

NORTH COUNTRY CARPENTER



WINTER 2025

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*Richard Sorum (Local 1348 - Virginia,
MN) Journeyman Millwright works on
an alignment at Mesabi Metallics.*

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Partnership is the Foundation

"Whether we are building homes, securing jobs or expanding opportunities, partnership is the foundation. When we lead with purpose and collaboration, there is nothing we can't build together."

When it comes to building a better future for our members and communities, partnership is our most powerful tool. Across the regional council, we are seeing what is possible when labor, contractors, and local organizations come together with a shared purpose to create real and lasting change.

One standout example is our partnership with Jared Allen's Homes for Wounded Warriors, a nonprofit committed to building and remodeling homes for severely wounded post-9/11 veterans. With support from signatory contractor Capelle Bros. & Diedrich, Inc, the Carpenters Training Institute and a team of Wisconsin apprentices, we helped construct a fully accessible, mortgage-free home for a wounded veteran in Fond du Lac, WI, for U.S. Marine Corps Lance Corporal Josh Wege and his growing family. Together, we ensured the home met the highest standards of comfort, dignity, and independence. Read more about this on page 22.

In Iowa, through a powerful display of member advocacy and political engagement, we secured a union labor agreement for the \$40 million Cedar Crossings Casino project in Cedar Rapids, IA. Through persistent organizing, coalition-building and political pressure, we made sure union workers would be the ones breaking ground and driving economic development in this region. This partnership between labor, elected officials, and developers is not just a win for our members, it is a model for how we grow responsibly with good-paying jobs and community investment. Read more about this on page 10.



Also in Iowa, our recent Hiring Combine demonstrated the power of cross-boundary collaboration. This coordinated recruitment effort brought together regional councils, training, and contractors to connect skilled workers with real job opportunities. Its success reflects intentional planning, shared goals, and a commitment to building career pathways that uplift workers and strengthen industries. Read more about this on page 6.

These initiatives, and more in the pages ahead, remind us that our strength does not just come from tools and trades, it comes from unity. Whether we are building homes, securing jobs or expanding opportunity, partnerships are our foundation. When we lead with purpose and collaboration, there is nothing we can't build together.

In Solidarity,

A handwritten signature in black ink that reads "Patrick M. Nilsen".

Patrick M. Nilsen
Executive Secretary-Treasurer
North Central States Regional Council of Carpenters

Millwrights Constructing Minnesota's First New Taconite Mine in Nearly 50 years



Pit 5, which is 5/8 of a mile from the facility, was dewatered starting in April 2024. At the time, it held 4.5 billion gallons of water. Seven pumps removed 15,000 gallons of water per minute. In August 2025, the pit was down to 750 million gallons. This photo was taken on October 28, 2025.

Mesabi Metallics is forging ahead with the construction of a new taconite mine and pellet production facility in Nashwauk, MN, on the historic site of the former Butler Taconite. Once completed, this project will mark the first new taconite operation to open in the state in nearly half a century, revitalizing Minnesota's Iron Range and reaffirming the region's place at the heart of America's steelmaking industry.

As one of the largest industrial projects ever done in the state, everything about the Mesabi Metallics development is big. For months, members have been hard at work enclosing buildings, erecting conveyors, and installing state-of-the-art mining equipment. A total of 3,289,000 work hours were completed in just under two years (December 2023-September 2025).

Among those essential to the build are more than 40 skilled union millwrights, whose precision, expertise, and craftsmanship are critical to installing the massive mechanical systems and heavy industrial

machinery that will complete the new facility. Millwright members are responsible for assembling and aligning the conveyors, crushers and processing equipment that form the backbone of the taconite processing. Their work ensures the plant will operate efficiently, safely, and reliably while laying the groundwork for decades of productivity once the facility is online.

"The craftsmanship and precision the millwrights bring to this project are second to none," said Joe Broking, President & CEO of Mesabi Metallics. "Their expertise is what turns engineering blueprints into operating assets capable of generating returns for all stakeholders. This collaboration between Mesabi Metallics and the skilled trades is building the future of Minnesota's Iron Range as well as the future of the American steel industry."

The project's impact extends far beyond the mine site. It represents a major economic engine for northeastern Minnesota, creating hundreds of union construction jobs, more than 350 permanent positions



Photo of equipment inside the concentrator



Jeremy Lockwood (Local 1348 - Virginia, MN) and Casey Hoffman (Local 1348 - Virginia, MN) working on an alignment.



Todd Korpela (Local 1348 - Virginia, MN) precision leveling a sole plate



Photo of equipment inside the plant

once building is complete, and many indirect jobs across the region that will support local business and expand regional economics.

The new mine and processing plant will be powered by cutting-edge, environmentally responsible technologies. Electrically powered shovels and drills, advanced air pollution control systems, recycled water, and optimal environmental practices will ensure that operations minimize emissions and environmental impact.

Once operational, the facility will produce seven million metric tons of Direct Reduction (DR)-grade iron ore pellets each year. These high-quality pellets will supply U.S. steel producers with a reliable domestic source of material essential to decarbonizing steel production.

The Mesabi Metallics project is now more than 70 percent complete. With most of the major equipment already on site and installation well underway, the project continues to move steadily toward its June 2026 completion goal. Approximately 500 skilled union workers are on site daily, ensuring that progress remains on schedule.

Through the skill and dedication of our workforce, Mesabi Metallics is building a legacy of innovation, sustainability, and opportunity for Minnesota's Iron Range.

Photo of the exterior of concentrator plant



NCSRCC Hosts First Hiring Combine

Staff from the North Central States Regional Council of Carpenters and the Michigan Regional Council of Carpenters in front of the Michigan Mobile Hiring Combine Trailer.



Two regional councils and numerous contractors team up in Cedar Rapids to connect eager job seekers with real opportunities in the skilled trades.

On October 9, 2025, the North Central States Regional Council of Carpenters (NCSRCC) hosted its first Hiring Combine event in Cedar Rapids, IA. With a growing workforce need in the eastern part of the state, the Combine brought together 15 contractors and 80 eager participants at the Hawkeye Downs Expo Center.

The Hiring Combine, hosted in partnership with the Michigan Regional Council of Carpenters and Millwrights, and the Carpenters Training Institute, was a major success thanks to an enthusiastic turnout and high-energy participation.

The Michigan-based team played a crucial role in the event's success, driving their mobile hiring combine trailer all the way from Detroit, MI to support the effort. Their hands-on involvement helped bring the event to life and created an engaging environment for both participants and contractors.

NCSRCC staff, especially those from Local 308 (Cedar Rapids, IA), Local 1260 (Iowa City, IA) and Local 678 (Dubuque, IA) hit the ground running to recruit for the event. Participants registered either in advance or on-site, then kicked off the day with a comprehensive orientation followed by a stretch-and-flex session to get moving. From there, they dove into a series of skills stations designed to test grit, hustle, and fundamental trade abilities.

Skill stations were designed to test participants material handling, use of basic tools, and overall motivation, including a 4x4 carry, plywood carry, scaffold carry, bucket carry, carpet box card, nail drive

and screw drive. Contractors were invited to host exhibit tables, which allowed them to connect with participants directly, conduct on-the-spot interviews, and even extend job offers during the event.

"I was excited to see the great turn out; the set-up was really fun. We were able to see if the guys had hustle, how they handled material, and then they came around and we got to interview and talk to them personally," said Stephen Ray, Project Executive at E&K of Kansas City, who is heading the large-scale QTS Marsh Project in Cedar Rapids, IA.

"Right off the bat, we know that we have two journeymen that we are immediately putting to work and we have one for sure apprentice. We have a few other guys that we are going to vet a little bit, and I think we are going to add to the team. It's been a great experience. We would absolutely do it again."

With its strong turnout, hands-on activities, and real hiring results, the Cedar Rapids Hiring Combine set a high bar for future events and demonstrated the power of collaboration between unions and contractors to build the next generation of skilled tradespeople.

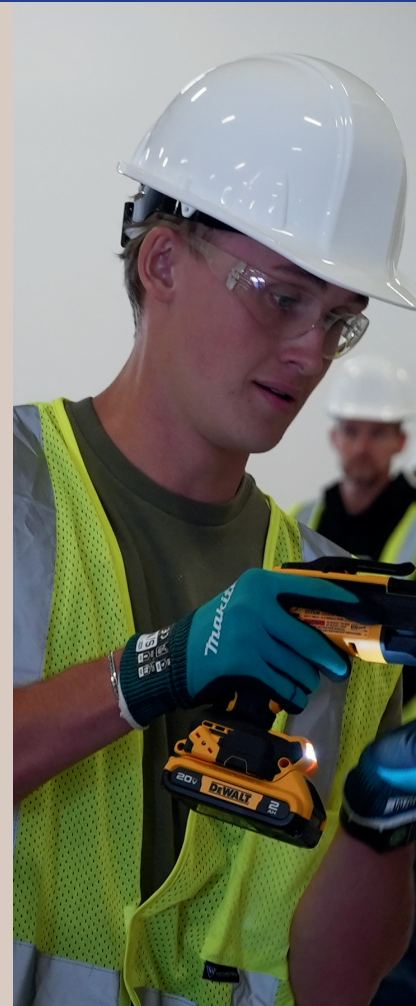
NCSRCC Executive Secretary-Treasurer Patrick Nilsen said, "The Hiring Combine showed what can happen when we work together with purpose. With the Michigan Regional Council, local contractors, and training partners by our side, the NCSRCC turned a shared vision into real opportunities for jobseekers. We are thankful for the MRCC's dedication and willingness to go the extra mile to help make this event a success."



Eastern Iowa Hiring Combine on October 9, 2025



2025 Hiring Combine participants show their hustle and skills at the Hawkeye Downs Expo Center



Michigan Regional Council of Carpenters Business Representatives Juan Ortiz, Zach Rich, and Steve McCool with Carpenters Training Institute Regional Coordinator Wally Kirchoff at the 2025 Hiring Combine



A Solar Start to a Union Career



Members working in Amery, Wisconsin installing solar panels.

Every union carpenter has their own story of how they entered the trades. Whether they started their apprenticeship right after high school, were following a union legacy, or just wanted to work with their hands, their different paths have led them to the same livable wages, better benefits, and a secure future.

As the industry adapts to new construction needs, renewable energy has emerged as a prominent gateway to the union trades. From solar panel installations to massive wind farm construction, green energy projects are not only reshaping the grid, but also creating high-demand and well-paying jobs for the next generation of skilled workers.

Wisconsin-based signatory contractor, The Boldt Company, brings technical expertise and logistical planning know-how to deliver renewable energy in response to growing demand. The contractor is not new to renewable energy construction and has led wind, hydroelectric, geothermal, bioenergy, and solar projects across the U.S. As a market leader, Boldt values developing new tradespeople and building a skilled workforce that they can work with from job to job.

The Apple River Solar Project in Wisconsin is one example of Boldt's commitment to providing trade pathways through renewable energy. Developed by Geronimo Power, this

100-megawatt photovoltaic solar facility is located in Polk County and will be connected to the electric grid via the Apple River 161kv Substation.

"Boldt is proud to have been selected by Geronimo Power for this power facility which provides renewable energy to the power grid in northwest Wisconsin. The expertise and dedication of our trades women and men in the support and development of our apprentices, is critical to the success of this project," says Jason Fields, Boldt's executive responsible for building this facility.

More than 20 new apprentices entered the Carpenters Union through this project alone. Brought in through traditional recruitment channels and partnering with local community organizations, these new tradespeople have started their paths to a career in union construction. When work is done at Apple River, many of the new apprentices look forward to continuing their work on renewable and other energy projects across the region.

"The Carpenters Union has provided the training and support I needed to gain experience in building solar farms. In particular, they have taught me the critical tasks for installing the racking and module systems which are the structural backbone of the fields. This experience has given me the

confidence to grow my career in the solar field, and I am looking forward to supporting Boldt on its next project", says Jacob Jones of Local 1074.

"The Apple River Solar Project has been an amazing pathway into the union for me. This has given me the opportunity to learn and grow not only as a Carpenter but an individual. When I started, I was very shy, because of the amazing crew onsite, they helped me feel more confident talking and asking questions", says Sara Pelzel of Local 1074.

The Apple River Solar Project is anticipated to generate over \$36 million in direct economic impact during its first 20 years of operation, including an estimated \$10 million in new tax revenue for Polk County and local townships. Additionally, Geronimo Power has pledged \$500,000 in charitable funding through the project, with funds distributed to the Amery and Clayton school districts to support educational initiatives.

Once operational, the Apple River Solar Project is expected to supply power to Xcel Energy, serving customers across the Upper Midwest. At capacity, the facility will generate enough clean, renewable energy to meet the equivalent electrical usage of approximately 26,000 homes annually, contributing to the reduction of carbon dioxide emissions and supporting regional sustainability goals.

New Apprentices join Union with Career Signing Days

Uniting schools, contractors and the Carpenters Training Institute to build lasting career pathways in the skilled trades.

Each year, the North Central States Regional Council of Carpenters (NCSRCC) proudly welcomes high school graduates into the apprenticeship program, celebrating the start of their careers in the skilled trades.

This year, 51 students took this important step, officially committing to apprenticeships as part of the union. These apprentices were sponsored by 23 signatory contractors and come from 39 Career Connection schools across the region.

In partnership with the Carpenters Training Institute (CTI), signatory contractors, and local high schools, Career Signing Day events showcase the power of collaboration.

Together, these organizations continue to strengthen the bridge between education and employment connecting students to trade opportunities that allow them to earn while they learn.

Through union apprenticeships, participants gain not only a livable wage and valuable benefits, but also lifelong skills and continued education which provide the foundation for lasting

career success. Signatory contractors play a critical role in this process, offering mentorship and opportunity while shaping the next generation of skilled trades professionals.

Carter Zutz (Local 731 – Sheboygan, WI), a recent Career Signing Day student, shared his experience and said, “I started in the shop in my high school and asked about going into the field as soon as I graduated. I got my chance the next year, and I took it. It’s pretty cool to be out there working.”

Career Signing Day events also serve as a powerful reminder to local high schools about the lasting impact of skilled trades programs. By giving students hands-on, real-world experience, these programs open doors to rewarding careers that support individuals and their families while strengthening the future of the industry.

As these new apprentices begin their journey, they carry with them the tools of the trade and the promise of a bright future built on skill, dedication, and opportunity.

SCAN THE QR CODE
TO WATCH THE
2025 CAREER
SIGNING DAY VIDEO



Danny Miller (Local 1382 - Rochester, MN) with his parents.



Hunter Eugenius and Grant Biebl of Local 361 - Hermantown, MN



Darrius Moreland (Local 427 - Omaha, NE)



Anders Kolar (Local 1056 - Kaukauna, WI)

Union Hands Are Building Cedar Crossing Casino

After years of determination and collaboration, a long-awaited entertainment hub begins to take shape in Cedar Rapids.

Journeyman carpenter working on the roof of the Cedar Crossing Casino.



For more than two decades, Peninsula Pacific Entertainment (P2E) has been a familiar name in Iowa's gaming industry. Since opening its Bellevue office in 1997, the company has developed and operated several successful gaming and entertainment venues across the state. But for P2E, one vision has been a goal for them for a decade. A premier entertainment destination in Cedar Rapids.

That vision first took shape in 2014, when P2E proposed building a casino in Linn County. The Iowa Racing and Gaming Commission (IRGC), rejected that application by a 4-1 vote. A second attempt in 2017 came closer, but the project was once again voted down, this time 3-2.

In 2021 new data signaled a turning point. A population and economic study of the area revealed growth and prosperity across four eastern Iowa counties, suggesting that the market could now support a new casino. Yet momentum paused again in June 2022, when Governor Kim Reynolds signed a two-year moratorium, a temporary suspension on new casino licenses, into law.

For P2E, the pause became an opportunity. During the moratorium, the company deepened its relationships with local leaders, lawmakers,

and the community, building support for a project that would bring jobs, entertainment, and economic energy to Cedar Rapids. Among these relationships was the carpenters union.

The Carpenters were in support of this project as it would bring hundreds of construction jobs and a significant economic boost to the region. The NCSRCC publicly backed the Cedar Rapids casino project, actively engaging in advocacy efforts to help bring it to fruition.

When the moratorium expired on June 30, 2024, P2E moved quickly. With just 25 days to prepare before the IRGC meeting, P2E submitted their proposal for a third time. This submission for the project received overwhelming approval in a 4-1 vote, clearing the way for construction to begin.

In April 2025, P2E broke ground on the Cedar Crossing Casino & Entertainment Complex. Ryan Companies, the project's general contractor, is leading the build. Based out of Minneapolis, Ryan opened its first satellite office in Cedar Rapids in 1993.

Overseeing the site is Jeff Christensen (Local 308 - Cedar Rapids, IA) a Senior Superintendent, fourth-generation carpenter and 39-year union member, Christensen has been with Ryan Companies for 33 years.

When talking about his experience on the job, Jeff said, "You get 200 people on a job and get them all moving in the same direction and it can certainly be a challenge, but it's fun. The coordination it takes is amazing, and you've got to do it peacefully. When you run into a problem there's always a solution. We can find a better way, work through it, and feel good at the end of the day."

Jeff's experience includes building another Iowa casino nearly 20 years ago in Waterloo, IA, making him a great fit to lead the Cedar Crossing build. As of October 2025, progress on this project is right on schedule, with close to 100 tradespeople on-site under a Project Labor Agreement (PLA) that ensures wage and safety standards for those working on the casino.

Carpenters are currently busy erecting scaffolding and shaping the structure's framework. Apprentices from signatory contractor Allied



Jeff Christensen (Local 308 - Cedar Rapids) overlooking the project.

Construction are getting the opportunity to work on framing parapet walls for the building.

When complete, the Cedar Crossing Casino & Entertainment Complex will represent a \$275 million investment in Cedar Rapids. The 16-acre site will be transformed into a vibrant destination featuring open public spaces, an arts and culture center, a 1,500-seat concert venue, and three restaurants. The project is generating hundreds of construction jobs and will create 524 full-time positions once open, drawing an estimated 1.1 million visitors annually.

More than a decade in the making, Cedar Crossing stands as a testament to persistence, partnership, and pride in union craftsmanship. Built with union labor, it showcases what is possible when developers, contractors, and skilled trades unite to build something lasting for both the industry and the community.

"We're proud of the teamwork on this project," Jeff shared. "It's not just about building a casino—it's about building something our community can be proud of."



Exterior of the Cedar Crossing Casino Building

Building Wisconsin One Generation at a Time

Lunda Construction Company has come a long way from its early days in Black River Falls, Wisconsin. The company has grown into a nationally recognized, award-winning contractor with four operating divisions: Bridges, Railroad, Pipeline, and Specialty Services.

Yet in Wisconsin, Lunda maintains a strong pride in its roots, continuing to invest in local communities, provide quality training, and building a workplace culture where employees can grow their skills and careers.

Among Lunda's many skilled employees are three members of the VandenBosch family, Cory, Madalyn, and Carlie. All three are helping to shape the company's future. Cory VandenBosch (Local 955 – Kaukauna, WI), a journeyman carpenter and foreman, has been with Lunda for more than six years.

Currently working in the Bridge Division, Cory is joined by his daughter, Madalyn VandenBosch (Local 955 – Kaukauna, WI), a second-year carpenter apprentice.

For the past year and a half, Madalyn has been learning the craft alongside her father. Recently, the two have been stationed at the Lakeside Park bridge project in Fond du Lac, WI. Their work has included dewatering the inside of the cofferdam so the crew can drive sheet piling and prepare the hammer for H-pile installation, the foundation for the bridge's structure.

"I've watched what my dad does for a long time, and it's always intrigued me," Madalyn said. "I like the physical labor, and I really enjoy projects where you can see the progress, especially when you're working on the interstate and cars are driving by while

you're building."

When winter slows construction, Madalyn heads to the Madison Training Center to continue her Highway Heavy apprenticeship coursework. As for working side-by-side with her father, she laughed when she shared, "Some days it's nice, and other days... it's good that we don't live under the same roof." Cory, in turn, calls it "pretty cool" to be on the same crew as his daughter.

Seventy-five miles north of Lakeside Park, Madalyn's sister, Carlie VandenBosch (Local 955 – Kaukauna, WI), is putting her skills to work with Lunda's Specialty Services Division. She is currently stationed at the NEWWater Wastewater Treatment Facility in the Green Bay metro area.

NEWWater serves approximately 239,000 residents across a 285-square-mile area by collecting and treating an average of 41 million gallons a day from their two facilities.

Carlie joined the union with Lunda as her sponsoring contractor and is gaining experience in a variety of tasks, including concrete repair, grinding, patching, and formwork. "It's been good," she said talking about the apprenticeship. "Lunda sponsored me in about four months ago, and I'm learning a lot."

At just 18- and 19-years-old, Madalyn and Carlie are earning competitive wages, developing in-demand skills, and building careers with long-term potential. For the VandenBosch family, Lunda is not only a place of employment, it's a platform for growth, a source of professional pride, and a clear example of how the next generation can carry forward the strong traditions of union construction.



From left to right: Madalyn VandenBosch working at the Lakeside Park bridge project, Madalyn and Cory VandenBosch, Carlie VandenBosch working at the NEWWater Wastewater Treatment Facility.

Mass Timber Takes Flight

Union Carpenters Bring Innovation and Safety to MSP Terminal 2 Expansion



From top to bottom: Alivia Towers (Local 322 - St. Paul, MN) working with her crew on setting the timber, Photo of construction underneath the roof where the panels have been set, Member awaiting the next panel for installation.

A major transformation is underway at Minneapolis-Saint Paul International Airport's Terminal 2, where union carpenters are playing a central role in a \$220 million expansion project. The project includes two new gates (H15 and H16), improved concessions and restrooms, upgraded infrastructure and a reconfiguration of gates H13 and H14. This is just the beginning.

Over the next decade, officials hope to double the size of Terminal 2, meeting the growing needs of air travelers while embracing innovative construction methods.

At the heart of this expansion is cross-laminated timber (CLT), a renewable, low-carbon building material that is gaining popularity in large-scale construction due to its aesthetic look and impressive functionality. To meet the growing demand for mass timber in large-scale construction projects, the North Central States Regional Council of Carpenters (NCSRCC) and the Carpenters Training Institute (CTI) train members so they are ready for this work. The work is not new to the industry, but its use is growing rapidly.

The Carpenters Union is working closely with signatory contractors like J. Benson to make it happen. Morcon Construction Inc. is the general contractor for the Terminal 2 expansion, and J. Benson Construction was awarded a \$4 million subcontract to handle the installation of the CLT panels. Every day, three semitrucks loaded with CLT panels make the journey from South Carolina to this Bloomington, MN jobsite, where Local 322 union carpenters carefully install them. The process includes fastening them with two nails every six inches and two screws every foot, ensuring structural integrity.

Austin Seidel (Local 322 – St. Paul, MN) is one of the foremen and has been on the job since mid-June. "This is my second time working with mass timber," he shared. "We crane in the load, adjust it, set it down, and do the fine adjustments. Then, we screw them down to the beams. It's pretty cool."

Safety remains a top priority on this job site and every worker is required to be tied off at all times while installing the CLT. From harnesses to retractables, lanyards to G-rings, there is no cutting corners.

Mike Mireault (Local 322 – St. Paul, MN), Director of Self-Performance for J. Benson said, "As a contractor, there's probably \$10,000 worth of safety equipment in our truck alone, but that's the union difference. You just don't see this kind of protection and safety protocols on non-union jobs."

One of the newest members of the team, Alivia Towers (Local 322 – St. Paul, MN), is a fourth-year apprentice who has been with J. Benson for just a month but is already making a strong impression. "I love working for J. Benson," she shared. "I used to do concrete work, but mass timber is really cool. This is my first time working with it and I love it. It looks nice, and there are unique challenges, but I enjoy it."

Alivia's experience on this project has been more than just hands-on learning. She claimed that it has been personally transformative. "This job has really helped me as a person. I feel empowered, and I want to do more, especially as a female in construction. Everyone here is so willing to help and answer questions. It's a great team."

The CLT installation is slated for completion by October 2025, with the overall Terminal 2 expansion expected to wrap up in 2027.

Fighting for Fairness Everyday

NCSRCC is committed to protecting the rights of all workers.

Many union members see pay, benefits, and contract negotiations as the heart of union work, but just as vital is the behind-the-scenes advocacy that protects members' rights well beyond the bargaining table. Union representatives work tirelessly to uphold fairness, protect workers' rights, and ensure that every member's voice is heard and respected.

Recently, the North Central States Regional Council of Carpenters (NCSRCC) demonstrated this commitment through several hard-fought victories on behalf of members who faced unjust discipline and termination. In three separate cases, NCSRCC secured reinstatement and more than \$141,000 in back pay, powerful proof of what solidarity and representation can achieve.

In one case, two members were suspended during an investigation based on unproven allegations. NCSRCC business representatives Brian Raines (Local 464 - Mankato, MN) and Jeff Peterson (Local 322 - St. Paul, MN) attended meetings with the company's Human Resources team to ensure the members were treated fairly and their rights were upheld. When the employer ultimately moved to terminate them, NCSRCC immediately filed grievances and launched its own independent investigation which included interviewing coworkers, reviewing video footage, and conducting on-site visits.

Even in the face of clear evidence, the employer refused to reinstate the workers. Undeterred, NCSRCC pressed forward to arbitration. With the support of the council's legal team and the findings from months of investigation, the union made a compelling case and won. Both members were reinstated with full back pay totaling \$116,000.

NCSRCC is committed to protecting the rights of all workers. Recently, the regional council stepped in to represent a public employee who was terminated for allegedly failing to call in. The employee had been managing personal matters and had followed the guidance of his supervisor and Human Resources, keeping them informed every step of the way. When he was still terminated, a coworker contacted the union on his behalf.

Brian and Jeff found themselves meeting with another Human Resources department, gathering communications evidence, and questioning whether the worker had been afforded his Loudermill meeting, which is a crucial procedural right for public employees before termination. It turned out he had not. Through persistence and negotiation, NCSRCC secured a fair settlement without needing to go to arbitration.

Today, that worker is back on the job and now a proud, dues-paying union member. "After seeing how the union had my back when I needed it most," he shared, "I realized what it really means to have that kind of support."

These cases show that a union's strength is not only measured in negotiated raises or benefit improvements, but is reflected in every fight for fairness, every defense of due process, and every act of standing up for what is right.

Whether it is reinstating wrongfully terminated workers, recovering lost wages, or ensuring that every voice is heard, NCSRCC remains unwavering in its mission to advocate for all workers. When one member stands up, we all stand up together and stronger.



SCAN THE QR CODE TO CONTACT YOUR BUSINESS REPRESENTATIVE

NCSRCC 2025 Scholarship Events Recap

This summer and fall, the North Central States Regional Council of Carpenters (NCSRCC) proudly hosted several annual fundraising events – each designed to bring together members, industry partners, and local communities for camaraderie, friendly competition, and a shared purpose. These events not only strengthen our brotherhood and sisterhood but also raise essential funds for the NCSRCC Scholarship Fund and support local charities like Jared Allen's Home for Wounded Warriors.

The regional council hosts these events each year to invest in our industry's future by supporting members' families through scholarships and giving back to the communities where we live and build.

The season began in June with the Annual Iowa Scholarship Golf Outing at Bright Grandview Golf Course in Des Moines, Iowa. Over 25 teams of members and guests enjoyed a day of golf with course games and raffles. Funds raised from the event went directly toward scholarships for members' families. Congratulations to this year's winning team that consisted of Mark Cory, Kyle McGriff, Chris Meyers, and Mark Pueschel.



In August, members, industry partners, and local high school trap teams took aim at the Caribou Gun Club in Le Sueur, MN. From start to finish, the event was filled with great energy, and friendly competition. The Trade Tools team included Rene Brackenbury, Dale Hedtke, Hunter Hedtke, and Jim Klein who took home the title of Top Team with a total collective score of 360. Will Doble and Hunter Hedtke tied for Top Shooter, each with an impressive score of 95.

Kickstarting September, the council teed up another Annual Scholarship Golf Outing, this time at Pinewood Country Club in Harshaw, Wisconsin. Participants enjoyed a beautiful day on the course while raising scholarship funds for our members' families.

Congratulations to the winning team from Local 310 (Rothschild, WI): Luke Fochs, Jesse Kleinschmidt, Eric Jacobson, and Kyle Alters.



Later that month, the Carpenters Annual Car & Bike Show rolled into the regional council's St. Paul, Minnesota, parking lot. We could not have asked for better weather to support such a great cause with over 91 cars and four bikes proudly displayed. The show is a favorite among members, families, and local enthusiasts who gather to celebrate craftsmanship in all its forms.



Best of Show honors went to Dan Fox with his stunning custom Harley Deluxe and Larry Lambert with his blazing red bread truck.

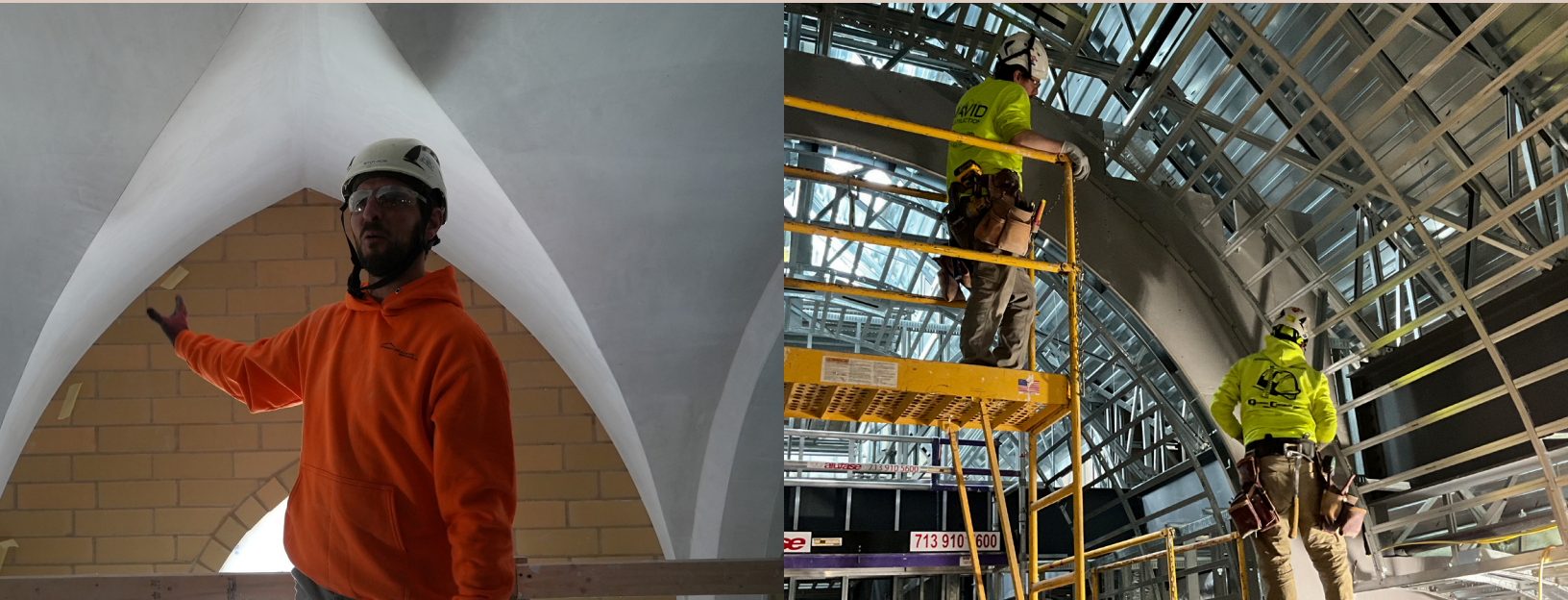
The season ended with the Carpenters Annual Walleye Classic on Lake Vermillion in Northeastern MN. This event always hooks a great crowd. Eric Idziorek and Aaron Blair took home the top prize with eight fish totaling 26.75 pounds, while Steven Wendroth and Terrold Drphal shared the Big Fish title after boating an 8.25-pound walleye. Beyond the competition, this event celebrates outdoor tradition and the lasting partnerships formed on and off the water.



"These events embody the spirit of unity, generosity, and dedication to the next generation of Carpenters. We are grateful for every participant, sponsor, and volunteer who helped make them possible," NCSRCC Executive Secretary-Treasurer Patrick Nilsen said.

"Your continued support makes a meaningful impact on our members' lives and helps strengthen the communities we proudly build together. We look forward to seeing everyone again next year."

Where Craftsmanship Meets Purpose



Left: Mitchell Jadin (Local 1146 - Green Bay, WI) describing the work he is doing on the chapel.

Right: Members working on the Armstrong Grid ceiling system.

In Door County, skilled union carpenters are bringing precision and heart to a sacred build, creating a space that reflects both faith and craftsmanship.

A job site is constantly in motion, full of challenges and reliant on teamwork. For union carpenters trained to bring complex structures to life, success on the job comes from careful coordination, clear communication and mutual respect. Near Door County, WI, a project has come together not just through craftsmanship but through shared purpose.

Skilled union carpenters have partnered with the Missionaries of the Word, a community of Catholic Sisters, to build a one-of-a-kind space that is as much about mission as it is about construction.

In August 2024, Missionaries of the Word broke ground on a 20,000-square-foot Motherhouse. This building will be a new home base for approximately 30 Sisters and a retreat center for priests. Nestled on 80 acres, the building includes living quarters, a chapel, and spaces dedicated to reflection and prayer.

What sets this job apart from traditional commercial builds is not only the unique structure, but the extraordinary relationship between the tradespeople working on site and the Sisters that have shaped this project.

From the earliest phases, Mother Mary Catherine has been deeply involved in every detail, from the curvature of the archways to the acoustics of the chapel. Her regular presence on the job site and her heartfelt investment have left a mark on the workers, creating a rare level of alignment.

"The client on this project is so different than a traditional commercial project," said Tony Hauser, superintendent with Miron Construction and 30-year member of Local 955 – Kaukauna, WI. "They're so involved. They know the details. They're here every week, checking in and showing appreciation to everyone working. Just a simple 'thank you' from them goes a long way and changes the mindset on site."



Photo of the construction occurring inside the chapel.



Photo of the Armstrong Grid ceiling system in the chapel.

While the relationships have made the job site smoother, the construction itself has been far from simple. The chapel features complex barrel ceilings, archways and a dome. Unlike typical cathedral ceilings with angular supports, this design involves multi-dimensional curves, including half and quarter barrel transitions.

"These ceilings were the most challenging part," Tony said. "They weren't drawn to be standard wood structures, so we had to adapt and problem-solve on the ground."

Working with HJ Martin and Son, the team employed an armstrong grid ceiling system—bending structural pieces in-shop, cutting them every eight inches, and reassembling them with clips to match the desired radii. This was not just plug-and-play. Instead, every curve required field experience, trial and error, and a commit-

ment to detail.

"Technology takes you so far," Tony explained, "but you must have the field knowledge to execute with such precision. The years of experience these guys bring made all the difference."

More than 80 union carpenters have worked on the project since its start, and each one has been impacted by the culture created onsite. "It's been so cohesive and the communication has been amazing. I hope I can bring that feeling from this job to the next one," said Tony.

Mitch Jadin and John Wendland (Local 1146 – Green Bay, WI), from HJ Martin and Sons, faced especially intricate tasks, such as constructing double-barrel domes for chapel windows. Each dome had to be bent, rebuilt, and recalibrated multiple

times to meet the exacting standards of the design. These were no ordinary windows, but rather architectural expressions of reverence and precision.

This project exemplifies what can happen when labor and mission align. The Sisters and the union carpenters working on the Motherhouse may come from different walks of life, but on this job, they have come together with mutual respect and a shared goal. The result is a space infused with spirit and skill.

As the project moves into its finishing phase, aiming for completion by October 2025, it stands as a reminder that construction is not just about building structures. Construction is about building relationships, honoring purpose, and finding shared meaning in the work.



Exterior of the chapel

Changing the Narrative of Wellbeing in Construction

How Gardner Builders is redefining job site culture by putting people first.

Construction is a demanding industry where wellness may take a back seat in a fast-paced environment. With staggering statistics proving suicide rates among construction workers are the second highest in any industry, mental health continues to be a significant concern. While wellness resources are available, not only nationally but globally too, mental health stigma continues to be a barrier on job sites and beyond.

Gardner Builders, a signatory general contractor, recognizes the urgent need for mental health solutions that purposefully foster care, connection and humanity. To address this need head on, Gardner has invested in wellness spaces on project sites as a part of their initiative to promote the physical and emotional well-being of their employees and trade partners.

These wellness spaces are being installed at various construction sites to provide workers with a safe and private area to make a call, meditate, nurse, or simply decompress. Outfitted with a desk, chair, rug, and in some cases a mini fridge, the pods are designed with comfort, functionality, and intentional purpose in mind.

The spaces are also adapted to fit different job site needs. Gardner offers wellness pods that can be installed in smaller spaces, or they will furnish a designated room on locations that has an area that can accommodate it. They also have a mobile trailer that can be moved from site to site.

Gardner's culture is rooted in the belief that their employees and trade partners are at the center of the company's success. They deliver the highest standards of construction and strive to have their job sites be a place where people feel valued, challenged, and love to work.

The idea for the wellness spaces stemmed from employee feedback, particularly from individuals historically seeking a quiet, private space to nurse. What began as a response to a specific need, evolved into a broader commitment to support all individuals working on Gardner job sites.

"By introducing these wellness spaces, Gardner hopes to create

an environment better representative of the humanity on site," said Derra Range, Field Safety Specialist at Gardner. "Whether it's a few moments of quiet, a space to call home momentarily, or a place to reflect, these spaces are a small but powerful way to show employees that they are seen, heard, and of critical importance in the organization's path forward."

These wellness spaces have already been deployed at sites like the Star Tribune, Legacy Data Center, and Summit Orthopedics, and feedback has been overwhelmingly positive.

As Gardner continues to expand this initiative, the goal is to make construction job sites places where well-being is as foundational as the buildings they construct. Currently, Gardner offers wellness spaces at six job sites, with a short-term goal to offer them at 25 locations by the end of 2025 and a long-term goal to offer them at all Gardner job sites in the future.

Gardner is not just in the business of constructing spaces - it is in the business of building culture, trust, and community. These wellness spaces are yet another step in living out that purpose.



Above: Wellness pod installed at the Star Tribune in Minneapolis, MN

- Page 19: 1) Entrance to Wellness Pod at the Star Tribune
2) Wellness Trailer at Summit Orthopedics in Plymouth, MN
3) Back side of Wellness Trailer at Summit Orthopedics

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Building a Monastery Chapel



For more than two years, a remarkable build has been taking place at the Carmelite Monastery. A chapel, inspired by the timeless beauty of Rome's sacred religious architecture, is coming to life for the community of faith in Lake Elmo, Minnesota. From its radius domes and coffered ceiling to the intricate lath and plaster work, every inch of this project reflects craftsmanship that is not common in the trades today.

The general contractor, George Siegfried Construction of Stillwater, MN, has overseen the project from the start. A proud signatory contractor, the company has partnered with the Carmelite Monastery on construction projects for the past 25 years. "We've built a lot of trust with the Carmelite Monastery," said Tim Siegfried, President and Construction Operations Manager for George Siegfried Construction. "It's a relationship we've been building since 2000."

Tim's own history with the monastery goes back several decades. He first worked on the monastery grounds as a bricklayer in 2000, later returning in 2006–2007 to complete masonry and concrete work on another building. When plans for a new chapel began, the monastery turned to the Siegfried team to bring an ambitious vision to life.

To design the chapel, the Carmelite Monastery enlisted Duncan G. Stroik, a nationally recognized architecture firm known for religious and classical designs. Stroik's plans called for a structure that would harmonize with the monastery's existing buildings while evoking the beauty and reverence of traditional European churches.

"On the other structures at the Monastery, we used modular brick, but today it would be more cost effective to use utility brick. When chatting with Father John Mary, O.Carm., Prior, with the Carmelite Monastery, we recommended not using utility brick," said Tim. "It would look too commercial, too institutional." Instead, the monastery opted for solid brick and a copper metal roof to endure for generations and compliment the other structures on the property.

The project began in earnest in August 2022, following a few significant delays caused by a legal dispute over road access and later the pandemic. The progress made to date is a testament to design and vision and also traditional trade skills that remain vital in modern industry.

Much of that artistry is visible today in the chapel's interior, where Mike Hanson (Local 68 – St. Paul, MN) is completing intricate lath and plaster work with Custom Drywall of St. Paul. As a 27-year member and career lather, Mike has handled all the lathing for the project, working solo for the past several months. His skill and commitment can be seen from the sweeping radius ceilings and domes in the sanctuary apses to the hand-tied lath that will support the detailed plaster finishes required for the lime plaster Fresco Paintings and imported Italian Glass Mosaic that will adorn parts of the chapel.

"It's so rare to get to do work on a building like this," Mike said. "Everything about it is built to last." The chapel will have craftsmanship that extends beyond structure to exceptional religious art. Inside plaster reliefs will depict Christian figures with men on one side of the space and women on the other.

Marble columns imported from Italy support the design, while mosaic domes will add layers of color. Each mosaic arrives in one-foot-square sections, created by the artist in reverse so that once placed at the chapel and set, the paper backing can be peeled away to reveal the complete image. The beauty of the Carmelite chapel lies not only in its design, but in the professional hands that are building it.

Mike is making a significant impact on this exquisite structure through the traditional trade skills he brings to the job – skills still practiced and preserved by union carpenters today. As materials, tools, and building processes continue to evolve, it is important for tradespeople to keep these traditional methods alive. When complete, the chapel will stand as a timeless expression of devotion, care, and artistry.



From top to bottom: The chapel apse domes, Marble columns from Italy, The exterior of the chapel, Mike Hanson inside the chapel, Mike looking at the work he has done inside the chapel.

A Solid Foundation for Homeward Bound

Carpenters Training Institute and INSTALL bring craftsmanship to homes improving accessibility and enriching lives.

Since 1973, Homeward Bound has been a source of hope and support for families seeking meaningful and enriching care for individuals with disabilities. Founded by parents who envisioned a better quality of life for their loved ones, Homeward Bound now provides 24-hour care in 22 homes throughout Hennepin County, serving children, adolescents, and adults with a wide range of challenges.

To maintain the safety and functionality of these homes, Homeward Bound has partnered with the Carpenters Training Institute (CTI) and the INSTALL program. For over 15 years, union apprentices and instructors have shared their skills and time to make home improvements, often annually.

In June 2025, a group of floor covering apprentices stepped out of the classroom and into a Homeward Bound residence in Robbinsdale, MN. Over the course of

the project, they removed old flooring, installed a new subfloor, and laid down vinyl plank flooring throughout the upper level of the home.

Many of the apprentices typically work on commercial projects, so this residential project was a rare and rewarding opportunity for them to gain hands-on experience with different types of flooring materials. "It's really cool to work on homes like this," said Celesta Farrell (Local 68 – St. Paul, MN), a third-year apprentice. "I like being able to build something without having to tear it down after."

Materials for the project were donated by generous signatory contractors continuing the tradition of giving that makes these efforts possible. The partnership between Homeward Bound and CTI/INSTALL stands as a model of how training programs can create real-world impact beyond the classroom.

"It's such a win-win situation," said Kristine Morin, Director of Development at Homeward Bound. "The students get valuable experience while doing something truly impactful. And we get beautiful, durable flooring that improves the lives of our residents. It's been a wonderful partnership."

A smooth, well-installed floor does not just brighten a room, it can transform the way the space functions for residents who rely on mobility aids like wheelchairs or medical equipment. For families, it is a visible reminder that their loved ones are being cared for in a home that is both accessible and dignified.

Together, Homeward Bound and the Carpenters Training Institute are showing that skilled trades and compassionate care can go hand in hand laying the foundation for a better future.



From left to right: Apprentices after finishing the installation of new flooring in Homeward Bound's Atwood home addition in 2022, Celesta Farrell (Local 68 – St. Paul, MN) working on the Robbinsdale home, Group of apprentices working at the Robbinsdale home in 2025.

Carpenters Build Home for U.S. Marine Veteran in WI

Union carpenters and community partners unite to honor Marine Veteran Lance Corporal Josh Wege with a custom, accessible home built for independence and strength.

Lance Corporal Josh Wege's journey is a testament to courage, resilience and determination. In October of 2009, while serving in Afghanistan's Helmand Province, Lance Corporal Wege's vehicle struck an Improvised Explosive Device (IED), resulting in the loss of both legs and severe injuries.

Despite enduring numerous surgeries and setbacks, LCpl Wege's spirit never wavered. Within weeks of his final surgery, he began walking on prosthetics, tackling his recovery with remarkable optimism. His competitive drive and the support of his family fueled his extraordinary comeback.

Jared Allen's Homes for Wounded Warriors (JAH4WW), in partnership with several national sponsors, is building LCpl Wege and his growing family a fully accessible, mortgage-free home, providing lasting security. JAH4WW is a nonprofit organization founded in 2009 by Pro Football Hall of Fame inductee Jared Allen to honor Veterans' service and sacrifice by giving them the independence and security of a home designed for their specific needs.

Construction of LCpl Wege's home began in June in Fond du Lac, WI, with the goal of completing the home before winter. Capelle Bros. & Diedrich, Inc. has partnered with JAH4WW and the North Central States Regional Council of Carpenters (NCSRCC) to bring LCpl Wege's custom, accessible home to life. Capelle Bros. & Diedrich, based out of Fond du Lac, WI, is the general contractor on this project and has built a reputation for quality craftsmanship, integrity, and community partnership. Capelle Bros. & Diedrich's willingness to be a part of this project is a true testament to those values.

"It's an honor for us to help build a home for someone who has given so much in service to our country. Lance Corporal Wege's story reminds us what courage and perseverance truly look like. We are proud to play a part in giving back to him and his family," NCSRCC Executive Secretary-Treasurer Patrick Nilsen said.

Apprentices from the Carpenters Union have been deeply involved in this project from the foundation to the framing. Union carpenters are getting the valuable experience of working on a residential home and creating something that will benefit a United States Marine Veteran for years to come.

"Looking at these blueprints is really rewarding because it's going to be awesome for the veteran who will live here," said Byron Brown (Local 314 – Madison, WI) a second-year apprentice who has worked on the home. "I think it's great that we are able to do this. Giving back to someone who has done so much for this country is really cool."

Mike Berthal, a carpenter instructor from the Carpenters Training Institute from Pewaukee, WI added, "We were given such a unique opportunity to partner with Jared Allen Homes. The apprentices love it and I love it. This is one of those projects they don't have to tear down. As a veteran myself, I'm so glad we can give back to Lance Corporal Josh Wege."

Today, Lance Corporal Josh Wege is heavily involved in sports and activities. He is a serious snowboarder and he volunteers with the USA Patriots, a softball team for Veterans who have lost a limb(s). LCpl Wege is the epitome of strength and determination. The apartment he currently lives in does not reflect his needs as it lacks accessibility features. Through the combined efforts of skilled tradespeople, veterans, and community sponsors, LCpl Wege will get the home he deserves after all he has done for our country.

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Apprentices working at the Fond du Lac home on August 19, 2025.



Apprentices, NCSRCC Business Representatives, JAH4WW representatives and Lance Corporal Josh Wege and his wife at the frame signing on October 23, 2025.



Organizing Win in Iowa

On July 14, 2025, employees at Sioux City Engineering in Sioux City, Iowa, voted overwhelmingly in favor of joining the North Central States Regional Council of Carpenters (NCSRCC). This was a decisive step toward securing better wages, benefits, and workplace representation.

Sioux City Engineering, a paving and utility contractor in the area, has long relied on the dedication of its workforce. For many company employees, this victory was long overdue. Some had spent decades at the company yet received only a single raise during that time.

Frustrations over stagnant pay, lack of benefits, and poor communication from leadership fueled their motivation to unionize. Workers repeatedly asked, "If not the pay, why not the benefits? And if not the benefits, why not better pay?" What they wanted, more than anything, was representation and leadership willing to listen to them.

The organizing effort began with a tip from a former employee, who reconnected with current NCSRCC Business Representative Michael Monterosa (Local 948 – Sioux City, IA). From there, Monterosa began gauging interest in forming a union.

The NCSRCC filed a petition to hold an election for the Sioux City Engineering employees to make their voices heard. The vote would be held in the middle of July and as election day neared, NCSRCC organizers and members including current Local 948 Vice President Dave Myers and retired business representatives showed up in force to offer encouragement.

On the Sunday before the vote, organizers spent hours making house calls to answer questions and build confidence. When the polls opened at 7:00 a.m. the following day, a show of solidarity was clear. Members gathered with signs outside the voting location to demonstrate support. After an hour of voting, the results were in. Sioux City Engineering had 9 "Yes" votes, 2 "No" votes, and 4 challenged ballots—enough to secure the win.

The celebration was heartfelt but brief as the NCSRCC went back to work to combat the anti-union messaging and work towards welcoming the employees of Sioux City Engineering into the union family.

The union has filed four unfair labor practice charges against Sioux City Engineering with the National Labor Relations Board since the vote back in July. The NCSRCC is fighting the company's unlawful treatment of their employees in retaliation for the union vote and fighting to get a fair contract.

The goals of this campaign remain the same, and the NCSRCC will continue to fight for working people to establish an acceptable workplace for the men and women at Sioux City Engineering.





Dakota Grimm (Local 427 - Omaha, NE) on the job

Member Spotlight: Dakota Grimm

it even more meaningful."

Dakota's long-term goal is to become a superintendent, a dream inspired by fellow Local 427 member Chris Faltys. Chris has been a member for nearly 40 years and Dakota shared, "he is the type of boss that you want to work hard for." Through his work with Chris, Dakota gained invaluable experience and came to believe that when carpenters rise through the ranks, it not only strengthens the jobsite but also reinforces the union as a whole.

To prepare, he has completed an Associate Degree in Construction Management from Metropolitan Community College and plans to enroll in the Union's superintendent training program after earning his OSHA 30 certification.

When it comes to advice for others in the trades, Dakota emphasizes patience, motivation, punctuality and a willingness to learn. "Show up on time, stay positive, and don't be afraid to ask questions," he said. "You won't master everything right away, but if you keep at it and show initiative, the sky's the limit."

For Dakota, being a union member is about pride. Pride in his work, his community, and the opportunities the Brotherhood provides. "Before the union, my career felt like a dead end," he shared. "Now I have stability, growth, and a career I truly enjoy. Carpentry has been the best decision I've ever made."

For Dakota Grimm of Local 427 in Omaha, NE, joining the Carpenters Union marked the beginning of a life-changing journey. Five years ago, after leaving a job at Burger King, Dakota was searching for a new direction. Reflecting on his high school passion for woodworking, he took a leap and became a union carpenter. That decision transformed not only his career but his entire outlook on life.

"The first few months were definitely an adjustment," Dakota said. "But I quickly became enamored with the trades. Every day I'm learning something new, and I know this is where I'm meant to be."

Now working as a foreman for Weitz Construction, Dakota leads his crew through daily safety meetings, stretch-and-flex sessions, and ensures everyone is set up for success on the jobsite. He loves the hands-on nature of the work and the satisfaction of seeing projects come to life.

"The best part is being able to point out buildings I've helped construct," he said. "There's a sense of pride in knowing you helped create something that will stand for generations."

One of Dakota's favorite projects was working on Mockingbird Elementary in Ralston, Nebraska. The new school was built using tilt-up panels, a unique process for the region. "It was rewarding to see that school open and watch kids walk through those doors for the first time," he reflected. "All the hard work paid off, and knowing that our efforts will impact so many students' lives made

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MORE MEMBER SPOTLIGHTS!



Building Strength Through Unity: Launch of the Member Engagement Program



NCSRCC members and staff who attended the Member Engagement Program Conference in October of 2025 with NCSRCC Executive Secretary-Treasurer Patrick Nilsen and UBC Midwestern District Vice President Mike Kwiatkowski.

In 2025, the United Brotherhood of Carpenters and Joiners of America (UBC) launched the Member Engagement Program, marking a significant evolution in how the union connects with and empowers its members. This initiative brings all member engagement efforts together under a single, unified framework, which will streamline communication, strengthen solidarity, and ensure that every member has a voice in shaping the future of our Brotherhood.

For the North Central States Regional Council of Carpenters (NCSRCC), this new approach began taking shape in September 2025 with the introduction of Member Action Committees (MACs). These committees include members at every level, from apprentices to journeymen, coming together with a shared commitment to advancing our craft and our union.

In October, the UBC hosted its first Member Engagement Conference at the International Training Center, bringing together members from across the Brotherhood to strengthen unity and collaboration. Attendees heard from Executive Secretary-Treasurers, motivational speaker Michael Bonner, change leadership expert Cassandra Worthy, and members of the UBC Executive Leadership Team.

Between keynote presentations, participants joined breakout sessions centered on themes such as "Rise" and "Restore," and met

within their districts for regional discussions on implementing the new Member Engagement Program.

"Everyone got the experience of merging and what it means to be stronger together," said NCSRCC member Ida Rivera from Local 314 – Madison, WI. "We learned new skills and exchanged ideas. We got to hear from amazing guest speakers and gain new perspectives. Now we have the opportunity to bring this information back to our fellow members and unions to make us even more united, all inclusive and undivided. We learned how to accept change, how change is good and why our strength lies with us working together rather than apart."

Member Action Committees within the regional council will work to grow our membership and market share, protect good jobs and fair wages, and strengthen member connection, mentorship, and growth.

"Together, we are supporting the next generation of leaders and strengthening the Brotherhood," shared NCSRCC Executive Secretary-Treasurer Patrick Nilsen.

For more information on NCSRCC Member Action Committees in your area, visit: <https://northcountrycarpenter.org/committees/member-engagement-program>

Annual notice of procedures for objecting nonmembers to file with the union objections to the expenditure of dues for purposes not germane to collective bargaining.

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

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

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

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

that certain such activities are not "germane" to the labor organization's function as the legally recognized representative of workers in collective bargaining.

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

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

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

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

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

SECTION 2: Nonmembers who wish to file an objection shall do so annually by notifying in writing the General Secretary-Treasurer of the UBC at 101 Constitution Avenue, N.W., Washington, D.C. 20001, of their objections. For those who have previously filed, the annual notice of objection must be received at the above address between April 1 and April 30 of the current year. The objection must include

the objector's social security number, a statement of the nature of the objection, and the objector's current home address, and it must identify the objector's UBC affiliate. Provided, however, that the UBC will honor nonmember employees' express, written statement to the UBC that they object on a continuing basis to supporting union activities not related to collective bargaining and contract administration. The nonmember objector is obligated to inform the General Secretary-Treasurer of any change in address. Upon receipt of a proper objection as described above, the UBC shall send the objector a letter of acknowledgment and notify the objector's UBC affiliate that an objection has been filed. Those individuals who, for the first time, regardless of when it occurs during the year, choose to resign their union membership, or who refuse to join the union and who wish to file an objection, must send their objection to the General Secretary-Treasurer no later than 30 days from the date of their resignation or refusal, as otherwise specified above.

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

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

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

SECTION 6: The amount to be paid by the nonmember objector shall be calculated based upon the percentage of chargeable and nonchargeable expenditures indicated in the review. For the review completed in 2025, the UBC's chargeable expenses were 53.44% of its total expenditures. Thus, the per capita tax for the objecting nonmember paid by the affiliate

to the UBC shall be reduced by that amount. For 2025, the North Central States Regional Council of Carpenters chargeable expenses were 90.8% of its total expenditures. Thus, the objecting nonmember's dues shall be reduced accordingly. The most current available audit report shall be used by both the UBC and the UBC affiliate to determine the amount to be paid by the nonmember objector. When more current audit reports and reviews become available, the amount to be paid by the objector shall be adjusted accordingly. Any subsequent adjustment in favor of the objector will be sent to the objector as soon as is practicable.

SECTION 7: Nonmembers filing a proper and timely notice of objection pursuant to Section 2 shall receive a dues reduction in the amount calculated under Section 6 above beginning within sixty (60) days of the receipt of their objection. They shall also receive a dues rebate in the percentage amount of their dues reduction back to the date of their objection.

SECTION 8: Nonmembers filing a proper and timely notice of objection pursuant to Section 2 herein may challenge the calculation of chargeable and nonchargeable expenditures by filing a challenge with the General Secretary-Treasurer of the UBC, at the address indicated above. Such challenge must be in writing and must be sent to the UBC within thirty (30) days from the date of mailing of the description of chargeable and nonchargeable expenditures as set forth in Section 5. Failure to comply with this procedure will render any purported challenge invalid.

SECTION 9: The arbitration procedure which follows is not mandatory. Nonmembers may pursue their rights under all other available legal procedures. Upon receipt of a proper and timely challenge, the General Secretary-Treasurer shall refer same to the American Arbitration Association (AAA) for determination under the AAA's Rules for Impartial Determination of Union Fees. Challenges may be consolidated by the General Secretary-Treasurer for determination by the AAA as appropriate. The General Secretary-Treasurer shall have the authority to informally resolve challenges in the best interests of the UBC. The arbitrator shall have jurisdiction over all procedural matters affecting the arbitration. A court reporter shall make a transcript of all proceedings before the arbitrator at the expense of the UBC. The transcript shall be the official record of the proceeding and may be purchased by the challenger or otherwise made available for inspection as required by the arbitrator. Fees and costs charged or associated with a party's representative shall be borne by that party.

SECTION 10: At the arbitration the union shall have the burden of establishing that the reduced dues amount being charged to objecting nonmembers is lawful. In determining the correct amount of the dues reduction, the arbitrator shall give full consideration to the legal requirements limiting the amount the objector may be charged and shall set forth the legal and arithmetical basis of such determination in the written decision. The order and decision of the arbitrator shall be final and binding on all parties.

SECTION 11: The UBC shall establish an escrow account containing the portion of dues paid by nonmembers filing challenges pursuant to Section 8 herein which reasonably may be in dispute in arbitration. Upon receipt of the arbitration award, the escrow fund shall be distributed in accordance with the arbitrator's decision.