

Spring 2020

North Country Carpenter

North Central States Regional Council of Carpenters



Developers Can Choose

Working with the union to put an end to wage theft and human trafficking in the construction industry

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Contents

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Cover Story

Developers can choose

Nick Walton, owner of Reuter Walton Development, shares his perspective working with the union to help put an end to wage theft and human trafficking in the construction industry

page 6

Politics works

A recap of 2019 accomplishments and a look at issues important to our union in 2020

page 4



New TEAM resource

Leaders from employee assistance program, TEAM, explain the new Patient Advocacy benefit

page 12



Looking to the future

Thanks to Minnesota State grant money, Carpenters Training Institute is sending instructors and apprentices to area high schools to educate students about trade careers

page 16



In this issue

- 10 Prioritizing patient safety
- 11 Preparing students for success
- 14 Building a promising future
- 15 Union millwrights thrive in wind industry
- 18 A new way to recruit women
- 18 Tax Fraud Day of Action

Resources

- 13 Assistance resources
- 17 UBC leadership programs
- 19 Local contact and meeting information
- 22 Apprenticeship committees
- 23 Around the Council
- 26 Upcoming Council events
- 27 Council and Training contact information

Cover Photo: NCSRCC Business Representative Woodrow Piner and Developer Nick Walton at the ground breaking of the Shale Apartments in Minneapolis, MN.



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From John Raines

Executive Secretary-Treasurer

In 2019, North Central States Regional Council of Carpenters (NCSRCC) continued to define industry standards in job safety, prevailing wages, high-quality training and career advancement. Our staff and members helped convict a labor broker of labor trafficking and fraud, passed the strongest wage theft legislation in the country, trained more professionals than ever on infection prevention and paved the path for high school students to begin building a career in the trades without accumulating student debt.

When I think about our recent accomplishments, the one thing that consistently stands out is our exceptional ability to evolve. Our willingness to see change as an opportunity rather than a hurdle, helps us increase the strength of our membership and the benefits we work hard to provide our union family.

I see more change in our future requiring us to hold each other up and accountable to our growing responsibilities as industry leaders and partners. We cannot do it alone. Only with our collective courage and determination will we continue to grow and make positive changes for our members, and their families and communities.

I express my sincerest appreciation and gratitude for you and your work. Your optimism for the future and your partnership will help us move forward as a brotherhood.

In solidarity,




En 2019, North Central States Regional Council of Carpenters (NCSRCC) continuó definiendo modelos industriales en seguridad de trabajo, salarios predominantes, adiestramiento de alta calidad y avance de carrera. Nuestro personal y nuestros miembros ayudaron a condenar a un comisionista laboral por tráfico de labor y fraude, aprobaron la legislación contra el robo de sueldo más fuerte en el país, adiestraron a más profesionales que nunca en la prevención de infección y prepararon el camino para los estudiantes de escuela secundaria para empezar a construir una carrera en las industrias sin acumular deuda estudiantil.

Cuando pienso acerca de nuestros recientes logros, la única cosa que se destaca continuamente es nuestra excepcional habilidad de evolucionar. Nuestra buena voluntad de ver el cambio como una oportunidad en vez de un obstáculo, nos ayuda a aumentar la fortaleza de nuestra totalidad de miembros y los beneficios por los cuales nosotros trabajamos para proveer a nuestra familia de la unión.

Veo más cambio en nuestro futuro requiriendo que nos mantengamos firmes uno a otro y responsables de nuestras crecientes obligaciones como líderes y socios industriales. No podemos hacerlo solos. Solamente con nuestro valor colectivo y nuestra resolución continuaremos creciendo y haciendo cambios positivos para nuestros miembros, y sus familias y comunidades.

Expreso mi más sincero aprecio y gratitud por ustedes y su trabajo. Su optimismo por el futuro y su asociación ayudarán a movernos adelante como una hermandad.

En solidaridad,



“ When I think about our recent accomplishments, the one thing that consistently stands out is our exceptional ability to evolve.

“ Cuando pienso acerca de nuestros recientes logros, la única cosa que se destaca continuamente es nuestra excepcional habilidad de evolucionar.

Politics works

Guest Contributor: Kim Nelson, Assistant Political Director of Minnesota

If you turn on the television, it will not take long to notice that 2020 is another important political year. As you listen to the political pundits, you can quickly feed into the hype that can lead to a sense of divisiveness or disillusionment with the entire political process. Regardless of what is occurring on the national stage, you can count on North Central States Regional Council of Carpenters' (NCSRCC) political agenda working for its members.

We work best when we all participate in union politics, not party politics. We need to focus on issues that concern and affect us all. We had major wins in 2018 and 2019 because of the participation of thousands of carpenters. This year we need to build on our past political victories with an eye toward the future. Our legislative and electoral efforts will focus at every level of government to support job creation, protect and increase labor area standards, deter wage theft, and promote apprenticeship programs.

Job creation is always at the forefront of our political agenda. We will work to secure employment in manufacturing, lobby elected officials to support development and infrastructure, work with city councils to spur development and assist school districts with passing school building referendums. Last year for example, NCSRCC members in Minnesota made calls, attended town halls and talked to neighbors to secure the passage of two school

referendums totaling more than \$500 million. In 2020, our focus will turn to ensuring that work is awarded to reputable, union contractors.

We join the United Brotherhood of Carpenters and Joiners (UBC) in the fight against wage theft and tax fraud nationally and locally in the Regional Council's six states. Dishonest general contractors and subcontractors subscribe to a business model profiting off their workers by avoiding payment of unemployment insurance, workers' compensation, and fair wages by misclassifying or failing to account for all their employees. These criminal low bidders gain a substantial advantage over other companies, whether union or non-union, who are engaging in ethical business practices. The UBC, Regional Council staff, and members' participation and testimonials have made victories in the areas of theft and tax fraud possible.

Our efforts to elect Governor Tony Evers in Wisconsin and Governor Tim Walz in Minnesota have contributed to several successes in our efforts to deter wage theft. Wisconsin Governor Evers signed an executive order in 2019 to create a Payroll Task Force that will report its findings in Spring 2020. Minnesota Governor Walz also signed one of the toughest wage theft laws in the nation in 2019. The statute criminalizes wage theft as a felony, escalates monetary penalties and grants enforcement authorities to the Attorney General and Department of Labor and Industry Commissioner. Our

Regional Council is actively working at the state and local level in each of our states to raise the issue of worker misclassification, tax fraud, and wage theft due to its prevalence in our industry. Our work has led to the successful prosecution of labor broker Ricardo Batres and recent charges filed against Merit Drywall for \$300,000 in tax fraud. These industry successes send



Wisconsin Gov. Tony Evers, EST John Raines and members of Wisconsin Locals celebrate after Gov. Evers announced the creation of a task force to address payroll fraud at an event April 15, 2019 at the Carpenters Training Institute - Madison Campus.

a strong message to “bad players” in the construction industry to start following the rules or shut your doors.

Protecting the safety, livelihood and dignity of our members is what we work for every day. We work to defeat right to work legislation and protect prevailing wage provisions in Minnesota, gain back labor standards in Wisconsin, and to make

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KEY POLITICAL DATES IN 2020

“ Carpenters Economics... Here’s what we’re focused on and what we want our elected officials to focus on: Jobs for our members; pathways into a career in the construction industry; strong support for apprenticeship standards; trade policies that are fair for working families; wage and hour rules that deter the underground economy, wage theft, tax fraud and labor trafficking that we see daily in the construction industry.

—Adam Duinick
Director of Government Affairs

inroads in the states of Iowa, Nebraska, South Dakota, and North Dakota. However, nothing is more powerful than helping one of our own be elected to an office that can oversee jobsite protections. For instance, Iowa had a huge win this past fall when Pat Loeffler, a carpenter from Local 308 (Cedar Rapids, IA), was elected to the Cedar Rapids City Council. He joins other members in holding an elected office across the Regional Council helping to support our mission. As more members consider running for office and defending union interests, the Council can be utilized as a resource.

To illustrate that point, the Regional Council had an inaugural Work Boots to Wingtips Candidate Bootcamp last fall. The two-day workshop worked with attendees on how to run for office and how to win

their election. Eighteen graduates are now positioning themselves to either run for office or play a major role in a campaign. We urge you to stand in solidarity with your fellow members by supporting them with door knocking, conversations with your colleagues, convention participation and voting on election day.

Regardless of whether you are a Democrat, Republican, Independent or have another political affiliation, we encourage you to get involved in 2020. Let your politicians and neighbors know that you are a proud union member and support union values. Please remember we are strongest when we all participate. Reach out to your Regional Council’s Political Directors on how to get involved and watch for future updates.



In November 2019, NCSRCC held the first Work Boots to Wingtips Candidate Bootcamp to help prepare members who are interested in running for office or playing a major role in campaigns. Another Bootcamp is in the works for this summer. Dates will be announced later this year.

- APRIL 7**
WI Spring Primary & Presidential Preference Primary
VOTE!
- APRIL 14-18**
Tax Fraud Days of Action
- APRIL 28-29**
Minnesota Legislative Conference
- MAY 12**
Nebraska Primary Day
VOTE!
- JUNE 2**
Iowa & South Dakota Primary Day
VOTE!
- JUNE 9**
North Dakota Primary Day
VOTE!
- SUMMER 2020**
Candidate Screenings & Endorsements
Canvassing for Member Candidates & Early Endorsed Candidates
Work Boots to Wing Tips
Candidate Bootcamp
(location & exact date TBD)
- JULY 13-16**
DNC National Convention
Milwaukee, WI
- FALL 2020**
Canvass for Endorsed Candidates
- AUGUST 11**
Minnesota Legislative & Wisconsin Assembly Primary Day
VOTE!
- AUGUST 24-27**
RNC National Convention
Charlotte, North Carolina
- NOVEMBER 3**
General Election Day
VOTE!



Developers Can Choose

“Our objective is to do great work with great people”

From coast to coast, construction labor is in high demand.

The public sees buildings being constructed by workers in yellow vests and hard hats. What they do not see is the sophisticated hierarchy that dictates a build from its groundbreaking to its grand opening.

In its simplest form, this hierarchy involves a developer, general contractor, subcontractors and workers. A developer (or owner) of a new building identifies a site, secures financing, works with an architect and hires a general contractor, among many other

things. These general contractors then hire subcontractors who bring in workers that pour concrete, frame walls, install flooring and everything in between.

Subcontractors should be hired based on their ethical reputations. Unfortunately, the decisions are often based on bids that are unfairly low with promises of faster production and more profit. These promises are typically held on the backs of exploited workers who are underpaid or not paid at all, and who are forced to take safety risks without access to appropriate insurance coverage or proper safety equipment and training.

This criminal business model can be found nationwide, but it is often hard to spot and even tougher to investigate and charge. Workers who are hired as independent contractors are not bound by the federal Fair Labor Standards Act. Whether knowingly or not, developers and general contractors profit when subcontractors exploit an underground workforce by paying them in cash, stealing wages, and not paying income taxes and workers’ compensation premiums.

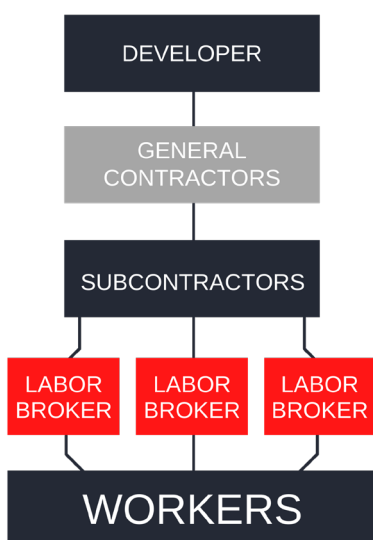
North Central States Regional Council of Carpenters (NCSRCC) has been working tirelessly to investigate and dismantle this criminal business model. Most notably, the Regional Council has played an integral role

in supporting charges against known labor broker, Ricardo Batres, and Merit Drywall. Ricardo Batres pled guilty to charges of labor trafficking and insurance fraud in November 2019. Additionally, just this past January, Hennepin County Attorney Mike Freeman announced charges against Merit Drywall with two counts of insurance fraud and one count of theft by swindle.

“Developers and general contractors receive bids from all kinds of subcontractors, those who abide by the law and pay workers on the books and those who do not,” NCSRCC’s attorney, Burt Johnson said. “If you’re a developer and general contractor, when you look at the bid and you see that the low bidder is hundreds of thousands of dollars cheaper, you should be asking more questions.”

For one local developer, NCSRCC’s focus on contractors operating under a criminal business model along with the recent Hennepin County charges have “brought things to light.” Nick Walton, owner of Reuter Walton Development, believes that dismantling this criminal business model is simple. Start at the top. “Developers can choose. Developers can choose to hire the right general contractors who will hire the right subcontractors who will do right by the workers,” said Walton.

Exploited Worker Model



In a recent interview, Walton reflected on his business history and his plans for the future.

Please introduce yourself.

I was born and raised in Minnesota. I moved to Colorado for college, majoring in finance while working as a bartender and carpenter. When I moved back to Minnesota in 2003, I worked as an estimator for a single-family construction company named Reuter Construction, Inc.

On a more personal note, I have a lovely wife, three kids and two dogs. I enjoy spending time with my family, traveling, and skiing.

Can you tell us about your background in the construction industry?

Reuter Construction, Inc. started doing single-family construction in 1979. I bought the company and renamed it Reuter Walton in 2007. That year, I also began developing multi-family apartment projects with a prior partner with whom I owned a property management and development company at that time. Three years ago, I started my own development company and we kicked off 2020 by starting our 29th project. On March 4, we broke ground on the Hiawatha project, an 80-unit multi-family housing development.

In 2011, I started a commercial construction company but was not the day-to-day operator. In the fourth quarter of 2019, I sold the commercial construction company to operators so I could focus more on the development side of the industry.

Accordingly, we have four new developments planned to break ground on in 2020. This will bring my development count up to 32 projects since 2007.

Can you tell us the difference in a developer's responsibilities versus a general contractor?

Absolutely. They are very different and distinct.

You can think of a developer as the "owner." Developers identify the site and negotiate a purchase agreement which allows for a long enough period of time to assess any potential physical and environmental concerns. We conduct title and survey reviews and site investigations. Then, we decide what type of project we would like to design that is financially feasible and will satisfy market needs. We hire the architect and work with local municipalities to ensure our project idea will be approved. Then, we find all the necessary capital. This typically comes from at least two sources: we secure a loan for 70% of the costs and then we find equity for the balance. We may also use other available sources of financing including Tax Increment Financing, Low Income Housing Credits, environmental grants, etc. At this point in the project, we hire a general contractor, a marketing professional, and a leasing and property management company.

A general contractor's role is constructing the building designed by the architect. The general contractor is hired by the developer and it is their job to build the project at the specified price within the timeframe agreed upon between the contractor and developer. Their contract also makes them responsible for all warranty items that arise once the building is complete.

General contractors decide which subcontractors to hire in order to complete the project. Subcontractors supply and install their portion of the work as drawn and specified by the architect.

What role did the Regional Council play with the projects you developed last year?

When I was approached by the Carpenters last year, I thought the union was saying there were issues in the industry in an attempt to secure more work for their members and signatory contractors. As a developer, I was not engaging in the day-to-day operations as a general contractor

“ You can think of a developer as the “owner.” Developers identify the site and negotiate a purchase agreement which allows for a long enough period of time to assess any potential physical and environmental concerns.

and was not involved in choosing or hiring subcontractors. At the time, I did not realize how widespread and harmful these labor practices were to the construction industry.

Over the past five months, leaders at NCSRCC including Woodrow Piner, (Director of Central and Southern Minnesota), have made it clear to me how there are not only labor issues but major human rights issues both locally and nationally that need serious attention.

In the past, you didn't know about violations that may have been happening on your worksites. As a developer, what steps are you now taking to make sure labor violations and human rights issues are not taking place on your sites?

It is very simple. I only hire general contractors recommended by the Carpenters Union that I know will hire union subcontractors. Now that I know more about the Union's practices, I believe they are put in place to ensure that abuses are not occurring on building sites. I also require contractors to sign a contract holding them accountable for their actions and their treatment of employees.



This page: Reuter Walton Development owner, addresses the crowd at the Shale Apartments ground breaking in Minneapolis, MN on March 4, 2020

Opposite page, from left to right: Dale Forsberg, Watson Forsberg; Andrew Johnson, Minneapolis City Council; Woodrow Piner, NCSRCC; Gary Heppelmann, Watson Forsberg; Scott Nelson, DJR Architecture; Nick Walton, Reuter Walton Development; Paul Keenan, Reuter Walton Development; Kyle Brasser, Reuter Walton Development; Anne Stephenson, Reuter Walton Development; Charley Owens, Reuter Walton Development; Burt Johnson, NCSRCC

What type of things do you put in your contracts to hold general contractors accountable?

On top of only hiring general contractors recommended by the Union, I also require general contractors to have their subcontractors sign a new certification. We created a certification that clarifies they do not and will not engage in wage theft, labor trafficking or other labor abuses. If a contractor can't sign the form, they won't get the work.

What responsibilities do developers and general contractors have in managing job sites, and how can they enforce their best practices?

This is super simple in my mind. *Developers can choose.* They choose the site, they choose the architect, they choose the type of project to build, and they choose the general contractor. Since general contractors are responsible for selecting subcontractors, hiring the right general contractor is critical to ending labor and human rights issues on construction sites.

As a developer, is it difficult to take those extra steps?

Personally, now that I know how beneficial it has been to work with the Carpenters, I do not think it is extra work at all.

Since the sale of your shares in the commercial construction company, what role did the Carpenters play in helping you arrange your 29th project on Hiawatha and first groundbreaking in 2020?

A lot! On Hiawatha specifically, after selecting Watson Forsberg to be our general contractor (of whom Woodrow endorsed), we heard there might not be any Union carpenters available for months which would have significantly delayed our project. I called Woodrow in a bit of a panic and he said, "I can help. Give me a couple of days to see who I can find." Two to three business days later, he found not one, but three framing subcontractors to work with the general contractor. I am now happy to report we are closing on time and on budget thanks to his assistance and our partnership.

What role has NCSRCC played in assisting you with future developments?

Woodrow called me just recently and asked if I would be interested in another project. He also provided me with additional sources for financing. From a construction standpoint, Woodrow helps us make sure the general contractors we hire have access to Union subcontractors who are available to start and complete our projects on schedule. That means a lot to a developer.

Can you tell us what changes you made as a developer with your Hiawatha project after building a strong relationship with NCSRCC?

We now hire only general contractors recommended by NCSRCC. We know they have gone through a thorough vetting process. My additional three projects planned for 2020 will be done in the same manner.

What have you learned from NCSRCC staff, and how has that affected the way you do business?

I knew they existed to take care of their members, but what I never realized is how helpful they can be to developers like me. They help me get my projects started and assist me with securing reputable contractors

which turns into millions of dollars of work for their members. It is full circle.

Why was changing important to you?

At Reuter Walton, we do the right thing, because we care. It is not just me. Our founder, Rick Reuter, has always felt this way as does the rest of our development team. Our objective is to do great work with great people.

What does the future of Reuter Walton look like?

This year looks to be our largest ever. We expanded our focus to include affordable housing and currently have over 1,000 units of housing in our pipeline, starting with 207 units this spring. These projects range from highly affordable at 30% area median income, to workforce/transit-oriented housing, to luxury market housing near Gold Medal Park in Minneapolis, MN and everything in between.

What type of relationship do you have with Woodrow Piner?

It is an active one. We often strategize on how we can make sure Reuter Walton has the right general contractors and subcontractors available to keep up with our robust pipeline of work. By helping us, he is helping to keep his members working. It is a successful partnership.



From Left to Right:
Adam Duininick, NCSRCC Director of Government Affairs; Woodrow Piner, NCSRCC Director;
Nick Walton, owner Reuter Walton Development; Burt Johnson, NCSRCC General Council



Piner and Walton have built a successful relation to the benefit of both Reuter Walton and NCSRCC members

Following our interview with Walton, we asked Woodrow Piner a few questions related to developing relationships with Walton and other industry leaders and exposing cheating contractors and developers. Woodrow Piner has been a NCSRCC member of Local 322 for 20 years, five as a business representative and most recently as the Director of Central and Southern Minnesota since October. Piner has been essential in helping to magnify the underground world of construction and the exploitation happening in the industry. He has spent many years working with elected officials, contractors and developers ensuring construction projects are done safely and in the best interest of the public and workers. Over the past five months, Piner has developed a rapport with Walton and has partnered with Reuter Walton to pave a new path in development.

How have you been able to build relationships and partnerships with industry leaders?

The biggest thing I have learned is how important it is to lead with education. We can not always assume a developer knows, so we need to take the time to inform. It does not hurt to have a conversation with a contractor or developer that is willing to learn, as was the case with Walton.

Regional Council staff should be seen as a resource. Gathering support from members, signatory contractors and the community goes a long way in helping developers make a project happen. Hiring union should not be seen as a hindrance. We need to help developers get their projects done right, on budget and on time.

You have a unique relationship with Walton. How would you describe the relationship you have developed?

Our initial face-to-face meeting was a bit contentious and filled with a lot of misunderstanding on both sides. Neither of us had a clear sense of each other's motivations. But as conversations continued, it became clear that we had a lot to learn from each other. There were things Walton did not know about the Carpenters. However, his approach and willingness to learn and take corrective action speaks volumes.

I have been meeting with developers for more than three years. Yet, it took Nick Walton for me to be able to see things from a developer's perspective. Walton is a developer, a businessman, and a genuine person. It is easy to think of it as "us" and "them," but building partnerships is key to the success of the Union and the industry. Empathy can go a long way in building positive relationships. Walton's transparency and honesty has been incredible. His responses are quick and authentic. I am proud that Walton has stepped up and made a commitment to do things with the Union as partners. He is setting an example for others in the industry.

How does your partnership with Reuter Walton help the union and the industry?

I think it is good for our members to see developers as partners. Working with them to construct projects brings work to our members. It helps educate members and bridge gaps that exist between workers and developers ensuring everyone is operating on the same page.

What advice would you give to others around the Carpenters Union about developing relationships throughout the industry?

It is the most important part of what we do. Relationships with members, contractors and developers are critical. It is nice to pick up the phone and be able to discuss concerns knowing that I have a relationship with a particular developer. The conversation looks different, and the response is more productive. I want developers to know that we are a resource both sides can benefit from.

What did it mean to you to be included in Reuter Walton's first groundbreaking since their renewed commitment and support to utilize unionized contractors?

It is a testament to the partnership that has developed between our Regional Council and Reuter Walton Development. There is collective pride in the build. We are partners.

So many developers do not realize what a resource the union can be. I'm proud to work with someone like Walton who leads by example.



Prioritizing patient safety

Guest Contributor: Jayson Karas, ICRA Facilitator

As Carpenters, we have made building and nurturing relationships a priority. Community partnerships are what make our Union stand out from the rest. Through education and training, we bring value and opportunity to our members, contractors and communities. The Infection Control Risk Assessment (ICRA) training program is just one example of how North Central States Regional Council of Carpenters' (NCSRCC) efforts are improving the health care industry and helping keep patients safe.

2019 marked another successful year for the Regional Council's ICRA training programs. In those twelve months, a total of 1,540 healthcare facility staff and signatory trade partners received the ICRA Construction Best Practices Awareness training. This program is the backbone of our partnerships with the healthcare community, providing support and collaboration in building core principles and curriculum in healthcare construction. Healthcare facilities have recognized the value that ICRA Best Practices not only brings to the industry and their staff, but to the patient experience. Through better awareness, communication and collaboration, all involved in the construction and renovation process will be able to assess potential dangers to patients and occupants of the healthcare facility.

Just as significant is the number of UBC members who have received the ICRA Construction Best Practices in Occupied Facilities training, also known as the ICRA 24 Hour. This training is an integral part of the Union's Apprenticeship Program and

is being taught to all apprentices in their 2-4 portion of the program. In 2019 alone, the Carpenters Training Institute trained a total of 531 apprentices. In total 4,092 members have received the ICRA 24 Hour badge and certificate Council-wide. These programs help to deliver a strong message that Carpenters care about protecting patients

and minimizing impact on the facility, staff and visitors. Our members learn the importance of utilizing hard and soft wall barriers, dust mitigation through jobsite air management as well as the many types of pathogens and contaminants one could be exposed to while working in a healthcare facility.

As a result of the success and marketing of the ICRA training programs, industry partners and contractors have expressed the need for ICRA Heavy Civil Deep Foundation training. This program was developed at North Central States Regional Council of Carpenters with approval and support from EST John Raines. EST Raines' vision and foresight in healthcare construction and ICRA has pushed this training to the forefront with the United Brotherhood of Carpenters and Joiners (UBC).

ICRA Heavy Civil Deep Foundation training addresses the question, "What are we doing to train our members that work outside of or within the vicinity of a new or existing healthcare facility?" This unique program offers a myriad of collaborative opportunities, getting construction teams on the same page as facility and municipality personnel. The program dives into much of the same principles as the 8-hour and 24-Hour programs, but provides more detail on utilities, contaminants, and remediation steps unique to soil and substrate disturbances. Heavy Civil Deep Foundation training is a specialized program that offers members and contractors another tool to improve their own work and the industry at large.

Since its beginning, the ICRA Team has

trained a total of 4,329 members and partners. The return on investment speaks for itself, with members gaining an additional estimated 1,145,433 working hours and \$56,252,215 in wages and benefits (based on average Journeyman Commercial Carpenter Total Package or \$49.11). This is the result of facilities and contractors understanding the importance of protecting patients through training and communication, embracing and hosting the UBC's ICRA Program in their facility. 2020 brings another year of industry advancement, nurturing the relationships built and opening the door for new partnerships in the future.



Top: Nick Gant and Porcha Shadd (both Local 361) tape off a wall opening. Middle: Tyler Kemp (Local 606) and Shadd tape a filter onto a door opening. Bottom: Zach Sadenwasser (Local 361) and Austin Seidel (Local 2934) are erecting a softwall containment system.

Preparing students for success

In an effort to prepare a new generation of carpenters, North Central States Regional Council of Carpenters (NCSRCC) is working to offer students a career 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.

Career Connections offers construction-focused curriculum to schools that are looking to supplement existing industrial technology programs, update their current programs or start new programs. Offering six different books, including the option to custom build curriculum to fit a school's individual needs, Career Connections teaches important hands-on skills for senior high school students. The program can also provide some students with an opportunity to earn credits toward an apprenticeship while still in high school. This gives them a head start in practical knowledge and income potential upon graduation.

On February 6, Council Business Representative Jim Anderson (Local 161 in Kenosha, WI) joined community partner, Building 2 Learn, for an open house at Horlick High School in Racine, WI. Partnering contractors Mortenson Construction and Thorne and Associates also attended the open house to talk with students and help provide pathways for those interested in getting a start in the trades. Horlick High offers Career Connections curriculum, in partnership with Mortenson Construction and Thorne and Associates, mentoring students in commercial construction using the Career Connections Project Commercial 3 book of curriculum.

At the open house, industry leaders spoke with students and parents about their experience with Career Connections. The reviews were extremely positive. Parents were amazed at how much their kids had learned and excited about the possibility of their child being offered a trade job upon graduation. Two students are guaranteed apprenticeships from Mortenson Construction and will be participating in Career Signing Days this year.



NCSRCC business representative, Jim Anderson of Local 161 speaks with students and parents about their experiences with Career Connections at the Horlick High School open house on February 6, 2020.

For students who are not college-bound, an apprenticeship with the Carpenters provides an opportunity to learn, work and earn great wages and benefits. When students are committed to building their future with the Carpenters, the Council works to connect them with union contractors who will sponsor their apprenticeship. Sponsors hire apprentices and help train them as they develop skills and grow through their apprenticeship. This tuition-free apprenticeship gives students a chance to learn and cultivate their skills through a combination of on-the-job training and classroom education.

Students who are ready to commit to a career in the skilled building trades deserve to be celebrated. 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 2019, the Council celebrated 40 new apprentices through the Career Signing Day program. In 2020, our goal is to exceed 100 students. Many students are looking to enter the industry and these programs bring excitement and opportunity for students taking the first step in their life-long career.

For more information about Career Connections and Career Signing Days, please contact Jim Anderson at janderson@ncsrcc.org or 262-574-2709.

career CONNECTIONS & CAREER SIGNING DAY



preparing students for a career in the construction trades

Spotlight on community partner: Building 2 Learn

The Building2Learn Consortium (B2L) focuses on skilled trades pre-apprenticeship training by designing Productivity Centers and Passion Projects in partnership with industry leaders and innovative schools. The goal is to produce equitable paths to lifelong employability for students and a sustainable pipeline of diverse talent for skilled trades and manufacturing careers. Learn more at www.building2learn.org

Top three reasons you (and maybe your nagging back) should get to know these faces

These are three of the leaders from TEAM, Wellness at Work. TEAM has been a critical piece of your benefits plan for years now, but this year NCSRCC leadership has expanded their role to include something called Patient Advocacy. You can now go to them for a better understanding of all your medical conditions, help finding the right medical providers for your care, getting in-network second opinions, nutritional guidance, weight loss support, and more. It is unique and cutting edge, and a very good thing for your health. We asked them to tell you why in their own words.



Leaders of TEAM, the employee assistance program covered by your health fund. From left to right: Jennifer Stanek, MSPA-C; Angela Koster, LADC and Trent Williams, Executive Director

#1 Trust, because we're basically a health extension of the union.

By Trent Williams, Executive Director

Patient Advocacy is just a way of saying we are here to help guide you through any health issue, and connect you to the care you need. We are like a hotel concierge, but for health care. One call to us, and we put a team to work getting it done right.

And because we have been working with the union for so long, we know your needs, your insurance and your benefits. So with us there is less red tape, less uncertainty, less runaround. You will get where you need to go faster, and it will all be part of your plan.

As a former construction trades guy myself, it is such an honor and pleasure knowing TEAM has been entrusted by your leadership. We are here to help you get the best care possible, and be empowered to do so unlike any other patient advocacy program. My staff goes to work each day excited to dive in, because we know the care we can help you get is going to be special.

As of April 1, 2020 TEAM will be covered by all health funds

TEAM is a free and confidential Employee Assistance Program. Besides providing Patient Advocacy, TEAM also offers short-term counseling services for you and your family for drug and alcohol problems, depression and anxiety, grief or loss, stress management, relationships, communication and work place issues. They also offer work-life support services in the areas of financial counseling, legal consultation and child/elder care.

TEAM is here to assist you whether your need is big or small. The staff at TEAM is dedicated to getting you the right care with the right provider at the right time. Learn more at www.team-mn.com.

If you are struggling and need support, call TEAM 24 hours a day, 7 days a week at 651-642-0182 or 800-634-7710.

#2 The care really is special, because this model is so rare.

By Jennifer Stanek MSPA-C, Certified Physician Assistant and Clinical Director

I am a very hands on provider with 18 years of involvement in the Health Care Community in Minnesota. Navigating the health care system is challenging for even the most experienced person. With our Patient Advocacy program, you get a dedicated team you can trust. We have the time and focus to help make this process easier for you, from finding you experienced providers to making sure you have the tools you need to achieve your goal. Our TEAM is dedicated to follow through with any of your concerns—all to make you healthier. It really is all about what is right for you.

Our Patient Advocacy program does the work for you. It is an easier way to a healthier you. That is why Trent and Angela and all of us got into this in the first place. That is our passion.

#3 We're a true partner, already part of your benefits package!

By Angela Koster, LADC, Clinical Case Manager

Health care can feel so impersonal and overwhelming, it can often be hard to know even where to start. It is great that you can start with what you already have.

TEAM's Patient Advocacy service is part of your benefits plan, at no additional cost to you or your dependents, which means you have a dedicated go-to resource and don't have to feel alone or confused. We will be a true partner and help you make your decisions on the right care and right provider, no matter what you need. It might be a simple concern, and we help you coordinate your care to get it taken care of quickly so you can get back to work, your family and your life. Or, if it is a more complex issue, we will work as a team to cover all the bases, all under one roof to help reduce all the worries and stresses that can come with such issues.

When someone is in your corner, listening to you and advocating for you, it is a pretty powerful feeling.

To take advantage of this part of your benefits package, or to simply find out more call **800-634-7710** or visit **www.team-mn.com/patient_advocacy**

Sometimes life gets messy

There's no shame in asking for help

National Suicide Prevention Lifeline:

p: 1-800-273-TALK
www.suicidepreventionlifeline.org

Crisis Text Line:

741741

Mental Health:

www.makeitok.org

National Sexual Assault Hotline:

p: 1-800-656-HOPE
www.rainn.org

National Domestic Violence Hotline:

p: 1-800-799-SAFE

Legal Aid:

www.lawhelp.org

Planned Parenthood:

www.plannedparenthood.org

Debt and Credit Counseling:

www.greenpath.com

Emergency shelters

- Iowa: www.welcometoiowa.org
- Minnesota: www.minnesotahelp.info
- Nebraska: www.dhhs.ne.gov
- North Dakota: www.ndhomelesscoalition.org
- South Dakota: www.sdhda.org
- Wisconsin: www.dcf.wisconsin.gov/ea

Emergency food assistance

- Iowa: www.dhs.iowa.gov/food-assistance
- Minnesota: www.minnesotahelp.info
- Nebraska: www.dhhs.ne.gov
- North Dakota: www.greatplainsfoodbank.org
- South Dakota: www.feedingsouthdakota.org
- Wisconsin: www.dhs.wisconsin.gov/nutrition

An opportunity to build a promising future

According to the National Reentry Resource Center, approximately 10 million people in the United States are released from jail or prison each year. Of those individuals, 66% are rearrested within three years, half of which return to prison.

This revolving door of criminal justice can be attributed to many factors, including inaccessible housing and employment biases. In spite of statistics, there are reentry programs that provide individuals with a criminal background the resources and support to rejoin and contribute to their communities. Often times, these programs work with local trade unions that can provide a stable career path for clients.

After 19 months in prison for second degree burglary and juvenile assault charges, Andres Botello was ready for a new start to life with aspirations to become both a carpenter and minister. His dreams were there, but he needed the right second chance.

Andres was put in touch with North Central States Regional Council of Carpenters' business representative, Ernie Colt from Local 948 (Sioux City, IA) about his work options after his release. In partnership with Andres' probation officer and case manager, Ernie referred him to the BOOST Project in April 2019.

"Both the BOOST Program and Ernie have really humbled me. I had spent some time in Fort Dodge in prison. I got out, didn't have a job and had \$5,000 in fines that I didn't know how to pay. My uncle has been with the Carpenters Union for a long time and he talked to Ernie. Ernie didn't waste any time. He said, 'Come up here tomorrow and I'll get you set-up,'" recalled Andres.

BOOST stands for Bridging and Overcoming Obstacles through Service and Training, and provides integrated service-learning, education and vocational training to young adult offenders ages 18-24 in Woodbury County, IA and Dakota County, NE.

In its third Department of Labor grant cycle, the program works under the umbrella of Siouxland Human Investment Partnership (SHIP). Partnering with community, including trade unions, they assist ex-offenders in becoming positive, contributing members of society and achieve independence through education, vocational training, apprenticeships and job placement. Those accepted in the program are enrolled for one year with one year of follow-up.

"I have been involved with BOOST/SHIP from the very beginning, which was July 2012," said Rita DeJong, BOOST Program Director. "NCSRCC is a powerful partner

in our efforts to support returning citizens. These ex-offenders simply want a job and a career. Teaching our participants essential skills for the construction trades is vital. Ernie Colt has been a true blessing and inspiration for not only our participants but also the BOOST staff as he serves as a brother and a super role model for us all. Andres' attitude, and support from Ernie, NCSRCC and BOOST has made all the difference in world for this young man"

While working part-time, Andres received valuable employment skills and training through the Carpenters Training Institute. He also received his forklift certificate through

“ My uncle has been with the Carpenters Union for a long time and he talked to Ernie. Ernie didn't waste any time. He said, "Come up here tomorrow and I'll get you set-up."

Goodwill of the Great Plains. All of his training was funded through BOOST, along with items to make him job-ready, including work boots, clothes and essential carpenter tools.

Andres is currently employed with W.A. Klinger, a one-hundred-year-old construction company in Sioux City, IA. He continues his journey with the BOOST Program and checks-in with Ernie regularly.

"Andres has been a regular at union meetings and has turned down non-union work when he was laid off. He has definitely had a couple of bumps in the road but has changed his attitude and outlook on life," Ernie stated. "These are the stories that help me show up to work every day for the members. I hope and pray every day that Andres continues on the road to success, while I try to keep a watchful eye on him!"

"Being a felon and going to prison, you don't have a life. Ernie and BOOST handed me a career and told me to make something of myself, and I am thanks to the Carpenters Union," said Andres.



From left to right: Steve McRory, BOOST Participant Counselor; Rita DeJong, BOOST Director; Andres Botello, Local 948; and Ernie Colt, NCSRCC Business Representative, Local 948.

Union millwrights thrive in wind industry

Late in 2017, MidAmerican Energy announced that they planned to spend one billion (\$1,000,000,000) “repowering” approximately 706 older turbines across Iowa. The “repowering” would include replacing blades, hubs and turbine parts, which would allow each turbine to produce between 19 and 28 percent more energy. For the Millwrights at North Central States Regional Council of Carpenters, this was welcome news. The repowering would bring additional work allowing the millwrights to demonstrate their expertise in this area. The 10-15 year old wind farms were certainly in need of these upgrades.

With the advancement of technology and new incentives in the form of available federal tax credits, more owners were making the choice to install lighter, longer blades that can sweep more wind with every rotation. Updated electronics and more efficient turbines made the repowering more attractive than replacing the entire 200-300-foot wind turbines. As a

result, the wind industry is thriving, and the amount of renewable energy being produced is substantially greater.

During re-powering, millwrights remove the old blades and replace old components with more productive components one piece at a time. Then, using a massive crane and intricate rigging, about six men carefully guide new blades weighing over six tons each onto a new hub. When all three blades are matched up, the new blades and hub, weighing as much as 45 tons are lifted and re-attached to the tower about 280 feet above the ground.

Eric Kilpatrick, Millwright from Local 1463 in Omaha NE, the General Foreman at the Adair and Iowa site for Mortenson Energy Services is supervising a repowering crew that is becoming increasingly efficient while always maintaining safety standards in the field. Eric said, “If any one of my guys sees something unusual or unsafe, they have the power to stop the process and resolve the issue before continuing. I empower everyone with that ability.” Conversely, the non-union contractor just down the highway on the same project recently dropped a wind blade creating a potentially dangerous and deadly situation for the workers. The drop also caused a one-week safety shut down, and it was not the first time. A previous drop of a wind blade by that same contractor resulted in Mortenson’s site also being shut down despite their impressive safety record and expert equipment handling.

Mortenson started this project turning over one wind tower every three days. Now, they have created efficiencies reducing the ratio to one tower every ten hours. On the other hand, a nearby non-union contractor on another part of the project was turning over one wind tower every week. They have since progressed to one tower every three days, but it is nowhere near their union counterparts. In fact, Eric’s crew has quadrupled the output of the non-union contractor. The output has been so significant the owner of the wind towers hired Mortenson’s union employees to supplement the non-union contractor who fell far enough behind to compromise its federal tax incentives. Mortenson backed up

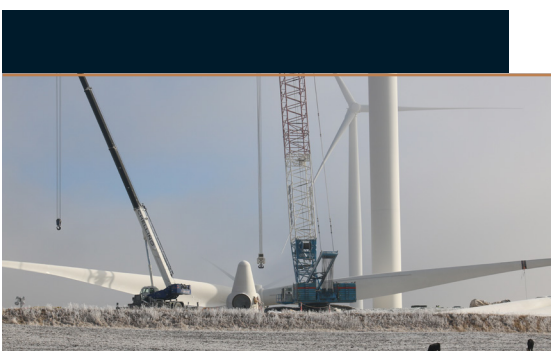


Cranes are used to hoist the new, longer blades into position on the wind turbine.

non-union contractors by performing some of their work while maintaining the re-power schedules on their own contracted towers.

What’s the secret? Mortenson is bringing in young workers and giving them an opportunity to demonstrate their skills. They are respected for their work ethic and practice the importance of being a “union” member. “Everybody counts on each other. We make sure that Mortenson can deliver strong outcomes and be recognized in the wind power industry. People need to know that when Mortenson bids on these jobs, they are getting the very best,” said Kilpatrick.

Jonathan Phelps, a millwright from Local 1176 in Fargo ND, said it perfectly, “I want to make sure the next guy is better than me.” He describes the work environment as one that instills a culture of learning that will help every union millwright on the job be more successful. “While every union member is expected to get their training hours in, we still expect our co-workers to get a lot of on-site training,” said Phelps.



Looking to the future

students learn college isn't the only option

With a mission to enhance the construction industry with high-quality, hands-on training, the Carpenters Training Institute (CTI) provides robust curriculum to trade apprentices in Minnesota, Wisconsin, Iowa, Nebraska, South Dakota and North Dakota.

Apprentices come from all backgrounds and skill-levels, sometimes referred to CTI by family members or contractors, and sometimes as a result of the Training Institute's community outreach efforts.

In January 2020, the State of Minnesota and the Minnesota Department of Labor and Industry awarded the Carpenters & Joiners Apprenticeship & Journeymen Training Trust Fund a Minnesota Registered Apprenticeship Expansion Grant (APEX). As a grantee, the Training Trust Fund has committed to help APEX reach its primary goals of addressing the state's racial and economic disparities, engaging community players as intermediaries in apprenticeship recruitment and retention, and developing a strong statewide outreach campaign that benefits registered apprenticeship.

In partnership with local high schools, the Carpenters Training Institute has implemented two, four- to eight-week career exploration programs that are

designed specifically for ages 16-24. Through this program, high school participants experience hands-on learning and are exposed to the various industry crafts. By the end of the grant cycle (June 30, 2020) students will have gained experience in the carpenter trade and will benefit from peer and instructor mentorship.

Matthew Price has been an instructor with the Carpenters Training Institute for 4 years, working primarily at the Twin Cities campus. He and a handful of apprentices visit Park High School in Cottage Grove twice a week for 1-1.5 hours to work with students on the building blocks of carpentry.

"I have the pleasure of working with Park High School's industrial education instructor, Bonnie Thoe-Austin. She has a great program already in progress, currently building four sheds and four playhouses with her students. I have the wonderful opportunity to bring industry insight, and help enhance her program and build the students' confidence to a new height," said Price.

As industry baby boomers approach retirement, it is increasingly more important that these trade positions are filled by smart, educated and hard-working young people. High school students have an important role in building the trades.

"The grant from the Department of Labor has allowed us to work with three high schools so far (Apple Valley high school, South Saint Paul High School and now Park High School), helping bridge a gap between guidance counselors, administrators, high



From left to right: Matthew Price, Carpenters Training Institute Instructor and Bonnie Thoe-Austin, Industrial Education Instructor, Park High School

school teachers and the trades. Many shop programs at the high school level have been disappearing for far too long, and we now have a chance to help get the word out about how important these programs are and how many high paying trade jobs are out there for the taking," Price stated.

On February 18, Price visited Park High School to encourage students to consider an apprenticeship with the Carpenters Union as an option for their futures post-graduation. Working with Bonnie, Matt presented the different carpenter crafts, answered questions from the students, and supported them on the shop floor.

"Matt is really great at understanding diversity and how to incorporate that into our classroom. He understands that they are all different people and everyone is valued," said Bonnie, who has been teaching for 15 years, eight of which at Park High School.

"When the kids come into our classroom and the apprentices are here, the kids step up their game. They are excited to see actual people that that they could become some day. The students really take ownership and pride in what they are doing. They like to display their skills



CTI instructor, Matthew Price, presents the benefits of union carpentry to Park High School sophomores in their industrial technology class.

and are very receptive to the skills that Matt and his team bring to the table,” she continued.

In March, students from Park High School were slated to visit the Carpenters Training Institute – Twin Cities Campus to meet with CTI instructors and learn about the breadth and depth of the construction industry. Jacob, a sophomore at Park High thinks highly of his experience with the Carpenters Union.

“The Carpenters Union helps us so much. From them being here just the last few weeks, we have gotten so much

done. They teach us so much - where to put studs, where to nail in, and so much more,” Jacob said. “Matt is an amazing man and does so much great work with us. I really like being here and doing this.”

The industry of carpentry is becoming extremely fast-paced and very high-tech. Virtual reality, augmented reality, electronic print reading and laser layout are just a few of the new and upcoming things that are happening in construction.

“The younger generation that is about to enter the work force has all the tech skills that are needed,” said Price, “we

just need to bridge the gap and help these kids develop the physical skills that are needed to become successful. This grant from the DOL is helping make these gaps smaller and smaller. I am proud to be a part of this opportunity, and I hope we can continue to make a difference at the high school

“ The Carpenters Union helps us so much. From them being here just the last few weeks, we have gotten so much done. They teach us so much - where to put studs, where to nail in, and so much more”

level, showing students all the available opportunities there are in the trades.”

This work would not be possible without the help of many, including all of the Carpenters Training Institute staff and the Minnesota Department of Labor and Industry. A special thanks to Matt Price, Chelsea Hoops, Scott Panek, Matt Campanario, Jason Krech and Wade Carrigan from Carpenters Training Institute, Jeremy and Rick from the Department of Labor and Industry, and Bonnie Thoe-Austin and her students from Park High School, Cottage Grove.



Matthew Price leads carpenter apprentices to Park High's shop floor in Cottage Grove, MN

Take your career to a new level



The UBC offers a number of programs to help members develop soft skills to elevate their career and become a well-rounded professional in their field. Focused on the strategic priorities of the UBC, these programs will teach you transformational leadership skills, communication and mentoring on the jobsite and within your Local.

Leadership programs are taught at the International Training Center (ITC) in Las Vegas, NV. Attendees stay on at the ITC campus at no cost to them. Classes typically run Thursday through Sunday to provide minimal disruption to work schedules.

Programs offered at the ITC include 3rd Year Apprentice, Journeyman Leadership, 212 Next Level Journeyman, Foreman Training and Collaborative Leadership. Typically each program builds on skills developed in the previous course. 212 Next Level Journeymen requires completion of Journeyman Leadership in order to attend.

If you are interested in attending any of these programs, contact a Business Representative or visit northcountrycarpenter.org/leadership-training.

A new way to recruit women carpenters

The construction industry is changing. Following several years of industry growth, a large percentage of members are approaching retirement and the need for more trades people is greater than ever. Contractors are pushing for a more diversified workforce, and labor unions across the nation are looking for new ways to recruit women and minorities to help make up for the labor gap.

In an effort to respond to this growing need for skilled workers, North Central States Regional Council of Carpenters is hosting a new event to bring women into the training center in hopes of creating a clear path to a profession in union carpentry.

Yes She Can is a one-day event introducing women to jobsite skills through hands-on experience. Attendees will have the opportunity to use tools of the trade, and to network with contractors and sisters working in the field.

“We want to create a pathway for women who are interested in starting a career in the trades,” said event chair and Regional Council Business Representative, Barb

Pecks. “We purposefully timed this event to happen shortly before the start of an APEX class. If an attendee decides she is interested in starting a career in the trades, we can help her apply for the pre-apprentice program.”

The Minnesota Registered Apprenticeship Expansion Grant (APEX) classes were created to help prepare women and minorities for their first day on the job as an apprentice. The five-week pre-apprentice course is taught by Carpenters Training Institute instructors, and made possible through a grant awarded by the Minnesota Department of Labor and Industry.

At the end of the APEX course, the Regional Council is holding a job fair with partnering contractors to help start these women on a career path. North Central States hopes to expand this program to other areas of its jurisdiction in the future.

“We hope this event proves to be a powerful tool, not only in growing our union, but also in supplying the growing demand with a more diversified workforce,” Pecks said.



If you know of a woman interested in starting a career in the trades, invite them to attend the *Yes She Can* event.

Event Information

Yes She Can
Saturday, April 4, 2020
9 a.m. - 3 p.m.

Carpenters Training Institute
Saint Paul Campus
740 Olive Street
Saint Paul, MN 55130

Register at: <https://bit.ly/3bPJnBt>

Registration fee is \$20
Attendees will receive a \$20 gift card if they attend the event. Attendees must pre-register for the event. Space is limited. No walk-ins. No refunds.

This event is for women 17 years and older.

STANDING UP TO TAX FRAUD
SPEAK OUT. TAKE ACTION.

Day of Action

During a 2019 Tax Fraud Day of Action event, members of Carpenters Local 1383 (Rochester MN) protest outside the River Glen Apartments where a subcontractor was engaging in tax fraud practices.

In 2019, The United Brotherhood of Carpenters initiated a campaign around the United States and Canada titled “Tax Fraud Days of Action.” Holding over 100 events in 75 cities and towns with coverage from 160 media outlets, carpenters brought public attention to contractors paying employees off the books or wrongly classifying employees as independent contractors. These contractors are robbing citizens, states and the federal government of billions of dollars annually and can be found in every state throughout the Regional Council.

An estimated one of every five contractors follow this illegal business model to create an unfair advantage, stealing jobs from honest, tax-paying contractors and the employees who work for them. Their actions intentionally defraud every citizen by not paying taxes and contributing their fair share to infrastructure and community programs everyone depends upon. When contractors don’t pay their taxes, you pay more on their behalf.

In the past, the Regional Council has educated elected officials by taking them on work sites of both honest contractors and those who cheat the system. We passed legislation on wage theft and helped push for the establishment of a task force around tax fraud. This year, our Council is planning public awareness campaigns, more legislative site visits and legislation around wage theft and contractor accountability leading up to April 15. Look for postings of events, social media campaign information and opportunities to get involved at northcountrycarpenter.org and facebook.com/ncsrcc.

Stay connected

Local contact & meeting information

IOWA

CEDAR RAPIDS

CARPENTERS LOCAL 308

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

INDUSTRIAL LOCAL 1039

President: Craig Bontty
Cedar Rapids, IA
Phone: 651-379-0203
Email: dsolorzano@ncsrcc.org
Meeting
Thursday | 3rd Week | 3:30 p.m.
RWDSU Union Hall

DECORAH

INDUSTRIAL LOCAL 2831

President: JOHN HAVEL
Decorah, IA
Phone: 651-379-0203
Email: dsolorzano@ncsrcc.org
Meeting
Tuesday | 3rd Week | 2:35 p.m.
Calmar Fire Station

DES MOINES

CARPENTERS LOCAL 106

President: Bob Disney
1555 First Avenue North
Altoona, IA 50009
Phone: 515-262-8079

Fax: 515-262-9860
Email: local106@ncsrcc.org
Meeting
Tuesday | 1st Week | 6:00 p.m.

DUBUQUE

CARPENTERS LOCAL 678

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

DYERSVILLE

INDUSTRIAL LOCAL 2704

President: Rhea Pierce
Dyersville, WI
Phone: 651-379-0203
Email: dsolorzano@ncsrcc.org
Meeting
Wednesday | 3rd Week | 3:30,
4:30 p.m. | Modernfold Lunchroom

IOWA CITY

CARPENTERS LOCAL 1260

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

SIoux CITY

CARPENTERS LOCAL 948

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

MINNESOTA

ALBERT LEA

INDUSTRIAL LOCAL 766

President: Bruce Spilde
Albert Lea, MN
Phone: 651-379-0203
Email: dsolorzano@ncsrcc.org
Meeting
Tuesday | 2nd Week | 1:45, 2:45, 3:45
Albert Lea Union Center

BEMIDJI

Carpenters Local 1934

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

DULUTH

CARPENTERS LOCAL 361

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

MANKATO

CARPENTERS LOCAL 464

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

ROCHESTER

CARPENTERS LOCAL 1382

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

SAINT CLOUD

CARPENTERS LOCAL 930

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

SAINT PAUL

CARPENTERS LOCAL 322

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

INDUSTRIAL LOCAL 1865

President: Justin Perry
Saint Paul, MN
Phone: 651-379-0203
Email: dsolorzano@ncsrcc.org
Meeting
Thursday | 1st Week Mar, Jun,
Sept, Dec | 6 p.m.
710 Olive Street, Suite 104
Saint Paul, MN

INTERIOR SYSTEMS LOCAL 68

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



SAINT PAUL (CONT.)**MILLWRIGHTS LOCAL 548**

President: Dave Lasserre
730 Olive Street
Saint Paul, MN 55130
Phone: 651-636-3999
Fax: 651-379-0267
Email: local548@ncsrcc.org

Meeting

Wednesday | 3rd Week | 6:30 p.m.

Pile Drivers Local 1847

President: Jack Lanhart
730 Olive Street
Saint Paul, MN 55130
Phone: 651-209-3466
Fax: 651-379-0267
Email: local1847@ncsrcc.org

Meeting

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

VIRGINIA**CARPENTERS LOCAL 606**

President: Aaron Twite
726 Fourth Street North
Virginia, MN 55792
Phone: 218-741-6010
Fax: 218-741-6017
Email: local606@ncsrcc.org

Meeting

Tuesday | 2nd Week | 7:00 p.m.

MILLWRIGHTS LOCAL 1348

President: Ben Pratt
726 Fourth Street North
Virginia, MN 55792
Phone: 218-741-6314
Fax: 218-741-6017
Email: local1348@ncsrcc.org

Meeting

Wednesday | 3rd Week | 6:00 p.m.

NEBRASKA**OMAHA****CARPENTERS LOCAL 427**

President: Frank Dolincheck IV
10761 Virginia Plaza
Papillion, NE 68128
Phone: 402-571-2561
Fax: 402-571-3549
Email: local427@ncsrcc.org

Meeting

Tuesday | 3rd Week | 6:00 p.m.

INTERIOR SYSTEMS LOCAL 1306

President: Joseph Kielion
10761 Virginia Plaza
Papillion, NE 68128
Phone: 402-571-2561
Fax: 402-571-3549
Email: local1306@ncsrcc.org

Meeting

Tuesday | 4th Week | 6:00 p.m.

Millwrights Local 1463

President: Lanny Anderson
10761 Virginia Plaza
Papillion, NE 68128
Phone: 402-571-2561
Fax: 402-571-3549
Email: local1463@ncsrcc.org

Meeting

Tuesday | 2nd Week | 7:00 p.m.

NORTH DAKOTA**BISMARCK****CARPENTERS AND MILLWRIGHTS LOCAL 1091**

President: Larry Schwindt
217 South Mandan Street
Bismarck, ND 58504
Phone: 701-255-3700
Fax: 701-255-3701
Email: local1091@ncsrcc.org

Meeting

Tuesday | 1st Week | 8:00 p.m.

FARGO**CARPENTERS AND MILLWRIGHTS LOCAL 1176**

President: Michael Hendrickson
513 36th Street North
Fargo, ND 58102
Phone: 701-235-4981
Fax: 701-235-4901
Email: local1176@ncsrcc.org

Meeting

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

SOUTH DAKOTA**RAPID CITY****CARPENTERS LOCAL 587**

President: Lance Steinberg
922 East Saint Patrick Street
Rapid City, SD 57701
*office not staffed
Phone: 605-357-8282
Fax: 605-357-8162
Email: local587@ncsrcc.org

SIOUX FALLS**CARPENTERS LOCAL 587**

President: Lance Steinberg
4208 North Hainje Avenue
Sioux Falls, SD 57104
Phone: 605-357-8284
Fax: 605-357-8162
Email: local587@ncsrcc.org

Meeting

Monday | 1st Week | 6:00 p.m.

WISCONSIN**APPLETON****CARPENTERS LOCAL 955**

President: Spencer Armstrong
N2216 Bodde Road
Kaukauna, WI 54130
Phone: 920-996-2311
Fax: 920-996-2301
Email: local955@ncsrcc.org

Meeting

Tuesday | 1st Week | 6:30 p.m.
Meets at Appleton Labor Temple,
2828 N. Ballard Road, Appleton

ATHENS**INDUSTRIAL LOCAL 1488**

President: Richard Kautz
Athens, WI
Phone: 651-379-0203
Email: dsolorzano@ncsrcc.org

Meeting

Thursday | 1st Week | 5:30 p.m.
Eagles Club

EAU CLAIRE**CARPENTERS LOCAL 1074**

President: Mark Bellesbach
2302 West Cameron Street
Eau Claire, WI 54703
Phone: 715-835-8892
Fax: 715-835-6083
Email: local1074@ncsrcc.org

Meeting

Thursday | 3rd Week | 6:00 p.m.



GREEN BAY**CARPENTERS LOCAL 1146**

President: Paul Baranek
2599 Manitowoc Court
Green Bay, WI 54311
Phone: 920-469-1146
Fax: 920-469-8886
Email: local1146@ncsrcc.org

Meeting

Monday | 2nd Week | 6:30 p.m.

KENOSHA**CARPENTERS LOCAL 161**

President: Roger Zacharias
3030 39th Avenue
Kenosha, WI 53144
Phone: 262-652-3328
Fax: 262-652-4442
Email: local161@ncsrcc.org

Meeting

Wednesday | 1st Week | 7:30 p.m.

LA CROSSE**CARPENTERS LOCAL 1143**

President: Harry Garbers
2421 Larson Street
La Crosse, WI 54603
Phone: 608-788-6240
Fax: 608-788-6250
Email: local1143@ncsrcc.org

Meeting

Wednesday | 3rd Week | 6:00 p.m.

LADYSMITH**INDUSTRIAL LOCAL 1435**

President: Tony Bornholdt
Ladysmith, WI
Phone: 651-379-0203
Email: dsolorzano@ncsrcc.org

Meeting

Wednesday | 2nd Week |
1:30, 3:15 p.m. | Hawkins Library

MADISON**CARPENTERS LOCAL 314**

President: Michael Zei
5202 Monument Lane
Madison, WI 53704
Phone: 608-240-0314
Fax: 608-241-0415
Email: local314@ncsrcc.org

Meeting

Wednesday | 2nd Week | 6:00 p.m.
Meets at Madison Labor Temple,
1602 South Park Street, Madison

MARSHFIELD**INDUSTRIAL LOCAL 1733**

President: Ryan Federwitz
Marshfield, WI

Phone: 651-379-0203

Email: dsolorzano@ncsrcc.org

Meeting

Tuesday | 1st Week | 7 a.m. 1 p.m.
3:15 p.m. | Eagles Club House

NEENAH**INDUSTRIAL LOCAL 2832**

President: Eric Schneider
Neenah, WI
Phone: 651-379-0203

Email: dsolorzano@ncsrcc.org

Meeting

Thursday | 3rd Week | 2:15, 3:45 p.m.
Lucky Dogz

PEWAUKEE

N25 W23055 Paul Road

Pewaukee, WI 53072

Phone: 262-970-5777

Fax: 262-970-5770

CARPENTERS LOCAL 264

President: Carl Brzykcy

Email: local264@ncsrcc.org

Meeting

Wednesday | 2nd Week | 7 p.m.

**CARPENTERS & FLOOR COVERERS
LOCAL 344**

President: Todd Dischler

Email: local344@ncsrcc.org

Meeting

Monday | 2nd Week | 7 p.m.

CARPENTERS LOCAL 2283

President: Matthew Schlehlein

Email: local2283@ncsrcc.org

Meeting

Wednesday | 4th Week | 7:30 p.m.
Columbian Hall, 3245 Lighthouse
Lane, West Bend, WI

**MILLWRIGHTS AND PILE DRIVERS
LOCAL 2337**

President: Ron Ballard

Email: local2337@ncsrcc.org

Meeting

Wednesday | 3rd Week | 7:00 p.m.

SHEBOYGAN**CARPENTERS LOCAL 731**

President: Mike Adamavich

1210 North Eighth Street

Sheboygan, WI 53081

PO Box 1111

Sheboygan, WI 58082-1111

Phone: 920-452-9424

Fax: 920-452-7979

Email: local731@ncsrcc.org

Meeting

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

**TWO RIVERS****INDUSTRIAL LOCAL 1349**

President: Jack Powalisz
Two Rivers, WI

Phone: 651-379-0203

Email: dsolorzano@ncsrcc.org

Meeting

Wednesday | 3rd Week | 6 p.m.
Port Sandy Bay

WAUPACA**MILLWRIGHTS LOCAL 1056**

President: Rob Weiland

N2216 Bodde Road

Kaukauna, WI 54130

Phone: 920-996-2314

Fax: 920-996-2301

Email: local1056@ncsrcc.org

Meeting

Monday | 2nd Week | 7:00 p.m.
Ramada-Waupaca, 110 Grand
Seasons Drive, Waupaca

WAUSAU**CARPENTERS LOCAL 310**

President: Gerald Yarie
1630 County Road XX

Rothschild, WI 54474

Phone: 715-355-0806

Fax: 715-355-0807

Email: local310@ncsrcc.org

Meeting

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

WISCONSIN RAPIDS**CARPENTERS LOCAL 804**

President: Jason Zurawski

1630 County Road XX

Rothschild, WI 54474

Phone: 715-355-0806

Fax: 715-355-0807

Email: local804@ncsrcc.org

Meeting

Tuesday | 3rd Week | 7:00 p.m.
Meets at Junction City Park Shelter,
224 Case Avenue, Junction City

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

Find an Apprenticeship committee near you

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 1269
Meeting
Wednesday | 1st Week | 5:00 p.m.
Location Rotates between
5 Rivers JATC
350 Waconia Court SW, Cedar Rapids
Iowa City Office
1008 William Street #101a, Iowa City
Advisor: Bob Doubek
319-363-0279
bdoubek@ncsrcc.org
Advisor: Royce Peterson
319-338-1638
rpeterson1@ncsrcc.org

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

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

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

MINNESOTA

DULUTH/LOCAL 361
Meeting
Tuesday | 2nd Week | 5:30 p.m.
Local 361
5238 Miller Trunk Highway
Hermantown
Advisor: Jeremy 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
Meeting
Wednesday | 2nd Week | 6:00 p.m.
Kitchen Meeting Room
710 Olive Street, Saint Paul
Advisor: Aaron Hill
651-379-0274
ahill@ncsrcc.org

TWIN CITIES METRO MILLWRIGHTS/LOCALS 548
Meeting
Monday | 4th Week | 6:00 p.m.
Kitchen Meeting Room
710 Olive Street, Saint Paul
Advisor: David Lasserre
651-341-4419
dlasserre@ncsrcc.org

VIRGINIA/LOCAL 1348
Meeting
Wednesday | 3rd Week | Every
other Month | 5:00 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

From top: Apprentices Tucker Scott, Abby Schmoker and Bradley Birch from Carpenters Local 1382 in Rochester, MN

★ Thank you active duty Union soldiers ★

INTERIOR SYSTEMS LOCAL 68

James Morris
Zachary Reed
Braden Schwarztrauber
Jeffrey Van Ryn
Masin Vanheel

CARPENTERS LOCAL 106

Jack Dau

CARPENTERS LOCAL 310

Jason Wilebski

CARPENTERS LOCAL 322

Joshua Federly
Luke Fleischhacker
Charles Foster
Dennis Koski
Daniel Lanoux
Mark Sweeden

MILLWRIGHTS LOCAL 548

Patrick Cotter

CARPENTERS LOCAL 587

Jesse Rico

CARPENTERS LOCAL 930

Damian White

CARPENTERS LOCAL 955

Jason Foster

CARPENTERS LOCAL 1074

Sean Rae

CARPENTERS LOCAL 1143

Isaac Hellerude

CARPENTERS LOCAL 1146

Nick Mayenschein
Nicholas Steenbock

Active duty members as of February 10, 2020

Sisters in the Brotherhood

Joining the Sisters in the Brotherhood (SIB) committee is an opportunity for women members to learn more about their union, receive encouragement, 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.

TWIN CITIES AREA

Wednesday | 1st Week | 5:00 p.m.
710 Olive Street, Saint Paul
Area contact: Barb Pecks
651-341-4420 • bpecks@ncsrcc.org

OMAHA AREA

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



SISTERS in the BROTHERHOOD

Veterans Committee

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



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.

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

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

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

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

MILWAUKEE, WI AREA

Thursday | 4th Week | 5:00 p.m.
Kosciusko Community Center
2201 South 7th St. Milwaukee
Area contact:
Raúl Hernández
262-422-1927
rhernandez@ncsrcc.org
Luis Garcia
262-574-2727
lgarcia@ncsrcc.org



Carpinteros, supporters and families at the Cinco de Mayo Parade in West Saint Paul, MN

Barb Pecks nominated Outstanding Tradesperson

Barb Pecks (Carpenters Local 322) has been a member of the carpenters union for the last 20 years, and is currently serving as a North Central States Regional Council of Carpenters (NCSRCC) Business Representative since 2008. As NCSRCC's first female Business Representative, Barb's work recruiting and retaining women in the trades has not gone unnoticed.

In February, Pecks was named a finalist for Finance & Commerce's inaugural Women in Construction Awards. Barb is one of five tradeswomen nominated in the category of Outstanding Tradesperson/Craftswoman. The Minnesota business publication created the Women in Construction awards to recognize this year's construction leaders both on the jobsite and behind the scenes. Winners will be announced March 25.

"Barb's dedication to supporting Sisters in the UBC and all tradeswomen is commendable. She has served as a mentor for many carpenters from her early days working for Flannery Construction to today. It is easy to see why she has been nominated for such an honor," said Executive Secretary-Treasurer, John Raines.

Pecks serves on several committees both in and outside of the Regional Council in support of women in the trades. She helped form NCSRCC's Sisters in the Brotherhood group in 2002 and was invited by the UBC to join the International Sisters in the Brotherhood Committee in 2005. Most notably, she is a founding member on the executive board for Women Building Success, a nonprofit organization that supports women across all the building trades.



Next generation of leaders

Training for a union carpenter doesn't end with how to build things. It includes important soft skills and leadership training as well. In January 2020, 40 third year apprentices spent their weekend learning the valuable skills of communication, professionalism and attitude at the International Training Center in Las Vegas, NV. Apprentices chosen to attend this program show exceptional promise both in their craft and as leaders in the union.

Visit northcountrycarpenter.org/leadership-training to learn more about the 3rd Year Apprentice program or any of the other leadership programs provided by the UBC.

www.northcountrycarpenter.org/job-board

Check out NCSRCC's Job Board for a listing of open jobs across the council. The board includes information like start dates, wages and special requirements. It is updated regularly as jobs get filled and new opportunities become available.

Scholarship Application

what you need to meet the April 1 deadline

North Central States Regional Council of Carpenters has several scholarship opportunities available for members and dependents of members who are pursuing additional education or apprenticeship. All scholarships are one-time awards. Application forms are available at northcountrycarpenter.org/scholarships/

Construction Management Degree Scholarship (for members)

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

Eligibility Requirements

- Members must complete the degree requirements
- write an essay, "How the Carpenters Union has benefited me and/or my family."

Scholarships for Children of Members

The Regional Council also offers \$500 scholarships available for dependents of members to help them pursue post-secondary education.

Eligibility Requirements

To be eligible for this scholarship, students must:

- Have a parent or guardian who is a member in good standing of a UBC Local within the NCSRCC jurisdiction that is participating in the Scholarship Fund
- Be enrolled full-time (12 credit hours) in an accredited post-secondary program
- Applicants must submit post-secondary transcript that shows a completed semester as a full-time student with passing grades along with their application.



Career Connections Scholarship for New Apprentices

A \$500 scholarship is awarded from the Regional Council's apprenticeship program to high school graduates who have completed the Career Connections Project Book 3 in school. This scholarship can be applied towards the purchase of tools and work boots.

Eligibility Requirements

To be eligible for this scholarship, students must:

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

Please email transcripts to Samantha Steele at ssteele@ncsrcc.org or mail to:

NCSRCC

Attn: Scholarship Application

700 Olive Street, Saint Paul, MN 55130



Is your Skill Sheet up to date?

BE READY IF A LAYOFF HAPPENS

VISIT NORTHCOUNTRYCARPENTER.ORG/MIX2020

TO UPDATE YOUR SKILL SHEET TODAY

What to do when out of work

VERIFY YOUR MIX 2020 SKILL SHEET IS UP-TO-DATE ONLINE

CALL **855-456-2141** TO
ADD YOUR NAME TO THE
OUT-OF-WORK LIST

ANSWER YOUR
PHONE TO
ACCEPT A JOB



Sign up for text notices

Stay in the loop with text notifications from the Regional Council. Receive notices regarding contract negotiations, pension and other news in your area.

Here is how to get started:

**Text
NCSRCC
to
855-464-3996**

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

Then you can kick back and relax, knowing you'll get important Council news delivered right to your phone.

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

Upcoming Council events



MN Legislative Conference • April 28 - 29

Legislative Conferences give you the opportunity to meet with your state legislators to discuss union values and concerns with your elected officials. Members have already had the opportunity to meet with their state legislators in IA, NE, SD and WI this spring. If you are interested in attending the 2020 Minnesota Legislative Conference, please contact your Local.



Shotgun Tune-up • August 16

Location: Horse and Hunt Club • Prior Lake, MN
Date & Time: Sunday, August 16 • 8 a.m. - 2 p.m.
Registration Fee: \$75 per person or \$400 per team
Proceeds Benefit: Jared Allen Home for Wounded Warriors and NCSRCC Scholarship Fund

More information will be posted on northcountrycarpenter.org early this summer. Contact Ryan Pecinovsky at 651-341-4400 for more information.



Scholarship Golf Outing • September 12

Location: Country Club • Harshaw, WI
Date & Time: Saturday, September 12 • 8 a.m.
Proceeds Benefit: NCSRCC Scholarship Fund

Locals are encouraged to donate prizes, sponsor a team and help sponsor the tournament. More information will be posted on northcountrycarpenter.org early this summer. Contact Mike Adamavich at 920-946-0667 or Matt Jacobs at 920-366-9256 for more information.



Walleye Classic • September 26

Location: Trappers Landing Lodge • Leech Lake • Walker, MN
Date & Time: Saturday, September 26 • 8:15 a.m.
Registration Fee: \$145 per person or \$250 per team
Proceeds Benefit: Jared Allen Home for Wounded Warriors and NCSRCC Scholarship Fund

More information will be posted on northcountrycarpenter.org early this summer. Contact Jake Ridlon at 218-290-7568 for more information.

If you have an upcoming event you would like promoted, please contact the Communications Department at info@ncsrcc.org

Contact information

REGIONAL COUNCIL OFFICES

SAINT PAUL, MN

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

KAUKAUNA, WI

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

PAPILLION, NE

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

PEWAUKEE, WI

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

CARPENTERS TRAINING INSTITUTE

IOWA

DES MOINES CAMPUS
1555 First Avenue North
Altoona, IA 50009
Phone: 515-262-8079
Fax: 515-262-9860
Weekday Hours: 6:45 a.m.-4:30 p.m.

5 RIVERS TRAINING CENTER

350 Waconia Court SW
Cedar Rapids, IA 52404
Phone: 319-365-9519
Fax: 319-365-9655
Weekday Hours: 7 a.m.-4:30 p.m.

SIoux CITY CAMPUS

2200 West 19th Street
Sioux City, IA 51103
Phone: 515-265-3467
Fax: 515-265-2512
MWF Hours 9 a.m.-5 p.m.

MINNESOTA

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

FLOOR COVERERS TRAINING CENTER

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

JERRY ALANDER CAMPUS

5238 Miller Trunk Highway
Hermantown, MN 55811
Phone: 218-729-9003
Fax: 218-729-9357
M Hours: 7:30 a.m.-4:30 p.m.
T-F Hours: 8:30 a.m.-4:00 p.m.

LJ SHOSTEN CAMPUS

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

ROCHESTER CAMPUS

6692 Tenth Avenue SW
Rochester, MN 55902
Phone: 507-424-2670
Weekday Hours: 7:30 a.m.-4 p.m.

TWIN CITIES CAMPUS

740 Olive Street
Saint Paul, MN 55130
Phone: 651-646-7337
Fax: 651-646-7395
Weekday Hours: 7:30 a.m.-4 p.m.

VIRGINIA CAMPUS

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

NEBRASKA

OMAHA CAMPUS
10761 Virginia Plaza
Papillion, NE 68128
Phone: 402-345-8658
Fax: 402-884-5704
Weekday Hours: 8 a.m.-4:30 p.m.

NORTH DAKOTA

BISMARCK-MANDAN CAMPUS
603 Industrial Drive
Center, ND 58530
Phone: 701-255-3700
Fax: 701-255-3701
Weekday Hours: 7:30 a.m.-4 p.m.

FARGO CAMPUS

513 36th Street North
Fargo, ND 58102
Phone: 701-235-4981
Fax: 701-235-4901
Weekday Hours: 7:30 a.m.-4 p.m.

SOUTH DAKOTA

SIoux FALLS CAMPUS
4208 North Hainje Avenue
Sioux Falls, SD 57104
Phone: 605-357-8284
Fax: 605-357-8162
Weekday Hours: 8 a.m.-4:30 p.m.

WISCONSIN

KAUKAUNA TRAINING CENTER
N2218 Bodde Road
Kaukauna, WI 54130
Phone: 920-766-1515
Fax: 920-766-7050
Weekday Hours: 7:30 a.m.-4:30 p.m.

LA CROSSE TRAINING CENTER

2421 Larson Street
La Crosse, WI 54603
Phone: 715-355-0800
Fax: 715-355-0807
Weekday Hours: 8 a.m.-5 p.m.

MADISON TRAINING CENTER

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

PEWAUKEE CAMPUS

N25 W23055 Paul Road
Pewaukee, WI 53072-0790
Phone: 262-574-6995
Fax: 262-574-6994
Weekday Hours: 7 a.m.-4 p.m.

ROTHSCHILD TRAINING CENTER

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Rothschild, WI 54474
Phone: 715-355-0800
Fax: 715-355-0807
Weekday Hours: 8 a.m.-5 p.m.

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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

Training Director of Greater WI

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Floor Covering Coordinator

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Corey Bialcik* (IA, NE, WI)

Mike Harrom (Northern MN/ND)

Joel Laskey (Special Projects)

Jon Mahan (IA/NE/SD)

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Woodrow Piner (Central & Southern MN)

Pat Rodriguez (WI)

* Denotes Senior Manager

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