is the Number One priority in terms of who our Council supports in elections.

Prevailing Wage

Prevailing Wage is how federal, state and local government agencies determine the “area standard” for wages and benefits on public construction. Prevailing Wage laws mean that, on taxpayer-financed construction projects, the government agency matches the wages that workers already earn in the marketplace. To be clear, these wages are not set by the government, they are a reflection of the standard wage and benefits for the area.

Prevailing Wage helps taxpayers get the best results for their money by ensuring the job is done right the first time. It helps taxpayers hold government agencies and contractors accountable because it requires contractors to meet community standards.

Prevailing Wage laws mean taxpayer money won't subsidize cheating contractors. They ensure that public construction projects won't undercut local workers and destabilize the local construction industry, as well as maintain a strong culture of apprenticeship and training.

Prevailing Wage has a long history of bipartisan support. In congress today we have more than 50 Davis-Bacon supporters on the Republican side of the aisle. Nevertheless, anti-union politicians and

business groups are constantly trying to undermine the federal Davis-Bacon Act and local Prevailing Wage laws.

Tax Fraud and Employee Misclassification

Every day, our members and signatory contractors set the standards for the construction industry in the Upper Midwest. This includes standards for training, productivity, on-the-job safety, and safe working conditions. We also set the standards for apprenticeship, which provides real career choices and builds the next generation of skilled workers.

Tax fraud and misclassification happens when a contractor or labor broker forces their workers to be fraudulently declared 1099 “independent contractors”. It undermines the standards we set in the construction industry and harms all workers.

Recent studies in Illinois, Maine, Massachusetts and Minnesota estimate that as many as 24 percent of construction workers are misclassified. Companies that misclassify workers do it because the advantages to the offending contractors easily outweigh the risks.

Illegal misclassification:

- Puts legitimate businesses at a competitive disadvantage.
- Cheats state budgets out of millions of dollars in tax revenue.
- Shifts financial and other risks onto workers, depriving


them of unemployment insurance, worker compensation and other legal protections.

- Opens the door for other illegal activity, including wage and hour violations and use of undocumented workers.

We set the standards for wages and benefits. We earn wages that reward us for our hard work, carry full health insurance for ourselves and our families, and build a pension so we can enjoy retirement.

Building and defending these standards is a never-ending battle. There are always developers and contractors who are willing to cheat the system by taking advantage of their workers, paying their crews as little as they can, and bend or even break the law through the shadow economy.

The Carpenters Union refuses to sit on the sidelines when unscrupulous contractors erode area standards. We expose these contractors wherever we find them, go public with campaigns against them, and work with elected officials to close the loopholes they exploit. We need elected officials who understand this problem and are willing to help crack down on the practice.

We evaluate political candidates based on how they answer questions about these critical issues. Their answers are the deciding factor in whether the Council chooses to support them. 



political action

Minnesota Governor Race: Labor endorses Tim Walz

In Minnesota, there are two primary candidates vying for Governor: Tim Walz and Jeff Johnson.

Tim Walz is a teacher, football coach and veteran who currently represents southern Minnesota’s First Congressional District. Walz spent 24 years in the Army National Guard, rising to the rank of Command Sergeant Major. When he was elected to the U.S. House in 2006, he became the highest ranking enlisted soldier to ever serve in Congress. Walz has earned the support of more than 25 labor unions, including the Minnesota Building and Construction Trades Council.

Hennepin County Commissioner **Jeff Johnson** is a former employment and labor law attorney for Cargill. He was the Assistant Majority Leader in the Minnesota House, where he served three consecutive terms representing the western suburbs of the Twin Cities. Johnson has earned the endorsement of President Donald Trump.

Our Council has endorsed Walz based on the following factors:


Walz supports the right to collectively bargain, Johnson supports so-called “Right to Work”

Having spent 20 years as a union teacher, Walz believes in the right to collectively bargain and will fight to protect it. Johnson, the former employment and labor law attorney for a wealthy corporation, says his top priority is to make Minnesota a “Right to Work” state.

Walz supports prevailing wage, Johnson tried to take it away

While Tim Walz has vowed to protect Minnesota’s prevailing wage law, Jeff Johnson authored legislation in the Minnesota House to repeal it.

Walz will put members to work, Johnson won’t

Johnson has consistently voted against transit projects that employ our members. Walz will put our members to work by investing in roads, bridges and mass transit. 



Minnesota Governor candidate Tim Walz (center) met with Director of Government Affairs Adam Duinick (left) and Business Representative Jeff Peterson (right) during the annual Cinco de Mayo parade in Saint Paul.

Labor broker arrested on felony counts of labor trafficking and fraud

In September, the Hennepin County Attorney’s office arrested Ricardo Batres, of American Contractors & Associates in Crystal, Minn., on felony counts of labor trafficking, theft by swindle and insurance fraud.


“We see this kind of fraud occurring on a regular basis in construction throughout the

Upper Midwest and beyond,” said Executive Secretary-Treasurer John Raines. “Some developers have routinely hired general contractors and subcontractors that exploit their workers by paying them off the books through labor brokers. The developers and general contractors who hired American Contractors & Associates have profited from

the deplorable conditions that give rise to human trafficking.

“We have a community where most developers and general contractors support middle class wages and benefits for construction workers,” said EST Raines. “Cheating contractors and those who profit from partnering with cheating

contractors must be held accountable.”

The Carpenters Union commends CTUL (Centro de Trabajadores Unidos en la Lucha), Minnesota Department of Commerce, Advocates for Human Rights and the Hennepin County Attorney’s office for its efforts to bring justice to exploited workers. 

Wisconsin Governor Race: Council backs Tony Evers; declares Walker policies bad for unions

At the top of the ticket this year in Wisconsin, Superintendent of Public Instruction Tony Evers is challenging current Governor Scott Walker. Evers earned the endorsement of the Regional Council following a process that included 93 percent of members responding to a member-wide survey backing Evers over incumbent Walker.

As Schools Superintendent and as a candidate for Governor, Evers has visited our training centers across the state and has demonstrated a deep understanding of the

important work we do training the highly skilled union workforce of our state. He has always made clear that he stands with the union on jobs and infrastructure, opposing “Right to Work”, supporting the use of Project Labor Agreements and reinstating prevailing wage.

Tony Evers’ positions stand in stark contrast to those of Scott Walker. Since Walker was elected in 2010, he signed a so-called “Right to Work” law, repealed the state’s prevailing wage and has repeatedly failed to fund our roads and bridges.

These policy changes have hit members where it hurts the most — in our wallets.

The race is highly competitive and is currently rated as a toss up by several national publications. Members in Wisconsin will be volunteering down the home stretch of this race, engaging in an aggressive member-to-member education program in order to ensure our members are aware that Tony Evers stands with us on the issues that affect the strength of our union, our wages and our benefits. 



Wisconsin Governor candidate Tony Evers spoke to members during a Local 344 meeting in Pewaukee earlier this year.

Iowa Governor Race: Council endorses Fred Hubbell

NCSRCC has endorsed Fred Hubbell for Governor in Iowa. Hubbell has been a member of a labor union (working as a laborer to support carpenters and bricklayers on the jobsite during his years in college), and both his daughter and son-in-law currently belong to unions.

During the 1980s, when his family owned Hubbell Construction in Des Moines, they were a signatory contractor with the Carpenters. When he was an executive at Younkers, the company had a union maintenance agreement employing trade union members. As a business leader,

Hubbell worked in partnership with unionized workers to ensure fairness at each and every level. He believes unions are an integral part of the success of any company.

One of the reasons Hubbell is running for Governor is because of rollbacks in collective bargaining rights for public employees. After Republicans reversed Chapter 20 (a section of Iowa Code that governs collective bargaining) in the middle of the night last year, Hubbell knew Iowa needs a Governor who will stand up for Iowa’s workers and unions.



From left: NCSRCC Political Director Felicia Hilton, candidate for Iowa Governor Fred Hubbell, Local 106 Business Representative Kevin Hilton, Director for Iowa and Nebraska Brian Ewing, Local 106 Business Representative Mark Smith.



political action

Council endorses Billie Sutton for Governor in SD

In South Dakota, the Council has endorsed Senator Billie Sutton for Governor. Sutton has toured our training center in Sioux Falls and said he will promote the trades as a career path, and will improve economic development standards in South Dakota.

Sutton is running for Governor because he believes in growing the state's economy — creating good jobs, supporting agriculture, and strengthening rural communities. He believes in a world-class education for students in South Dakota schools, colleges and apprenticeship programs. He said wants to clean up corruption in the Capitol city of Pierre so politics are as honest as the hardworking people of South Dakota.



South Dakota Governor candidate Billie Sutton with Local 587 Business Representative Lance Steinberg.

Are you thinking about running for office?

The Council has put together a handy guide for members who want to learn what it takes to run for office in their communities.

Find out how to identify a position that's right for you, how to run a campaign, who to get on board, and how your union might be able to help you get started.

Find more information at www.northcountrycarpenter.org/running-for-office

Local 322 member Jeff Peterson for Minnesota House of Representatives

Local 322 member Jeff Peterson is running for a seat in the Minnesota House of Representatives in District 32B, which includes Center City, Chisago City, Lindstrom, North Branch, Stacy, Taylors Falls and Wyoming, MN.

"Jeff has been a strong and vocal supporter of the Carpenters Union for the nearly 20 years that he has been a member," said Executive Secretary-Treasurer

John Raines. "He has served as a Local officer, a Delegate, and as a staff member. Through all of those positions he has learned the ins and outs of such complicated union issues as prevailing wage, payroll fraud, misclassification of workers, pensions, health care and so much more."

Peterson also served as chair of the Carpenters Credit Union for four years, and represented the Carpenters

on a number of Building Trades committees.

"Jeff has been a leader in our organization and I look forward to him representing working people in the State of Minnesota," said EST Raines. "Families need a champion who will protect the Middle Class, not profit from them."

For more information about his campaign, go to www.jeffpetersonmn.com.



Local 322 member Jeff Peterson is running for Minnesota House in the Chisago County area.

The Council decides which candidates to endorse based on their record or commitment to support the trades on critical issues such as Right to Work, Prevailing Wage, responsible contracting practices and support for our members' jobs, wages and benefits. **Ultimately, your vote is a personal choice. Make your voice heard November 6!**



Everything you need to know to vote in the mid-term elections

IOWA

www.sos.iowa.gov/elections/voterinformation

Deadline to request an absentee ballot by mail: 10/27

Voter pre-registration deadline: 10/27

Voter I.D. will be requested at the polls and could include an Iowa driver's license, Iowa non-operator's I.D., military I.D., U.S. passport, tribal I.D., veteran I.D., or voter I.D. card.

Find your polling place:
<https://tinyurl.com/7weftjm>

Polls open 7 a.m.–9 p.m. in most places

NEBRASKA

www.sos.ne.gov

Pre-registration deadline: 10/19

Early voting ends: 11/5

Voter I.D. is not needed at the polls unless it is your first time. Nebraska registrants who mailed their registration application and didn't provide I.D. at the time *will* need to bring an I.D. to vote.

Find your polling place:
<https://tinyurl.com/ybmq7nfr>

Polls open 8 a.m.–8 p.m. in most places

SOUTH DAKOTA

www.sdsos.gov/elections-voting

Absentee voting ends: 10/20

Voter registration deadline: 10/22

Voter I.D. is required at polls and could include a SD driver's license, U.S. government photo I.D. (passport is acceptable), U.S. Armed Forces I.D., current student photo identification card from a SD high school or SD accredited institution of higher education, or tribal photo I.D.

Find your polling place:
<https://tinyurl.com/y7xef4yz>

Polls open 7 a.m.–7 p.m. in most places

MINNESOTA

www.sos.state.mn.us/elections-voting

Early voting (in person or mail) ends: 11/5

Deadline to register in advance: 10/16

Voter I.D. is not needed at the polls. If you are not pre-registered, please bring a bill with your current address or someone to vouch for your residence.

Find your polling place:
<https://tinyurl.com/y9lhyc5>

Polls open 7 a.m.–8 p.m. in most places

NORTH DAKOTA

<https://vip.sos.nd.gov/PortalList.aspx>

Absentee and mail balloting ends: 11/5

North Dakota residents do not need to pre-register to vote.

Voter I.D. is required at the polls and could include a driver's license, nondriver's identification card, tribal government-issued identification, or long-term care identification certificate.

Find your polling place:
<https://tinyurl.com/y7139krc>

Polling hours vary by county. Check the Secretary of State's website for your county's hours.

WISCONSIN

www.myvote.wi.gov

Deadline to register by mail or online: 10/16

Deadline to register in person at your municipal clerk's office: 11/2

Absentee voting ends: 11/6

Voter I.D. is required at the polls. This could include a WI DOT-issued driver's license, a WI DOT-issued identification card, a military I.D. card, or U.S. passport.

Find your polling place:
<https://tinyurl.com/j78bq9b>

Polls open 7 a.m.–8 p.m. in most places



Endorsements for key races are listed on pages 10-11. For a full list of endorsements, visit www.northcountrycarpenter.org.



2018 ENDORSED CANDIDATES

IOWA

Fred Hubbell
Governor
www.fredhubbell.com

Abby Finkenauer
State Congressional District 1
www.abbyfinkenauer.com

Dave Loebsack
State Congressional District 2
www.loebsackforcongress.org

Cindy Axne
State Congressional District 3
www.cindyaxneforcongress.com

MINNESOTA

Tim Walz
Governor
www.walzflanagan.org

Amy Klobuchar
U.S. Senate
www.amyklobuchar.com

Tina Smith
U.S. Senate
www.tinaforminnesota.com

Dan Feehan
State Congressional District 1
www.danfeehan.com

Jason Lewis
State Congressional District 2
www.jasonformn.com

Dean Phillips
State Congressional District 3
www.phillipsforcongress.org

Betty McCollum
State Congressional District 4
www.mccollumforcongress.com

Tom Emmer
State Congressional District 6
www.emmerforcongress.com

NEBRASKA

Deb Fischer
U.S. Senate
www.fischerfornebraska.com

Don Bacon
State Congressional District 2
www.donjbacon.com

NORTH DAKOTA

Heidi Heitkamp
U.S. Senate
www.heidifornorthdakota.com

Mac Schneider
U.S. Congress
www.mac4northdakota.com

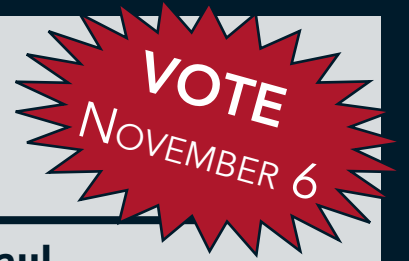
Kylie Oversen
Tax Commissioner
www.kylieoversen.com

Josh Boschee
Secretary of State
www.joshfornd.com

SOUTH DAKOTA

Billie Sutton
Governor
www.suttonfordsd.com

WISCONSIN



Tony Evers

Governor

www.tonyevers.com

Tammy Baldwin

U.S. Senate

www.tammybaldwin.com

Josh Kaul

Attorney General

www.joshkaul.org

Caleb Frostman

State Senate District 1

www.calebfrostman.com

Julie Henszey

State Senate District 5

www.julieforwi.com

Kyle Whelton

State Senate District 9

www.kylewhelton.com

Kriss Marion

State Senate District 17

www.krissforwisconsin.com

Lee Snodgrass

State Senate District 19

www.snodgrass4senate.com

Chris Kapsner

State Senate District 23

www.kapsnerforsenate.com

Janet Bewley

State Senate District 25

www.bewleyforsenate.com

Jeff Smith

State Senate District 31

www.togetherwithjeff.com

Robyn Vining

State Assembly District 14

www.robynforwi.com

Liz Sumner

State Assembly District 23

www.facebook.com/lizforwisconsin

Mike Mooney

State Assembly District 49

www.citizensformikemooney.com

Art Shrader

State Assembly District 50

www.shraderforwisconsin.com

Jeff Wright

State Assembly District 51

www.wrightforwisconsin.com

Wendy Sue Johnson

State Assembly District 68

www.wendysueforwisconsin.com

Alyson Leahy

State Assembly District 85

www.facebook.com/alysonforwisco

Tom Sieber

State Assembly District 88

www.citizensforsieber.com

Staush Gruszynski

State Assembly District 90

www.staushforassembly.com

Jodi Emerson

State Assembly District 91

www.emersonforassembly.com

Rob Grover

State Assembly District 92

www.groverforassembly.com

Paul Buhr

State Assembly District 96

www.paulbuhrforassembly.com




around the council

WATCH FOR SURVEY REGARDING YOUR CHILDCARE NEEDS

A career in the trades has many positive aspects: an attractive hourly wage and benefits package, a built-in work family, and a job you can leave behind at the end of the work day. Unfortunately, the actual work hours can be problematic, especially for working families with young children. Dropping kids off at daycare is difficult when you have to be at work before the facility is even open.

The Council is looking into ways to help lessen that stress. In response to feedback received from members with young children, the Council reached out to area childcare facilities to see what can be done to help working families.

The Council and KinderCare are working together to create a survey to assess your childcare needs. The survey will focus on location, work hours, current childcare arrangements and how your childcare needs have impacted your work. Information gathered in the survey will help determine next steps for the Carpenters/KinderCare partnership.

Look for a copy of the survey in your mailbox in the coming month. 



CHECK OUT OUR NEW WOMEN'S RECRUITMENT VIDEO:
<https://tinyurl.com/y9pe7o75>



Pictured are Sisters in the Brotherhood from the Midwestern District who attended the UBC Sisters Conference in August in Las Vegas. The theme of the conference was "It's Time".

UBC Sisters in the Brotherhood conference: It's Time

Nearly 500 tradeswomen and allies gathered to learn, celebrate and network at the 2018 UBC Sisters in the Brotherhood (SIB) Conference August 26-29 at the International Training Center in Las Vegas, NV.

Thirty-three members from NCSRCC joined tradeswomen from across the U.S. and Canada for this four-day conference of workshops, speakers, and opportunities for women in the field to share thoughts and ideas with one another, creating a network of strong and informed members. Not lost in everything was the fact that women need support from their male counterparts as well.

"It's time to welcome help from our brothers and allies who will step up for us and work toward change," said Evelyn Shapiro, first female Executive Secretary-Treasurer in the U.S.

NCSRCC Executive Secretary-Treasurer John Raines was honored at the conference for his support of women in construction, specifically for instituting a paid maternity leave benefit and for creating a Women in the Workforce committee at the Council.

In her speech, Nancy Pelosi, Minority Leader of the U.S. House of Representatives, told the gathered women, "When women succeed, America succeeds. The Middle Class of our country has a union label on it." She reminded tradeswomen that elections are important, and that their vote also affects their job.

Evening receptions and social events enabled SIB members to build relationships, network and discuss common goals presented by the UBC. Council Representative Barb Pecks was a member of the conference planning committee.

"We have the ability to be involved and make a change," Pecks told the assembly.

UBC General President McCarron added to that in his remarks,

noting all members should be judged by their skill, attitude and productivity, not their gender.

"Being at the Sisters conference around so many phenomenal tradeswomen is an experience I will never forget," said Local 264 member Jessica Benson. "I left feeling empowered and motivated."

"Being the only female on most of the jobs where I work, it was great to see we are truly not alone and that other females are successful in the field as well," said Stephanie Hershey, Local 308.

To watch a highlight video from the event, go online to <https://vimeo.com/288536454>. 

Being at the Sisters conference around so many phenomenal tradeswomen is an experience I will never forget. I left feeling empowered and motivated.

— JESSICA BENSON
Local 264



COUNCIL PROVIDES PAID MATERNITY BENEFIT FOR WOMEN MEMBERS

In March, the Carpenters and Joiners Welfare Fund approved a new paid maternity benefit for women members who are expecting a child or who had given birth retroactive to January 1, 2018. The new benefit, which is covered under the disability benefit structure of the fund, includes:

- \$800/week for six weeks for traditional delivery
- \$800/week for eight weeks for Cesarean delivery
- \$800/week for up to 26 weeks for certain conditions during pregnancy or post-delivery

Previously, women who gave birth received just \$250/per week for six weeks under the general disability benefit.

“This benefit was long overdue. We want to equip our tradeswomen with the benefits they need to work in the construction industry and to raise a family,” said Executive Secretary-Treasurer John Raines. “This benefit will not only help us in the retention of our members, but also in the recruitment of new members to the Carpenters Union.”

The policy is available to women members only (not to spouses of members). This fund includes NCSRCC members in Iowa, Minnesota, Nebraska, North Dakota and South Dakota.

“The new maternity pay was a godsend — without it we wouldn’t have made it through my leave,” said Jess Venditto, member of Carpenters Local 322. “I truly appreciate the Union creating the new plan to help out the new mothers in our field so we don’t need to choose between a family and making a living. We are proud to be part of such a strong brotherhood/sisterhood!”

Expanding Coverage

Also in March, the North Central States Regional Council of Carpenters Benefit Funds, which includes greater Wisconsin with the exception of Milwaukee, passed the same benefits for members covered under that fund.

The 5 Rivers Health and Welfare fund, which covers members in southeast Iowa, is currently discussing implementation of the same or a similar benefit.

The Milwaukee Carpenters District Council Health Fund will likely merge with the Carpenters and Joiners Welfare Fund in 2019, and members of that fund will be covered after the merger.

CARPINTEROS LATINOS UNIDOS COMMITTEES FORMED THROUGHOUT COUNCIL

Being in the union means being part of a family. 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. In addition, we encourage members of these committees to participate in various events, including annual Cinco de Mayo celebrations in several cities in our Council.

Twin Cities, MN | Carpinteros Latinos Unidos

Meets fourth Thursday of month at 5 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

facebook.com/groups/carpinteroslatinosunidos

Omaha, NE | Carpinteros Latinos Unidos

Meets fourth Thursday of month at 5:30 p.m.
10761 Virginia Plaza, Papillion, NE

Area contacts:

Jesse Rico, 402-401-7843, jrico@ncsrcc.org

Juan Alvarado, 402-401-7838, jalvarado@ncsrcc.org

facebook.com/groups/carpinterosomaha

Fargo, ND | Carpinteros Latinos Unidos

Meets fourth Thursday of month at 6 p.m.
513 36th Street North, Fargo

Area contact:

Ruben Dominguez, 701-955-5986, rdominguez@ncsrcc.org

www.facebook.com/groups/carpinterosnorthdakota

Madison, WI | Carpinteros Latinos Unidos

Meets third Thursday of month at 5 p.m.
1602 South Park Street, Madison

Area contact:

Apolonio “Polo” Duran, 608-516-6104, aduran@ncsrcc.org

facebook.com/groups/carpinterosmadison/

Milwaukee, WI | Carpinteros Latinos Unidos

Meets fourth Thursday of month at 5 p.m.
3841 West Wisconsin Avenue, Milwaukee

Area contacts:

Raúl Hernández, 262-422-1927, rhernandez@ncsrcc.org

Luis García, 262-574-2727, lgarcia@ncsrcc.org

facebook.com/groups/carpinterosmilwaukee




around the council

ARE YOU A MILITARY VETERAN? JOIN OUR COMMITTEE

The Council's Veterans Committee is focused on providing resources and support to our members who are military veterans. Recently the committee launched a Facebook page, "NCSRCC Veterans", to help connect veterans across the Council and create space for them to share stories and ideas.

The committee also designed hardhat stickers for veterans and veteran supporters, which will be available at Local meetings in October. The Veterans Committee hopes these hardhat stickers will help members find fellow veterans and supporters on jobsites. The committee is also partnering with community organizations and state veterans agencies to better understand and meet the needs of veteran members.

If you're 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 Council works with veteran members, contact Lee Polencheck at 920-427-2808 or at www.facebook.com/groups/NCSRCCveterans/. 



JOB POSTINGS AVAILABLE ON COUNCIL WEBSITE

To help facilitate putting you in touch with contractors who are looking for employees, a job board is available to members on the Council website.

This board lists open jobs across our six-state Council, as well as the particulars that are important to you — start dates, wages, and special requirements. To visit the job board, go to www.northcountrycarpenter.org/job-board.php. This page is updated regularly as jobs get filled and new opportunities become available. 

ENHANCE YOUR SKILLS THROUGH PRO 10 TRAINING

If you're looking to enhance your skills and become a leader on your jobsite, consider taking the Regional Council's Pro 10 training.

What is it?

Pro 10 is a professional training course that goes beyond technical skills. It teaches key communication skills and how to improve worksites through cooperation and mutual respect.

How does it benefit you?


Pro 10 training focuses on four fundamental training topics: Safety, Communication,

Mutual Respect, and Professionalism. These topics provide the framework for a supportive team approach that includes tradespersons, contractors, and end users, all of whom benefit from the values reaffirmed within the program. These core subjects help create and maintain a more respectful, productive and safe work site.

Where do I find the training?

This training is free and available to all active members. To find a Pro 10 class in your area, visit www.northcountrycarpenter.org/training-centersclasses. 

TURN TO T.E.A.M. IN TIMES OF STRUGGLE


T.E.A.M. is an employee assistance program offered to members covered under the Wilson-McShane benefit funds. T.E.A.M. can help you and your family members with a variety of health and emotional needs. For more information about what T.E.A.M. can do for you, go online to www.team-mn.com/eap or speak confidentially with a T.E.A.M. counselor 24/7 by calling 651-642-0182 or 800-634-7710. 

BIG GAME BRINGS BIG WORK FOR UNION CARPENTERS

Super Bowl LLI arrived in Minneapolis in February with much fanfare, allowing hundreds of our members to share their talents to prepare the Twin Cities for the big event.

Union carpenters were needed at several locations throughout the metro to create an unique experience for visitors. Experienced scaffolders and tradeshow carpenters were in high demand to prepare more than a dozen locations for events leading up to the big game.

Carpenters working at event sites had to go through extensive background checks two months before work began in order to receive the work credentials that would allow them to pass through security checkpoints on the jobsites.

In addition to the hundreds of work hours the event produced for union carpenters, four out-of-town contractors were signed and continue to do business in the Twin Cities area. 



Job referrals are now conducted via the MIX 2020 automated system.

To get on (or off) the out-of-work list, call

855-456-2141

For more information and to fill out your skills sheet, go to northcountrycarpenter.org/mix2020

Available 24 hours/day, 7 days/week

You can add text notifications to your personal profile.

Questions? 855-987-2020

Foreman meetings changing focus to include all types of leaders

For the last several years, the Council has promoted Foreman meetings in areas throughout the Council. The goal was to give jobsite foremen the opportunity to talk about what is happening on their jobsites, problems they encounter and ways they found to solve those problems.

In discussing how to improve the meetings, the Council decided to include all types of leaders — including apprentice leaders, women leaders, Hispanic leaders and more, as well as journeymen and jobsite leaders.

In addition to changing the focus, the meetings will be planned a year in advance and will feature specific agendas. Meetings will be held quarterly starting November 2018 and

continuing in February, May and August 2019. Meetings will be 90 minutes and will be structured similarly across the Council.

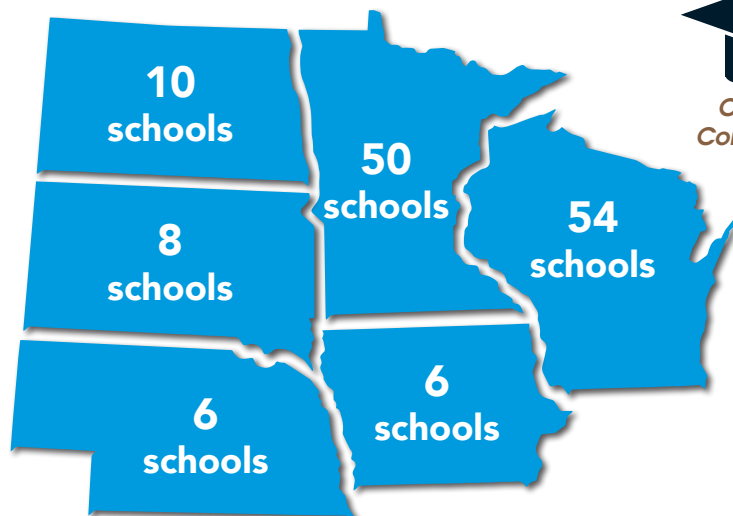
The goal of the meetings is to increase involvement and provide resources to all who attend. Attendees will be encouraged to participate in UBC Journeymen Leadership and 212 programs if they haven't done so already.

Leadership meetings will be held in the following areas: Altoona, IA; Bemidji, MN; Cedar Rapids, IA; Dubuque, IA; Hermantown, MN; Iowa City, IA; Kaukauna, WI; Madison, WI; Omaha, NE; Pewaukee, WI; Rochester, MN; Saint Paul, MN; Virginia, MN. If interested in attending, please reach out to your area Business Representative. 

Career Connections in schools around the Council

Career Connections is hands-on curriculum for students in grades 9-12, developed by the UBC to supplement and update high school Industrial Technology programs.

To learn more about Career Connections, visit www.northcountrycarpenter.org/career-connections



236

 Certificates of Completion since 2017

Schools currently participating in Career Connections



UBC training



One hundred and thirty-four NCSRCC members attended Journeyman Leadership Training at the UBC's International Training Center in Las Vegas in September. In December, a Pile Driver-only group will attend the Journeyman Leadership program at the ITC.




One hundred members attended the 212 Journeymen: Next Level UBC Leaders program at the International Training Center in August.

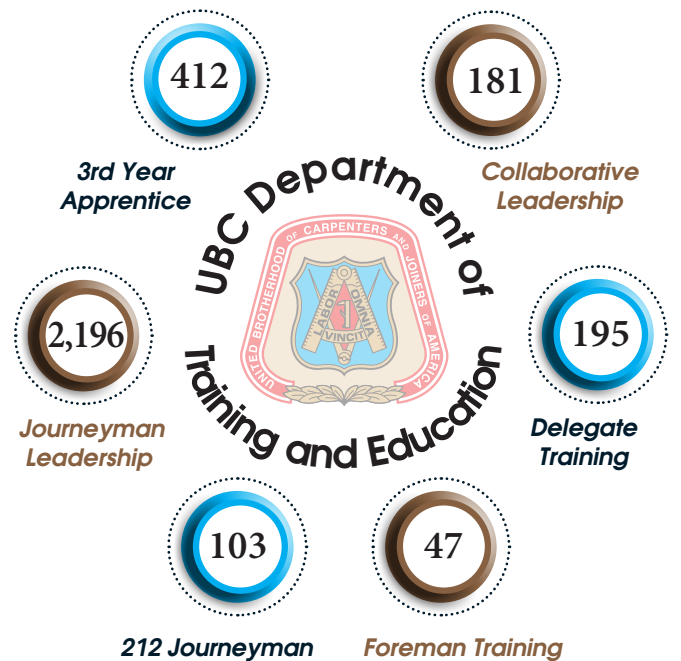
STEP UP TO 212 JOURNEYMEN LEADERSHIP

The 212 Journeyman: Next Level UBC Leaders program is open to journey-level members who have completed the Journeymen: Building Leadership for a Strong Future program. They must have returned from the program and become more involved with their Local, Council or contractor. They must average

a high number of hours worked, made a measurable impact on their jobsites or stepped up to a leadership role in some other way.

If you are interested in attending a future 212 program, please notify a Business Representative of your interest. 

North Central States attendance at UBC Department of Training and Education Programs



Learn more about UBC training programs at www.northcountrycarpenter.org/leadership-training
Numbers inside the circles indicate how many members have attended since the program's inception



FIND AN APPRENTICESHIP COMMITTEE NEAR YOU

Starting a new career in construction can be overwhelming. Being able to connect with others in the same situation can make the transition less stressful.

NCSRCC has established Apprenticeship Committees across the 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. In other words, to help them succeed in their careers as professional union carpenters, floor coverers, millwrights and pile drivers.

Check out the NCSRCC Apprentice Facebook page for members looking to network with other apprentices. Apprentices are encouraged to share upcoming work, pictures of their jobsites and ideas they have in a positive, respectful way. www.facebook.com/groups/NCSRCCapprentices

Iowa

• **Cedar Rapids/Local 308**
Second Wednesday of month at 5:30 p.m.
5 Rivers JATC, 350 Waconia

Court SW, Cedar Rapids
Advisor: Bob Doubek
319-363-0279
bdoubek@ncsrcc.org

• **Des Moines/Local 106**
First Tuesday of month at 5 p.m.
Local 106, 1555 First Avenue North, Altoona
Advisor: Eric Leanos
515-371-9585
eleanos@ncsrcc.org

• **Dubuque/Local 678**
Fourth Saturday of month at 12 p.m.
Local 678, 1638 Central Avenue, Dubuque
Advisor: Derek Duehr
563-582-8521
dduehr@ncsrcc.org

• **Iowa City/Local 1260**
First Monday of month at 5:30 p.m.
Local 1260, 1001 William Street, Iowa City
Advisor: Royce Peterson
319-338-1638
rpeterson1@ncsrcc.org

• **Sioux City/Local 948**
First Thursday of month at 6:30 p.m.
Local 948, 2200 West 19th Street, Sioux City
Advisor: Ernie Colt
712-255-1567
ecolt@ncsrcc.org

Minnesota

• **Duluth/Local 361**
First Tuesday of month at

6 p.m.
Local 361, 5238 Miller Trunk Highway, Hermantown
Advisor: Jeremy Browen
218-724-3297
jrbrowen@ncsrcc.org

• **Rochester/Local 1382**
Third Thursday of month at 5 p.m.
Local 1382, 6692 10th Avenue SW, Rochester
Advisor: Dominic Andrist
507-405-8234
dandrist@ncsrcc.org

• **Twin Cities/Locals 68, 322, 548, 1847**
Second Wednesday of month at 6 p.m.
NCSRCC Kitchen Meeting Room, 700 Olive Street, Saint Paul
Advisor: Aaron Hill
651-379-0274
ahill@ncsrcc.org

• **Virginia/Local 1348**
Third Wednesday every other month at 5 p.m.
Local 1348, 726 Fourth Street North, Virginia
Advisor: Jason Odella
218-290-4517
jodella@ncsrcc.org

Nebraska

• **Omaha/Locals 427, 1306, 1463**
First Monday of month at 4:30 p.m.
10761 Virginia Plaza
Papillion
Advisor: Chris Merk

402-401-7842
cmerk@ncsrcc.org


North Dakota

• **Fargo/Local 1176**
First Wednesday of month at 5:30 p.m.
Local 1176, 513 36th Street North, Fargo
Advisor: Brian Pyle
701-235-4981
bpyle@ncsrcc.org

Wisconsin

• **Madison/Local 314**
Second Wednesday of month at 5 p.m.
Local 314, 5202 Monument Lane, Madison
Advisor: Mike Higgins
608-240-0314
mhiggins@ncsrcc.org

• **Pewaukee/Locals 161, 264, 344, 2283**
Third Monday of month at 5 p.m.
Pewaukee Hall, N25 W23055 Paul Road, Pewaukee
Advisor: Doug Volland
262-389-5432
dvolland@ncsrcc.org

• **Pewaukee/Millwrights Local 2337**
Second Tuesday every other month at 6 p.m.
Local 2337, 16750 West Bluemound Road G, Brookfield
Advisor: Shaun Coates
262-787-8586
scoates@ncsrcc.org 

Interested in starting an Apprenticeship Committee in your area?
Contact Aaron Hill at 651-379-0274 or ahill@ncsrcc.org

contractor spotlight

Baker Interior Systems: Leveraging the Union to build business

Will Baker, owner and founder of Baker Interior Systems in Des Moines, knows what being union is all about. He started his career in construction the day he graduated high school as a drywall carpenter with an union Interior Systems contractor. At 21, he moved to the company's office, working as a project manager and estimator.



Contractor Will Baker


Baker continued to work there until 2014 when he left and began his own interior systems construction company — Baker Interior Systems. The company started small. The first two bids he won, he did the work completely himself. Even six months in, he had just four employees. As work in the Des Moines area started to grow, he knew he needed more manpower, and as a former union member, knew where to find it.

Baker chose to sign with the Carpenters Union because he wanted to ensure that anyone working for him was able to make a living wage.

“I wanted to make sure my employees were able to support their families and know they don't have to worry about retiring with benefits,” said Baker. “I know the union provides those things and I knew that was the route I wanted to go.”

To date, Baker Interior Systems employs approximately 50 union carpenters and works on projects all over the Des Moines area. Recent projects include the drywall in the new main entrance and entrance canopy at Methodist Hospital and the interiors of the recently renovated Clemens Building in downtown Des Moines.

Brian Ewing, Director for Iowa and Nebraska, knows that Baker Interior Systems is the real deal when it comes to union contractors.

“Will has been a great partner with us. He understands the value of training and professionalism union carpenters add,” said Ewing. “He has built a great clientele by the services he produces and has become a destination company for our members by treating them exceptionally well.” 

S.T. Cotter: Industry experience brings success to union millwright

Shawn Cotter, member of Millwrights Local 548, is the owner and business manager of S.T. Cotter Turbine Services, Inc., a union contractor since its beginnings in 2007. Cotter has been a member of Local 548 since 1991. He is a fourth generation millwright and a second generation union contractor.



Contractor Shawn Cotter

Cotter's wife and business partner, Nichole, is the President and CEO of S.T. Cotter. She brings experience in financial banking and marketing and a set of unique core competencies Cotter believes makes the business balance. Having a woman-owned millwright business is an unique aspect of S.T. Cotter, he said, that some owners seek out when looking for work.

Cotter is also the owner of Axis Mechanical Group (AMG) based out of Houston, TX, and R&S Maintenance and Repairs Services, LP, (R&S) of Calgary, Canada. John Hanks is the President of AMG (member of Houston Local 2232) and Rodney Johnson is the President of R&S. With Cotter's experience and relationships within the United Brotherhood of Carpenters, he is able to bring clarity to jurisdictional and cultural issues working throughout the Western

Hemisphere. His broad range of union experiences in his 27 years started at home with NCSRCC.

“I've enjoyed progressing in my career and seeing guys I did my apprenticeship with progress in theirs as well,” said Cotter. “It's nice to still have those connections in the union and it makes working through contracts that much better.”

“Relationships are much easier in the home local area because people understand who I am and what our business is about,” he added. “It's a good group of people.”

S.T. Cotter is proud to be a union contractor and serves customers in areas across the U.S. and Canada. They sell unparalleled services from an expert team that focuses on safety and quality. 



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.

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: local678@ncsrcc.org

Meeting

Tuesday | 1st Week | 7:00 p.m.

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 | 5:30 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



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
Mankato Labor Temple
310 McKinzie Street South
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.

ST. CLOUD

Carpenters Local 930

President: Dean Passe
24086 Highway 15 #102
St. 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: Jim Tri
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.

Interior Systems Local 68

President: Ryan Ponthan
670 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.



local connections

Pile Drivers Local 1847

President: Jack Lanhart
730 Olive Street
Saint Paul, MN 55130
Phone: 651-646-7207
Fax: 651-636-3897
Email: local1847@ncsrcc.org

Meeting

Thursday | Last Week | 7:00 p.m.

VIRGINIA

Carpenters Local 606

President: Joe DelGrande
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: Joe Hansen
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

RAPID CITY

Carpenters Local 587

President: Lance Steinberg
922 East Saint Patrick Street
Rapid City, SD 57701
Phone: 605-341-7091
Fax: 605-341-6340
Email: local587@ncsrcc.org

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 | 6:30 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

EAU CLAIRE

Carpenters Local 1074

President: Jody Thorgerson
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: Eric Martinson
2599 Manitowoc Court
Green Bay, WI 54311
Phone: 920-469-1146
Fax: 920-469-8886
Email: local1146@ncsrcc.org

Meeting

Monday | 2nd Week | 7:30 p.m.

KENOSHA

Carpenters Local 161

President: Roger Zacharias
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.

MADISON

Carpenters Local 314

President: Michael Zei
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.
Meets at Madison Labor Temple,
1602 South Park Street, Madison

PEWAUKEE

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

Carpenters Local 264

President: Carl Brzykcy
Email: local264@ncsrcc.org

Meeting

Wednesday | 2nd Week | 7 p.m.

Carpenters & Floor Coverers

Local 344

President: Mark Macholl
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

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
Phone: 920-452-9424
Fax: 920-452-7979
Email: local731@ncsrcc.org

Meeting

Thursday | 1st Week | 6:30 p.m.

WAUPACA

Millwrights Local 1056

President: Rob Weiland
N2216 Bodde Road
Kaukauna, WI 54130
Phone: 920-996-2314
Fax: 920-996-2308
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

All meetings are held at Local Union hall unless otherwise stated.

member spotlight



>> Local 322 member D Rojas traveled to Paris, France, in August to compete in the Gay Games. She and her twin sister won gold medals in team bowling.



D Rojas: Have bowling ball, will travel... to France, Germany and Australia

When Carpenters Local 322 member D Rojas first picked up a bowling ball at the age of 14, she never suspected the sport would take her around the world. But, that's exactly what happened.

In August, D and her twin sister, Deb, won gold medals in team bowling at the Gay Games, an international sporting event similar to the Olympics, in Paris, France. The game went down to the wire for the team and required D, as Team Minnesota Captain, to bowl two strikes to secure the win. This was the fifth games D competed in and the fourth games where she medaled.

D started league bowling as a teenager and, in 1996, took her competitive spirit international when she competed in the games in Amsterdam. D remembers thinking "I'm single. I don't travel. I'm busy working construction all summer long.

I know I'm gonna be laid off. I'm gonna go!"

Since that decision, the games have taken her all over the globe from Sydney, Australia, to Cologne, Germany.

"Competing in bowling is how I started traveling," she said. "No one I knew ever wanted to go anywhere, and the Gay Games has been a great way to do that."

D relishes the chance to compete.

"I compete to win and to 'cling, cling, cling' as I walk around with my medals on," she said. (Athletes typically wear medals they've won around the games, so the more medals they win, the louder the "clinging" noise they make.)

"It's nice to go against those 200 bowlers and take it away from them in the end," she grinned. "It's an 'I did it' kind

of thing, like when you get your Journeyman's card. 'I did it!' You get a feeling that's kind of a rush."


One of her favorite games was in Sydney in 2002, following the 2000 Summer Olympics in the same city. Not only did she medal for the first time, she enjoyed exploring the city. With more than a decade's worth of experience working on bridges, she particularly enjoyed a walk across the top of the Sydney Harbor Bridge.

"I love what I do, working on highway bridges, and it was just like being at work!" she recalled.

The Gay Games started in 1982 with the goal of promoting inclusion and respect of diversity through sport. Thousands of athletes compete at the games every four years. The games are open to all, LBGTQ and allies alike, as long as participants

meet the necessary criteria for each sport. For bowling, participants must be in an International Gay Bowling Organization (IGBO) league and maintain an average. There is also a low-key social bowling competition with opposite requirements — competitors cannot bowl in a league or have an average.

The spirit of inclusion is foundational to the games. In Paris, D met a bowler from Kenya who had intended to compete in rugby. The rest of her team backed out, but the athlete was allowed to switch to another sport so she could still compete. She chose bowling and was helped along by her fellow athletes who offered tips and encouragement.

The next Gay Games are in Hong Kong, and D is already saving up and making plans to join the "craziness" again in 2022. 



>> Local 1074 member Byron Bobb aboard one of the trains he helped build as part of the Chippewa Valley Railroad Association.

Byron Bobb: Union and Railroad ties fuel lifelong hobby

Nestled in Eau Claire, Wisconsin's, Carson Park between Halfmoon Lake and the Eau Claire Express baseball stadium, the Chippewa Valley Railroad Association (CVRA) turns back the clock to a time when America thrived on steam and steel ties. The railroad celebrated its 43rd year in operation this year and Local 1074 member Byron Bobb has been involved since the start.

While most retirees go to Florida for the winter to escape the frigid cold of the North, Byron spends his winters working on a pair of quarter-sized, steam-powered trains and a diesel-powered train of the same size. He's joined by several other members of the CVRA in a barn heated by nothing but a mutual passion for railroads.

The members of the association, ranging in age from 16 to 75, meet every Sunday and Thursday in the winter to make repairs to the engines, passenger cars, tracks and buildings around the track, giving it an authentic feel. Most of that authenticity comes from the fact that many of the buildings and features surrounding the track were donated from actual rail lines throughout the years, or built as to-scale models of actual rail lines.

An original member of the CVRA Board of Directors, Byron has seen amazing growth at the railroad. Starting with an one-eighth mile point-to-point track with one steam engine in 1976, today it offers guests rides on a half-mile multi-track loop with three different trains and multiple buildings.

Some buildings, such as the donated interlocking tower, are there for aesthetic purposes, while buildings like the depot and six-stall roundhouse that Byron helped build are there for maintenance of both the track and the trains themselves.


Growing up in a railroad family, Byron has always had a keen interest in trains, but carpentry became his career. He started his apprenticeship in 1961 and was awarded a \$1,000 scholarship from his Local to attend University of Wisconsin-Stout. In his 40-year career he worked as a foreman and superintendent, and did finish work and cabinetwork.

As a proud member of Local 1074, he always kept with the values held by the Union.

Every building, rail tie, and engine was either hand built by the CVRA, donated or built by local unions.

"I grew up in a union family," Byron said. "The union has been very good to me and I'm very proud to say it's something I've been part of for more than 50 years."

Joining the CVRA helped Byron keep in touch with two passions in life, his work as a carpenter and his love of the railroad industry. However, the joy the park brings visitors is what keeps him coming back.

"Building around the track is second to the smile on the kids' faces," Byron said. "When they come around and see the train they are jumping up and down with excitement." 

Industry orientation programs give leg up on future apprenticeship

In 2017, NCSRCC training centers began partnering with community organizations to provide training and assistance to individuals interested in pursuing a career in carpentry. These industry orientation training programs teach construction basics, provide certifications in OSHA, First Aid/CPR and AED, offer tutoring and help participants build resumes with a goal of being employed by a union contractor to begin their apprenticeship.

The training centers currently work with a number of programs in Minnesota and Wisconsin and are open to more partnerships in the future.

“These industry orientation programs are a vital bridge for individuals interested in a career change and joining the union, but who have limited experience in a carpentry field,” said Scott Panek, Assistant Director of Education.

APEX: Industry Orientation | Saint Paul, MN

As of October 1, the Twin Cities Training Center in Saint Paul has trained 64 students through the APEX (“Apprenticeship Expansion”) Industry Orientation program, a Minnesota Department of Labor and Industry grant

program. Nearly half of program graduates are currently employed by union contractors and sponsored into the apprenticeship program.

The program also provides graduates with tools they can take from the classroom to the jobsite so they are work ready. The Twin Cities Training Center will welcome 20 new APEX students starting October 15.

Program contact:
Chelsea Hammerschmidt
chelsea@uniontraining.org

Wisconsin Regional Training Partnership (WRTP)/Big Step | Pewaukee, WI

WRTP/Big Step works in partnership with the Building Trades Council, Joint Apprenticeship Committees and unions to help recruit new members. The program offers tutoring for those who need assistance obtaining their GED and also works with other community-based organizations to provide additional resources candidates need to pursue construction careers. In 2018, 11 individuals completed the program in Pewaukee and nine passed the required tests as a result of tutoring.

Program contact:
Laura Heller
414-342-9787


SOAR Career Solutions

| Hermantown, MN
Carpenters Training Institute partnered with SOAR Career Solutions for the first time in 2017 to create an industry orientation training program for individuals interested in a new career in construction. SOAR works with underemployed people in the Duluth/Superior area looking to start new careers and build a better life. Two groups of participants have gone through the eight-week program at the Jerry Alander Training Center in Hermantown, and there are plans to extend the partnership into 2019.

Program contact:
Ben Pratt
ben@uniontraining.org

Workforce Development, Inc. | Rochester, MN

The Rochester Training Center partnered with Workforce Development, Inc., to create a free seven-week introduction to construction course. The first two weeks covered basic skills and the remaining weeks dug deeper into the skills individuals need to succeed in construction, such as math or framing. In 2018, 12 individuals completed the program and approximately half are currently working.

Program contact:
Susan Boehm
507-292-5152 



A recent APEX group in Saint Paul, MN. Industry orientation training gives individuals the opportunity to learn basic skills that will make them better able to succeed in our apprenticeship programs.

Looking to upgrade your skills training? Check out the upgrade classes available at www.northcountrycarpenter.org/training-centers.php



people



Support our Union soldiers deployed on active duty

LOCAL 106

Jack Dau
Zachary Kauffman
James Wallace

LOCAL 310

James Bradley
Jason Wilebski

LOCAL 322

Jason Allord
Brian Budzynski
Christopher Burns
Paul Caswell
William Dodd

William Eccles Jr.
Charles Foster
Michael Goette
Jeffrey Holmstrom
Robert Hunt
Bryan Jantzen
Daniel Lanoux
Dale Nelson
Scott Swanson
Mark Swedeen
Raymond Thomas

LOCAL 361

Christopher Savage

LOCAL 548

Patrick Cotter

LOCAL 930

Chance Vredenburg
Damian White

LOCAL 955

Jason Foster

LOCAL 1056

August Pintarro

LOCAL 1074

Dakota Justice

LOCAL 1146

Christopher Witkowski

LOCAL 1306

William Ehrich IV
Christopher Hogan
Dylan Manthei

LOCAL 1382

Jason Chouinard

LOCAL 2337

Patrick Sanders

Active duty members as of September 28, 2018



Scholarship opportunities for members, children and new apprentices

The Council has several scholarship opportunities available for members and dependents of members who are pursuing additional education or apprenticeship.

Construction Management Degree Scholarship

A new \$1,000 scholarship is now available for members in good standing who complete a Construction Management degree.

To be eligible, members must complete the degree and write an essay, "How the Carpenters Union has benefited me and/or my family".

Career Connections Scholarship for New Apprentices

The Council is also offering \$500 scholarships for the Council's apprenticeship program to high school graduates who have completed the Career Connections Project Book 3 in school. The scholarship can be used for tools and work boots.

Career Connections was developed by the UBC for students in grades 9-12 to teach hands-on skills and expose students to construction occupations. Currently there are 134 schools in the Council's six-state region using Career Connections curriculum.

To be eligible for the scholarship, students must complete Career Connections Project Book 3 (commercial construction, residential construction, millwright or welding curriculum), write an essay, "How the Carpenters Union has benefited me and/or my family", and complete 3,000 hours of on-the-job training in our apprenticeship program. Applicants will also need to provide a copy of their Career Connections certificate of completion from the Training Fund with their application.

Scholarships for Children of Members

In addition to these scholarships, the Regional Council awards dozens of \$500 scholarships to children of members each year to help them pursue post-secondary education.

To be eligible, students must have a parent or guardian who is a member in good standing of a UBC Local within the NCSRCC jurisdiction that is participating in the Scholarship Fund. Students must be enrolled full-time (12 credits) in an accredited post-secondary program and submit a post-secondary transcript with their application.

Application deadline for all three scholarships is April 1, 2019. For more information, go to www.northcountrycarpenter.org/scholarships/.



information

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10761 Virginia Plaza
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kluna@ncsrcc.org
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info@ncsrcc.org
Weekday Hours | 8:00 a.m.-4:30 p.m.

TRAINING CENTERS

IOWA

Altoona Training Center
1555 First Avenue North
Altoona, IA 50009
Phone: 515-262-8079
Fax: 515-262-9860
Weekday Hours | 7:30 a.m.-4 p.m.

5 Rivers JATC Training Center

350 Waconia Court SW
Cedar Rapids, IA 52404
Phone: 319-365-9519
Fax: 319-365-9655

johndelany@5riverscarpenters.com
Weekday Hours | 7 a.m.-4:30 p.m.

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2200 West 19th Street
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Phone: 515-265-3467
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Local948@ncsrcc.org
MWF Hours | 9 a.m.-5 p.m.

MINNESOTA

Twin Cities Training Center

740 Olive Street
Saint Paul, MN 55130
Phone: 651-646-7337
Fax: 651-646-7395
ojt@uniontraining.org
Weekday Hours | 7 a.m.-4 p.m.

L.J. Shosten

Union Training Center
1295 N. Hunting Valley Road
Saint Paul, MN 55108
Phone: 651-233-2353
ojt@uniontraining.org
Weekday Hours | 7 a.m.-4 p.m.

Jerry Alander Training Center

5238 Miller Trunk Highway
Hermantown, MN 55811
Phone: 218-729-9003
Fax: 218-729-9357
ojt@uniontraining.org
Weekday Hours | 8 a.m.-4:30 p.m.

Floor Coverers Training Center

680 Olive Street
Saint Paul, MN 55130
Phone: 651-221-1304
Fax: 651-221-1306
www.installnorthcentralstates.com
Weekday Hours | 8 a.m.-4:30 p.m.

Rochester Training Center

6692 Tenth Avenue SW
Rochester, MN 55902
Phone: 507-424-2670
Fax: 507-424-2671
ojt@ncsrcc.org

NEBRASKA

Papillion Training Center

10761 Virginia Plaza
Papillion, NE 68128
Phone: 402-345-8658
Fax: 402-884-5704
Weekday Hours | 7:30 a.m.-4:30 p.m.

NORTH DAKOTA

Fargo Training Center

513 36th Street North
Fargo, ND 58102
Phone: 701-235-4981
Fax: 701-235-4901
Weekday Hours | 8 a.m.-5 p.m.

Bismarck-Mandan Training Center

603 Industrial Drive
Center, ND 58530
Phone: 701-255-3700
Fax: 701-255-3701

SOUTH DAKOTA

Sioux Falls Training Center

4208 North Hainje Avenue
Sioux Falls, SD 57104
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Fax: 605-357-8162

WISCONSIN

Central Training Center

1630 County Road XX
Rothschild, WI 54474
Phone: 715-355-0800
Fax: 715-355-0807
rothschild@wedotraining.org
Weekday Hours | 8 a.m.-5 p.m.

Eastern Training Center

N2218 Bodde Road
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Phone: 920-766-1515
Fax: 920-766-7050
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joelle@uniontraining.org
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The objects of this Council shall be to promote and protect the interests of our membership, to encourage the apprenticeship system and higher standard of skill, to reduce the hours of labor, to secure adequate pay for our work, to elevate the standard of our craft, to cultivate a feeling of friendship among the members of this Brotherhood, to assist our members in procuring employment and to protect our members by legal and proper means against any injustice that may be done to them, improve the moral, social and intellectual conditions of our members and all working people.

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Interior Systems Conference

April 2018

The Council hosted 100 contractors at its Interior Systems Conference in Pewaukee, WI, April 25-26.

Much of the emphasis of the conference centered on training, including a presentation from UBC instructor Jim Leigdon on what the UBC has to offer, content on Pro 10, ICRA, INSTALL and silica safety.



- Four women members spoke about their experiences in the trades in a panel discussion.
- The keynote speaker talked to the assembly about generational differences and how that can affect their jobsites.

Wrapping up the conference was Executive Secretary-Treasurer John Raines.

NCC

Above, tradeswomen in our Council talked about their experiences in the trade during a panel discussion with contractors.

Below left, contractors learned about the Career Connections program for high school students.

Below right, Business Representative Chuck Spoehr gave a presentation on Pro 10.



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

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