

The background of the page is a construction site with several cranes and building structures under construction. In the foreground, there is a dark silhouette of a person wearing a hard hat and a jacket, looking towards the right. The overall scene is set against a bright, cloudy sky.

NORTH COUNTRY

CARPENTER

SPRING 2021

THE COST OF PAYROLL FRAUD

Payroll fraud costs Minnesota and Wisconsin a total of \$176 million in unpaid state income taxes, unemployment insurance and workers' compensation premiums annually.

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Fraude de nómina le cuesta a Minnesota y Wisconsin un total de \$176 millones en impuestos estatales no pagados, seguro de desempleo y primas de compensación para trabajadores anualmente.

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PILE DRIVERS & FRIENDS
ICE FISHING TOURNAMENT
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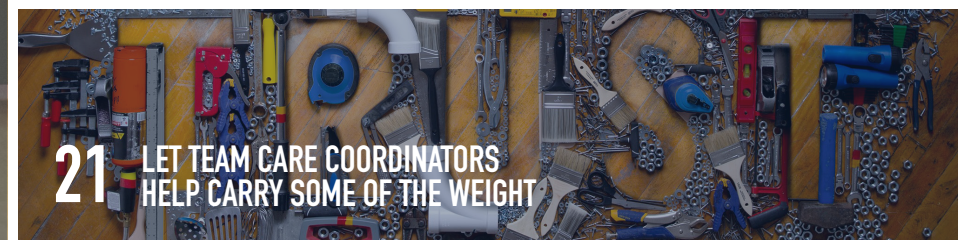
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FROM JOHN RAINES EXECUTIVE SECRETARY-TREASURER



Due to all that has occurred in the political landscape these past six months, I have been thinking more and more about where our Regional Council stands. It cannot be just about political parties, wedge issues or divisive tactics. Our positions are based on carpenter economics, policies and regulations that impact members' wages, benefits and job security. Our expectation is that candidates we support produce measurable results that benefit our members and their families. We have an obligation to hold them accountable to our principles.

To ensure our message is understood, I have been meeting with legislative leadership and members of Congress. During those meetings, I have been clear in asking them to focus on carpenter economics. The issues we discuss include jobs for our members, Davis-Bacon prevailing wage, infrastructure, pension relief, apprenticeships, safety on the job, and cutting down wage theft and tax fraud that are rampant in the construction industry. Other political issues can be a distraction and a sideshow. What matters to our brotherhood is achieving positive outcomes for members. It is that simple.

We endorse candidates running for office from all parties and backgrounds based on their actions and positions in supporting our values. That is why I have directed our Regional Council to put together an annual publication that will include a scorecard of the politicians in our Regional Council at the state and federal level. Their ratings will be based on votes, supportive actions, and other ways they have demonstrated themselves as our allies. This new method will provide us with an accountability checklist. In our world, we are expected to produce results daily; we should expect no less from candidates and elected officials.

In solidarity,

Debido a todo lo que ha ocurrido en el panorama político estos últimos seis meses, he estado pensando cada vez más en la posición de nuestro Concilio Regional. No puede tratarse solo de partidos políticos, temas polémicos o tácticas divisorias. Nuestras posiciones se basan en la economía del carpintero, las pólizas y regulaciones que afectan los salarios, los beneficios y la seguridad laboral de los miembros. Nuestra expectativa es que los candidatos que apoyamos produzcan resultados medibles que beneficien a nuestros miembros y sus familias. Tenemos la obligación de hacerlos responsables de nuestros principios.

Para asegurar que se entienda nuestro mensaje, me he reunido con líderes legislativos y miembros del Congreso. Durante esas reuniones, he sido claro al pedirles que se concentren en la economía del carpintero. Los temas que discutimos incluyen trabajos para nuestros miembros, salario prevaleciente de Davis-Bacon, infraestructura, alivio de pensión, aprendizajes, seguridad en el trabajo y reducción del robo de salarios y el fraude fiscal que son desenfrenados en la industria de la construcción. Otros temas políticos pueden ser una distracción y un espectáculo secundario. Lo que importa para nuestra hermandad es lograr resultados positivos para los miembros. Es así de simple.

Apoyamos a los candidatos que se postulan para cargos públicos de todos los partidos y orígenes basándonos en sus acciones y posiciones en apoyo a nuestros valores. Es por eso que he ordenado a nuestro Concilio Regional que elabore una publicación anual que incluirá un cuadro de mando de los políticos en nuestro Concilio Regional a nivel estatal y federal. Sus calificaciones se basarán en votos, acciones de apoyo y otras formas en las que se hayan demostrado como nuestros aliados. Este nuevo método nos proporcionará una lista de rendición de cuentas. En nuestro mundo, se espera que produzcamos resultados a diario; no deberíamos esperar menos de los candidatos y funcionarios electos.

En solidaridad,

In our world, we are expected to produce results daily; we should expect no less from candidates and elected officials.



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The UBC ICRA programs are based upon years of research, collaboration and development with health care professionals and contractors throughout the United States and Canada.

North Central States Regional Council of Carpenters (NCSRCC) is proud to work with the Association for Professionals in Infection Control and Epidemiology (APIC) to help ensure the health and safety of patients, facility personnel and tradespeople. APIC provides evidence based, scientific and proven resources to infection preventionists, healthcare professionals, and patients. Part of APIC’s mission is to create a safer world through prevention of infection.

The United Brotherhood of Carpenters and Joiners (UBC), an APIC strategic partner, has always been at the forefront of education and training in infection control. This partnership is especially important during this COVID-19 pandemic.

To meet the demands of the rapidly expanding field of infection prevention and prepare professionals for future challenges, APIC created the first model for infection preventionist (IP) competency in 2012. This model outlines the professional development needed for the different career stages of an IP and establishes the skills needed to advance within the infection prevention field.

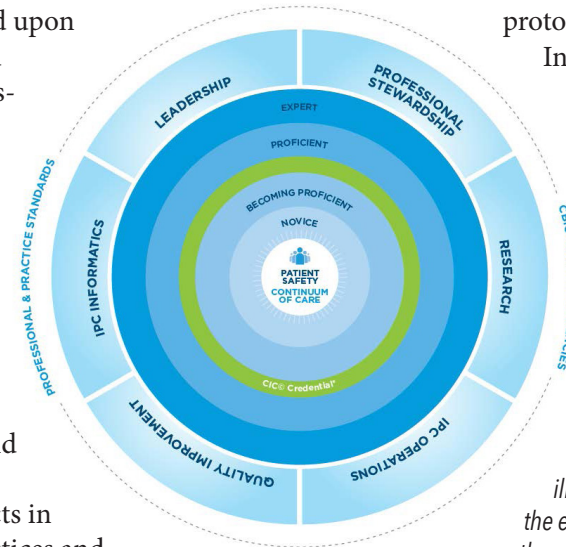
In addition to training members, the UBC also offers educational programs for other trade workers as well as healthcare professionals. This expanded training provides transparency and helps develop partnerships that allow everyone involved in the construction process to be on the same page and have the same goals.

Designed to follow APIC’s Infection Preventionist Competency Model, the UBC’s comprehensive education and certification programs are offered in face-to-face, virtual, and hybrid learning formats. These programs offer training and professional development opportunities for infection preventionists, UBC members and healthcare professionals at all stages of their careers.

Jayson Karas, Infection Control Risk Assessment (ICRA) Coordinator for NCSRCC, has worked with APIC Chapter 18 for over six years. “[IPs] are pretty unique because they rely on each other for education. Infection prevention is not something that they plan to go to school for which increases the importance of our relationship through ICRA training,” Karas said. He has helped establish workplace standards for infection prevention while offering training through the UBC ICRA programs.

The UBC ICRA programs are based upon years of research, collaboration and development with healthcare professionals and contractors throughout the United States and Canada. Courses such as the UBC ICRA 8-Hour Awareness and 24-Hour Best Practices have been delivered to over 30,000 members.

These programs are protecting patients from secondary infections and illnesses that could happen during construction and renovation projects in healthcare facilities if the right practices and



protocols are not in place. In conjunction with APIC, infection prevention programs exemplify the importance of collaboration where carpenters, other trades, and healthcare personnel can learn side-by-side. An average of 8,000 IPs per year have been able to enrich their knowledge in infection prevention and control making healthcare facilities safer for all.

Pictured left: Represented as a circular diagram with patient safety in the center, the model illustrates the critical areas of expertise needed for the expanding IP role. The interactive diagram and other resources can be found at www.apic.org.

APPRENTICES HELP FIREFIGHTERS

DEVELOP LIFE SAFETY SKILLS



Altoona firefighters using the apprentice-built prop to practice the Denver fire drill that simulates narrow window rescue.

The apprentices in the Carpenters Training Institute in Altoona, Iowa, partnered with Carpenters Local 106 (Altoona, Iowa) to build a Denver prop for the Altoona Fire Department. The fire department uses the prop to practice the Denver drill that simulates a narrow window rescue. The window can be adjusted to different heights within the narrow-spaced prop. Lance Rouston of the Altoona Fire Department said, “This drill is very important to us and teaches life safety skills that can save a firefighter’s life. We are so thankful for your assistance.”

The Denver drill is based on a situation that occurred on September 28, 1992, when Engineer Mark Langvardt of the Denver, Colorado, Fire Department died in the line of duty. Langvardt became separated from his crew when a floor collapsed. He was trapped in a small storage room in a commercial space when he was overcome. The storage room was cramped and had an aisle of only 28 inches wide with an exterior window at one end. The drop from the windowsill to the floor was 42 inches. Given the restricted size of the aisle, there was room for only one rescuer to bend over the victim and lift, making conventional windowsill lifts and removal techniques next to impossible.

Apprentices will soon be working on another prop for the Altoona Fire Department that depicts the back of a fire truck. This will help train firefighters on the unrolling and handling of a fire hose.



Sundance at Settler's Ridge, Woodbury, MN
Photo taken February 2021

28TH ANNUAL

PILE DRIVERS AND FRIENDS ICE FISHING TOURNAMENT

Local 1847's (St. Paul, Minnesota) annual Pile Drivers and Friends Ice Fishing Tournament was held on Mille Lacs Lake on January 30th. This is their 28th annual tournament. Despite COVID-19 restrictions and precautions, the tournament was very well attended.

Congratulations to Local 1847's Financial Secretary, Mike Watts, winner of the contest catching the largest walleye. Prizes were also awarded for the largest perch, northern and tullibee.

Pictured below is Cooper Wille with his father, Nick Wille, Business Representative and member of Local 1382 (Rochester, Minnesota). Cooper won \$100 for catching the largest tullibee. This is Cooper's second consecutive year as the winner in this category. He is looking forward to a three-peat next year.



FULL-CIRCLE INVESTING FOR YOUR FUTURE

183.4 million is the number of union construction work hours that have been created by the AFL-CIO Housing Investment Trust (HIT) nationwide since 1984. For more than 35 years, the HIT has been a leader in impact investing, committed to putting union capital to work in developments that produce competitive returns while also creating quality union construction jobs.

The HIT model provides full-circle investing for the future of union and community members alike. In partnership with investors like the North Central States Regional Council of Carpenters (NCSRCC), the Housing Investment Trust seeks to generate competitive rates of return for its participants. Focusing on multi-family mortgage-backed securities, the HIT encourages the construction and preservation of rental housing thereby facilitating employment for union members in the construction trades. Work opportunities go beyond the job site often resulting in community-based employment for associated services.

The Housing Investment Trust has invested in 31 states and financed 551 projects since its inception. One hundred and ten of these projects, with \$1.6 billion of HIT capital invested, were committed in NCSRCC states generating just shy of 23.7 million union construction hours.

NCSRCC has invested in the HIT since 1993. "The Housing Investment Trust just makes sense. Not only are our members receiving competitive earnings to help secure their futures, but they are receiving livable wages and benefits as a result of the millions of work hours created by the HIT's investments," said NCSRCC's Executive Secretary-Treasurer, John Raines. "As an institutional partner, we communicate with developers and the HIT on what is happening in our markets, and then we leave the expert decision-making in the hands of the HIT's knowledgeable staff."

The HIT has taken a strategic approach to its investment strategy. They identify key markets which focus on projects they expect to lead to meaningful impacts in particular communities. The HIT benefits from its staff's ability to network with community-based housing groups, labor organizations, developers and sponsors, mortgage bankers, local government officials, and housing finance agencies to generate housing and community development.

In Minnesota, the HIT has invested in 12,862 multifamily units, almost half are affordable housing. "Affordable housing was a crisis before the pandemic and is even more important during recovery," said Paul Sommers, HIT's Midwest Regional Director for the past 16 years. "Multifamily housing demand dwarfs supply in the U.S. We know that in order to fulfill housing needs across the country, approximately 328,000 new apartment units per year are needed through 2030 to meet demands. Additionally, low income renters face a shortage of seven million rental units. Affordable housing has been our focus since we opened our doors. Sixty-seven percent of all HIT units created across the country have been affordable housing."

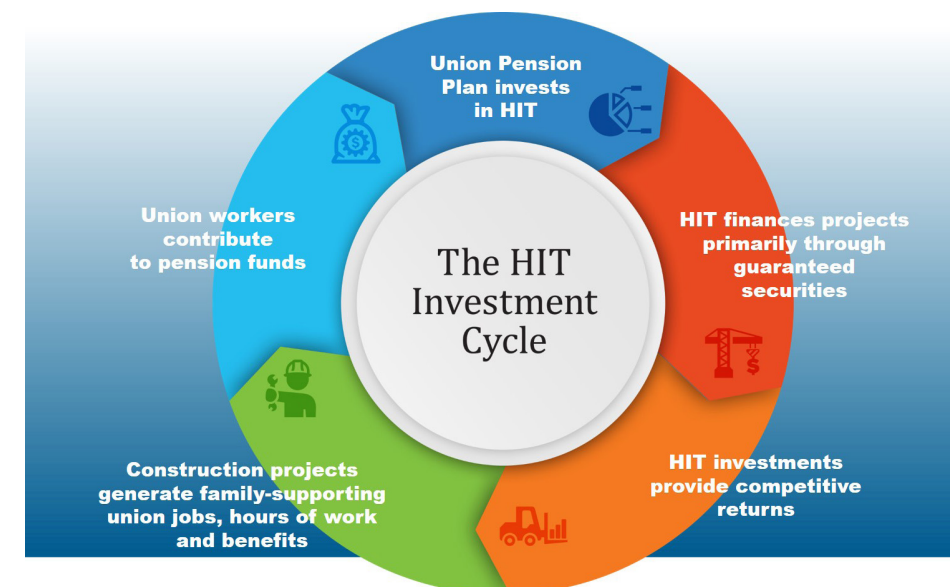
For a developer, the HIT may be the right investment partner on qualifying projects. For example, Timberland Partners is a private, family-owned company that started in 1992 and currently owns approximately 18,000 apartment units in 16 different states. Based in Bloomington, MN, Timberland began as property owners and managers. Within the last seven years, they began developing properties with the intent of owning them long-term. Timberland has done four projects in the past five years with HIT financing, including Sundance at Settler's Ridge which will offer 218 townhome rentals in Woodbury, MN, and is currently under construction.

"The HIT is a great investment partner. As a developer, we know that we are going to get a union-quality product at competitive rates, and union members will receive work hours and the HIT's investment returns for their futures. It's a win-win," said Ryan Sailer, Vice President of Real Estate Development at Timberland Partners.

In 2016, the HIT introduced its Midwest@Work initiative to further spur specific economic development in the industrial Midwest. The strategy's footprint covers the states that border the Great Lakes, from Upstate New York

in the last ten years. We have invested in the Twin Cities, Duluth, Grand Rapids, Mankato and Rochester, with a healthy project pipeline for 2021 and beyond" explained Sommers. "NCSRCC's support is critical in advancing our mission. We lean on the Regional Council's leadership and state leaders to keep us market knowledgeable and connected with ongoing opportunities."

As of March 15, HIT had 38 projects with \$1.2 billion under construction nationwide, generating 16.9 million union



The HIT Investment Cycle demonstrates how competitive returns to union members result from Union Pension Plan investments into the HIT.

to Minnesota. Ten metropolitan areas are the focus of this \$1 billion investment including Buffalo, Chicago, Cleveland, Columbus, Detroit, Minneapolis, Milwaukee, Pittsburgh, St. Paul, and St. Louis. HIT is currently investing \$295.1 million in nine projects under construction in Minnesota as part of this initiative.

"As Midwest Regional Director, Minnesota has been my most active market, with over 30 projects financed

construction hours during these uncertain times. Sixteen of those deals totaling \$586.2 million were committed since the pandemic began in March 2020. The AFL-CIO-endorsed Housing Investment Trust benefits all construction industry investors, especially the North Central States' 27,000 members. Jointly we will continue to refuel the economy through job creation while generating competitive returns for our members' futures. It is a partnership that works.

WAGE THEFT AFFECTS GENERATIONS

Sergio Segura Jr. started his path in the construction industry at the young age of 16. He helped clean job sites for his father who hung drywall in residential construction. Taking out the trash and sweeping floors quickly progressed to hanging drywall. Sergio was no stranger to hard work. He moved from project-to-project building alongside his namesake.

In 2018, Sergio Segura Jr.'s father, Sergio Sr., was detained by U.S. Immigration and Customs Enforcement (ICE) and deported to Mexico. With his father absent, Sergio Jr. was left working for labor brokers on non-union job sites.

"We were often paid a daily rate, regardless of hours worked. We never received overtime but were still expected to work 12-hour days and weekends," Sergio Jr. recalls. He estimates he has lost around \$5,000 in unpaid wages working for labor brokers who would offer a very short time frame for employees to pick up their pay or not get paid at all. When Sergio Jr. went in search of his earned wages, the labor brokers ignored his calls or disappeared.

In 2020, Sergio Jr. met Apolonio (Polo) Duran, a member of Local 314 (Madison, WI) since 2002 and a North Central States Regional Council of Carpenters (NCSRCC) Business Representative since 2017. "My family is construction-oriented," said Sergio Jr. "I met Polo through my uncle who is a union member. Polo is well-known and admired by a lot of people for what he does for our community. He approached me about joining the union, but at the time I wasn't ready to make the move."

Polo is no stranger to labor brokers. Born into a family of migrant workers, Polo helped his father in farm fields at the young age of ten. Polo's father, Agustin Duran Sr. was hired by the neighborhood labor broker. His young family



Apolonio Duran on a Findorff job site preparing for a concrete lid pour. Taken in 2015, Duran had been with Findorff, a signatory contractor, for 11 years.

lived paycheck to paycheck dependent on the whims of his employer.

"During the school year, my dad worked long hours picking whatever was in season. I would help him when I wasn't in school, bundling and boxing the produce," Polo recalls. "For every box filled, we would receive a token, and those tokens would be turned in for pay. On pay day, the labor broker would throw a big party, and you were required to attend to receive your wages. If you weren't on time to get a paycheck, you didn't get paid until the next pay day, which could be the following week or longer. It was really hard for my family who depended on that money to pay the bills."

During the summers, Polo would travel with his family to Colorado for sugar beet season. His father would be paid by the farmer, who claimed he took out appropriate tax deductions. When Agustin retired in 1991, he was shocked to find out that the farmer had lied. His social security was severely reduced because of his unreported earnings.

"My father was a hard worker and refused to beg for money. He took pride in his work and his ability to provide for his family, but we never had money for extras. Sometimes all we had to eat was bread and peanut butter, and that's only because my dad could sometimes bring home a bag of whatever he picked that day," said Polo. "He picked a lot of peanuts, so that's what we made."

Polo started his construction career working road construction along with his brother and later became a laborer. One day while building forms, he was asked if he wanted to earn more money. Attracted to the higher pay and better working conditions, Polo was sponsored by a contractor and signed as a union member in 2002.

"I grew up living paycheck to paycheck. My father did the best he could with what he was given, but I wanted to have more stability, regular and safe work, livable wages and a pension for retirement," said Polo. "I want to see to it that others have the same op-

portunity. Many industries, including construction, rely on labor brokers to bring in workers. They want to pay a fraction of what these workers deserve, if they decide to pay them at all. And these workers have a hard time leaving because they don't think they have an alternative. As a union carpenter I know better, and I want to help change that for as many exploited workers as I can."

"Worker rights and safety is a top priority of the North Central States Regional Council of Carpenters. We strive to protect workers from mistreatment and to be a resource for workers who are in search of better wages and benefits, said John Raines, NCSRCC's Executive Secretary-Treasurer. "Our business representatives are committed to ensuring workers are being treated fairly and helping those who are being exploited find better opportunities."

A year and a half after his initial meeting with Polo, Sergio Jr. had finally reached his limit. Undervalued, underpaid and mistreated, he had grown tired of chasing his hard-earned pay. Becoming a member of Local 314 offered Sergio Jr. a new outlook. "It's changed my life completely," he stated. "You have more consistent scheduling which means more time with my family. I don't worry about getting paid, and I earn more with great benefits. I know that the union cares about my future, because I now have a pension

for when I retire."

Polo and Sergio Jr.'s relationship did not end when Sergio Jr. joined the union. Polo continues to be a mentor to the now 25-year old Sergio Jr., making sure he attends his training and is always available for support. "I appreciate all that Polo has done for me. He believes in me and he's helped me have a better future. You don't meet a lot of people like him," said Sergio Jr.

\$176 MILLION LOST TO FRAUD

The business model utilized by labor brokers does not just impact workers. Labor brokers are hired to bring in workers to a job site. Many do not pay workers' compensation premiums and avoid tax withholdings. This allows them to profit by cheating workers and taxpayers. This practice also takes work from legitimate contractors who should be awarded projects based



on fair competition and the skills and expertise they bring to a job site.

Labor brokers can be found in many industries and are not new to the trades. In construction, they typically have close relationships with subcontractors who rely on them to do their dirty work, cutting costs and raising profits by paying workers off the books. Skirting accountability, labor brokers take away work from honest businesses and line their pockets by cheating workers and taxpayers. The cost to taxpayers increases when workers hired by labor brokers are not

in Minnesota and Wisconsin more than \$176 million dollars annually. In Minnesota, 23 percent of the construction industry's employment suffer from payroll fraud, and 10 percent of workers in Wisconsin. These employees are misclassified as independent contractors or are paid off the books earning an average of 29-36 percent less in total compensation than their properly reported peers. This pay gap ranges from \$23,500 in Minnesota to nearly \$30,000 in Wisconsin and does not include the eventual impact on these workers' social security benefits that are directly tied to reported wages.

that all but incentivizes contractors to flout the law in order to win project bids," stated the study's co-founder and ILEPI Policy Director Frank Manzo IV. "With our region already struggling in the face of the COVID-19 pandemic, it is vital to shine a light onto the extraordinary costs that these illegal practices are imposing – not just on working families and honest business – but on every single taxpayer." The full study is available at: <https://bit.ly/3sCsmSR>.

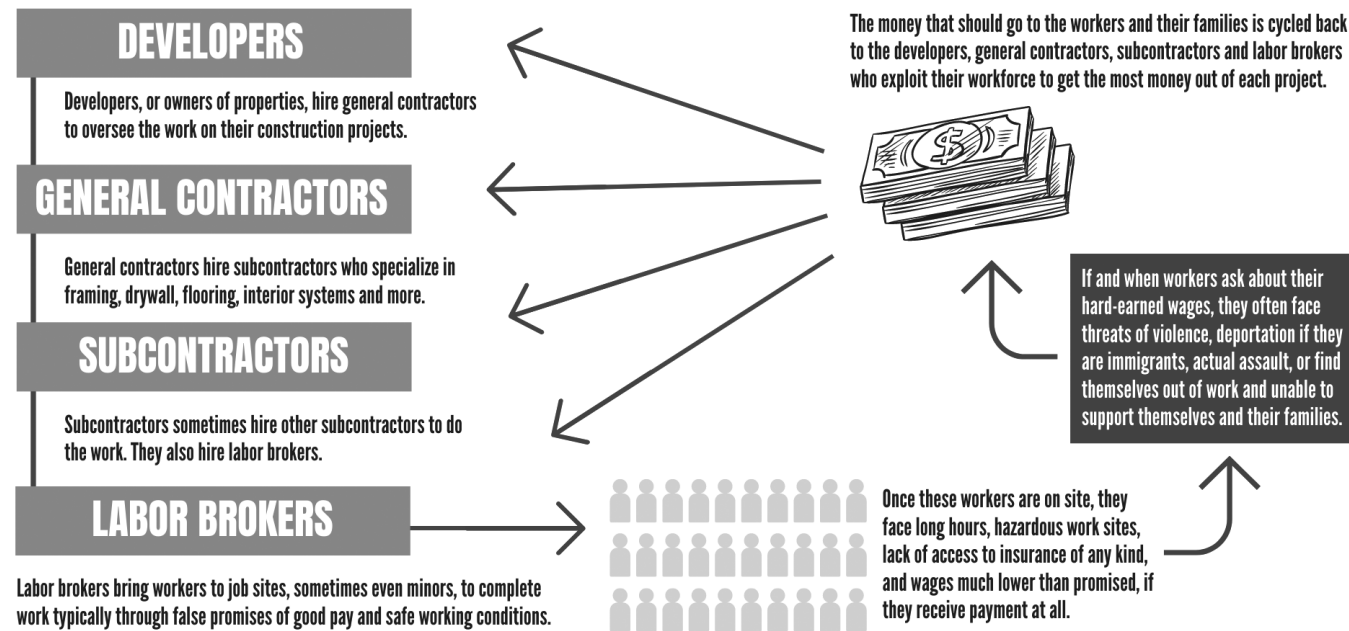
States within the Regional Council are working to combat payroll fraud

pleaded guilty to labor trafficking and insurance fraud in November 2019, was sentenced in January 2020 to 120 days in jail and five years of probation for labor trafficking. Former owners of Merit Drywall, LeRoy Mehr and Joyce Mehr, pleaded guilty to theft-by-swindle in October 2020 and were sentenced to 180 days of electronic home monitoring, 30 days of community service, fines of \$30,000 and the repayment of \$309,000 in lost premiums to the insurance provider. The Mehrs will also be on probation for five years.

In Wisconsin, they have a team of worker and taxpayer advocates who make detailed recommendations on how to combat payroll fraud and employment concerns. The Wisconsin Task Force on Payroll Fraud and Worker Misclassification began

continued on page 12

Here's how this type of business model works.



covered by workers' compensation insurance. If injured on a job site with no access to insurance, workers often receive public health assistance supported by taxpayer dollars.

New research by the Illinois Economic Policy Institute (ILEPI) and the Midwest Economic Policy Institute (MEPI) shows that nearly one-in-five construction workers in Wisconsin, Minnesota and Illinois combined face some form of wage theft. This costs taxpayers

As a result, this payroll fraud costs Minnesota and Wisconsin a total of \$176 million in unpaid state income taxes, unemployment insurance, and workers' compensation premiums annually.

"The staggering differences in compensation and state tax contributions between properly-reported employees and workers who are misclassified or paid off the books highlights a system

and the problems it causes. In the state of Minnesota, those found guilty of payroll fraud can be fined up to \$100,000 and face imprisonment of up to 20 years if the employer fails to pay employees all wages with intent to defraud or attempts to make it appear that wages paid were greater than what was actually given.

Two recent cases have brought payroll fraud to light in Minnesota. Ricardo Batres, a known labor broker who

Nearly one-in-five construction workers in the Upper Midwest states of Wisconsin, Minnesota, and Illinois face some form of wage theft.

CONSTRUCTION WORKERS SUFFERING FROM WAGE THEFT AND PAYROLL FRAUD DURING THE FULL YEAR

FULL YEAR (2018 ESTIMATES)	TOTAL INDUSTRY EMPLOYMENT (ACS)	TOTAL MISCLASSIFIED & ILLEGALLY EMPLOYED WORKERS IN INDUSTRY (DIFFERENCES)	SHARE OF WORKFORCE SUFFERING FROM PAYROLL FRAUD
Wisconsin	138,718	14,519	10%
Minnesota	131,914	30,080	23%

ESTIMATED ECONOMIC, SOCIAL, AND FISCAL COSTS OF CONSTRUCTION WAGE THEFT AND PAYROLL FRAUD

CONSTRUCTION INDUSTRY (2018 ESTIMATES)	SHARE OF WORKFORCE SUFFERING FROM PAYROLL FRAUD	DIFFERENCE IN TOTAL WORKER EARNINGS FROM PAYROLL FRAUD	COST TO TAXPAYERS: LOST TAXES FROM PAYROLL FRAUD
Wisconsin	10%	-31%	\$40 million
Minnesota	23%	-36%	\$136 million

Employee misclassification, payroll fraud, and other forms of wage theft are crimes that cause a multi-billion drain...at a time when our communities can least afford it.

The Wisconsin Task Force on Payroll Fraud and Worker Misclassification issued a report detailing several recommendations on how to combat problematic employment concern.

WHAT DOES THE WISCONSIN TASK FORCE RECOMMEND TO STOP MISCLASSIFICATION AND PAYROLL FRAUD

After researching best practices and considering how different approaches apply to Wisconsin in particular, the task force issues five recommendations to help solve the state's most salient problems:

- Create an enhanced contractor registration program.
- Create an interagency coordinated enforcement team.
- Increase the capacity of the Department of Workforce Development.
- Develop a penalty structure for violations that deters repeat violations.
- Educate workers and employees on rules, requirements and penalties.

Data provided by: *The Cost of Wage Theft and Payroll Fraud in the Construction Industries of Wisconsin, Minnesota, and Illinois: Impact on Workers and Taxpayers* by the Midwest Economic Policy Institute and the Illinois Economic Policy Institute; and reporting by the Wisconsin Task Force on Payroll Fraud and Worker Misclassification.

in 2009 providing public education and awareness on fraud. They focus on why it matters to the industries it is most prevalent in and to the citizens of Wisconsin. Recommendations are listed on page 11 and more details can be found at: <https://bit.ly/3dRBcrI>

“Our partnership with the Wisconsin Task Force on Payroll Fraud and other state’s leadership is essential in our fight against payroll fraud and the exploitation of workers,” said EST John Raines. “It is with our allies that we improve trade industry standards and ensure that workers not only get paid what they deserve but get home safe.”

The NCSRCC has long worked with industry and state officials to bring the ramifications of payroll fraud to light and to bring down those who perpetuate it. The Regional Council’s participation, along with other industry partners, is essential in dismantling this criminal business model, protecting exploited workers, and making sure taxpayer dollars go to public services relied upon by citizens.

NCSRCC’s work to end payroll fraud does not stop at working with policy and lawmakers. With boots on the ground, the Regional Council and its dedicated team of business representatives continue their focus on protecting exploited workers and helping them receive lost wages that were rightfully earned.

A MISSION OF SOLIDARITY

Last October, Hector Contreras and his group of laborers from Texas arrived in Cedar Rapids, Iowa to help with repairs after their destructive August 2020 storm. The crew was hired by Pablo Ramirez, a labor broker hired from Houston, Texas to provide labor on behalf of BluSky for this project. They were tasked with repairing ceiling leaks, installing drywall and insulation, painting, and cleaning at Cottage Grove Place, an assisted living complex. Contreras was one of nine workers remaining in Cedar Rapids that had performed work on behalf of BluSky Restoration Contractors without compensation.

Ramirez promised the workers a daily wage of up to \$250 each, housing accommodations, paid expenses, and \$3,000 in combined travel reimbursements. After several weeks, those promises remained unfulfilled. The workers had only received a fraction of their earned wages, and the provided housing was also storm damaged. Despite Ramirez’s mistreatment, the workers remained on the job with hopes that their payment would be forthcoming. “He repeatedly told us he had the money, to just wait until the following week. But, the weeks passed and there was nothing,” recalled Hector Contreras.

As weeks went by without receiving compensation, the nine workers were unable to pay for basic human necessities including food. They contemplated going back to Texas but did not have enough money to cover expenses for their return. Contreras decided it was time to reach

Community and union leaders join workers as they walk off their job site at Cottage Grove Place in Cedar Rapids on November 16, 2020. The workers were employed by BluSky, a restoration contractor working on storm damage repair at the facility, and had not been paid for 21 days for their work.



It is with our allies that we improve trade industry standards and ensure that workers not only get paid what they deserve but get home safe.

- John G. Raines, NCSRCC Executive Secretary-Treasurer

out for help and contacted North Central States Regional Council of Carpenters’ (NCSRCC) Business Representatives Bob Doubek (Local 308 – Cedar Rapids, IA), Royce Peterson (Local 1260 – Iowa City, IA) and Antonio Govea (Local 308 – Cedar Rapids, IA). The business representatives were all too familiar with similar wage theft situations. They reached out to the Center for Worker Justice of Eastern Iowa to collaborate on an action plan for the workers to collect their promised compensation. Doubek, Peterson and Govea were also able to collect donations from the Eastern Iowa Carpenters Community Fund to help the crew with grocery expenses.

The following week, community and union leaders joined Contreras and his crew as they walked off their job site on November 16, 2020. Over 25 people, including NCSRCC Business Representatives Royce Peterson, Antonio Govea, Bob Doubek, Derek Duehr (Local 678 – Dubuque, IA) and Rhea Pierce (Local 2060 – Altoona, IA), showed up to support the workers and demand accountability from BluSky Restoration Contractors.

At the demonstration, the Center for Worker Justice (CWJ) handed Ramirez a demand letter addressed to both him and BluSky Restoration Contractors demanding payment the workers were owed including \$33,420 in wages and \$3,000 in combined travel reimbursements. As the protesters stood outside holding signs, Ramirez disputed their claims stating they had a verbal agreement to be paid upon completion of the project. Ramirez offered to pay them one week’s wages, but the offer was swiftly rejected.

That Monday, NCSRCC and CWJ sent out another demand letter to BluSky’s corporate offices. The letter resulted in an in-person meeting with BluSky executives who ultimately agreed to provide payment to all nine crew members for the work they performed as well as the promised travel money to return home to Texas. All nine workers were able to go home just in time for the Thanksgiving holiday. Contreras and his crew are hopeful their actions will inspire others in similar situations to speak up so other workers will not experience a similar hardship.

“When people ask for help, we are there. That’s what brotherhood is about. Part of our mission is to ensure that people’s wages and working conditions are not undercut. An injury to one is an injury to all,” stated NCSRCC Business Representative Peterson.

While a second crew remained on site to complete the project, some payments are still in question. NCSRCC and CWJ continue to monitor BlueSky’s business practices, and educate workers and the public on area standards and worker exploitation.

EL ROBO DE SALARIO AFECTA A GENERACIONES

Sergio Segura Jr. comenzó su camino en la industria de la construcción a la temprana edad de 16 años. Ayudó a limpiar los sitios de trabajo de su padre, que colgaba paneles de yeso en la construcción residencial. Sacar la basura y barrer los pisos rápidamente progreso a colgar paneles de yeso. Sergio no era ajeno al trabajo duro. Se mudó de un edificio de proyecto a proyecto junto con su homónimo.

En 2018, el padre de Sergio Segura Jr., Sergio Sr., fue detenido por el Servicio de Inmigración y Control de Aduanas de Estados Unidos (ICE) y deportado a México. Con su padre ausente, Sergio Jr. se quedó trabajando para intermediarios laborales en sitios de trabajo no sindicalizados.

“A menudo nos pagaban una tarifa diaria, independientemente de las horas trabajadas. Nunca recibimos horas extra pero se esperaba que trabajáramos 12 horas al día y los fines de semana,” recuerda Sergio Jr. Él estima que ha perdido alrededor de \$5,000 en salarios impagos trabajando para intermediarios laborales que ofrecían un período de tiempo muy corto para que los empleados recojan su salario o no recibirían ningún pago. Cuando Sergio Jr. fue en busca de su salario ganado, los intermediarios laborales ignoraron sus llamadas o desaparecieron.

En 2020, Sergio Jr. conoció a Apolonio (Polo) Duran, miembro del Local 314 (Madison, WI) desde el 2002 y Representante de Negocios del Concilio Regional de Carpinteros de los Estados del Norte Central (NCSRCC) desde el 2017. “Mi familia está orientada a la construcción,” dijo Sergio Jr. “Conocí a Polo a través de mi tío que es miembro del sindicato. Polo es conocido y admirado por mucha gente por lo que hace por nuestra comunidad. Me pidió que me uniera al sindicato, pero en ese momento no estaba listo para hacer el cambio”.

Polo no es ajeno a los intermediarios laborales. Nacido en una familia de trabajadores migrantes, Polo ayudó a su padre en los campos agrícolas a la temprana edad de diez años. El padre de Polo, Agustín Duran Sr., fue contratado por el agente laboral del vecindario. Su joven familia vivía de cheque a cheque dependiendo de los caprichos de su empleador.



Apolonio Duran en un sitio de trabajo de Findorff preparándose para verter una tapa de concreto. Tomada en el 2015, Duran había estado con Findorff, un contratista signatario, durante 11 años.

“Durante el año escolar, mi papá trabajaba muchas horas recogiendo lo que estaba de temporada. Lo ayudaba cuando no estaba en la escuela, liando y empaquetando los productos,” recuerda Polo. “Por cada caja llena, recibiríamos una ficha y esas fichas se entregaban a cambio de un pago. El día de pago, el intermediario laboral organizaba una gran fiesta y se le pedía que asistiera para recibir su salario. Si no llegó a tiempo para recibir un cheque de pago, no se le pagaba hasta el próximo día de pago, que podría ser la semana siguiente o más. Fue muy difícil para mi familia, que dependía de ese dinero para pagar las facturas”.

Durante los veranos, Polo viajaba con su familia a Colorado para la temporada de remolacha azucarera. A su padre le pagaba el granjero, quien afirmaba que sacó las deducciones fiscales apropiadas. Cuando Agustín se jubiló en 1991, se sorprendió al descubrir que el granjero había mentado. Su seguridad social se redujo drásticamente debido a sus ingresos no declarados.

“Mi padre era un gran trabajador y se negaba a mendigar dinero. Se enorgullecía de su trabajo y de su capacidad para mantener a su familia, pero nunca tuvimos dinero para extras. A veces, todo lo que teníamos para comer era pan y mantequilla de maní, y eso es solo porque mi papá a veces podía llevar a casa una bolsa de lo que recogió ese día,” dijo Polo. “Recogió muchos cacahuetes, así que eso es lo que hicimos”.

Polo comenzó su carrera en los oficios trabajando en la construcción de carreteras junto con su hermano y finalmente se convirtió en obrero. Un día, mientras construía encofrado, le preguntaron si quería ganar más dinero. Atraído por los salarios más altos y las condiciones mejores de trabajo, Polo fue patrocinado por un contratista y firmó como miembro del sindicato en el 2002.

“Crecí viviendo de sueldo a sueldo. Mi padre hizo lo mejor que pudo con lo que le dieron, pero yo quería tener más estabilidad, trabajo regular y seguro, salarios dignos y una pensión para mi jubilación,” dijo Polo. “Quiero asegurarme de que otros tengan la misma oportunidad. Muchas industrias, incluida la construcción, dependen de intermediarios laborales para traer trabajadores. Quieren pagar una fracción de lo que estos trabajadores merecen si es que deciden pagarles. Y estos trabajadores tienen dificultades para marcharse porque creen que no tienen otra alternativa. Como carpintero sindical, lo sé mejor y quiero ayudar a cambiar eso para todos los trabajadores explotados que pueda”.

“Los derechos y la seguridad de los trabajadores son una de las principales prioridades del Concilio Regional de Carpinteros de los Estados del Norte Central. Nos esforzamos por proteger a los trabajadores del maltrato y ser un recurso para los trabajadores que buscan mejores salarios y beneficios,” dijo John Raines, Secretario-Tesorero Ejecutivo de NCSRCC. “Nuestros representantes de negocios están comprometidos a garantizar que los trabajadores reciban un trato justo y ayudar a quienes están siendo explotados a encontrar mejores oportunidades.”

Un año y medio después de su encuentro inicial con Polo, Sergio Jr. finalmente había llegado a su punto de quiebre. Subestimado, mal pagado y maltratado, se había cansado de perseguir la paga que tanto le costó ganar. Convertirse en miembro del Local 314 le ofreció a Sergio Jr. una nueva perspectiva. “Ha cambiado mi vida por completo,” afirmó. “Tienes un horario más consistente lo que significa más tiempo con mi familia. No me preocupó por que me paguen y gano más con grandiosos beneficios. Sé que el sindicato se preocupa por mi futuro, porque ahora tengo una pensión para cuando me jubile”.

La relación de Polo y Sergio Jr. no terminó cuando Sergio Jr. se unió al sindicato. Polo sigue siendo un mentor para Sergio Jr., que ahora tiene 25 años, asegurándose de que el asista a su entrenamiento y está siempre disponible para apoyarlo. “Aprecio todo lo que Polo ha hecho por mí. Él cree en mí y me ha ayudado a tener un futuro mejor. No conoces a mucha gente como él,” dijo Sergio Jr.

\$176 MILLIONES PERDIDOS POR FRAUDE

El modelo de negocio utilizado por los intermediarios laborales no solo afecta a los trabajadores. Se contratan intermediarios laborales para traer trabajadores al lugar de trabajo. Muchos no pagan primas de compensación para trabajadores y evitan las retenciones de impuestos. Esto les permite obtener ganancias estafando a los trabajadores y contribuyentes. Esta práctica también le quita trabajo a contratistas legítimos a quienes se les deben adjudicar proyectos basados en la competencia justa y las habilidades y experiencia que aportan al lugar de trabajo.

Los intermediarios laborales se pueden encontrar en muchas industrias y no son nuevos en los oficios. En la construcción, por lo general tienen relaciones cercanas con subcontratistas que dependen de ellos para hacer el trabajo sucio, recortar costos y aumentar ganancias pagando a los trabajadores fuera de los libros. Eludiendo la responsabilidad, los intermediarios laborales toman el trabajo de las empresas honestas y se llenan los bolsillos engañando a los trabajadores y contribuyentes. Los costos para los



contribuyentes aumentan cuando los trabajadores contratados por intermediarios laborales no están cubiertos por el seguro de compensación para trabajadores. Si se lesionan en un lugar de trabajo sin acceso a un seguro, los trabajadores a menudo reciben asistencia de salud pública respaldada por el dinero de los contribuyentes.

Una nueva investigación del Instituto de Política Económica de Illinois (ILEPI) y el Instituto de Política Económica del

los libros ganando un promedio de 29-36 por ciento menos en compensación total que sus compañeros debidamente reportados. Esta brecha salarial varía de \$23,500 en Minnesota a casi \$30,000 en Wisconsin y no incluye el impacto eventual en los beneficios del seguro social de estos trabajadores que están directamente vinculados a los salarios declarados.

Como resultado, este fraude de nómina le cuesta a Minnesota y Wisconsin un

ILEPI, Frank Manzo IV. “Con nuestra región ya luchando frente a la pandemia de COVID-19, es vital arrojar luz sobre los costos extraordinarios que estas prácticas ilegales están imponiendo, no solo a las familias trabajadoras y los negocios honestos, sino a todos los contribuyentes.” El estudio completo está disponible en <https://bit.ly/3sCsmSR>.

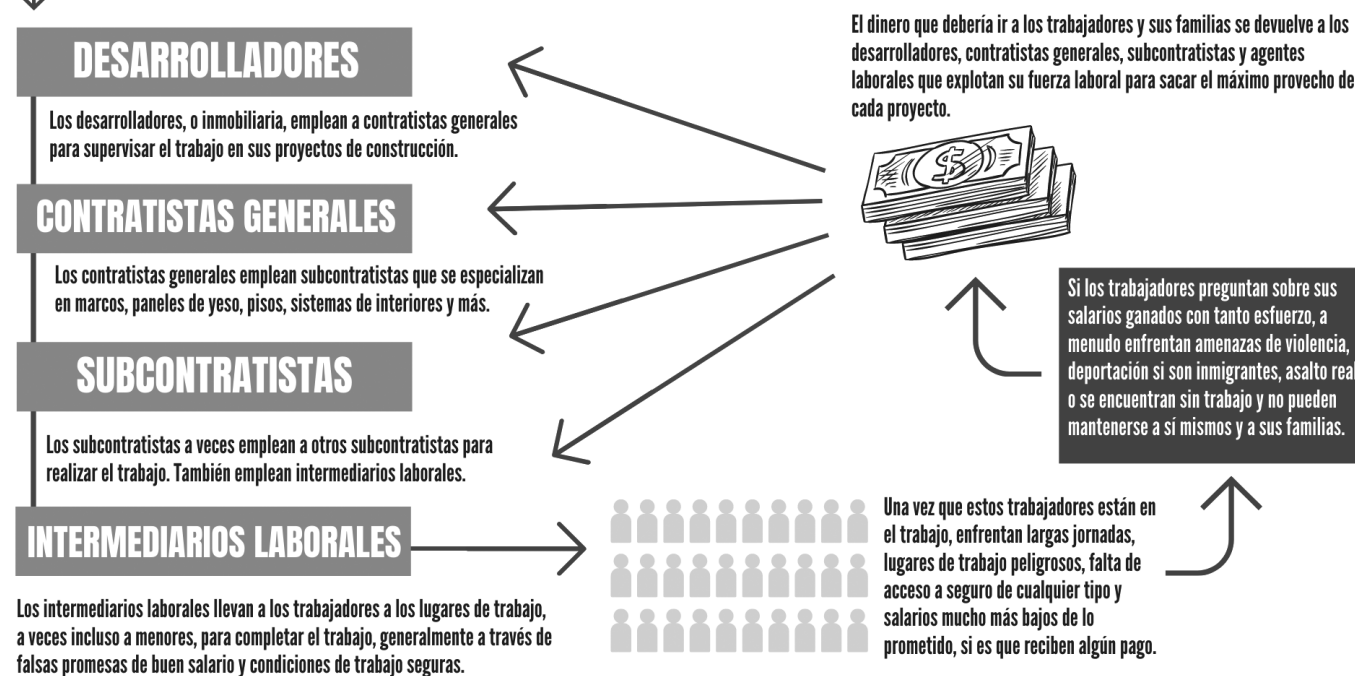
Los estados dentro del Concilio Regional están trabajando para combatir el fraude de nómina y los problemas

de tráfico laboral y fraude de seguros en noviembre de 2019, fue sentenciado en enero del 2020 a 120 días de cárcel y cinco años de libertad condicional por tráfico laboral. Los expropietarios de Merit Drywall, LeRoy Mehr y Joyce Mehr, se declararon culpables de robo por estafa en octubre del 2020 y fueron sentenciados a 180 días de vigilancia electrónica domiciliaria, 30 días de servicio comunitario, multas de \$30,000 y el reembolso de \$309,000 en primas perdidas al proveedor de seguros. Los Mehrs también estarán en libertad condicional durante cinco años.

En Wisconsin, tienen un equipo de defensores de los trabajadores y los contribuyentes que hacen recomendaciones detalla-

continúa en la página 18

ASÍ FUNCIONA ESTE TIPO DE MODELO EMPRESARIAL.



Medio Oeste (MEPI) muestra que casi uno de cada cinco trabajadores de la construcción en Wisconsin, Minnesota e Illinois combinados enfrentan alguna forma de robo de salario. Esto les cuesta a los contribuyentes en Minnesota y Wisconsin más de \$176 millones de dólares anualmente. En Minnesota, el 23 por ciento de los empleados de la industria de la construcción sufren fraude en la nómina, al igual que el 10 por ciento de los trabajadores en Wisconsin. Estos empleados están clasificados erróneamente como contratistas independientes o se les paga fuera de

total de \$176 millones anualmente en impuestos estatales, seguro de desempleo y primas de compensación para trabajadores no pagados.

“Las impactantes diferencias en la compensación y las contribuciones de impuestos estatales entre los empleados debidamente reportados y los trabajadores que están mal clasificados o pagados fuera de los libros resaltan un sistema que casi incentiva a los contratistas a desobedecer la ley para ganar licitaciones de proyectos,” afirmó el cofundador y Director de Políticas de

que causa. En el estado de Minnesota, los contratistas declarados culpables de fraude de nómina pueden recibir una multa de hasta \$100,000 y enfrentar una pena de prisión de hasta 20 años si no pagan a los empleados todos sus salarios con la intención de defraudar o intentan hacer parecer que los salarios pagados fueron mayor de lo que realmente se proporcionó.

Dos casos recientes han sacado a la luz el fraude de nómina en Minnesota. Ricardo Batres, un intermediario laboral conocido que se declaró culpa-

Casi uno de cada cinco trabajadores de la construcción en los estados del Medio Oeste Superior de Wisconsin, Minnesota e Illinois enfrentan alguna forma de robo de salario.

TRABAJADORES DE LA CONSTRUCCIÓN QUE SUFREN ROBO DE SALARIO Y FRAUDE DE NÓMINA DURANTE TODO EL AÑO

AÑO COMPLETO (ESTIMACIONES 2018)	EMPLEO INDUSTRIAL TOTAL (ACS)	TOTAL DE TRABAJADORES MAL CLASIFICADOS Y EMPLEADOS ILEGALMENTE EN LA INDUSTRIA (DIFERENCIAS)	PORCENTAJE DE LA FUERZA DE TRABAJO QUE SUFRE FRAUDES SALARIALES
Wisconsin	138,718	14,519	10%
Minnesota	131,914	30,080	23%

COSTOS ECONÓMICOS, SOCIALES Y FISCALES ESTIMADOS DEL ROBO DE SALARIOS Y FRAUDE DE NÓMINA EN LA CONSTRUCCIÓN

INDUSTRIA DE CONSTRUCCIÓN (ESTIMACIONES 2018)	PORCENTAJE DE LA FUERZA DE TRABAJO QUE SUFRE FRAUDES SALARIALES	DIFERENCIA EN LOS INGRESOS TOTALES DE LOS TRABAJADORES POR FRAUDE DE NÓMINA	COSTO PARA LOS CONTRIBUYENTES: IMPUESTOS PERDIDOS POR FRAUDE DE NÓMINA
Wisconsin	10%	-31%	\$40 millones
Minnesota	23%	-36%	\$136 millones

La clasificación errónea de los empleados, el fraude de nómina y otras formas de robo de salarios son delitos que causan una pérdida de miles de millones ... en un momento en que nuestras comunidades menos pueden sufragar.

Las Fuerzas Especiales de Wisconsin sobre Fraude de Nómina y Clasificación Errónea de Trabajadores emitió un informe que detalla varias recomendaciones sobre cómo combatir el asunto del empleo problemático.

QUE ES LO QUE LAS FUERZAS ESPECIALES DE WISCONSIN RECOMIENDAN PARA DETENER LA CLASIFICACIÓN ERRÓNEA Y EL FRAUDE DE NÓMINA

Después de investigar las mejores prácticas y considerar cómo se aplican los diferentes enfoques a Wisconsin en particular, el grupo de trabajo emitió cinco recomendaciones para ayudar a resolver los problemas más destacados del estado:

- Crear un programa mejorado de registro de contratistas
- Crear un equipo de cumplimiento coordinado entre agencias
- Incrementar la capacidad del Departamento de Desarrollo de la Fuerza Laboral
- Desarrollar una estructura de penalización por infracciones que disuade la repetición de violaciones
- Educar a los trabajadores y empleados sobre las reglas, requisitos y penalizaciones

Datos proporcionados por: El Costo del Robo de Salarios y el Fraude de Nómina en las Industrias de la Construcción de Wisconsin, Minnesota e Illinois: Impacto en los Trabajadores y Contribuyentes por el Instituto de Política Económica del Medio Oeste y el Instituto de Política Económica de Illinois; e informes de Las Fuerzas Especiales de Wisconsin Sobre Fraude de Nómina y Clasificación Errónea de Trabajadores.

das sobre cómo combatir el fraude de nómina y los asuntos laborales. Las Fuerzas Especiales de Wisconsin sobre Fraude de Nómina y Clasificación Errónea de Trabajadores comenzaron en el 2009 brindando educación pública y conciencia sobre el fraude. Se enfocan en por qué es importante para las industrias en las que es más frecuente y para los ciudadanos de Wisconsin. Las recomendaciones se enumeran en la página (XX) y se pueden encontrar más detalles en: <https://bit.ly/3dRBcrI>

“Nuestra asociación con las Fuerzas Especiales de Wisconsin sobre Fraude de Nómina y Clasificación Errónea de Trabajadores y el liderazgo de otros estados es esencial en nuestra lucha contra el fraude de nómina y la explotación de los trabajadores,” dijo EST John Raines. “Es con nuestros aliados que mejoramos los estándares de la industria comercial y nos aseguramos de que los trabajadores no solo reciban el pago que se merecen, sino que también regresen a casa seguros.”

El NCSRCC ha trabajado durante mucho tiempo con los funcionarios estatales y de la industria para sacar a la luz las ramificaciones del fraude de nómina y derribar a quienes lo perpetúan. La participación del Concilio Regional, junto con otros socios de la industria, es esencial para dismantlar este modelo de negocio criminal, proteger a los trabajadores explotados y garantizar que los dólares de los contribuyentes se destinen a servicios públicos de los que dependen los ciudadanos.

El trabajo de NCSRCC para terminar con el fraude de nómina no se limita a trabajar con los legisladores y elaboradores de la política a seguir. Con las botas en el suelo, el Concilio Regional y su dedicado equipo de representantes de negocios continúan enfocándose en proteger a los trabajadores explotados y ayudarlos a recibir salarios robados que se ganaron legítimamente.

UNA MISIÓN DE SOLIDARIDAD

El octubre pasado, Héctor Contreras y su grupo de trabajadores de Texas llegaron a Cedar Rapids, Iowa para ayudar con las reparaciones después de la destructiva tormenta de agosto del 2020. El equipo fue contratado por Pablo Ramírez, un intermediario laboral contratado de Houston, Texas para proporcionar mano de obra por parte de BluSky para este proyecto. Se les asignó la tarea de reparar las goteras del techo, instalar paneles de yeso y aislamiento, pintar y limpiar en Cottage Grove Place, un complejo de vida asistida. Contreras era uno de los nueve trabajadores que quedaban en Cedar Rapids y que habían realizado trabajos en nombre de BluSky Restoration Contractors sin compensación.

Ramírez le prometió a los trabajadores un salario diario de hasta \$250 cada uno, alojamiento, gastos pagados y \$3,000 en reembolsos de viaje combinados. Después de varias semanas, esas promesas siguieron sin cumplirse. Los trabajadores solo habían recibido una fracción de sus salarios ganados, y la vivienda proporcionada también sufrió daños por la tormenta. A pesar del maltrato de Ramírez, los trabajadores permanecieron

Los líderes comunitarios y sindicales se unen a los trabajadores cuando salen de su lugar de trabajo en Cottage Grove Place en Cedar Rapids 16 de noviembre de 2020. Los trabajadores eran empleados de BluSky, un contratista de restauración que trabaja en la reparación de daños por tormentas en la instalación y, no habían sido pagados durante 21 días por su trabajo.



en el trabajo con la esperanza de recibir su pago. “En repetidas ocasiones nos dijo que tenía el dinero, que nos esperáramos hasta la semana siguiente. Pero, pasaron las semanas y no hubo nada,” recordó Contreras.

A medida que pasaban las semanas sin recibir compensación, los nueve trabajadores no podían pagar sus necesidades humanas básicas, incluida la alimentación. Contemplaron volver a Texas, pero no tenían suficiente dinero para cubrir los gastos de su regreso. Contreras decidió que era hora de pedir ayuda y se puso en contacto con los Representantes de Negocios del Concilio Regional de Carpinteros de los Estados del Norte Central (NCSRCC) Bob Doubek (Local 308 - Cedar Rapids, IA), Royce Peterson (Local 1260 - Iowa City, IA) y Antonio Govea (Local 308 - Cedar Rapids, IA). Los representantes de negocio estaban muy familiarizados con situaciones similares de robo de salarios. Se comunicaron con el Centro de Justicia Laboral del Este de Iowa para colaborar en un plan de acción para que los trabajadores cobren la compensación prometida. Doubek, Peterson y Govea también pudieron recolectar donaciones del Fondo Comunitario de Carpinteros del Este de Iowa para ayudar al equipo con los gastos de desparas.

La semana siguiente, líderes comunitarios y sindicales se unieron a Contreras y su equipo cuando abandonaron su lugar de trabajo el 16 de Noviembre del 2020. Más de 25 personas, incluidos los representantes de negocios de NCSRCC Royce Peterson, Antonio Govea, Bob Doubek, Derek Duehr (Local 678 - Dubuque, IA) y Rhea Pierce (Local 2060 - Altoona, IA), se presentaron para apoyar a los trabajadores y exigir responsabilidad de BluSky Restoration Contractors.

En la manifestación, el Centro de Justicia Laboral (CWJ) entregó a Ramírez una carta de demanda dirigida tanto a él como a los contratistas de restauración de BluSky exigiendo el pago que se les debía a los trabajadores, incluidos \$33,420 en salarios y \$3,000 en reembolsos de viajes combinados. Mientras los manifestantes estaban afuera sosteniendo carteles, Ramírez disputó sus reclamos afirmando que tenían un acuerdo verbal que se les pagaría una vez finalizado el proyecto. Ramírez se ofreció a pagarles el salario de una semana, pero la oferta fue rápidamente rechazada.

Ese lunes, NCSRCC y CWJ enviaron otra carta de demanda a las oficinas corporativas de BluSky. La carta resultó en una reunión en persona con los ejecutivos de BluSky quienes finalmente acordaron pagar a los nueve miembros del equipo por el trabajo que realizaron, así como el dinero prometido para su viaje de regreso a casa en Texas. Los nueve trabajadores pudieron regresar a casa justo a tiempo para el feriado de Acción de Gracias. Contreras y su equipo esperan que sus acciones inspiren a otros en situaciones similares a hablar para que otros trabajadores no experimenten dificultades similares.

“Cuando la gente pide ayuda, estamos ahí. De eso se trata la hermandad. Parte de nuestra misión es garantizar que los salarios y las condiciones laborales de las personas no se decrecen. Una lesión a uno es una lesión a todos,” declaró Peterson, representante de negocios de NCSRCC.

Mientras un segundo equipo permaneció en el sitio para completar el proyecto, algunos pagos aún están en duda. NCSRCC y CWJ continúan monitoreando las prácticas de negocios de BluSky, y educando a los trabajadores y al público sobre los estándares de área y la explotación laboral.



Beginning construction on one of the six data centers.



Deck set and ready to pour.



The team pouring the deck.

A NEW WORLD RECORD

It is official. The team of tradesmen from George J. Shaw Construction (Omaha, NE) poured the world's flattest un-shored elevated deck at a data center in Nebraska. Starting in the summer of 2017, a team of carpenters from Local 427 (Papillion, NE) along with finishers and laborers built six data centers overall. "It all started on building one," says Steve Degraeve, General Superintendent at George J. Shaw Construction. "I don't know if we even poured a deck in that first building that wasn't a discrepancy." A discrepancy is when the floor flatness, or FF, falls below the minimum requirement.

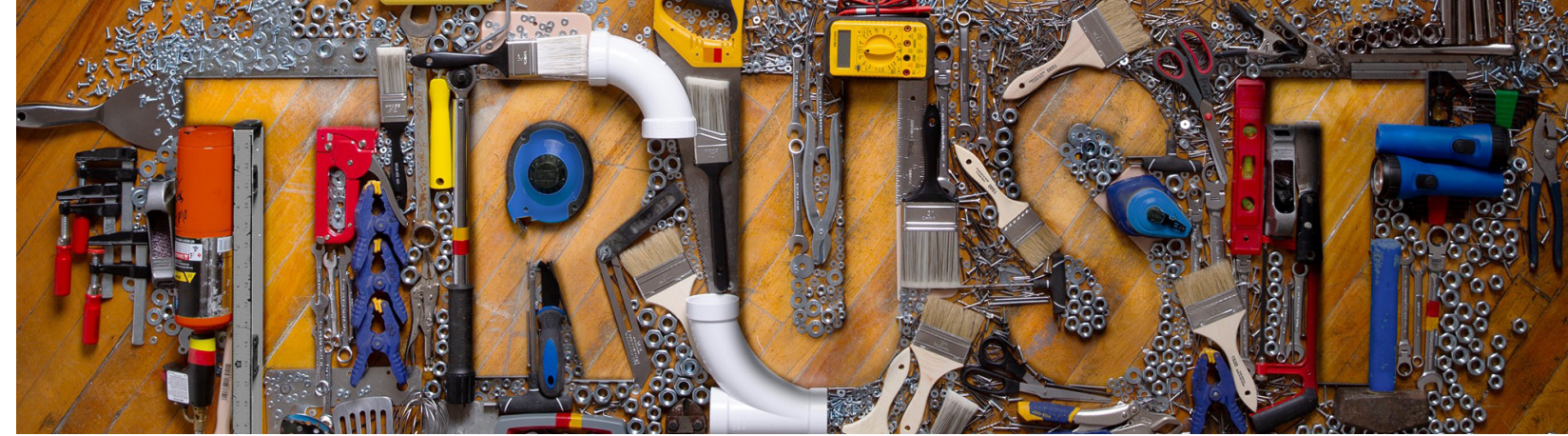
However, building by building, the scores kept improving. By the spring of 2020, the Omaha team had poured a 140,000 square foot deck with a height variance between 1/4 to 1/16 of an inch and a FF rating of 71.43 for building six. In January of 2021, Degraeve received the much-anticipated news that they had set a new world record beating their previous world record by over 11 points.

Pouring a concrete deck begins with planning that can start as early as six months prior to the beginning of construction. All decks are placed with a steel and rubber concrete system set in place one day prior to the pouring of the concrete. The next day, concrete is poured in a systematic way across the deck, working from north to south in 10 to 12-foot-wide bays. As the team progresses from bay to bay, workers begin the leveling process using tooling and relaxing, or settling, of the concrete slabs. This needs to be done while the concrete is still in a plastic-like state so it can be easily manipulated.

As the concrete begins to firm up, areas that need special attention will then be moved around with a 10 to 12-foot highway bump cutter, a large, squeegee-like device which cuts bumps and fills low areas to bring the surface to perfect smoothness. Once the concrete is as flat as it can get with the bump cutter, the finishing process begins. Using an 8-foot, rideable machine called a double trowel, the surface is smoothed even more. After a few passes with the double trowel, the concrete surface reaches smooth face, or a finished phase of the deck.

After the deck is finished, Face Construction Technologies uses their proprietary instruments to analyze the FF accuracy of the work and present a Golden Trowel Award to the most accurate team. Golden Trowels recognize the flattest and most level slab floors placed in the world during the previous contest year. To date, 336 Golden Trowels have been presented to 137 different contractors on five continents. Golden Trowel Gold Plates are awarded to the winner in each category. Golden Trowel Silver Plates recognize outstanding entries that did not win in their category.

The awards will be presented at the World of Concrete Conference in Las Vegas in June of 2021. Congratulations to Steve Degraeve and the Omaha tradesmen who have set a second consecutive world record.



LET CARE COORDINATORS

HELP CARRY SOME OF THE WEIGHT

Life has its challenges and unpredictability. From unemployment and financial strain to struggling with a mental or physical health condition, this last year has surpassed expectations. Our uncertain reality over the last year challenged us. There was an increase in substance use, depression and anxiety. Access to health care decreased while struggles with legal issues, unemployment and economic hardship increased. Many of us were also working to meet the educational and social needs of our children. It can be difficult to find the time and energy to devote to exploring solutions, and just thinking about doing it can be an added burden. It has been a time when the need for assistance seems to surpass the supply of help and resources. Separation from our support networks, family, and friends makes the weight of the pandemic's fallout a heavier load to bear. There are times when our trusted local organizations are closed or offering limited services, and it is hard to know where to turn. Start with TEAM.

TEAM can assist by providing free, confidential care coordination services as part of your benefits package. Care coordinators can point you in the



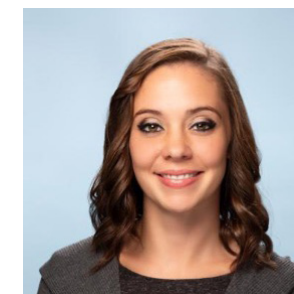
right direction if you find yourself unemployed, need temporary assistance with food, housing, finances, medical care, legal consultation and more. Care coordinators do the legwork when you need a new medical provider, specialist, or therapist and ensure that you are guided to quality providers and resources. They utilize a database of resources that cover Iowa, Nebraska, Minnesota, North Dakota, South Dakota and Wisconsin. They can also connect you to the right person to learn about your benefits, assist in requesting medical records transfers and even help you with scheduling appointments. A care coordinator can talk with you about your situation and provide you with information about other services offered through TEAM including our patient advocacy services, employee assistance program, and nutrition and wellness services. They can link you to a TEAM registered nurse, registered dietitian, or behavioral health clinician.

Let TEAM's care coordinators help carry some of the weight. Call TEAM's main line 800.634.7710.

TEAM CARE COORDINATORS



STACEY MURPHY



CARRIE JOHNSON



CHAD RONAYNE

WITH EQUIPMENT OF THE FUTURE

Instructors with the Carpenters Training Institute are now using virtual reality and augmented reality to ensure union apprentices are at the forefront of technology available on worksites. This equipment allows training to be conducted in a more realistic and visual manner. Virtual reality involves using a headset that inserts a student into a lifelike scenario while blocking out the outside world. Augmented reality allows the viewer to look through lenses and add virtual elements to a live view.

Currently, there are 16 virtual reality Oculus headsets being used to conduct training throughout the North Central States Regional Council of Carpenters. Using these headsets, students can connect complex and interactive content, using computer-generated simulations programmed into the virtual reality lenses. Training instructors have worked with a developer to build an OSHA-10 and OSHA-30 training program, allowing them the ability to build lifelike scenarios inside of virtual worlds to improve the quality of the training for all involved.

While wearing the goggles, apprentice students walk around a large virtual job site in search of OSHA Focus 4 hazards: falls, electrocution, caught-in, and struck by. Anthony Fasano, Regional Training Coordinator at Carpenters Training Institute said, “This

engages the students. This takes an OSHA class, shows them a current piece of technology and provides them with 21st century training.”

With a headset on, students walk through five zones at their own pace attempting to identify ten randomly programmed violations out of a possible 35 pre-programmed violations. The program randomizes the possible violations, so users do not have the same experience. When a violation is identified, the student uses a touch controller to select the hazard flag and place it at the violation site. Once the student completes the exercise, a computer program will check the responses. It will also provide an animated response demonstrating each hazard as though it happened. “Some apprentices don’t have access to large worksites, so this can be a new experience. They get this training in their first week. It ensures projects will be safer and minimizes the risks and mistakes,” said Fasano.

Training centers are also using a 360-degree camera mounted to a hard hat to create virtual tours. Instructors walk through the training centers and record an instructional tour and upload the footage into the virtual reality goggles. An interested student or high school teacher can tour a particular training center remotely through these virtual reality lenses with the ability to turn their heads and look in any direction of

the training center.

The fast-growing concept of virtual reality has opened the door for training opportunities that would have previously not been possible. Content can be built that is engaging and provides actionable advice in a three-dimensional environment.

Next, add the elements of augmented reality to virtual design with the physical reality of a worksite and apprentices are learning how to conduct work with increased accuracy and efficiency while saving time and money.

Inside an industry approved hard hat, the next generation of construction education has been turned into an interactive experience where real-world objects are enhanced by computer-generated virtual space. The Microsoft HoloLens 2 includes a computer mounted to the back of the hardhat and a pair of transparent, flip-up glasses on the front. The user has the ability to augment reality by adding digital elements and virtual enhancements to the user’s live view. This technology allows the user to see virtual three-dimensional images through the lens, virtually grab them with a hand and insert it into a real-world space where the Microsoft HoloLens 2 is being used. The digitally inserted content can be saved and used for future planning on the site.

The augmented reality equipment being used in the Altoona, Iowa, training center came from an Iowa coronavirus grant. It comes with a scanner that can be used to upload a complete job site. “One of my goals is to be able to take individualized training projects, have an apprentice put the hat on and see what the project

looks like start to finish before they even build it.” said Fasano. Augmented reality through the Microsoft HaloLens 2 will now make this opportunity possible.

With the ability to store a job site on the attached computer, a foreman can scan work progress and provide trends on the time it will take to complete work. Using this information, the work that needs to be done on any given day and in the future can be conveyed to everyone on the

site. It also allows a worker to use the set-up in place of lasers when laying out a job site. For example, on a large building site, the points on a floor required to begin the building layout can be completed in a fraction of the time that it would take without using augmented reality.

In the future, users will be able to see a completed project in layers before the project is built. Using the HoloLens 2 to visualize three dimensional designs, contractors will reduce errors and make better decisions on a job site. They will have the ability to physically follow along and build virtually in layers from footings, structural steel, electric and even finish work.

With a new generation of construction workers beginning their careers, training instructors are providing opportunities to learn in different ways. Operating virtual reality and augmented reality, apprentices can utilize new training equipment that can improve performance, cultivate safety and close the experience gap. “It is great to be ahead technologically speaking. Our students are now at the forefront of technology available to them. I’m very grateful for where we are right now,” said Fasano.



HoloLens2 used for augmented reality training.

Classroom screen showing the OSHA training where an apprentice walks through lifelike scenarios at a virtual worksite using an Oculus headset.



In an effort to prepare a new generation to become carpenters, North Central States Regional Council of Carpenters is committed to community and school partnerships, offering students the Carpenters Union as their higher education choice.

A tuition-free apprenticeship provided by the Carpenters Training Institute gives students a chance to learn and cultivate their skills through a combination of on-the-job training and school hours.

If you know of a student in search of a hands-on profession in the trades or are a high-school teacher or counselor looking to connect students with the carpenters, contact James Anderson at janderson@ncsrcc.org.



career CONNECTIONS CARPENTERS TRAINING INSTITUTE

**CAREER
READY
DAY ONE**

PARTNERSHIP IMPROVES THE WORKPLACE

While a labor union's focus is representing and protecting the best interest of workers, when they work together with signatory contractors, the benefits are all encompassing. The North Central States Regional Council of Carpenters (NCSRCC) is dedicated to protecting and elevating the economic and social condition of all workers including partnering with industry employers to improve the workplace and members' standards of living. In turn, employer partners will benefit from higher productivity, more effective and streamlined communication, and a better trained and skilled workforce.

Masonite Manufacturing (Marshfield, WI) employs over 350 NCSRCC members from Industrial Local 2089. As a 95-year-old company, Masonite is a leading manufacturer of interior and exterior doors, providing innovative solutions to both residential homes and businesses. In partnership with the Regional Council, Masonite is committed to improving employee relations with an open

communication approach and a more collaborative work environment. Striving for worker satisfaction, Masonite's efforts to build a stronger labor-management partnership have resulted in increased production and enhanced work quality overall.

To provide ongoing support for Masonite's employee relations, their Labor-Management Committee has changed their focus from grievance-related issues to a format where both sides can collaborate and proactively resolve potential issues and challenges from the shop floor. Chaired by NCSRCC business representatives, Masonite's branch managers and union stewards, the Labor-Management Committee has become an integral communication tool that has helped foster successful collaboration within the company. In monthly meetings, the committee can address issues surrounding employee wages, benefits, work hours and safety.

Earlier this year, Masonite and NCSRCC members signed a Letter

Photo above: Local 2089 members receive hams and water bottles as a sign of appreciation from their employer, Masonite Manufacturing.

of Agreement that resulted in equal starting wages for card-carrying, journeyman maintenance employees. This collective bargaining effort provided members the opportunity to earn better wages and boost productivity in the workplace.

With a higher rate of production at Masonite, the demand for skilled workers has increased as well. As the Regional Council collaborates with signatory employers to help with recruitment and retention, NCSRCC business representatives began assisting Masonite with recruitment of skilled maintenance employees. Last August, NCSRCC Business Representative Luke Kramer (Local 310 - Wausau, WI) helped Masonite organize a job fair to recruit 12 new maintenance employees.

"It's been a great opportunity for me to work with Masonite and reach a collective understanding that we are all striving for the same goals: quality products for equitable pay, good benefits, and mutual respect," stated Kramer.



Left to right: Jill Viveiros, Masonite Manufacturing Director of Operations; James Genett, Local 2089 Masonite Chief Steward; Luke Kramer, NCSRCC Business Representative and Local 310 member; Ryan Federwitz, Local 2089 Vice President.

With an effective communication strategy in place, Masonite continues to find ways to improve relationships with its employees. This past February, the company gave out honey baked hams to every worker in appreciation for their hard work and dedication during the pandemic and to commemorate the creation of Local 2089. Coordinated by Kramer and Masonite's human resource department, hams and NCSRCC water bottles were handed out to employees at the end of their shifts on February 8, 2021.

The Regional Council is proud to partner with organizations that value their relationships with labor. Partnerships with companies like Masonite Manufacturing demonstrate the importance of collaboration. By working together, we create valuable benefits for both labor and management.

THE ROAD TO JOURNEYMAN

"In 2016, I wasn't happy with the career path I was on."

Five years ago, Johny Gatto (pictured right) wanted a change. For years, he had been working as a regional, roving manager at an automotive service center in Cedar Rapids, Iowa. As much as he had loved the work there, he was ready for bigger and better things. "A couple of friends had mentioned the North Central States Regional Council of Carpenters (NCSRCC) apprenticeship program a couple years prior, but I had never taken the plunge because of the uncertainty of the construction industry," he says. "But finally, I went for it."

Gatto was anxious to start a new career path. He connected with John Delany, Training Coordinator at 5 Rivers Carpenters Joint Apprenticeship Training Committee in Cedar Rapids, Iowa. "John was my ticket in," said Gatto. When asked about Gatto's work ethic and dedication to his training, Delany stated, "Johny was one that gave 100 percent. He was always very focused; if you told him something couldn't be done, he'd work twice as hard to prove you wrong." Gatto worked hard towards becoming a journeyman. He completed a four-year training program in Cedar Rapids and a third-year apprentice leadership in Las Vegas. On February 1, 2021, Gatto graduated as an apprentice becoming a journeyman carpenter with the NCSRCC.



When asked why he finally pursued his dream, Gatto replied, "For me, it's a desire to build and create beautiful things. When I walk off a project knowing that my team and I have built something that will be there for a long time, it's very satisfying to know that I was a part of that. With a lot of hard work, I've achieved the title of construction superintendent. It still hasn't set in."

Johny Gatto is an active member of Local 308 in Cedar Rapids, Iowa.

CONTINUE COMMUNITY REBUILDING EFFORTS

The North Central States Regional Council of Carpenters (NCSRCC) knows how important it is to focus our efforts on building and supporting our communities. We are proud of the integral work our union members and partners are doing to rebuild the Minneapolis community that was destroyed during the civil unrest following the death of George Floyd last May. Nearly 1,500 businesses around the metro were heavily damaged in the riots, and many were destroyed.

Developers, contractors, community partners and hundreds of Minnesota carpenters are taking part in many of the Lake Street neighborhood rejuvenation projects. Union general contractors are finishing the reconstruction of two distinct projects along the Lake Street corridor. KMS Construction is building a black-owned coffee shop, Black Bean, that will also host office and flex space in the redevelopment of the Phillips West neighborhood. Watson Forsberg is in the final stages of construction of the Midway Corner Apartments, an affordable housing complex owned by Wellington Management, that were almost completed when they were burned down during the protests.

KMS Construction, a Twin Cities general contractor that has been in the construction industry for 30 years and is signatory with NCSRCC, is building Black Bean to reflect the community. Owned and operated by Ken McCraley, KMS employs over 40 people. They work in surrounding residential apartment complexes, commercial



Owner of KMS Construction, Ken McCraley, Local 322 members Carrie Colbert and Darrell Lett inside the Black Bean coffee shop that will open later this Spring.

from diverse backgrounds that reflect the composition of the community. Over a span of six months, eight members of Carpenters Local 322 (St. Paul, MN), have worked on the project from start to completion.

This new project is a redevelopment of the former florist which was located across the street from the Abbott Northwestern Hospital. The building, which will include Black Bean coffee shop and offices, will open its doors this spring and serve as a collaborative space where all people from the community can come together. McCraley owns multiple companies along with his construction firm. He continues to invest in the neighborhood venturing as owner and operator of the upcoming Black Bean coffee shop



Midtown Corner Apartments before riot fires



Midtown Corner Apartments during riot fires.



Midtown Corner Apartments rebuild after the riot fires.

Drone images courtesy of Midtown Corner Apartment's developer, Wellington Management Inc.

and office space. "There aren't that many black-owned or persons-of-color-owned coffee shops in the Twin Cities, so I wanted to create a space where everyone in the community can gather," stated McCraley.

McCraley is dedicated to helping other minorities prosper in the construction industry and advance into leadership roles. "We want this company to be a footprint for diversifying the workforce and encourage other companies to follow," he added. His mission aligns with our Regional Council's commitment to create equitable training opportunities and to advocate for a construction industry where members value and uplift one another.

One mile east of the coffee shop, General Contractor Watson Forsberg is in the third phase of construction of the Midtown Corner Apartments for Wellington Management's redevelopment project. The six-story project, which was scheduled to be completed last November, was tragically burned down during the riots. Photos of the fully engulfed building made national headlines as a visual symbol of the unrest that was occurring in the city.

Less than three months after the fire and with the original building permits in hand, the team quickly demolished the remaining concrete foundation and started reconstruction. Developers were able to expedite the reconstruction, and the same crew of contractors and tradespeople including more than one hundred NCSRCC carpenters were brought back to work. "After everything that occurred, it's been a rewarding experience seeing the building stand again. We're very thankful for the partnerships with Wellington, the subcontractors and their crews for rebuilding this great apartment complex," stated Dan Schultz, Vice President of Watson Forsberg. "It's given

all of us a shift in perspective on committing to a culture of diversity and inclusion."

Due for completion in November, the rebuild will include 189 apartment units featuring studio, one-bedroom and two-bedroom options, a tenant amenity deck and 7,650 square feet of ground-floor retail space. The project will also include 38 affordable apartments available to households earning 60 percent or less of the area median income.

Both the developer and general contractor value the community where they build. By offering affordable housing units, they are helping combat the growing housing crisis that is currently impacting the region. With more development companies confronting the issue and offering affordable housing options, they are able to keep struggling families and long-term residents from being displaced.

Union members and industry partners share a key role in preserving the vibrancy and diversity of the historic Lake Street neighborhood.



Left to right: Dave Haupert, Superintendent (Local 322 member); Colby Salonek, Project Manager; Dan Shultz, VP of Watson Forsberg; Christian Sorenson, Superintendent (Local 322 member)



A BLESSING IN DISGUISE

Career paths are not always linear. Often, where you start is not indicative of your destination. Wherever the route takes you, connections made along the way may serve as a valuable resource later down the road. Craig Scheunemann, now a member of Industrial Local 2089 (Marshfield, WI), has experienced this journey.

Scheunemann began his career as a North Central States Regional Council of Carpenters (NCSRCC) commercial carpenter and later became a union millwright. Traveling long distances from job-to-job became customary as it does for certain crafts in the construction trades. As his career developed, his home life and his priorities changed. The long-distance traveling quickly transitioned into a negative employment condition which kept him away from his family for long periods of time.

In 2017, Scheunemann decided to end his commercial construction career and begin maintenance work with Verso Corporation at their paper mill in Wisconsin Rapids. As a member of the United Steelworkers, this new job allowed him to pay his bills and have regular contact with his family. It was a welcome change until the paper mill suddenly closed two years later,

leaving Scheunemann without a clear next step.

Remembering his union roots, Scheunemann reached out to NCSRCC to help him reset his path. He was hoping to find a new career opportunity that would allow him to remain close to home. Reconnecting with NCSRCC Business Representative, Luke Kramer (Local 310 in Wausau, WI) was just the ticket. At the time, Kramer was assisting Masonite Manufacturing with filling maintenance positions through a local job fair. With consistent scheduling and options for overtime, Scheunemann jumped at the opportunity that promised to align with his needs.

“It was a blessing in disguise,” Scheunemann said referring to his layoff at the Verso paper mill. “It showed me there’s better things out there. I got a raise by coming to Masonite. I am making more money and getting better benefits as an industrial union carpenter. I also get to spend more time with my family.”

Scheunemann’s return as a NCSRCC member has not only improved his life, but his family’s life as well. He enjoys his work with Masonite Man-

ufacturing, and his new career helps him provide for his wife and two children.

The work environment at Masonite Manufacturing also inspires Scheunemann to remain with the company for the long-term. In contrast to experiences with his previous jobs, he has had support from his new colleagues from the very beginning. “If something goes wrong, they don’t point fingers and try to find who’s to blame. We all help each other out, because we are all trying to reach the same goal of getting the job done,” Scheunemann added.

Making a career change is not always easy, but NCSRCC can be a great resource and support for those pursuing a future in our crafts. Whether in the beginning or middle of their professional paths, the Carpenters Union offers better pay, benefits, safety and stability to carpenters, pile drivers, millwrights, floor coverers and industrial workers alike.

“It all started with a phone call,” recalled Kramer. “It is a huge thing to make sure people realize how important it is to stay in contact with the Union. The Union doesn’t offer just jobs, it offers a lifelong career.”

Pictured above: Craig Scheunemann, Industrial Local 2089 member, works in the maintenance department at Masonite Manufacturing doing machine repairs.

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 Kolodziejki

Director of Administration

Tracy Samz

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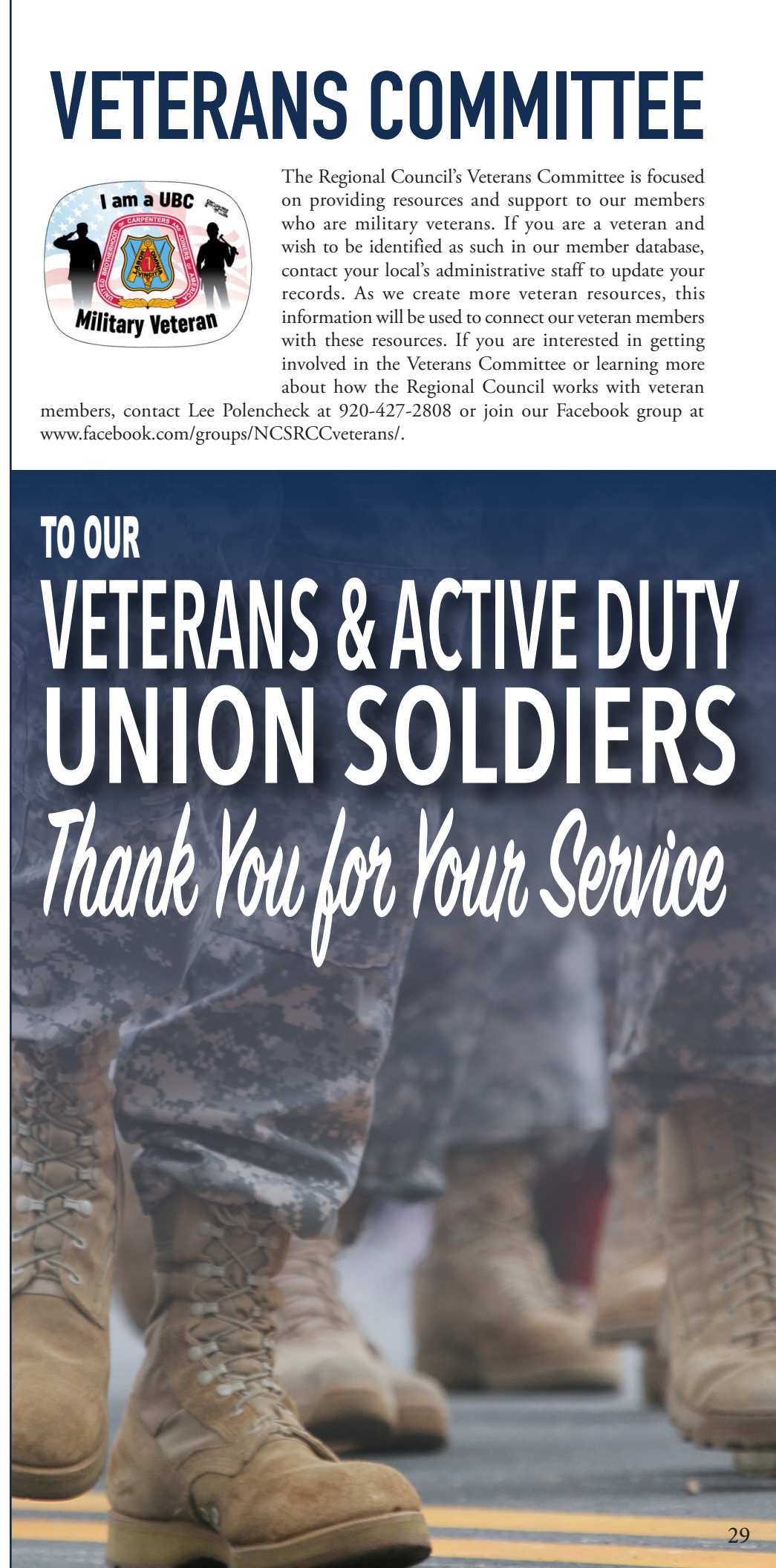
John Raines, EST
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 Pat Rodriguez, Trustee
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VETERANS COMMITTEE



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 Veterans 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/.

TO OUR
**VETERANS & ACTIVE DUTY
 UNION SOLDIERS**
Thank You for Your Service





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.

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

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

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

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

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

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

MINNESOTA
DULUTH LOCAL 361
Meeting
Tuesday | 2nd Week | 5:30 p.m.
Local 361
5238 Miller Trunk Highway
Hermantown
Advisor: Jeremy Browen
218-349-4609; jbrowen@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

ST. LOUIS LOCAL 948
Meeting
Thursday | 1st Week | 5:30 p.m.
Local 948
2200 West 19th Street
St. Louis
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 Browen
218-349-4609; jbrowen@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

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



Carpinteros Latinos Unidos

SIGN-UP FOR TEXT NOTICES

TEXT "NCSRCC"
TO 855-464-3996

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

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

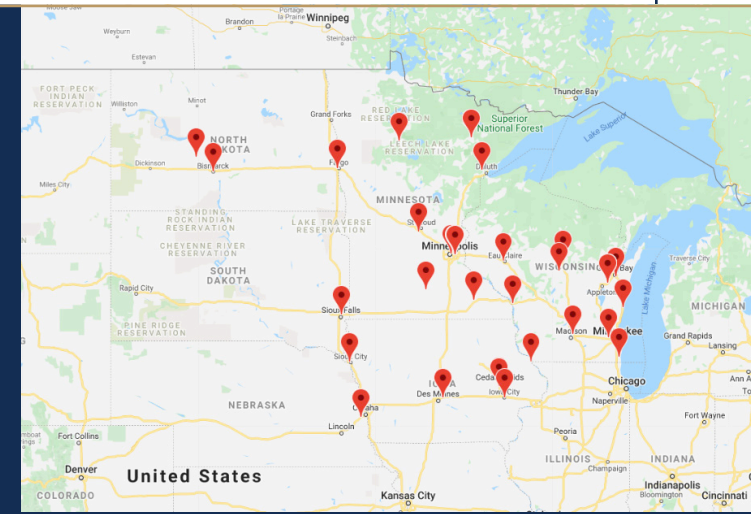
You will receive a message asking to verify your membership using your UBC number. Click on the link, fill out the form, and hit submit.

COUNCIL CONTACTS



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

www.northcountrycarpenter.org/locations



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



SAVE THE DATES



SHOTGUN TUNE-UP AUGUST 28, 2021

NEW LOCATION Caribou Gun Club • Le Sueur, MN

Registration begins at 8 a.m. with varying shotgun start times. Proceeds will benefit Jared Allen's Home for Wounded Warriors and NCSRCC Scholarship Fund.

For more information, visit <http://bit.ly/SGTU82821>

Inaugural Scholarship GOLF OUTING

SEPTEMBER 11, 2021

Pinewood Country Club • Harshaw, WI

Registration begins at 8 a.m. with a shotgun start at 10 a.m. Event includes 18 holes of golf, green fees, lunch and beverages.

For more information contact Mike Adamavich at madamavich@ncsrcc.org or 920-946-0667

SEPTEMBER 25, 2021 WALLEYE CLASSIC

Leech Lake | Walker, MN
Trapper's Landing Lodge

Event begins at 8:15 a.m. and includes \$10,000 in prizes. Registration fee is \$125 per person or \$250 per team. Proceeds will benefit Jared Allen's Home for Wounded Warriors and NCSRCC Scholarship Fund.

For more information, visit:
<http://bit.ly/Walleye2021>

