

NORTH COUNTRY

SPRING 2022

CARPENTER

SOUTH DAKOTA



NEBRASKA

WISCONSIN



IOWA



NORTH DAKOTA



MINNESOTA



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



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

FROM JOHN RAINES
EXECUTIVE SECRETARY-TREASURER



After nearly 34 years of service, I unexpectedly announced my retirement from the North Central States Regional Council of Carpenters (NCSRCC) effective May 1, 2022. I have worked a long and fulfilling career beginning as a millwright apprentice in 1988 and concluding with my current leadership role.

Prior to becoming Executive Secretary-Treasurer (EST), I had the privilege of serving in many capacities with the regional council including business representative and president of millwright Local 548. I also served on the International Renewable Energy Committee, the Twin Cities Carpenters Training Trust, on the Twin Cities Joint Apprenticeship Training Committee and served as a welding instructor at LJ Schosten training center.

I extend my best wishes to you all as I leave my post confident in this transition. NCSRCC has an incredibly talented and strong team that will continue to serve our industry and membership well into the future. I am also honored to introduce Pat Nilsen as the new Executive Secretary-Treasurer. I have worked alongside Pat as Assistant Executive Secretary-Treasurer/Executive Director and with our entire leadership team for eleven years. Pat has the leadership skills and knowledge to successfully guide this union into the future. Appointed by President Matt Campanario, he was the best choice and received the full support of the NCSRCC Executive Board.



Pat became a member of the United Brotherhood of Carpenters in 1994 as a carpenter in Local 1055 (Lincoln, Nebraska). In 2012, Pat became a member of Local 1306 when Local 1055 was merged into one statewide local. He served as president, recording secretary and delegate. In 2014, I appointed Pat as Assistant Executive Secretary-Treasurer/Executive Director.

Pat has worked with me for the past eight years overseeing approximately 160 staff in all six states and works directly with the NCSRCC's Accounting Department managing departmental budgets. Pat serves on numerous boards and committees for the regional council's pension funds, health and welfare funds, defined contribution plans, and training trust funds.

I would like to thank John for his guidance and influence over the past eight years. He was the backbone of strong leadership in this regional council. It was a privilege to work under John's direction. He taught me valuable skills that will assist me in this next phase of my career. I am thankful for his dedication, passion for this union, and most importantly, his mentorship.

As I focus on my health and family, I will remember the trust and support you placed in my leadership. I am humbled and appreciative of the dedicated, hardworking members and staff throughout our regional council. I sincerely wish you all the best moving forward.

In Solidarity,

John G. Raines
John G. Raines

Pat Nilsen
Pat Nilsen

MAKING A DIFFERENCE IN MILACA



The house that the students are building sits in the Milaca HS parking lot next to the shop classroom.

The best method to teach construction skills to high school students before they enter the trade is to let them build something with their hands. At Milaca High School in Milaca, Minnesota, they do not build birdhouses or wooden toolboxes. Every year, they build an actual house.

Every fall since the mid 1970's, Milaca High School students in the Building Trades class have started the school year with nothing more than a blueprint and a big open area in the parking lot outside their classroom. By June, they will have constructed a complete house. The program is currently led by Mr. Tony Vesledahl, referred to as "Mr. V" by his students, who still supervises the program. His passion for the project and empowering his students is nothing short of inspiring. In two decades, the house project has remained completely self-sustaining. The profits from one house pay for the materials for the next home. The labor is free, and Mr. V is grateful for the opportunity to teach valuable building skills to his students.

a safe space to learn and create, they really start blossoming."

Mr. V also understands the importance of training students in the crafts associated with the building trades. "Farms are going away. People are all commuting to the cities for work. Many of their parents are blue collar tradespeople and starting them in the trades this young will ensure a bright future for them." Mr. V estimates that approximately 65 – 70 percent of his students who graduate subsequently pursue careers in the trades.

In 2021, North Central States Regional Council of Carpenters (NCSRCC) representatives Jayson Karas and Ken Huling (both of Carpenters Local 930), along with Mr. V and Milaca Principal Damian Patnode, started the Milaca Building Trades Advisory Committee. The committee oversees the construction of the house and provides the students with an opportunity to detail the skills they learned through a presentation upon the completion of the house. The students also identify other projects they are involved in through NCSRCC's Career Connections program. The committee members assess each student's progress and award them with a Career Connections certificate at the end of the school year.

Mr. V beams as he talks about his students. "One thing I've learned as I've worked with these kids is that every person has a story. Everyone has something going on in their life. I feel so fortunate that I get to be a part of that, and if I do my job well, I get to be a positive part of that story."



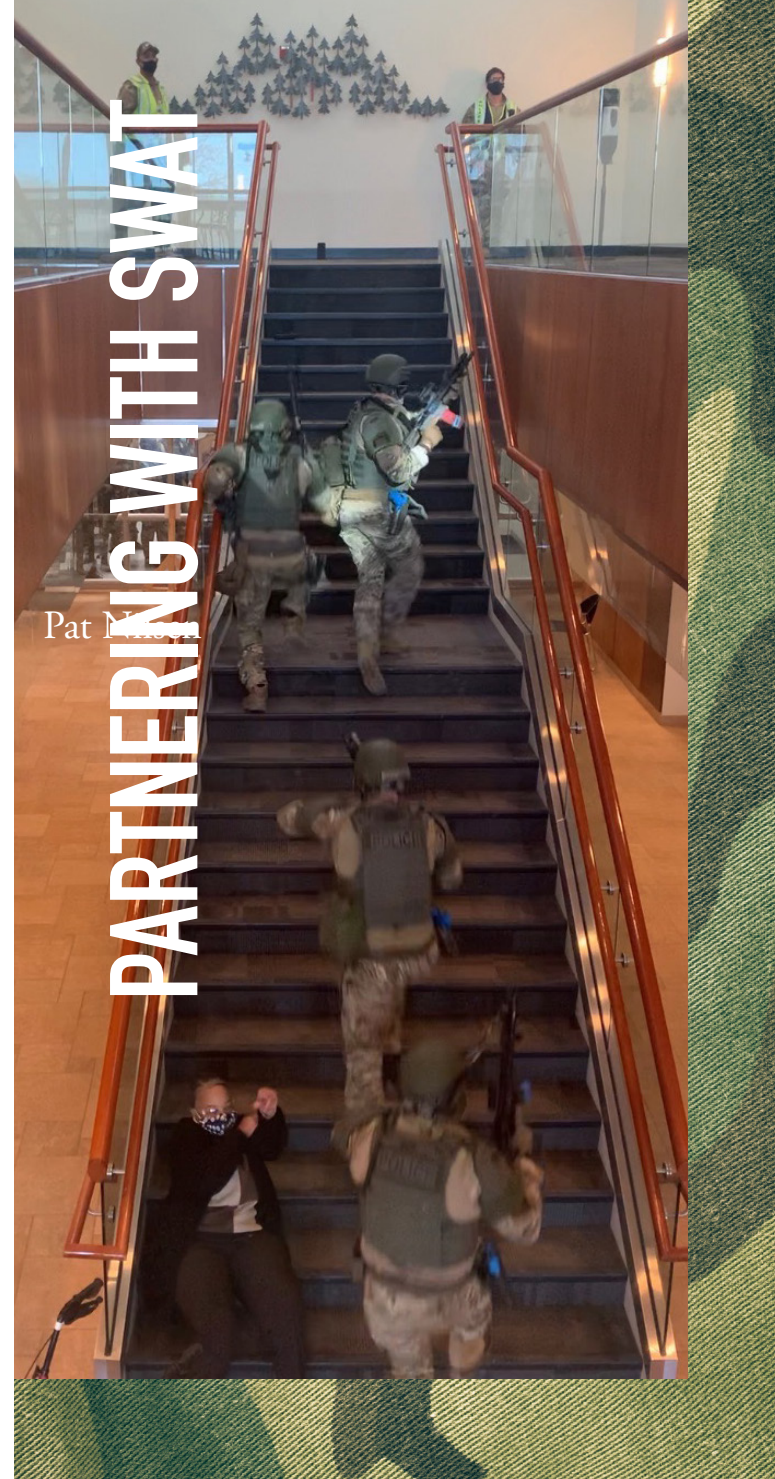
Mr. V in the house currently being constructed by Milaca High School students.

"[The students] do almost every component of the house, from floor to roof assembly," Mr. V says. "We start the build on the mock foundation in September, and by May, it's sold and ready to be transported out."

Mr. V is a 30-year teaching veteran. Early in his career, he realized the impact a good teacher can have upon students is nothing to take lightly. "Kids are home alone a lot these days, and that can cause some behavioral issues, but ultimately they're all great kids. When you respect them and give them



Mr. V in his classroom.



Pat N

Recruited, selected, trained and assigned to resolve critical threats to safety, the Saint Paul Police Department's (SPPD) Special Weapons and Tactics (SWAT) team is dedicated to protecting our community during situations which exceed traditional law enforcement first responders' capabilities.

Partnerships are essential to Saint Paul SWAT's ability to protect and serve the city. Reciprocal in nature, relationships between SPPD SWAT and local businesses empower both parties to effectively keep the community a safe place to live and work.

In the fall of 2021, the Carpenters Training Institute (CTI) in Saint Paul reached out to SPPD SWAT leadership for training to prepare staff in the event of a hostile situation.

Pictured left & below: The Saint Paul SWAT team engages in training drills to educate NCSRCC & CTI staff.



After several discussions, it became clear that not only could Saint Paul SWAT's expertise help CTI but that the training center could do the same for the Saint Paul SWAT team.

A significant challenge SPPD SWAT faces is the lack of opportunity to run drills in occupied buildings. There are many benefits to this type of access; however, businesses generally cannot afford to share their space during operating hours. Fortunately for SWAT, CTI had the space, willing staff participants, and a quiet holiday week when apprentices would not be on the floor.

Several hours went into the preparation for this training. SWAT leadership met with CTI staff a few days in advance, walked through the layout and created lesson plans for the drills based on the facility and training objectives. Safety for both CTI staff role players and SWAT officers was a priority during the planning process.

While the benefits for conducting this exercise at the CTI building for SWAT members were obvious, the advantages to building a strong relationship with the staff at CTI were also important. "These relationships are critical to our success," said Salim Omari, Saint Paul's SWAT Commander. "SWAT members have primary assignments outside of their SWAT duties. The relationship between our officers and the Carpenters Union may be impactful when



officers respond to the incidents that do not require the need of a SWAT Team. For example, an officer may respond to an alarm, criminal damage to property, burglary, theft, etc. By having a relationship on the front end, our officers have situational awareness of your property and the day-to-day operations of your organization. Similarly, your staff may feel more comfortable working with an officer whom they share a common experience such as this training.”

SWAT team members must have a minimum of three years of patrol experience at the SPPD and a history of high performance, sound decision making and sharp tactical skills. Currently the SPPD SWAT operates with over 40 officers, which include two SWAT commanders and eight team leaders.



“The experience we had with Saint Paul’s SWAT was phenomenal,” said Wally Kirchoff, Carpenters Training Institute Regional Coordinator. “They were friendly and personable and went the extra mile to explain every detail so that we felt prepared to participate in their training scenarios. This partnership has made our staff confident with the established protocols should we ever have to navigate a serious situation and has enhanced the trust we have in our law enforcement who are dedicated to serving our community.”

The Carpenters Training Institute and Saint Paul SWAT will continue this partnership into the future. When possible, CTI will again offer space for SWAT training. In return, SWAT will provide their expertise to keep staff, apprentices and the community a safer place.



Kiewitt Luminarium being built in March of 2022.

Omaha’s Kiewit Luminarium Built to Attract Students to the Sciences

With help from the Exploratorium of San Francisco, one of the nation’s top science museums, Omaha Discovery Trust designed a privately-funded building which will compete for students on a national basis with science centers throughout the United States. Omaha’s new Kiewit Luminarium, being built by Carpenter members, will be an 82,000 square foot, \$101 million building created to attract the next generation of scholars to the science, technology, engineering, and math (STEM) fields.

The glass-covered structure is being constructed on city park land at Lewis & Clark Landing with views of downtown, the Missouri River and the Bob Kerrey Pedestrian Bridge. “The Carpenters are very grateful for our ongoing relationship with General Contractor, Kiewit Corporation. We take a lot of pride in building projects that enhance the community and provide opportunities for families. The Luminarium is a project that provides revitalization and an opportunity for visitors to enjoy the riverfront,” said Assistant Executive Secretary-Treasurer/ Executive Director Pat Nilsen. The interior scope of the work on this project will include approximately 9,520 work hours.

There is hope that the \$101 million project will attract people and new businesses from across the United States to Omaha to visit the science center’s exhibits, experience their programming and participate in hands-on STEM projects. To ensure visitors have the best opportunity to experience the experimental science learning, a partnership was formed with Exploratorium to assist in developing the science center’s exhibits and programs.

In fact, the inaugural CEO for the Kiewit Luminarium is Silva Raker, who previously served as Senior Business Director of Global Collaborations for the Exploratorium in San Francisco. Her involvement will ensure that the Kiewit Luminarium meets project expectations.

The building’s interior was designed to create a warm, friendly approach to the sciences. Interior walls are constructed with custom milled 4-foot by 8-foot sheets of plywood. This design will allow for an interactive experience with the opportunity to easily integrate and change exhibits.

The exterior of the Kiewit Luminarium includes vertical shading elements that allow for viewing through the glass exterior while walking along the river walk. There are also aluminum panels that are carefully designed to assist with shading and a large cantilever for school buses and pedestrians to be protected from the elements.

The science center is an addition to the \$300 million in revitalization funds allocated for Omaha’s downtown and riverfront parks. Private donors generously provided \$250 million of that amount. The inclusion of the Kiewit Luminarium brings the total value of the riverfront revitalization to over \$400 million with \$350 million coming from private donors.

Construction of the Kiewit Luminarium is scheduled to be completed in early September. Equipment and exhibits will then be moved into the science center with a grand opening planned for the Spring of 2023.

EFFECTIVE MAY 1, 2022

Lifetime Income Benefit

Trustees of the Twin Cities Carpenters and Joiners Pension Plan are moving 13.1 percent of your hourly contribution to the Lifetime Income Benefit from the Legacy pension beginning May 1, 2022.

Upon securing future retirement benefits for members by shifting the pension to a Lifetime Income Benefit (LIB) structure, the trustees’ goal was to improve the plan’s funding and move money from the legacy contributions to the LIB when it could be done so responsibly.

Effective plan year 2022, the Legacy pension plan will be 81.5% funded and in the green zone.

Carpenters are the only trade with a defined benefit pension that can grow in retirement and a flex choice plan that members can determine to choose to invest their money in either their defined contribution or by prefunding their retiree health while minimizing taxes.



Example: For a Twin Cities metro area carpenter, effective 5/1/22, \$1.24 will shift from legacy to LIB increasing the total amount going into the LIB to \$4.29 per hour. That’s a 40% increase in retirement accruals.

This is NOT a guarantee that the \$1.24 will stay there. This plan is built on sustainability. If there’s a major recession, we may have to move it back.

Members will receive a letter via U.S. mail describing the changes in more detail. These changes will also be discussed at your local meetings.

Nebraska's Patriot Nation Successful in Adding Millwright Services

In 2018, Patriot Nation of Omaha, Nebraska, was contracted for work at the training center in Altoona, IA. This initial contract for work at the training center was the beginning of a partnership that has developed into a new millwright division employing 52 millwrights and the largest manpower contractor in Local 1463.

With divisions including crane and rigging, overhead and hoist, heavy haul, sales and service, and training, Patriot signed an agreement in Nebraska to establish a millwright division. This division includes workers trained in the use of tools and equipment that could assist in machine repair, assembly, erecting, dismantle, repair, machinery movement and installations and maintenance of industrial machinery including compressors, pumps, conveyors, monorails, extruders, steam turbines and other equipment that customers need to have maintained or repaired.

Initially, Patriot Nation started their business with union Operating Engineers and Ironworkers. They have now added millwrights from North Central States Regional Council of Carpenters, which results in over 100 years of combined experience of professionals with the skills needed to maintain customers' products while keeping their business operating. Patriot also employs millwrights who work on maintaining Patriot's overhead cranes and heavy equipment for the different divisions within the company.

"Patriot thrives on having millwrights in our company that can find solutions to projects that leave our customers extremely satisfied. I'm thankful to the Carpenters Union for providing the ongoing training that creates a safe and professional workforce our customers can rely upon," said Matt Backhaus, Patriot Millwright Services Supervisor.



Branded Patriot welding power cords inside of the semi trailer

Patriot Millwright Services has grown to include a full fleet of 15 millwright trucks outfitted to do the job right, the first time. The fleet includes five service trucks, two flatbeds, and eight pickup trucks.

A visit to Patriot Nation will reveal how much pride they have in their product, name and brand. It was not just their trucks, forklifts, or trailers that had the company name and division branded on them, every employee wears clothing with the company's logo in the company's colors. Each member of the Patriot millwright team from managers to millwrights in the field are members of millwright Local Union 1463. The atmosphere is welcoming and friendly from the time you arrive until you leave.

"Without question, Patriot recognizes the benefits of a craft that brings precision and accuracy to a construction or industrial jobsite that depends upon complex mechanical systems that require specialized tools and training," said John Raines, Executive Secretary-Treasurer of the North Central States Regional Council of Carpenters. "I'm thankful to Patriot for their partnership. All their employees are treated with respect and viewed as a critical foundation to their operation."



Patriot's branded trailer makes a bold statement wherever it goes.

APEX PROGRAM GENERATES FIRST FEMALE GRADUATE

Cadence Nelson is the first woman to graduate from the Carpenters Training Institute [CTI] through the Apprenticeship State Expansion Grants [APEX] program and is slated to upgrade to journey level within the next six months. As the number of women working in the construction trades increases year by year, state-funded programs such as the APEX grant offered by the Minnesota Department of Labor and Industry are offering women access to resources to better fit their needs in the industry.

The APEX program benefits our union by fostering long-term construction careers and increasing diversity within our membership. The program provides an opportunity for under-represented groups to explore a new career option without having to worry about financial hardships. For Cadence Nelson, the first female graduate apprentice of the APEX program and expectant mom, this state grant has given her the tools for a viable and successful career path.

"In 2018, I was working in a handful of dead-end jobs that didn't challenge or interest me. So, I reached out to the Carpenters Union to see what it was all about, and they informed me about the APEX program. I didn't have any knowledge or family working in construction, so the idea of getting hired seemed outside the realm of possibilities. The APEX program made it much more possible," said Nelson.

Nelson is the first of what CTI staff hope to be many more women graduating from the APEX program, which provides opportunities to pursue lucrative careers.

Ranging from \$700,000 to \$3.2 million, the U.S. Department of Labor awards APEX grants to help most states integrate apprenticeships into their education and workforce systems; assist the state in conducting

outreach and work with employers to start new programs; provide support to expand opportunities for groups under-represented in registered apprenticeships; and implement state innovations, incentives and system reforms.

"The APEX program serves as a low-cost educational opportunity for participants who don't have any experience or acquaintances working in the construction trades. Over the span of five weeks, participants learn basic carpentry skills to figure out if a career in the trades is right for them," said CTI trainer Matthew Price. "Most participants are able to maintain a regular job while enrolled in the program."

"I didn't have any knowledge or family working in construction, so the idea of getting hired seemed outside the realm of possibilities. The APEX program made it much more possible."

Nelson has learned an assortment of carpentry skills including drywall. She has been able to apply what she has learned in and out of the classroom at construction worksites. "It's rewarding to be able to point to a building or a bridge and say, 'I helped make that.' It's also rewarding to know that the union has my back when I have a problem and is sincerely invested in improving working conditions for people," Nelson said.

One of Nelson's primary concerns is figuring out how to now balance motherhood and her career. Being a first-time mother, she has begun planning for the next chapter in her career. "When I began my



Cadence Nelson Speaking at her apprenticeship graduation

apprenticeship, starting a family was the last thing on my mind. It only became a possibility because this work allowed me to pay off my student loans, save money, and imagine a financially stable future for the first time. Now, that I'm going to have a kid, all of those questions about balancing work and family are very relevant. Making things work is an ongoing conversation with my husband. We're far from the first family to face these questions, and it's not something that's unique in this line of work." Nelson said.

The APEX program provides a career opportunity when it may not otherwise be available. As the current demand for workers increases, meeting the needs of potential candidates will become instrumental to insuring an adequate workforce. Consequently, stories like Nelson's will need to become more common if these demands will be met in the future.

For more information about the APEX Construction Career Readiness Training program, go to www.apexgetsbusiness.com.



CARPENTERS
TRAINING INSTITUTE

Generations UNITED BY TRADE

Beyond the jobsite, which is where we have built prestige over the last 141 years, we are moved by the experiences that come from the dedication of our hardworking **union members**, which extend to the generations that follow. Today we celebrate members of the same family, spanning at least three generations, across our regional council. Aligned with the common goal of working to provide a better life for themselves, their families and communities, these families exemplify our Union.



THE ANDERSON FAMILY

	INITIATION DATE
Herman Anderson [R] (1st Gen) - Local 1463	01/18/1949
Dean Anderson, Sr. [NP] (2nd Gen) - Local 1463	3/13/1962
Norman Anderson [NP] (2nd Gen) - Local 1463	12/6/1966
Lanny Anderson, Jr. [L] (3rd Gen) - Local 1463	9/25/1992
Dean Anderson, Jr. [NP] (3rd Gen) - Local 1463	2/12/1995
Lanny Anderson, III [RC] (4th Gen) - Local 1463	11/13/2006

"It has been a great honor to be a part of the brotherhood that many generations in my family have helped build and grow to what we are today. As the current president of Carpenters Local 1463 I have great pride in the success of continuing a legacy,"
-Lanny Anderson, III



THE BUSCH FAMILY

	INITIATION DATE
Virgil Busch [L] (1st Gen) - Local 322	3/12/1954
Michael Busch [RC] (2nd Gen) - Local 322	12/1/1982
Robert Busch [LC, R] (3rd Gen) - Local 322	7/20/2005

THE GRAF FAMILY

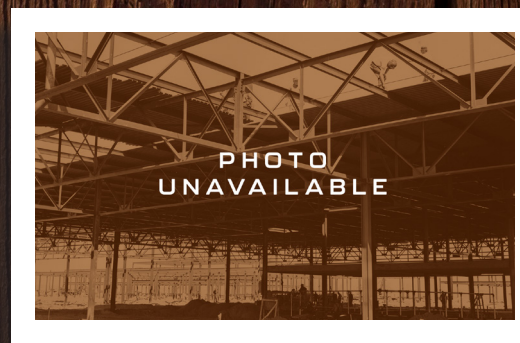
	INITIATION DATE
Eugene Graf [L] (1st Gen) - Local 804	2/8/1960
Wayne Graf [C] (2nd Gen) - Local 804	5/17/1978
Andrew Graf [R] (3rd Gen) - Local 804	7/14/2006

"Our family joined the Union because of the benefits the union offers its members. Working as a union carpenter has proven to provide competitive wages, reliable health insurance coverage and security for retirement planning and retirement." - Andrew Graf



THE KRAMER FAMILY

	INITIATION DATE
Mark Kramer [L] (1st Gen) - Local 310	3/5/1975
Duane Kramer [R] (2nd Gen) - Local 310	8/11/2000
Luke Kramer [C] (3rd Gen) - Local 310	6/15/2005

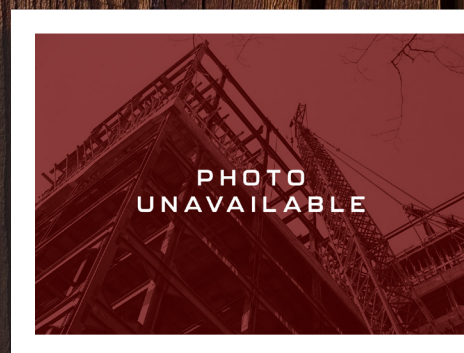


THE MECHAM FAMILY

	INITIATION DATE
Keith Mecham (1st Gen) - Local 1176	7/7/1999
Dean Mecham (1st Gen) - Local 1176	7/13/1998
Eugene Mecham (2nd Gen) - Local 1176	6/10/2005
Jayse Mecham (3rd Gen) - Local 1176	7/3/2018

THE MUELLER FAMILY

	INITIATION DATE
August Mueller (1st Gen) - Local 548	12/19/1951
Roger Mueller (2nd Gen) - Local 548	10/1/1991
Steve Mueller (3rd Gen) - Local 548	8/26/1987

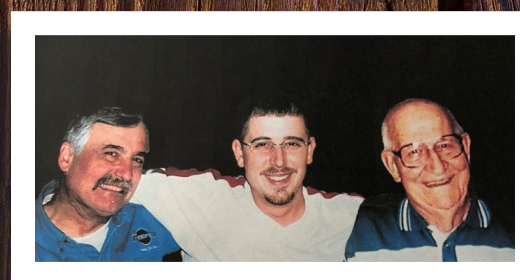


THE NICE FAMILY

	INITIATION DATE
Jerry Nice, Sr. (1st Gen) - Local 1463	11/17/1959
Jerry Nice, Jr. (2nd Gen) - Local 1463	9/12/1978
Gary Nice (2nd Gen) - Local 1463	9/12/1978
Scott Nice Sr. (2nd Gen) - Local 1463	8/27/1984
Scott Nice Jr. (3rd Gen) - Local 1463	4/5/2013
Brian Nice (3rd Gen) - Local 1463	12/21/2018
Robert Nice (3rd Gen) - Local 1463	2/20/2006

THE SCHROEDER FAMILY

	INITIATION DATE
George R. Schroeder Sr. [C] (1st Gen) - Local 955	4/08/1958
George Schroeder III [R] (2nd Gen) - Local 955	11/10/1972
Adam Schroeder [L] (3rd Gen) - Local 955	8/5/2002

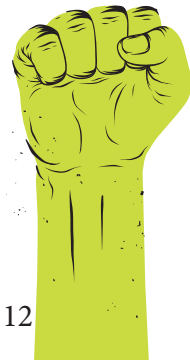


THE VAKOC FAMILY

	INITIATION DATE
Leonard Vakoc [R] (1st Gen) - Local 804	9/12/1966
James (Jim) Vakoc [L] (2nd Gen) - Local 804	10/14/1974
Bryan Vakoc [C] (3rd Gen) - Local 804	5/14/1996

These families are a clear visualization of what we are: a Union committed to passing down knowledge of the trade from the most experienced members to the youngest. Thank you to all the collaborators for sharing their photos.

TAX FRAUD DAYS OF ACTION



Madison, Wisconsin

As a result of this growing problem, a recent University of California - Berkeley study found that 39 percent of U.S. construction workers' families have relied upon taxpayer-funded, safety-net programs. These numbers were higher than those attributed to all workers overall as a result of the wage theft and tax fraud business models that contribute to low-wage workers throughout the industry.

were targeted for not paying area standard wages and benefits. The difference between having a workforce that is being paid the area standard wages and benefits is having a workforce that is paid a family-supporting wage with benefits for a project that will be built to the highest standards using a skilled, trained and safe workforce.



Pierre, South Dakota



Lincoln, Nebraska

Tax Fraud Days of Action are a time when all UBC Regional Councils hold lawful demonstrations and job actions to inform the public about construction industry tax fraud. This year, around the April 11-16 Tax Fraud Days of Action, the North Central States Regional Council of Carpenters (NCSRCC) expanded our previous years' campaigns to build awareness within our states, our communities, the media, with elected officials and other groups who could help amplify our message.

To Estimate The Incidence". 2020). "The prevalence of construction industry tax fraud nationally costs taxpayers \$8.4 billion annually. These unethical business practices deteriorate our essential public services, cost taxpayers even more and hurt honest contractors who operate their businesses in compliance with local and state regulations," said Executive Secretary-Treasurer John Raines. "It is time for the public, public officials, and workers to become partners in this fight to improve job site standards and ensure that responsible parties are held accountable for the actions that happen on their construction sites."

Perpetrators of tax fraud and worker abuse employ many methods to boost their profits while defrauding workers, taxpayers, and honest contractors. Some pay workers illegally in cash, avoiding payment of required payroll deductions. Others may misclassify employees as independent contractors to avoid paying both payroll taxes and worker's compensation insurance.

In construction, some subcontractors rely on labor brokers to engage in unethical practices, exploit workers and increase profits on their behalf. A labor broker gets paid to reduce the contractor's costs by bringing in workers who are paid off the books. At times, the workers are not paid for all their hours worked. This helps increase profits for the subcontractor and the labor broker while allowing subcontractors to dodge accountability for cheating the workers and taxpayers.

In fact, a recent study in 2020 estimates that 21 percent of the construction workforce are either paid off the books or misclassified as independent contractors (Ormiston, Belman and Erlich. "An Empirical Methodology

Beginning April 5th, NCSRCC began their Days of Action events which included:

- Members of the North Central States Regional Council of Carpenters held banners at capitol buildings in Iowa, Minnesota, Nebraska, North Dakota, South Dakota and Wisconsin to increase public awareness of construction industry tax fraud and the Days of Action around the regional council.



Milwaukee, Wisconsin

- Members in Milwaukee and Madison, Wisconsin, conducted four area standards pickets at worksites between April 5-6. Multiple contractors

- In Lincoln, Nebraska, on April 8th, members attended the University of Nebraska's (NU) Board of Regents meeting. Political Director of IA/NE/SD Felicia Hilton (pictured above) spoke to the Regents about construction jobsites at multiple campus locations where contractors are not paying area standard wages and benefits. NU has received \$800 million for construction and \$400 million in bonding paid for by the taxpayers of Nebraska. Following the Board of Regents meeting, members conducted an area standards picket at one of the jobsites on campus. Hundreds of students walked and drove by showing their support. NU's vice president for business and finance committed to arranging a meeting between the college's facilities staff and NCSRCC

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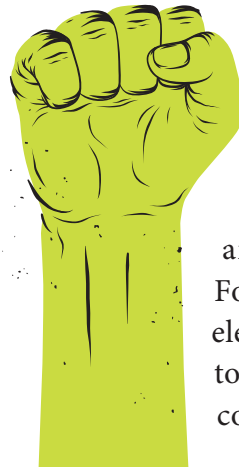
Lincoln, Nebraska

to address the concerns that have been raised. The Journal Star, Daily Nebraskan, and Omaha World Herald covered the events and published stories.



Des Moines, Iowa

- Iowa began their Days of Action on April 12th in Iowa City conducting a picket on a contractor that operates under a tax fraud business model and does not pay workers the area standards for wages and benefits. On the 13th, two pickets happened in Des Moines on work sites with contractors known for not paying area standard wages and benefits to their workers. Media from the Daily Iowan covered the picket and published a story.



Iowa City, Iowa

- In Minnesota, a picket was conducted at a worksite where one subcontractor on the site was not paying area standard wages and benefits. We were successful in arranging for two labor magazines to cover the story as well as a public news service piece involving a worker who previously worked for a labor broker. This public news piece aired on over 80 radio stations across Minnesota.
 - Minnesota and Nebraska brought elected officials onto construction sites where workers are being paid off the books, area standards are not being met and safety precautions are often lacking. Following the visits, we also took video of elected officials to get their impressions and to utilize for future messaging regarding construction industry tax fraud.

- Minnesota will also be holding an event on April 23rd called *City Leaders Against Wage Theft and Tax Fraud*. Plans are being formulated for 100 attendees, including many city leaders, a county attorney, and representatives from the Minnesota Department of Labor and Industry, Human Rights and the Commerce Fraud Bureau.

Through these Tax Fraud Days of Action efforts, we are able to educate more people on the unlawful



Minneapolis, Minnesota



Bismarck, North Dakota

business practices that have infiltrated the construction industry and continue to victimize the workforce. “As more and more people become educated, we need to rely on everyone to work together to hold upper-tier contractors accountable for hiring unethical subcontractors for the primary purpose of padding their pockets,” said Pat Nilsen, Assistant Exec. Secretary-Treasurer/Executive Director. “Without this work, we stand to lose billions annually while paying more for the very services we have come to rely upon. Services such as education, transportation, and public safety are the same services we rely heavily upon for our members’ future construction work.”



NCSRCC employees picket outside of a job site in Milwaukee, Wisconsin in April 2022.



WORKING TOGETHER FOR MEMBER SUCCESS

Becoming a member of the North Central States Regional Council of Carpenters (NCSRCC) can be the start of a lifelong career. NCSRCC business representatives have industry knowledge and relationships that can assist members in reaching their goals at any level of their career. Reaching out to a NCSRCC business representative can be the first step in a journey of learning, skill-building and stable earnings for men and women interested in construction.

NCSRCC members come from various backgrounds with different experience-levels. Some have been in the industry working non-union for a few years, while others come with four-year degrees who realize working behind a desk is not for them. Regardless of their experience, NCSRCC and its partnering signatory contractors are committed to offering the best opportunities for success.

Juventina Segura Bustos, prior to becoming a member of NCSRCC, was working in an industrial setting in charge of set-up, quality control and directing crews. Looking for a career change in the construction industry that would offer more pay, better benefits and the chance to learn something new, Segura reached out to a member from pile driver Local 1847. The member then connected her with NCSRCC Business Representative Noah Pratt.

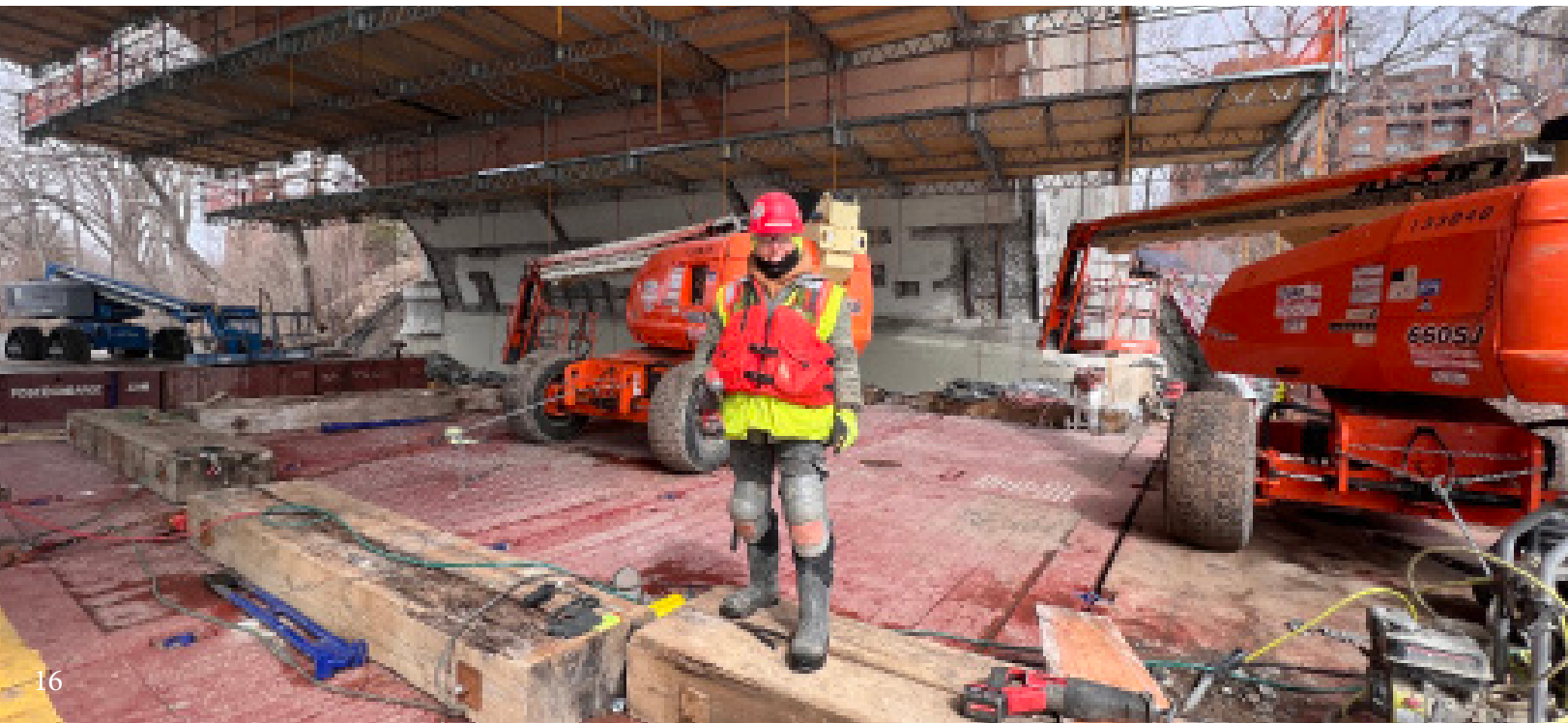
“Noah is both a knowledgeable and motivating business representative,” said Segura. “He spoke with me over the phone, met with me in person, and set-up interviews with several union contractors to help get me started. After meeting with Noah and doing some research of my own, I knew this was the right direction to take for my future.”



One requirement to becoming a NCSRCC apprentice is a high-school diploma or a General Education Development (GED). Segura came to the Carpenters with neither. When barriers exist, NCSRCC works closely with its partnering contractors to support incoming apprentices who are passionate about the industry. With reputations and professional relationships on our side, the regional council and its business representatives are typically able to find solutions to any employment issues that may arise. Noah was able to work with Megan Holland, Regional Equal Employment Opportunity Officer at Ames Construction, to offer Segura work in Ames’ yard for a few months while she studied and took her GED exams.

Continued on page 17

(Above & below) Juventina working on the 3rd Avenue bridge in Minneapolis.



“Juventina is an example of how a positive attitude, willingness to learn, and giving it her all can lead to success,” said Holland. “She is a valued member of the Ames Construction team.”

When someone becomes a union member with NCSRCC, they are not only investing in themselves, but they are joining a brotherhood who is dedicated to supporting and assisting in their success.

“I am so grateful to NCSRCC and Ames for giving me the opportunity to start my pile driving career while I worked to fill my apprenticeship requirements,” said Segura. She passed her GED and is well into her Ames-sponsored apprenticeship with NCSRCC. “I am now focused on learning and building my skills, so I can one day become a journey-level pile driver.”

CAREER SIGNING DAY

In an effort to organize a new generation of carpenters, North Central States Regional Council of Carpenters (NCSRCC) is working to offer students a career path in carpentry. In partnership with schools, the Career Connections program and Career Signing Day work in tandem; one offering groundwork education to prepare students pre-graduation and the other providing a career opportunity post-commencement.

Students who are ready to commit to a career in the skilled-building trades deserve a celebration. Career Signing Day is a day of recognition for students sponsored into the Carpenters Union by signatory contractors directly following high school graduation. It is also a day to celebrate the contractor giving the student the opportunity for a skilled, hands-on career without accumulating college debt. In 2021, the regional council celebrated 59 Career Signing Days. In 2022, our goal is to exceed 75. There are many students looking to enter the industry, and these events foster excitement for students taking the first step in their life-long careers.

For more information about Career Connections and Career Signing Days, visit www.northcountrycarpenter.org and click *Career Signing Day* in the *Prospective Member* menu.



CAREER READY DAY ONE

START YOUR CAREER ON SIGNING DAY

**CARPENTERS • PILE DRIVERS
MILLWRIGHTS • FLOOR COVERERS**



Mark Kuphal from Findorff (left) and NCSRCC Business Rep. Jim Anderson (right) with apprentice Isabella Wiese (center) during Wiese's Career Signing Day.

FLEX-CHOICE ALLOCATION PROGRAM

Take control of your retirement and health care with the Flex-Choice Allocation Program. As a member in the Carpenters & Joiners Welfare Fund and the Carpenters & Joiners Defined Contribution (DC) Plan, you can allocate a portion of your Health Fund and DC Pension contribution above the minimum hourly contributions required to be put into the plan.

Maximize your retirement savings and pre-fund your health care by making a Flex-Choice election in May. Do not miss out on this opportunity to secure your future by leaving thousands of dollars on the table.

TAKE CONTROL OF YOUR FUTURE

- NO ACTION** Taking no action will default to the amount currently allocated to your DC Pension and the remaining balance will go into your Health Fund.
- GLIDEPATH MODEL** The Glidepath Model will adjust your contributions over time, allocating more to your DC Pension the younger you are and shifting more into your Health Fund as you age. With Glidepath, you can set it and forget it, requiring no further management after the initial selection.
- CUSTOM ALLOCATION** If you have unique circumstances, a Custom Allocation will allow you to choose what works best for you and your family. With this selection, you will have the option to make a new election every spring.

**OPEN ENROLLMENT
MAY 1 - 31, 2022**

A modeling tool is available at www.carpentersandjoinersbenefits.com for you to explore what your balances could look like at retirement based on your allocations.

CHOOSE YOUR BENEFIT ALLOCATION AT www.carpentersandjoinersbenefits.com

EXPRESS CONSENT

Have you filled out North Central States Regional Council of Carpenters' online Express Consent form?

This form provides NCSRCC and your local union the authority to contact you via telephone, cell phone, email, or text messages with important Regional Council updates, including:



**CONTRACT
UPDATES**



**BENEFIT
UPDATES**



**NEWS &
ALERTS**



Fill out the NCSRCC Express consent form online by scanning the QR code provided.

Not sure if you are already signed-up? Contact your Local Union office or fill out the form online.

RELYING UPON VOLUNTEERS

In a small northern Minnesota town along the north shore of Lake Superior, volunteers provide services that can have a significant impact upon another person's life. In Tofte, Sam Crowley, a seven-year member and millwright from Local 1348 (Virginia, MN) and volunteer fire fighter, received a call that an eight-year-old child had slipped along the icy hillside of Lake Superior. The boy was stranded on a thin strip of slippery land overlooking the lake.

The child and his mother had been walking along the rough terrain of Lake Superior's shoreline when the boy slipped on ice sliding towards the water's edge. He stopped on an adjoining, narrow strip of land adjacent to the frigid water. Given the terrain, the child was unable to get himself back to a stable area where he and his mother could leave the area unassisted. The distressed mother called 9-1-1.

Crowley was notified by the Cook County Sheriff's Office to respond to the call as a local fire fighter in the area. Crowley immediately reported to the location of the stranded boy. Using ropes, he repelled down the side of the icy shore to where the boy was located. The boy was secured using ropes and assisted to more stable ground. Then, Crowley, using his rope, was able to return to safe ground ensuring that nobody was harmed during this rescue.

Crowley has been a volunteer for the fire department for nearly 13 years. He emphasized, "Many small towns are looking for reliable volunteers to provide necessary services to the community. There are opportunities for continuing education for many positions, and the services are essential to members who live and visit these communities." In his capacity as a volunteer fire fighter, Crowley has completed hundreds of hours of training and passed the Fire Fighter 1 and 2 and Emergency Medical Responder trainings.

"Thank you to brother Crowley and all our volunteers for the sacrifice they make in their personal lives for the benefit of others. Your selfless acts are a constant reminder of the important role you play in all of our communities," said Executive Secretary-Treasurer John Raines.



Crowley returns to stable ground after assisting an eight-year-old boy to his safety.

HAVE YOU CHECKED OUT THE NCSRCC STORE?

We have launched our new online store where members can purchase NCSRCC branded items including: t-shirts, polo shirts, button-ups, sweatshirts, jackets and more. These American-made products come in multiple sizes and colors and are embroidered and shipped by a union-vendor. Gift cards are also available.

Shop now! northcountrycarpenter.org/ncsrcc-store

CHOOSE OPTIONS



TIME FOR A NEW YEAR'S RESOLUTION CHECK-IN!

By TEAM Staffers Amanda Nelson, RN
and Kacey Mullaney, LAMFT

Spring is blooming around us! There's no better time to check in on the goals that we set for the New Year. And if you didn't make a New Year's Resolution, now is a perfect opportunity to set some intentions for the coming warmer months. The staff at TEAM Wellness at Work have put together some helpful tips to help you set or maintain positive goals for your physical and mental wellbeing.

PHYSICAL HEALTH

If you made a commitment to improving your physical health, that is an excellent place to start. Your overall wellness starts in your body. Here are some ways to kick start improvements in your physical health.

1. QUIT SMOKING Kicking a smoking habit is one of the most important steps you can take to improve your health. Evidence shows that when you quit smoking, you can add as many as 10 years to your lifespan and improve the overall quality of your health.

Tip: Some insurance plans have a quit smoking benefit. Be sure to check with your specific plan to see if you are eligible. Contact the national quit smoking line today to get started: 1-800 QUIT-NOW.

2. CUT BACK ON ALCOHOL Cutting back on alcohol intake can reveal positive results in just a few days. You might see brighter skin, better sleep, more energy, weight loss, improved mood and a decreased risk of cancer.

Tip: Switch one of your cocktails for a sparkling water or tea. Set a drink limit and count your drinks. Delay your first drink. Only drink with dinner.

3. IMPROVE YOUR SLEEP HABITS Good sleep is a foundational part of your overall wellness. If you are not getting enough quality sleep, your mind and body will notice. Most adults need a minimum of 7 hours of sleep per night.

Tip: Set an alarm on your phone for bedtime. This will remind you it is time to wind down and get your 7-8 hours of sleep. Some phone apps offer a "Sleep Routine" function. Limit caffeine and coffee late in the day. Avoid nicotine.

4. REDUCE SALT INTAKE Too much salt can cause inflammation, fluid retention, overworked internal organs and more serious disease like hypertension and heart disease.

Tip: Choose fresh instead of processed foods where possible. Check the sodium content on food labels. Try seasonings like herbs, citrus, chopped vegetables and salt-free spices and blends.

5. LOSE WEIGHT There is a reason weight loss continues to be one of the most common New Year's Resolutions! Excess weight puts additional stress on your organs and joints.

Tip: Small changes add up! Every choice makes a difference over time. Plan your meals ahead of time, including lunches. Never grocery shop while hungry. Scale down the size of your dinner plates at home to help with portion control. Swap out high-calorie snacks for healthier versions.

MENTAL & EMOTIONAL HEALTH

Resolutions related to mental and emotional wellbeing are gaining popularity as conversations around mental health become more common. Whether you made a commitment to improving your mental health or you are only now considering the idea, here are some good places to start.

1. CUT BACK ON SOCIAL MEDIA Access to social media has become almost too easy in recent years. It is common to develop habits around social media use that cause us to spend hours scrolling news feeds or reading headlines,

despite our best intentions. Social media use can be tied to low mood, disrupted sleep and even body image issues.

Tip: Delete social media applications off your phone, and log out of your accounts when you are done browsing. Set up screen time limits on your phone, and have someone else create the screen time password if you need extra accountability.

2. PRACTICE MINDFULNESS So much of our mental health is tied to awareness of our own feelings and needs. Feelings of anxiety or depression can often be the result of unacknowledged and unprocessed feelings or needs. Tuning into your own emotions can help build awareness that provides insight and understanding, which can improve your mood and relationships.

Tip: Practice mindfulness exercises using an app. Invest in a journaling practice. Take time to notice how anxiety, sadness, anger or peacefulness feels in your body. Communicate the feelings and needs you discover to a trusted person.

3. NOTICE SUBSTANCE USE Consuming too much alcohol or using other substances is a common way to cope with uncomfortable feelings, but it is not always a healthy choice. Make a commitment to notice the frequency and quantity of your substance use. Are you running away from uncomfortable feelings? Is there another coping tool you can use instead?

Tip: Keep a journal of your alcohol or substance intake. Utilize an app to help you cut back on substance use. Instead of starting your normal routine with alcohol or substances after a hard day, try taking a walk or calling a friend instead.

4. GET OUTDOORS Simply being outside can improve your mental health. Sunlight provides essential Vitamin D which can guard against cancer, osteoporosis and much more. Exposure to sunlight can also help your sleep patterns. Some studies have shown that being near natural green space or working in a garden can lower depression.

Tip: Even 5 minutes outside can have health benefits. If the weather looks daunting, remember this Norwegian saying: "There is no bad weather, only bad clothes." Bundle up and get outside. Do not forget sunscreen year-round.

5. START COUNSELING One final resolution to consider is starting counseling! Counseling is not just for those in crisis; in fact, the best time to start counseling is long before you need it. Counseling sessions are tailored to suit your needs, whatever they are. A counselor can help you clarify your own needs and goals in a safe, confidential, compassionate space.

Tip: You can find a therapist by contacting your EAP, your primary care doctor or your insurance company. Many insurance plans do cover counseling. Consider marriage counseling as well as counseling for just yourself.

START WITH TEAM

If you are ready to re-commit to your New Year's Resolutions this spring, there are resources available to keep you accountable.

TEAM offers you and anyone on your benefits plan short-term mental health counseling services, nurse case management, and nutrition and wellness services. These services may be over the phone, via Zoom video, or in person—at no additional cost to you as part of your benefits package. When you call TEAM, a professional will work with you to assess your unique situation and recommend the best path forward, including calling upon our broad network of quality providers to align you with the very best support in your area. TEAM will follow up with you to ensure you are getting the services you need and the best possible outcome.

Whatever issue you're facing, you don't have to face it alone. Our registered nurses, licensed counselors and support staff are here to help, even if just for resources and simple solutions. Whatever you need, start with TEAM today.

www.StartwithTEAM.com | 1-800-634-7710



QUALITY HEALTH INSURANCE PLANS AREN'T ALWAYS ENOUGH.

METLIFE BENEFITS FOR NCSRCC MEMBERS

ADDITIONAL NEW BENEFITS INCLUDE:

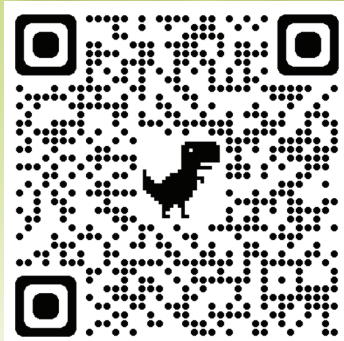
Critical Illness provides benefits directly to you upon first diagnosis of a serious condition like a heart attack, stroke, cancer and more.

Accident provides cash for on and off-the-job accidents. You decide how to use the money for medical and non-medical costs.

Hospital Indemnity pays benefits directly to you for a hospital admission to help with the out-of-pocket expenses left by your medical plan.

Professional legal help with MetLife Legal Plans gives you easy, direct access to a national network of attorneys by phone or in person.

LEARN MORE



Help protect yourself from unexpected expenses.

The North Central States Regional Council of Carpenters (NCSRCC) continues to partner with MetLife to ensure that members and their beneficiaries are covered in the event of an injury or death. As a member in good standing, you may already receive life and long-term disability insurance certified by MetLife. **Members may increase their life insurance up to \$200,000 without a Statement of Health or underwriting approval.**

Other additional benefits include Critical Illness, Accident, Hospital Indemnity and Professional legal help with MetLife Legal Plans®.

Listed below are your monthly rates (based on your age as of December 31 of the prior year as well as those for your spouse (based on your age as of December 31 of the prior year). Rates to cover your child(ren) are also shown.

Age	Monthly Cost Per \$1,000 of Active and Retired Member Coverage	Monthly Cost Per \$1,000 of Spouse Coverage
Under 30	\$0.066	\$0.066
30 – 34	\$0.099	\$0.099
35 – 39	\$0.121	\$0.121
40 – 44	\$0.176	\$0.176
45 – 49	\$0.286	\$0.286
50 – 54	\$0.451	\$0.451
55 – 59	\$0.660	\$0.660
60 – 64	\$1.023	\$1.023
65 – 69	\$1.397	\$1.397
70 – 74	\$2.266	\$2.266
75 – 79	\$4.720	\$2.266
80 – 84	\$8.570	\$2.266
85 +	\$25.820	\$2.266
Cost for your Child(ren)†		\$0.120

† Covers all eligible children

*Note: rates are subject to the policy's right to change premium rates, and the policyholder's right to change member contributions.

Open Enrollment is August 1-31, 2022.

Members can enroll by either scheduling an appointment with a Benefit Counselor who will review all of the available benefits, costs and answer any questions you may have or online at <https://www.metlife.com/ncsrcc/>. To contact a Benefit Counselor, call 1-888-392-4505.

LEADERSHIP

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

Executive Director of Education: Matt Campanario
Training Director of Eastern IA: John Delany
Training 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

Chris Hill (Northern MN/ND)
 Eric Leanos (IA/NE/SD)
 Woodrow Piner (Central & Southern MN)
 Pat Rodriguez (WI)

Political

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

Director of Public Affairs

Richard Kolodziejski

Director of Administration

Tracy Samz

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

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

IOWA

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

DES MOINES LOCAL 106

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

DUBUQUE LOCAL 678

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

STOIX CITY LOCAL 948

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

MINNESOTA

DULUTH LOCAL 361
Meeting
Tuesday | 2nd Week | 5:30 p.m.
Local 361
5238 Miller Trunk Highway
Hermantown
Advisor: Jeremy 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.

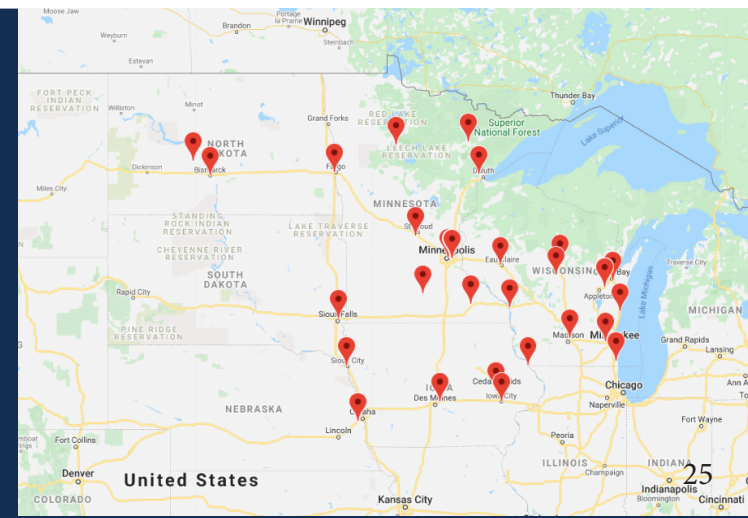
You will receive a message asking to verify your membership using your UBC number. Click on the link, fill out the form, and hit submit.

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





SAVE THE DATES!



SHOTGUN TUNE-UP

**SATURDAY, AUGUST 27 2022 • 8AM
AT CARIBOU GUN CLUB • LE SUEUR, MN**

Proceeds will benefit Jared Allen's Home for Wounded Warriors and the NCSRCC Scholarship Fund.

For more information, visit <http://bit.ly/SGTU82822>

INAUGURAL SCHOLARSHIP GOLF OUTING

SEPTEMBER 10, 2022

**PINWOOD COUNTRY CLUB
HARSHAW, WISCONSIN**

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



2022 WALLEYE CLASSIC

**SEPTEMBER 24 • LEECH LAKE
WALKER, MN • TRAPPER'S LANDING LODGE**

Event 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 the NCSRCC Scholarship Fund.

For more information, visit: <http://bit.ly/Walleye2022>

