

NORTH COUNTRY

SPRING 2024

CARPENTER



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Construction Pathway

*Pictured on the cover: Jenny Han, Director of Modular Design Integration with Boldt and Kyle Weisman, Principal | Vice President at HGA
in the short-stay unit at M Health Fairview St. John's Hospital in Maplewood, MN.*

Building Success with Backbone Organizing



As a 27,000-member trades union, we are committed to protecting and elevating the economic and social condition of all workers, and organizing is our cornerstone.

We have seen a surge of pro-union supporters in the last few years and it is more than just coincidence. Employees are realizing that they hold power to ask for better. Beyond collective bargaining, unionization provides the groundwork to fair treatment for employees, better wages and benefits, and dignified working conditions.

As we look into the future of the North Central States Regional Council of Carpenters, it is backbone organizing that will make us stronger and move us forward. It is important to recognize and advocate for the pivotal role unions play in fostering resiliency, solidarity and prosperity.

This past year has provided many organizing opportunities for the Regional Council as we look to expand positive impacts on workers in our six states. In Marshall, MN, we helped a group of maintenance and reliability mechanics unionize, giving them a seat at the table with their employer, and we

organized a group of banjo makers in Bloomington, MN, as they fought to negotiate simple things like a health-care plan, a few paid holidays and some standard work protocols. In Nebraska, we are helping recover lost wages for underrepresented workers, building relationships with future members and advocates who can help in our fight against wage theft and tax fraud. You can read more about these successes on page 7.

We also continue to hold non-area-standards general contractors and subcontractors accountable for their mistreatment of workers and illegal business practices through strategic organizing campaigns and targeted political actions throughout the Regional Council. YellowTree Construction Services is a multi-family general contractor known in the Twin Cities area for their use of subcontractors who have a history of public labor violations including misclassification. Through the diligent and tenacious work of our business representatives, YellowTree has faced numerous OSHA complaints and has to account for the mistreatment of workers by their subcontractors. You can read more about the campaign against YellowTree on page 6.

Union organizing is a testament to what can be achieved through the collaboration and unity among workers. It embodies the fundamental right to assemble, empowering individuals to collectively address grievances and negotiate for their rights as employees and as people who have families to support and communities to build.

Whether it is helping members use their voices at the negotiating table, helping a group unionize or holding bad actors accountable for bringing down industry area standards, we will continue to educate, advocate and agitate to lift up workers, foster economic stability and prosperity, and advance the construction industry as a whole.

In Solidarity,

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



Top to bottom, left to right:
Area standards picket in Brookfield, WI; Minnesota Senate hearing March 7 on Misclassification of Employees Prohibited bill; Area standards banner in Omaha, NE; Thank you banner to Linn County, IA; Ride-along photo with Diandre Jackson, Milwaukee Alderman in District 7

Tax Fraud Days of Action 2024

CONSTRUCTION INDUSTRY TAX FRAUD AFFECTS WORKERS ACROSS THE NATION AND NEGATIVE CONSEQUENCES RIPPLE THROUGH COMMUNITIES BIG AND SMALL.

North Central States Regional Council of Carpenters' (NCS-RCC) members and signatory contractors set the standard for the construction industry in the upper midwest; setting a high-bar for training, productivity, safe working conditions, apprenticeships, wages and benefits.

We have worked hard to build these standards and will work even harder to defend what we have built. Construction industry tax fraud affects workers across the nation and the negative consequences ripple through neighborhoods big and small. When developers, contractors and subcontractors cheat the system, they take advantage of workers, law-abiding businesses, taxpayers and communities.

While standing up to tax fraud is a year-round mission for

the Carpenters Union, there is one week where all regional councils within the United Brotherhood of Carpenters (UBC) collectively call out cheating contractors and stand up for workers, families and the industry. That week is Tax Fraud Days of Action (TFDOA) and this year it was held on April 13-19, 2024.

Throughout the Regional Council, staff and members hit the ground for Tax Fraud Days to educate partnering contractors, financial institutions, elected officials and the general public on the negative effects of industry tax fraud. Whether through thank you banners for law-abiding partners, area standards pickets, bank meetings or elected official ride-alongs, NCSRCC worked to spread awareness and solidarity. across its six states.

In Wisconsin, an area standards picket was held on April 14 for fair wages at a development in Brookfield, WI. NCS-RCC members protested Waukesha-based Suburban Dry-wall who was hired as a subcontractor for the Poplar Creek Hotel. People working for Suburban have reported being hired off-the-books and being misclassified. When asked to comment for *The Daily Reporter*, NCSRCC business representative Raúl Hernández (Local 231 - Pewaukee,

WI) said, “There are so many millions of dollars that don’t go into communities where these projects are taking place. These contractors are doing this [withhold wages and taxes] so they can illegally lower their labor costs and underbid law-abiding competitors. So, these are taxes that don’t go into the community when they should support public services.”

In Minnesota, a legislative bill has made its way through the capitol that would ensure an effective and efficient approach to misclassification enforcement in the state. Misclassification of Employees Prohibited bill (HF4444/SF4483) came at recommendation from the Minnesota Attorney General’s Misclassification Task Force which is comprised of business, labor, employee, independent contractor and academic experts. This bill will create more enforcement tools and increase the severity of penalties against employers who misclassify their employees. Additionally, it will maximize the ability to fight employer misclassification fraud in Minnesota.

“The bill will create an interagency partnership to ensure that all aspects of misclassification are coordinated and will significantly increase penalties for bad actors by the Department of Labor and Industry. It will make it harder for the fly-by-night companies paying workers in cash to disappear while owing workers and the State significant sums of money,” stated Burt Johnson, NCSRCC General Counsel and mem-

ber of the Task Force.

In Nebraska, a thank you banner for JE Dunn Construction was held high for their partnership in standing up to tax fraud, and an area standards banner was displayed in Omaha calling on Hausman Construction of Lincoln, NE, to hire subcontractors that pay and meet area labor standards for construction work on all of its projects. Hausman hired Ramirez Drywall who does not pay its employees area labor standard wages and benefits. When carpenters are not paid area standards, they struggle to support their families and have fewer dollars to invest in the communities they live and work. This causes a ripple effect and can have serious impacts to the local economy and businesses.

In Iowa, thanking partners for their support in the fight against tax fraud was done in eastern areas of the state and meetings with financial institutions were held in central and western areas. Banners were displayed for the University of Iowa Labor Center, Linn County, the City of Cedar Rapids and Dubuque, Iowa.

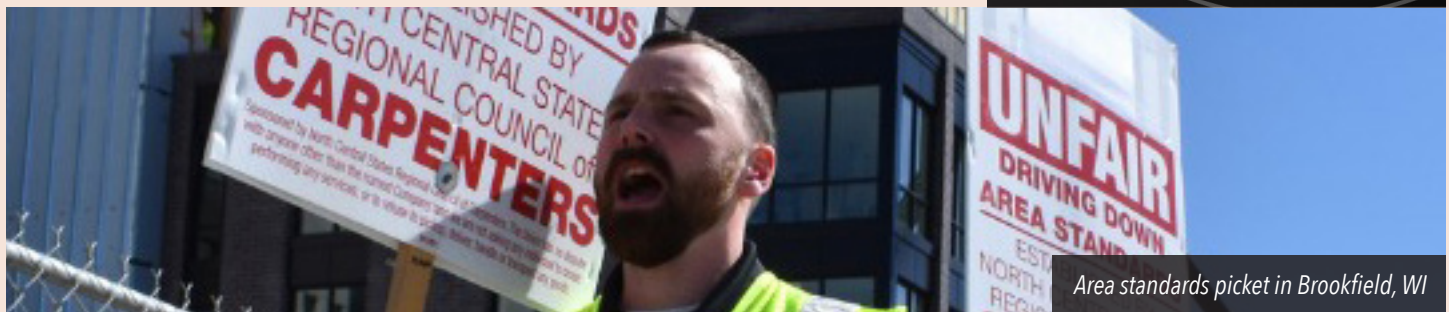
NCSRCC Business Representative Devon Fishback (Local 106 - Des Moines, IA) met with Community State Bank in Johnston, IA. “It could not have gone better. We were able to go over the construction tax fraud business model and give examples on how this problem results in worker exploitation and negative communi-

ty affects.” A long-standing partner, Community State Bank was incredibly receptive. “We want to acknowledge that we support the efforts to combat tax evasion and adheres to all federal reserve regulations and reporting requirements,” said Crystal Edwards, SVP, Treasury Management at Community State Bank.

As the fight continues to end construction industry tax fraud, we look to our membership, signatory contractors, and industry partners to stand with us and help protect workers’ rights, local economies, and communities. For more information on this effort, visit the UBC’s Stop Tax Fraud website at www.stoptaxfraud.net/standup.

\$10 billion
When cheating contractors evade their legal obligations, they fail to deduct and pay employment related taxes to the tune of \$10 billion a year.

\$28 billion
Because of wage theft, low pay and illegal employment practices, 39 percent of construction worker families rely on public assistance programs to make ends meet, costing taxpayers \$28 billion a year.



Area standards picket in Brookfield, WI

Left to right: One of many area standards banners against YellowTree's violations; CTUL march for worker justice; area standards picket at YellowTree job.



Carpenters' Tenacity Brings Awareness

"THE FACT IS THAT THE UNION'S REPORTING OF THE IMMINENT HAZARDS OCCURRING WITH ALARMING FREQUENCY AT YELLOWTREE'S JOBSITES MAY HAVE HELPED PREVENT SERIOUS INJURIES OR EVEN DEATH."

YellowTree Construction Services is a multi-family general contractor who both develops many of their own projects but also acts as property manager. Founded in 2018 by Bryan Walters, Kirk Pennings and Rob Lubenow, their early projects were smaller and occasionally utilized area standards subcontractors. As their projects grew in size, they started hiring subcontractors with a history of documented labor violations including misclassification, unpaid overtime and child labor.

The North Central States Regional Council of Carpenters (NCSRCC) held several meetings with YellowTree leadership who failed to raise standards on their projects, despite continued reports of worker exploitation. As a result, NCSRCC business representatives began walking YellowTree jobsites, talking to workers and collect statements that would corroborate these reports, leading to a handbill and a 20-foot banner calling out YellowTree at various projects. A mobile truck banner was also utilized and parked in front of their office.

With the help of delegates, staff, Tax Fraud Days of Action supporters, and worker center Centro De Trabajadores Unidos En La Lucha (CTUL), six different pickets were held at YellowTree jobsites and two large March for Dignity demonstrations were held with over 200 attendees.

Beyond this activism, more than seventy OSHA complaints and visits brought to the public eye how workers are mistreated on their projects. When YellowTree fought OSHA citations, arguing that YellowTree was subjected to vindictive prosecution of worker safety laws, the Administrative Law Judge held, "The fact is that the union's reporting of the imminent hazards occurring with alarming frequency at YellowTree's jobsites may have helped prevent serious injuries or even death."

This campaign is only possible through the collaboration of many within the Regional Council, industry and community partners, and most importantly the workers standing up and uniting when they themselves had the most to lose.

Strengthening the Industry with Wage Recovery Assistance

TWO RECENT CASES IN OMAHA, NE, WERE BROUGHT TO BUSINESS REPRESENTATIVES, WHO WERE ABLE TO HELP RECOVER A TOTAL OF \$160,000 IN UNPAID WAGES.

Workers are losing thousands of dollars that are promised but never paid. As a union committed to standing in solidarity with all workers, the North Central States Regional Council of Carpenters is able to provide wage recovery to workers. By doing so, we are able to build relationships, increase market share, and strengthen the industry.

In Omaha, Nebraska, NCSRCC business representatives are working to educate and assist workers in recovering wages that would have otherwise been completely lost. Two recent cases were brought to the Omaha office and through the efforts of business representatives Juan Alvarado (Local 1306 – Papillion, NE) and Santos Hernandez (Local 1306 – Papillion, NE) more than \$160,000 has been recovered in unpaid wages.

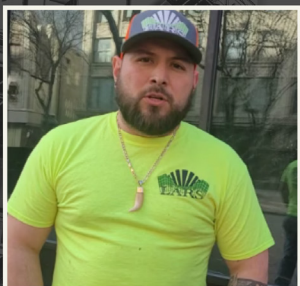
Marcos Estrava was once a member, but as a result of Nebraska’s requirement of e-verification ventured to work on his own. He was hired to work on a couple of different projects, including a

upscale gym and a food establishment, and brought 20 workers with him to the projects. During construction, Estrava was informed by his bank that the two checks he was given by the subcontractor bounced due to insufficient funds. He tried to cover his workers’ wages as best as he could, but reached a point where there was no money left. After multiple unsuccessful attempts to communicate with the subcontractor to recover the funds, Estrava reached out to Juan Alvarado for assistance. Alvarado helped Estrava him file a lien against the subcontractor and through other negotiations, was able to help recover the unpaid wages within five days. Everyone received the money owed, totaling \$58,000.

Luis Armando Reye and his employees began work on a project after drawing up a contract with a local subcontractor. As the project progressed, they realized that more was being done than payments received. As a small business owner, Reye did not have the capital

to front a project of this size and relied on the company’s payment to continue work and provide materials. For two months he attempted to recover the funds with no answer from the subcontractor or the developer. That is when he decided to call Santos Hernandez, who immediately took action. He informed Reyes about the process for filing a lien and went to the job site to speak with the subcontractor directly. After some back and forth, the subcontractor agreed to finally pay Reyes and his employees, recovering a total of \$105,000.

These are just two success stories where NCSRCC representatives have stepped in on behalf of workers to help recover wages that support families and puts food on their tables. Assisting workers not only supports livelihoods, it helps create relationships and builds trust with those who can help NCSRCC advocate for workers’ rights and help raise area standards in the construction industry.



Luis Armando Reye
called Nebraska Business Representative,
Santos Hernandez
to help him recover
\$105,000 dollars
in unpaid wages.



Marcos Estrava
called Nebraska Business Representative,
Juan Alvarado
to help him recover
\$58,000 dollars
in unpaid wages.

ADM Workers Have a Seat at the Negotiating Table

"I'M GRATEFUL THAT MY COWORKERS TRUST ME TO REPRESENT THEM. I THINK WE ALL HAVE THE SAME GOAL TO MAKE THE WORKPLACE BETTER, RETAIN WORKERS, AND HAVE IT BETTER FOR EVERYONE INVOLVED."

Twenty-one employees of Archer Daniel Midland (ADM) in Marshall, MN voted for the right to collectively bargain in November 2023. Now a part of North Central States Regional Council of Carpenters (NCSRCC), these employees have a seat at the table with ADM to negotiate their wages, benefits, workplace safety and more.

The process to unionize began in October when ADM employees, Andrew Mercie and Austin Rykhus, reached out to Millwrights Local 548 Business Representatives Luke Meier and Marcus Raines with the desire to have more say in the workplace. Within a week, a meeting was held to discuss the process, a petition form was presented, and the workers had enough signatures to launch the two-month campaign to become union members and form an organizing committee.

"A lot of work and conversation went into this win," said Rykhus, a 5-year ADM employee the week after the union was formalized. "This is a huge success for myself and my coworkers. I look forward to having my voice heard and having a seat at the table."



North Central States Regional Council of Carpenters business representatives stand in solidarity with ADM maintenance mechanics and reliability technicians as they campaign to unionize.

Over the course of the campaign, several organizing committee meetings were held and the vote to unionize was scheduled for November 30, 2023. NCSRCC staff, trade partners and ADM employees gathered the night before and the day of the election to show support and solidarity. With a vote of 13 to 8, twenty-one maintenance mechanics and reliability technicians became members of the North Central States Regional Council of Carpenters. With the right to collectively bargain, these new union members and NCSRCC representatives are now in negotiations with ADM.

"It's been exciting to see what we can do for our team at the negotiating table," said Kylie Gibson (Local 548 – St. Paul, MN), ADM employee and negotiating committee member. "Being able to work with ADM and meet as equals at the table will not only better the employee experience but also benefit the company so we can both grow into the future. I feel honored to represent my coworkers."

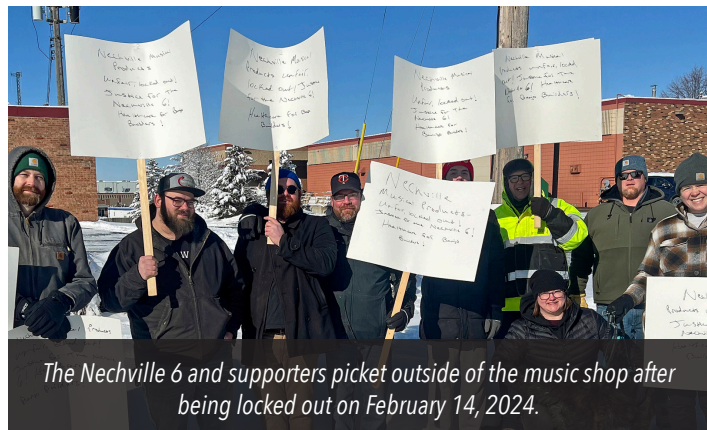
"I'm grateful that my coworkers trust me to represent them. I think we all have the same goal to make the workplace better, retain workers, and have it better for everyone involved," said John Clark (Local 548 – St. Paul, MN), ADM Employee and negotiating committee member. "We are a better team since we unionized. It brought everyone together and we see ourselves as a whole."

Banjo Makers Unionize for Simple Benefits

WORKERS FOUND THEMSELVES LOCKED OUT OF THE SHOP AFTER FORMING A UNION.

In late 2023 and early 2024, the six banjo builders at Nechville Musical Products began meeting with each other to discuss their wages and working conditions and decided unanimously to work toward forming a union with the North Central States Regional Council of Carpenters (NCSRCC). In the beginning of January 2024, the banjo builders met with their employer and shop owner, Tom Nechville, to plan production and set goals for the coming year.

Later that month, these banjo builders respectfully requested recognition of their union to Nechville, wanting the ability to negotiate some simple things, including a modest healthcare plan, a few paid holidays, and some standard work protocols.



The Nechville 6 and supporters picket outside of the music shop after being locked out on February 14, 2024.

While Nechville acknowledged their request for union recognition, his actions demonstrated a lack of good faith. Following their request, Nechville announced the closing of the Bloomington, MN, shop with plans to move his operations to Oregon. In his original announcement, the shop close date was going to be February 29, 2024. However, that quickly changed and the workers found themselves locked out of the shop and out of a job on February 14, 2024.

NCSRCC filed charges of unfair labor practices against Nechville and worked with the Western States Regional Council of Carpenters to organize around the Nechville 6 and handed out informational handbill at the Wintergrass Festival with Nechville in attendance. With this additional pressure, Nechville agreed to start conversations towards hopeful resolution and justice for these banjo makers. NCSRCC has a case against Nechville pending at the National Labor Relations Board.

For more information and updates, scan the QR code provided below.



The Nechville 6: Chris Powers, Jeremiah Lindstrom, Gareth Bly, Gabriel Moll, Nate Lund, and John Potts.



Left to right: Matt May in front of New London High School and in his classroom.

Growing Skilled Trades with Career Connections Curriculum

In his second year as the building trades and welding instructor at Iowa’s New London High School, Matt May (Local 1260 – Iowa City, IA) has dedicated his career to introducing students to the trades. He utilizes the United Brotherhood of Carpenters (UBC) Career Connections curriculum that teaches important hands-on skills for trades success after graduation.

From a family of tradespeople, May has worked in a variety of construction capacities, but found balance in using his job site skills to teach in the classroom. Prior to being a shop instructor, May spent eleven years as a physical education teacher, earned his Masters of Arts in Educational Leadership and was an assistant principal. Before his time at New London High, May spent seven years at Keokuk High School on the shop floor, using Career Connections as a guide to teach his students carpentry skills they could use outside of school.

“Career Connections is the lowest priced curriculum with the best con-

tent. All I have to do is open the book and read it – it’s all right there. Move in ready,” said May about his experience with the program.

“He’s been a great advocate for Career Connections,” said John Delany, Training Coordinator for the Cedar Rapids Training Campus. “When other high schools are looking for recommendations, I just give them his contact and before you know it, they want to invest in the Career Connections curriculum.”

May is working to grow and improve New London High’s trades course. Starting his first year with six welding booths, he now has eleven. He also worked with students to fundraise for a skid loader and raised money through regional grants to buy a mini-excavator. His classroom and shop floor space has also been adjusted to fit the needs and demands of the program with student’s help and input.

When time allows, May also has his students work on projects in their own community. Whether it be a patio,

shed, steel roof or deck, they bid on neighborhood projects and cycle the money they earn back into the program.

“I want them to leave here with the skills to be able to step onto a job site and do the things they are expected to do,” said May.

During the summer months when May is not teaching, you can find him on the job site. As a Local 1260 journey-level carpenter, he practices what he teaches on nearby construction projects.

“This is not just a job. This is a career with opportunities to advance. I am lucky that I get to do the two things I love; work with my hands and teach the next generation of tradespeople,” boasted May. “This is incredibly rewarding and I relate to these kids as visual, hands-on learners. Even if they don’t go into the trades right away, they will leave here with skills that they can use for a lifetime.”



UPCOMING EVENTS

Scholarship

GOLF
OUTINGS



June 22, 2024

BRIGHT GRANDVIEW GOLF COURSE

2401 EAST 29TH ST, DES MOINES, IA 50317

Questions? Contact Devon Fishback
dfishback@ncsrcc.org or 515-520-4097

SATURDAY, AUGUST 24, 2024

Caribou Gun Club, Le Sueur, MN 56058

Questions? Contact Ryan Pecinovsky
rpecinovsky@ncsrcc.org or 651-341-4400

**CARPENTERS
ANNUAL
SHOTGUN
TUNE UP**

Scholarship

GOLF
OUTINGS



September 7, 2024

PINEWOOD COUNTRY CLUB

4660 LAKEWOOD ROAD, HARSHAW, WI 54529

Questions? Contact Mike Adamavich
madamavich@ncsrcc.org or 920-946-0667

**CARPENTERS'
WALLEYE CLASSIC**

SATURDAY, SEPTEMBER 28, 2024

LEECH LAKE • TRAPPERS LANDING LODGE 1812 MERIT ROAD, WALKER, MN 56484

Questions? Contact Michael Harrom at mharrom@ncsrcc.org or 218-349-9764





Left to right: Star Pettibone, Lucas McBride, Joseph Looks Twice, and Antonio Gutierrez holding up their signed certificates.

South Dakota Career Signing Day Ceremony

CARPENTERS UNION WELCOMED FOUR NATIVE AMERICAN STUDENTS FROM BOXELDER JOB CORPS, SPONSORED BY E&K OF OMAHA.

Four Native American pre-apprentices from Boxelder Job Corps were celebrated this March in Rapid City, SD for their commitment to advancing their careers in the trades and becoming carpenter apprentices with the North Central States Regional Council of Carpenters (NCSRCC).

A Career Signing Day ceremony marks the official start of employment for graduates with a signatory contractor, who commits to sponsoring them throughout their apprenticeship and offer on-the-job training. This event holds significance for both the graduate and contractor, marking a pivotal moment in the student’s journey.

On March 20, 2024, in Rapid City, SD, Star Pettibone, Lucas McBride, Joseph Looks Twice, and Antonio Gutierrez were honored for their new employment with E&K of Omaha and starting their carpenter apprenticeship with the NCSRCC.

These apprentices will begin their careers a few steps ahead with the skills they learned through the Boxelder Job Corps. Job Corps offers free career training and education for 16-24 year-olds across more than 120 campuses nationwide. Through hands-on training aligned with industry standards, students are equipped to begin high-skill, quality employment. Partnerships with organizations like Job Corps are crucial to providing students with a viable pathway to a career in the skilled trades, which offers them a rewarding career with good wages, great benefits and lifelong skills

that positively impact their communities and the industry.

Joseph Looks Twice shared, “The Job Corps program taught me professionalism and boosted my confidence, skills, and patience. It prepared me for real-world job situations and how to approach them.” Their enrollment expands the diversity of apprentices across the state and bolsters the efforts of South Dakota Local Union 587 in extending registered apprenticeship opportunities to rural areas.

The ceremony welcomed current students of Boxelder Job Corps, representatives of NCSRCC, E&K of Omaha, and family and friends. Those in attendance showed support as the Career Signing Day individuals signed their certificates. Instructor Steve Chambers shared, “I brought along my other students who haven’t finished yet or just started so they could see the recognition these students get for their hard work at Job Corps. I hope we can do this more often and get them into E&K or any local contractors.”

E&K of Omaha has been a commendable partner to NCSRCC and Job Corps. Their sponsorship of students into the apprenticeship program and commitment to instilling their company values and principles are invaluable to the industry. Superintendent Frank Shiller expressed, “They integrated into the crew fast and excelled. I’m pleased with their progress and dedication. I hope we get more like them from Job Corps.”

Empowering Local Communities: Blackwell Job Corps Career Day

On April 30, students and faculty from northeastern Wisconsin and Michigan's upper peninsula gathered at the Blackwell Job Corps Civilian Conservation Center for the 2nd Annual Construction Trades Career Day. This event, held in collaboration with the Northeast Wisconsin Building and Construction Trades Council, aimed to introduce 8th to 12th grade students to diverse career pathways in construction and conservation fields.

Blackwell Job Corps welcomes individuals aged 16-24, primarily from low-income backgrounds, providing not only hands-on training but academic classes, a supportive community, and essential amenities. With dorm-style housing, medical care, meals and other support, students can focus on their education and future without worrying about basic needs. Moreover, they have opportunities for volunteer work, that fosters a sense of community engagement.

Blackwell Job Corps Civilian Conservation Center is one of 24 centers that are known as Civilian Conservation Centers. Operated by the U.S. Forest Service, Blackwell encourages students to learn in natural settings, emphasizing land sustainability and improvement. Students can choose from pre-apprenticeship programs such as bricklayer, carpentry, construction craft laborer, forestry conservation and firefighting and welding, equipping them with skills for the workforce.

The career day event featured representatives from various trades, providing students and faculty with opportunities to

explore different career pathways, ask questions, and gain insights from industry professionals. Hands-on activities at the trade shops allowed students to engage directly with the craft, learning about day-to-day responsibilities and career prospects. At the carpentry shop, students interacted with instructors and NCSRCC business representatives, experiencing tasks related to solar paneling, floor covering, millwright work, and carpentry.

“This event is really beneficial for Blackwell Job Corps and the community. It's great to see students come here to learn about their many options for future careers in the trades. Many of our students face tough challenges due to their backgrounds, and we love the opportunity to give them additional resources as they grow into productive young adults. Having this event helps show them career options,” shared Blackwell Job Corps Center Director Andrea Schenkoske.

The career day not only showcased various career pathways, but also left students feeling empowered and equipped with resources to pursue successful careers in construction and conservation fields. It serves as a platform for local schools to expose students to diverse opportunities, regardless of their backgrounds.

For more information about Blackwell Job Corps, visit their website at <https://blackwell.jobcorps.gov>.



Council-Wide Celebrations for Women in Construction Week



Left to right: Iowa member helps young girl with drill; Sisters at the Minnesota State Capitol after the Women in Construction Week Proclamation; Asha About (Local 322 - St. Paul, MN) featured for the Associated General Contractors of Minnesota; Members at SingleSpeed Brewing in Cedar Rapids, IA.

Women in Construction (WIC) Week is a celebration of the invaluable contributions of female workers in a predominantly male industry. The first annual WIC week was held in 1998, marking 2024 as the 26th anniversary of this powerful initiative. Several events were held this year throughout the North Central States Regional Council of Carpenters (NCSRCC) during the first week of March.

The week commenced in Iowa, where Carpenters Local 678 partnered with the Dubuque Area Labor Management Council and Tech Works to show a group of middle school girls some of the opportunities that exist in the skilled trades. They also explored the courses that could be taken in high school about construction, instilling a trade interest for all those who attended.

In Wisconsin, the Pewaukee campus helped host a Connecting to Build event with empowHER. Two NCSRCC business representatives, Shaun Coates (Local 2337 – Pewaukee, WI) and Raúl Hernández (Local 231 – Pewaukee, WI) facilitated a discussion with women about the culture on the jobsite

through the Be More Than A Bystander program. The female attendees shared stories of their struggles and triumphs with the job site culture. The afternoon was full of insightful conversations and sisterhood.

One highlight in Minnesota was the Women Building Success Photo Exhibit on March 6. The exhibit was a showcase of the remarkable achievements and inspiring stories of women in construction. Tradeswomen across the state submitted photos for the contest and past winners had their photos on display. The Minnesota State Capitol rotunda was filled with photographs capturing moments of triumph and pride for women in the industry.

During the photo exhibit, the Minnesota Department of Labor Commissioner, Nicole Blissenbach, issued a proclamation officially recognizing March 3-9, 2024 as Women in Construction Week. It was a momentous occasion, as the State showed its support for gender diversity and equality in the workforce.

Additionally, the Associated General Contractors of Minnesota featured a

NCSRCC member who is currently in her final year of the apprenticeship program. Asha About (Local 322 - St. Paul, MN) was the first of eleven female construction workers featured for their Women in Construction Week highlight this year. To read her story, visit: <https://northcountrycarpenter.org/news/member-highlight-asha-about>.

To wrap up an incredible week, several Twin Cities sisters joined Local 106 (Des Moines, IA) SIBs for a social at SingleSpeed Brewing Company in Cedar Rapids, IA. Members were able to share success stories and updates on the progress being made in the construction industry. Local 106, who helped host the event, is proud to share that they currently have more SIBs members than ever before.

Women are an integral part of the construction workforce, and their contributions deserve to be promoted and recognized. NCSRCC is proud to be a part of a week dedicated to the celebration of our tradeswomen. For more information about Women in Construction Week, visit www.wicweek.org.

Members Attend Tradeswomen Conference at U.S. Capitol

In the winter of 2023, thirty-eight North Central States Regional Council of Carpenters (NCSRCC) members traveled to Washington D.C. for the largest gathering of tradeswomen in the world. Tradeswomen Build Nations is an annual conference dedicated to supporting and uplifting women in the trades. It is open to women of all ages and skill levels who work in the construction industry. In its thirteenth year, the conference provided NCSRCC attendees with opportunities for networking, learning, leadership and development.

Hosting over 4,000 attendees, this conference united individuals from different locals, states, regions, and trades across the country. “It brings people together,” said attendee Kamry Gary (Local 361 – Duluth, MN) “It gives women hope and courage.”

The three-day conference commenced on Friday evening, December 1, 2023 with participants walking through a tradeshow as they arrived. The next morning featured energetic plenary sessions, and the inspiring Tradeswomen Banner Parade which is a display of strong union pride.

On Saturday afternoon, attendees went to their first set of workshops. These sessions covered essential topics like retention and recruitment, OSHA resources, and conflict communication. In the policy workshop, five White House staff members answered questions posed by audience members regarding labor laws and anti-discrimination efforts.

Desirea Tritz (Local 1463 – Omaha, NE) said the highlight for her was the Sisters in Solidarity workshop. “It was brimming with valuable strategies for engaging sisters and encouraging their participation. I’m really eager to put these ideas into action and watch our local and sisterhood thrive.”

On Sunday, the conference concluded with several workshops centered around skill-building and camaraderie. Opportunities like the Tradeswomen Build Nations Conference play a pivotal role in empowering and inspiring women in the trades. After the conference, Clair Sprenger (Local 2337 – Pewaukee, WI) shared, “Many women don’t see other women on their jobsites, which can make for a lonely career.

Events like this are especially important for women who are newer to the trades, because it lets them network with others they can relate to better.”

This conference also highlights the importance of representation in the industry and provides tradeswomen with invaluable opportunities to network, find mentors and build success in construction. Determination and belonging were found at every corner of the conference.

Genevieve Pace (Local 106 - Des Moines, IA) said, “I think these events really give us a place to belong. A place to shed off the layers of defense we sometimes feel like we need to put up on a job. It teaches us tools and gives us a guide to resources we never knew existed.”

The Tradeswomen Build Nations Conference was a success as tradeswomen came together, fostering a supportive community and meaningful exchanges. Members who attended gained practical insights and left inspired by the power of solidarity.

For more information about the conference, visit www.nabtu.org/twbn/.



Members holding their sign during the Banner Parade on Saturday.



Members during a session at the Tradeswomen Build Nations Conference.

2024 SIBs Women's Conference

THE CONFERENCE HELPED MEMBERS INTERACT AND MEET THOSE WHO ARE JUST LIKE THEM. IT WAS A POWERFUL AND EXCITING EXPERIENCE FOR MANY.

Women empowerment and inclusion is a priority for the North Central States Regional Council of Carpenters (NCSRCC). It became clear, after 11 years since the last regional Sisters in the Brotherhood conference, that it was time to host an event where women across the Council's six states could meet one another, network, learn and share their stories from the job site.

The push to make this conference happen came from a group of NCSRCC members who traveled to Washington D.C. to attend a women's conference on the national level.

"After we attended the Tradeswomen Build Nations conference. We knew we wanted to bring those ideas to our Regional Council," said Barb Pecks (Local 322 – St. Paul, MN), NCSRCC business representative and long-standing SIBs lead and member. "We approached NCSRCC Executive Secretary-Treasurer (EST) Patrick Nilsen about the idea and he was immediately supportive and the planning commenced."

The NCSRCC Women's Conference was held at the Chula Vista Resort in Wisconsin Dells on April 20, 2024. Attendees from across the Council traveled in on Friday, April 19, and after completing registration, they visited eight different booths to learn about member resources and affiliated

programs, including the Carpenters Training Institute, the Carpenters' Credit Union, and Career Connections.

The next day, the conference kicked off at 8:00 a.m. with a welcome from EST Nilsen and some notable introductions from the Executive Board of the United Brotherhood of Carpenters (UBC) including General Vice President, Thomas J. Flynn, and Second General Vice President, Gary Perinar. It was an honor to welcome them to Wisconsin for the Women's Conference.

Lynne Jensen-Nelson, the founder of Conversion-omics, took the stage shortly after to speak to the room about confident communication and leadership. She has spent the better part of ten years helping people connect and collaborate through meaningful and intentional interactions. Her lively session was a highlight..

The three breakout sessions following Lynne were designed to dive deeper into leadership and skill development. Director of the International Sisters in the Brotherhood Sandra Rodriguez, led a session about reflecting and seeing yourself as a leader in this industry. She had a great dialogue with the participants about being a woman on a job site and channeling the characteristics that make a great leader.



Conference attendees gather for a large group photo in Wisconsin Dells.



Panelists from left to right: Rhea Pierce, Tamika Ward, Kaela Berg, and Dawn Jones.

Two sisters from Two Rivers, WI.

To highlight some of the services offered by the Carpenters Employee Assistance Program, TEAM Wellness at Work presented a breakout session about tactics to improve your mental and physical well-being. It was full of great tips for women to utilize at home or on the job.

In the third breakout session, Felicia Hilton, NCSRCC Political Director for IA/NE/SD, and Kim Nelson, NCSRCC Deputy Political Director of MN, shared the importance of getting involved in carpenter politics. They shared about political programs such as Workboots to Wingtips, a member training that provides a step-by-step guide for those interested in running for elected office and encouraged women to get involved at every level.

An afternoon panel featured four women who spoke about their experiences from their respective roles and industries. Minnesota State Representative Kaela Berg, Carpenters Training Institute Instructor Tamika Ward (Local 314 – Madison, WI), Construction Business Group (CBG) Wage and Hour Investigator Dawn Jones, and NCSRCC Industrial Business Representative Rhea Pierce (Local 2060 – Iowa City, IA) were asked to sit on the panel. Their stories resonated with the audience and was a great way to end the afternoon.

With all the new information and support from the conference, attendees ended the day by gathering by geographical area to plan out the next steps when they returned home. It was important for the planning committee to set aside time

for women to meet with others in their area to take what they have gained from the conference and plan next steps.

“NCSRCC is committed to the growth and development of women in the workforce. As we move forward, I strongly encourage each local to actively support your own SIBs members, and their success on and off the jobsite,” said EST Nilsen.

To wrap up the conference, a reception was held for all attendees and their families. Wisconsin’s Lieutenant Governor, Sara Rodriguez, made an appearance at the reception to thank all the tradeswomen for what they do.

“Conferences like these are really the only time I get to see other women, so it is always awesome to be in a room full of people who can connect and it is really empowering,” shared Kaylah Antczak (Local 231 – Pewaukee, WI).

Women in this industry should not feel like they are alone. The conference helped members interact and meet those who are just like them. It was a powerful and exciting experience for many tradeswomen to connect, learn and plan for a brighter future.

If you are interested in joining SIBs or want to find a chapter near you, scan the QR Code provided.



Left to right: Members interacting, participating, and listening during the keynote speaker presentation.

Industry Inclusion and Diversity Makes Sense



Written by Shawn Cotter, Vice President, Operations at S.T. Cotter Turbine Services Incorporated and Samantha Cotter, Drake University student majoring in psychology and sociology.

IF THERE IS ONE OPERATING PRINCIPLE FOR MY LIFE, IT IS THAT EVERYONE HAS WORTH AND CAN CONTRIBUTE. WE MUST LEARN TO CHANGE OUR THINKING AND PROCESSES TO BUILD DIVERSITY AND INCLUSION IN OUR WORK.

For thirty-one years, I have operated in the millwright rotating machinery world. Growing up, I heard a lot of talk from my father Shane J. Cotter, former owner and operator of Lovegreen Turbine Services Inc., about the people working on his job sites. He would open his stories with, “The guys did this today,” or “You would not believe what this guy did.” Every now and then, he would mention a female millwright with a good story. No matter how a millwright identified, my father would only mention the best or the worst at our dinner table.

When I became a father to two sons and a daughter, as well as an owner and operator of three companies, I became acutely aware that men and

women are often not given the same opportunities. Even at a young age I noticed that there was a societal place for men and a socially acceptable place for women. My parents taught me not to judge a person by what I see, but by what they do. To me, this means that anyone can succeed anywhere no matter their race, sex, national origin, etc. This is important to keep in mind when discussing our work. Women and people of color are so often left out of important conversations that affect them directly.

It is important to discuss inclusion and equity in our field and what those two terms truly mean. Inclusion is something we have been taught since we were young; be nice to everyone and treat everyone how you would like to be treated. But more so, we need to make sure we include people in discussions and conversations, especially those that concern them.

The term equity is often misused. Equity and equality do not mean the same thing. In my mind, equity means giving people at a disadvantage opportunities that create equality between them and the dominant group. This may include a women-only workshop based on new techniques or old terms that their male counterparts may purposefully use as an exclusion tactic, or education for seasoned members on

how to break stereotypes surrounding people who do not look like them in their field. While a challenging road, it is one we must take if we want the best of the best. It is time we include everyone at the table so we don't miss out on the skills and talent necessary for our industry's future.

If there is one operating principle for my life, it is that everyone has worth and can contribute. However, sometimes I forget to look around and see if I am allowing people to contribute and show what they can do. It is easy for people to fall into the trap of getting things done and moving on to the next task without much thought - rather than reflecting on how somebody else might be able to do that task better and include them in the overall process. We must learn to change our thinking and processes to build diversity and inclusion in our work.

Diversity and inclusion should be a priority; including those who can be or are trained to perform the tasks our crafts call for and providing the training necessary so people of all backgrounds can learn. We as contractors have a responsibility to identify needs, provide opportunities and create a culture where our efforts to expand diversity and be more inclusive are successful.

Greiner's New CEO Focuses on Widening Paths for Everyone

"IF YOU WANT TO GROW IN CONSTRUCTION, IT'S POSSIBLE. IF YOU'RE COMMITTED, THE SUPPORT WILL BE THERE. YOU JUST HAVE TO SHOW UP, PUT IN THE TIME, HAVE DRIVE AND BE TRUSTWORTHY."

Twenty-three years ago, Josh Helgesen started his career as a union carpenter apprentice sponsored by a contracting company that he now is the majority owner of - Greiner Construction. Promoted as President and CEO this past January, Helgesen's climb to the top is the epitome of building a career in the trades.

Before becoming an apprentice, Helgesen had dabbled in construction, but it was not his original plan. Unemployed and in search of the right profession, his now wife connected him with Greiner, starting him on an unexpected path.

Helgesen worked his way through his four-year apprenticeship, learning on and off the job site and getting the opportunity to work on some special side projects. He journeyed out in 2005 and credits his positive experience on his instructors. "They had confidence in me, which made me have confidence in myself," he recalled.

From there, Helgesen went on to hold a variety of positions with Greiner, including foreman, superintendent and a field management seat. Within the last five years, he worked his way onto the construction company's leadership team, taking some ownership in 2019. He is now majority owner of 57 percent of the company.

When asked about his rise in the industry and what that means for starting apprentices, Helgesen replied, "It's important that apprentices see where they could be after 10-15 years of hard work. If you want to grow in construction, it's possible. If you're committed, the support will be there for

Josh Helgesen, Greiner Construction President and CEO



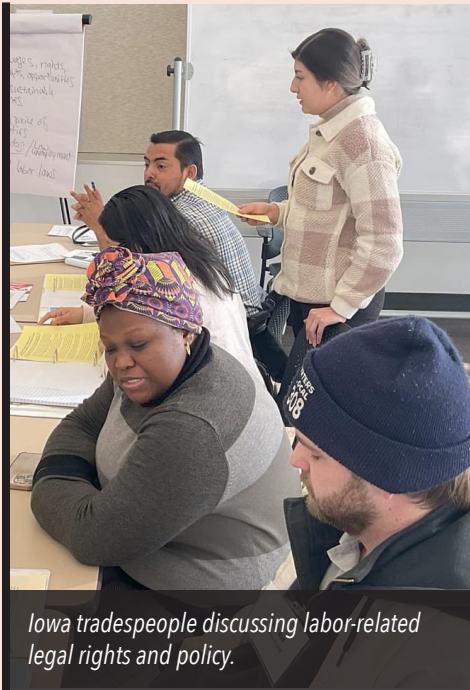
you. You just have to show up, put in the time, have drive and be trustworthy."

With Helgesen at the helm, Greiner Construction is now the largest minority-owned business in the Twin Cities metro. As a person of color, identifying as Asian-Pacific Islander, he represents those commonly underrepresented in the construction industry.

"I am where I am today because of the people I surrounded myself with and the support they provided me. It made me who I am. At Greiner, we are invested in making paths wider for everyone and creating more paths within both our company and our communities. It is with inclusion that we change the stereotype of a carpenter. It's essential for the growth of our industry," said Helgesen.

Based in Minneapolis, MN and with an office in Des Moines, IA, Greiner employs about 110 people building notable projects locally including Maison Margaux, the Minnesota Museum of American Art, the Peregrine Apartments, and currently an affordable housing complex in Minneapolis called the Shelby Commons.

With his eyes on the future, Helgesen ensures that Greiner will continue to foster a culture of transparency, accountability and ethical leadership. Helgesen affirms that, "We are committed to making pathways accessible to everyone, training beyond apprenticeship, and welcoming buy-in from everyone."



Iowa tradespeople discussing labor-related legal rights and policy.

University of Iowa Labor Center Greatly Impacts Workers

THE LABOR CENTER'S CONTRIBUTIONS TO THE COMMUNITY AND LABOR SECTOR ARE INVALUABLE AND CONTINUE TO FOSTER EDUCATION, EMPOWERMENT, AND ADVOCACY FOR WORKERS' RIGHTS.

For over 70 years, the University of Iowa Labor Center, has played a vital role in empowering Iowa's workforce and community. They offer educational programs and research support, serving as a bridge between the industry and the labor sector of Iowa City and the surrounding areas. Serving workers of all demographics, the Labor Center provides classes on topics such as worker's compensation laws, understanding retirement, and collective bargaining.

Robin Clark-Bennett, Director of the Labor Center, shared that attendees of their classes are eager to learn, stating, "The workers and labor leaders who attend our classes are passionate about promoting quality jobs with safety and dignity, so they show up highly motivated to learn."

One of their initiatives is the Quality Pre-Apprenticeship Program, a collaborative effort between the building trades unions and community groups. This five-week program, recognized

by the U.S. Department of Labor, prepares Iowans for skilled construction trade apprenticeships. The program aims to raise awareness about construction apprenticeship opportunities through outreach efforts with high schools and nonprofits.

The Five Rivers Carpenters JATC was a founding partner of the Labor Center's Pre-Apprenticeship program. They were also the first training center to offer direct entry into the union for qualifying graduates as first-year, second-phase apprentices through an articulation agreement. This program partners solely with union building trades to equip students with skills that will prepare them in the field.

Another notable program, Stepping up for Iowa's Future, encourages young leaders to become more politically active and speak up for union construction economics and policies. Ryan Ask (Local 308 - Cedar Rapids, IA) is actively involved with this initiative, which holds monthly meet-

ings focused on skill-building and advocating for workers' rights. "We learn new skills and talk to a variety of people who are in the construction industry. We fight for workers' rights and justice in our areas," said Ask.

The Labor Center collaborates with political representatives and hosts events to raise awareness about the political landscape in Iowa. North Central States Regional Council of Carpenters (NCSRCC) Political Director of Iowa Felicia Hilton and Lead Business Representative Royce Peterson (Local 1260 – Iowa City, IA), have spoken at panel sessions to engage union construction workers in government affairs.

The Stepping Up for Iowa's Future program has given young members the opportunity to get involved. Many young apprentices are engaged in the local labor movement. "The educational component about our nation's government and political atmosphere that is made available to them through

the partnership with the Labor Center puts our members way ahead in the political realm,” stated Royce Peterson, who also serves as a city councilmember for Coralville, Iowa.

Despite facing challenges, including a potential closure five years ago, the Labor Center persevered thanks to the support of the community members. Over 10,000 Iowans participated in the “Save Our Labor Center” campaign, which included college students, unions, churches, alumni, and elected officials to keep the doors open. The rally highlighted the center’s importance in the community.

The University of Iowa Labor Center’s contributions to the community and labor sector are invaluable and continue to foster education, empowerment and advocacy for worker’s rights and opportunities. Robin reflects on the relationship the Labor Center has with the Carpenters union expressing, “The Carpenters have been an outstanding partner of our apprenticeship readiness program from the beginning. I’m proud to say that many of our graduates have not only entered the carpenters’ apprenticeship program but have also become active members of the union.”

The collaboration between the Labor Center and the Carpenters Union has been impactful and instrumental for the workers of Iowa. Through the collective resources that are offered, the community will continue to support the labor force in the surrounding areas. To get involved with any of the Labor Center’s initiatives or programs visit <https://laborcenter.uiowa.edu/>



Ryan Ask (Local 308 - Cedar Rapids, IA) with other attendees of a 'Stepping Up for Iowa's Future' meeting.



Royce Peterson (Local 1260 - Iowa City, IA) speaking on a panel for a 'Stepping Up for Iowa's Future' event.

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A view of the newly completed 16-bed ICU patient observation wing at the existing M Health Fairview St. John's Hospital facility.

Boldt's STAAT MOD Proactive Response to Capacity Constraints

M Health Fairview St. John's Hospital in Maplewood, MN, unveiled a groundbreaking short-stay unit in mid-January 2024, showcasing a cutting-edge approach to tackle inpatient surges – a challenge faced by hospitals nationwide. With patient visits steadily rising and discharge options decreasing, the hospital sought innovative solutions to enhance patient care while managing increasing demands.

Teams at St. John's Hospital witnessed a 5 percent rise in inpatient visits and a staggering 12 percent increase in emergency department visits since 2022. In response, they expanded the emergency department and reorganized services. Additionally, they introduced a 16-bed observation unit to streamline patient flow and improve care delivery.

To address capacity constraints without disrupting ongoing operations, St. John's Hospital collaborated with The Boldt Company, a NCSRCC signatory contractor, and interdisciplinary design firm HGA. Together, they implemented a

unique approach that utilizes their award-winning STAAT MOD product to construct the observation unit offsite in Oshkosh, Wisconsin. This prefabrication technique allowed for over 90 percent completion before transporting and installing the units on-site, a first of its kind in the state of Minnesota.

STAAT MOD is a prefabricated modular solution designed by HGA and constructed by Boldt. Initially developed in response to the COVID-19 pandemic to alleviate patient strain, STAAT MOD has since evolved into an evidence-based and standardized design. Utilizing off-site fabrication, it offers rapid deployment and quality results.

At Boldt's prefabrication shop, crews crafted modular units tailored to the hospital's specifications, using metal frames and a choice of dens glass or wood sheeting for the exterior, while insulating and finishing the interior with wood sheeting or drywall. Upon delivery, a team set the units in

place, handling cabinet insulations and trim work. On-site, union carpenters focused on foundational tasks such as concrete forming and embed placement, along with integrating the individual units through tie-in or stitching. Interior work included wall framing, insulation, drywall, flooring, casework, and finish trim. Exterior tasks consisted of vapor barrier installation, flashing, siding, and caulking to seamlessly join the modular units together.

Catering to individuals requiring short-term care of 24-48 hours, the modular building at St. John's Hospital includes 16 observation rooms, two staff support areas, patient bathrooms, staff toilet rooms, soiled and clean utility, equipment storage, medication room, nourishment alcove, P-Tube station, AHU mechanical yard and I.T., and water and electrical rooms. This innovative solution offers several advantages over traditional methods:

- **Shorter Schedules:** Modular construction reduced the project timeline by 50 percent compared to conventional methods, enabling St.

John's Hospital to begin treating patients up to eight months sooner.

- **Predictable Costs and Schedule:** With consistent supply chain and controlled labor forces, modular construction minimizes uncertainties associated with material shortages, labor issues, and weather conditions.
- **Higher Quality:** Modules are constructed with steel frames, ensuring durability and strength, while rigorous inspections during fabrication eliminate defects and waste, enhancing overall quality.
- **Safer Construction Site:** Offsite fabrication results in a smaller construction footprint, and shorter construction durations, ensuring safety for patients, staff, and construction workers alike.

Construction began offsite in September 2023, with the prefabricated units delivered to St. John's Hospital in late November. Final construction and furnishing were completed, and the modular building opened to patients

in mid-January 2024, showcasing the evolution of Boldt and HGA's STAAT MOD product from temporary pandemic solutions to permanent health-care infrastructure.

This innovative solution not only meets immediate demands but also sets a precedent for future infrastructure challenges faced by hospitals nationwide.

"As needs change in our industry, we train our members to become skilled in the type of work that is required to build and assemble new innovations such as the prefabrication modules on this Boldt project," said NCSRCC Executive Secretary-Treasurer Patrick Nilsen.

The collaboration between industry partners and St. John's demonstrates a proactive response to evolving health-care needs. By embracing innovation and leveraging modular construction, hospitals can adapt rapidly to surges in demand, ensuring efficient care delivery and patient satisfaction.



Crew assembling a modular unit at Boldt's prefabrication facility in Oshkosh, Wisconsin.



A modular unit being transported for on-site installation.

Tools & Talent: A Member Spotlight



Curtis Graham welding a shim plate underneath a track beam.

Curtis Graham (Local 2337 – Pewaukee, WI) was originally going to be an electrician. He always wanted to hold a career in the trades, but it was North Central States Regional Council of Carpenters (NCSRCC) business representative, Jim Anderson (Local 161 – Kenosha, WI) who had him turn his interest to becoming a union millwright which would earn him eight dollars more an hour. This higher pay would provide Curtis with a solid start to his career and help him move out after high school.

A Career Signing Day was held in Curtis’ honor. “My Career Signing Day was awesome,” Curtis said, “it was a really great experience. It was cool to get acknowledged for something like that and it drew attention to the trades.”

Despite his family’s expectation that he would go to college after graduation, Curtis knew that was not the path for him and began his millwright apprenticeship on June 2019 and graduated in May of 2023. He found the skills he learned in his apprenticeship to be very valuable. “The most important skill I learned was how to work with different types of people. That will get you way further in your job than any technical skill will,” reflected Curtis.

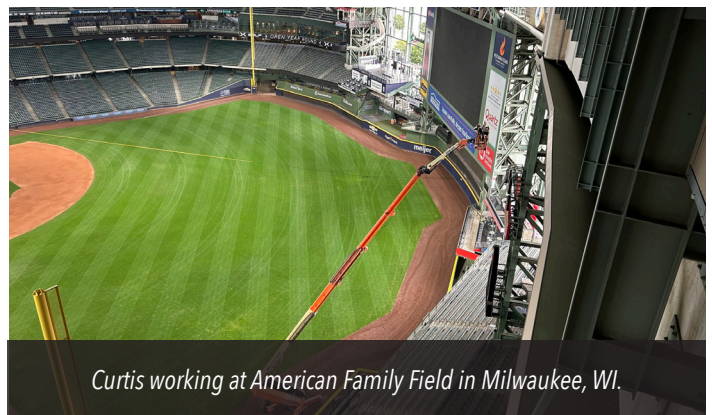
Curtis was quick to compliment his mentors and the people he encountered during his apprenticeship. “There are a lot of good journeymen out there who I look up to. I wouldn’t

be where I am without the people I met and worked with during those four years.”

Curtis has had impressive accomplishments on and off the job site. In his personal life, Curtis bought a house when he was just 20 years old. He fixed it up and is now a proud homeowner. Curtis worked at American Family Field in Milwaukee, WI doing maintenance for their retractable roof, the only one of its kind in North America. Curtis was also a part of the negotiating committee during the most recent bargaining cycle for Local 2337 (Pewaukee - WI).

When looking back on the negotiating experience, Curtis said, “It was cool to see how things work behind the scenes. It was stressful and a little nervewracking sitting in a room of all your potential future bosses and a lawyer making demands. However, it was very rewarding because I was negotiating on behalf of my local and improvement for all our members.” During those negotiations, Curtis was glad to report that they received the largest pay increase his local had ever had.

To Curtis, being a union millwright means doing a quality level of work safely. “We must be precise. We are measuring things to 1/1000 of an inch and as trained professionals, union millwrights do that really well.”



Curtis working at American Family Field in Milwaukee, WI.

Follow NCSRCC on Facebook or visit the website for Tools and Talents Member Spotlights from around the Regional Council.



1 IN 5

U.S. ADULTS
EXPERIENCE A MENTAL
HEALTH CONDITION

1 IN 6

U.S. YOUTH AGED 6-17
EXPERIENCE A MENTAL
HEALTH CONDITION

50%

OF ALL LIFETIME MENTAL
HEALTH CONDITIONS BEGIN
BY AGE 14

1 IN 20

U.S. ADULTS
EXPERIENCE A SERIOUS
MENTAL HEALTH
CONDITION

In This Union, No One Fights Alone

The North Central States Regional Council of Carpenters (NCSRCC) is dedicated to improving the mental well-being of our members and the industry as a whole. In an effort to reduce the stigma surrounding mental health in construction, we have launched a mental health and suicide prevention initiative. This initiative will focus heavily on early intervention, encouraging our members to be more aware of recognizing the signs of someone who may be struggling on the job and providing support before it is too late. We all have the opportunity and responsibility to create a workplace safety culture where everyone feels valued, supported and heard.

KNOW THE SIGNS

Recognizing the signs of someone who may be struggling can be life-saving. Here are 10 common signs to be familiar with while on the job.

- Increased risky behaviors
- Suddenly showing up late
- Decreased productivity
- Isolation from coworkers
- Difficulty concentrating or performing daily tasks
- Extreme mood swings
- Excessive use of alcohol or drugs
- Increased conflict with other team members
- Significant changes in their physical health
- Sudden worries or fears that get in the way of daily life

ONLINE RESOURCES

NCSRCC is committed to prioritizing mental well-being and reducing mental health stigma throughout the construction industry.

If you or someone you know is having thoughts of suicide, are worried about someone you know or just need to talk, visit the NCSRCC website for a list of resources.



GAP School Provides Construction Pathway

"AT THE GAP SCHOOL, I HAD A CHANCE TO DO EVERYTHING FROM START TO FINISH. THEY HELPED ME A LOT WITH HOW TO USE HAND AND POWER TOOLS AND WITH MY COMMUNICATION SKILLS. IT WAS HELPFUL WHEN I GOT INTO THE FIELD."

Current GAP School students working on a house in St. Paul, MN.



In Saint Paul, MN, GAP School, a part of Change Inc., is helping at-risk teens and young adults graduate and enter a rewarding career in construction.

The GAP School serves students ages 16-24, offering structured classrooms and hands-on experience to support them in earning their high school diploma. Currently, 100 students are enrolled at the GAP School with 60 in grades 9-12 and 40 in the Adult Basic Education program. Almost 50 percent of the students are English language learners.

The GAP school is portfolio-based and has a contract with Saint Paul Public Schools allowing graduates to earn their diploma from a recognized school district. The school provides students with two pathways, healthcare or construction. Students select their path during junior or senior year, with nearly 50 percent of students selecting construction and many ending up in a construction-related field after graduation.

An average day for students in the construction pathway program



Framing stage on GAP School house in St. Paul, MN.



GAP School 'Wall of Apprenticeship' to highlight graduates in a recognized apprenticeship program.

includes construction training classes, English language acquisition courses and an elective option. Tony Zahradka, the Director of Employment and Training, has been with GAP School for 20 years and shared that “our students really love the construction program.”

Currently there are ten journeymen floor coverers who are alumni of GAP School in the union, a number Tony aims to increase. “We try to send as many students to the Carpenters Union as we can. We love working with them.”

The GAP School’s construction curriculum encourages students to work on all aspects of the building process. Craig Wagenknecht, a former contractor and carpentry instructor at the school for over a decade, oversees most of the home-building process. Students are involved in every aspect, from cleaning trees off a property to finishing window coverings. So far, the program has built or totally remodeled five houses.

One house from the ground up takes nearly two years to finish; year one they are shelled in and year two the finish work is done. Notably, their most recent house received Leadership in Energy and Environmental Design (LEED) certification, earning the school an IMPACT award from the U.S. Green Building

Council.

Feedback from students has been very positive. Former student Aung Way (Local 68 – St. Paul, MN) attended GAP School in 2015-2016. He shared, “At the GAP School, I had a chance to do everything from start to finish. They helped me a lot with how to use hand and power tools and with my communication skills. It was helpful when I got in the field.”

Tony and the GAP School staff maintain contact with graduates for a year post-graduation to monitor their progress. For many like Aung, the GAP School allows them to build a rewarding life and career after graduation.



Aung Way (Local 68 - St. Paul, MN)

“If I didn’t attend GAP School and get my high school diploma, and the valuable experience and knowledge, I would not be here today,” Aung stated. “I’m really glad that my teachers helped me get me into the union and get good pay and receive good benefits.”

As students begin building a second home on the property, they are eager to learn and continue to improve their construction skills, setting them up for long-term success.

To learn more about the GAP school and their efforts in the St. Paul community, visit www.gapschool.org/

READY-TO-WORK DISPATCH



1

**SUBMIT YOUR
COMPLETED
SKILLS SHEET**



www.northcountrycarpenter.org/DISPATCH-SYSTEM

NSRCC MEMBER INFORMATION EXCHANGE AUTOMATE

North Central States Regional Council of
CARPENTERS SKILL SHEET

Dispatch Office: 1-815-967-2020 Email:
Send to: Dispatch.NSRCC@NSA.Virginia.Planet.
PLEASE PRINT LEGAL

Name _____ UBC ID# _____

Address _____ Phone Number _____

City _____ State _____ Zip _____

Email _____ Are you a voter _____

Ethnicity: Asian Hispanic Caucasian African American Native American Other

YOU HAVE EXPERIENCE TO ACCEPT WORK IN THE FOLLOWING:

- | | |
|---|---|
| <input type="checkbox"/> Architectural Siding (ARCSMTL) | <input type="checkbox"/> Foundation (SNSFR) |
| <input type="checkbox"/> Bathroom Finish/Partout (BNSMTP) | <input type="checkbox"/> Nuclear Plant Experience (NCRKE) |
| <input type="checkbox"/> Bridge - Spanish (SPANSH) | <input type="checkbox"/> Overhead Door (OHD) |
| <input type="checkbox"/> Bridge - Highway (BRIDGEHD) | <input type="checkbox"/> Pipe Fitter (PIPFIT) |
| <input type="checkbox"/> Cabinet Installation (CAINSID) | <input type="checkbox"/> Refinery Experience (REFINERY) |
| <input type="checkbox"/> Ceiling - Acoustical (CEILING) | <input type="checkbox"/> Refrigeration Panels (REFRPSL) |
| <input type="checkbox"/> Commercial Door Hardware (CDHW) | <input type="checkbox"/> Residential Trim (RESPTM) |
| <input type="checkbox"/> Commercial Trim (COMPTM) | <input type="checkbox"/> Roofing (MTLRF) |
| <input type="checkbox"/> Commercial Lather (LATHBR) | <input type="checkbox"/> Scaffold Experience (SCAFEXP) |
| <input type="checkbox"/> Concrete Floor (CONFLR) | <input type="checkbox"/> Shoring (SHOR) |
| <input type="checkbox"/> Concrete Form (FORMES) | <input type="checkbox"/> Siding (SIDING) |
| <input type="checkbox"/> Drywall Finish (DRWFNS) | <input type="checkbox"/> Steel Stud Framing (SSFRM) |
| <input type="checkbox"/> Drywall on Stud (DRWSTL) | <input type="checkbox"/> Trade Show Experience (TRDSSH) |
| <input type="checkbox"/> Drywall on Wood (DRWWD) | <input type="checkbox"/> Truss and Ridge Purlin (TRUSRID) |
| <input type="checkbox"/> Exterior Installation (EXTURE) | <input type="checkbox"/> Wood Floor (WOODFLR) |
| <input type="checkbox"/> Form (FORMPS) | <input type="checkbox"/> Other _____ |

REGISTER FOR READY-TO-WORK DISPATCH



CALL: 1-877-558-6699

You will be asked for your UBC ID and from there are able to create a PIN#

PLEASE NOTE: YOU MUST REGISTER MONTHLY TO STAY ON THE DISPATCH SYSTEM.

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3 **ANSWER YOUR PHONE**
IF YOU DO NOT PICK UP, THE SYSTEM WILL TRY TO LEAVE A VOICEMAIL. MAKE SURE YOUR MAILBOX IS SET UP AND HAS ROOM FOR NEW MESSAGES.



**SAVE
877-558-6699**

IN YOUR PHONE AS "JOB OFFER" AND SET A SPECIAL RINGTONE SO YOU KNOW WHEN A JOB CALL IS COMING IN.

More info

