

NORTH COUNTRY

WINTER 2024

CARPENTER

04

Union Carpenters Build
Nebraska's Tallest
Building

16

Union Carpenters Build
Mass Timber

18

Doug Coenen:
Craftperson of the Year

CONTENTS

03

Leading the Way Together in Diversity, Equity, and Inclusion

04

Union Carpenters Build Nebraska's Tallest Building

06

Strengthening Our Union with Carpintero Committees

08

Career Signing Day 2024

10

Strengthening Energy Security in Minnesota

11

NCSRCC Fundraising Events

12

A Transformative Health Journey

13

The Flannery Way

14

Empowering Women in the Trades

16

Union Carpenters Build Mass Timber

18

Doug Coenen: Craftperson of the Year

20

Empowering Future Builders: HCST Training Program

22

Tools & Talent: Bryon Adams

23

Tools & Talent: Genevieve Pace

24

NCSRCC Minority- & Woman-Owned Contractor Event

26

Regional Council Committees

27

Beck Notice

Pictured on the cover: Mutual of Omaha 44-story building in downtown Omaha, Nebraska November 2024.

Leading the Way Together in Diversity, Equity, and Inclusion

"IT TAKES EVERYONE IN THE CONSTRUCTION INDUSTRY TO CHANGE LONG ESTABLISHED WORKPLACE CULTURES, EMBRACE DIFFERENCES, AND CREATE SAFE AND RESPECTFUL SPACES."

Union carpenters can be seen on a variety of different projects in a wide-range of locations. From solar fields in rural Creston, IA, to skyscrapers in downtown Omaha, NE, our members are working hard to build up their communities made up of people from all different backgrounds, cultures and experiences.

As we strive to strengthen and protect the economic security and working conditions of our members and beyond, we know that our industry depends on a diverse workforce, equitable opportunities and inclusive partnerships. It is through organizing, training and industry best practices that we will not only grow our workforce but ensure that it represents the communities we are committed to serving.

Building diversity and prioritizing inclusion is not achieved in a vacuum. It takes everyone in the construction industry to change long established workplace cultures, embrace differences, and create safe and respectful spaces. Implementing diversity, equity and inclusion requires not only com-

mitment but strategies like training, mentorship, policies and engagement with communities.

In this magazine edition, you will see a highlight on Jamey Flannery, owner of Flannery Construction, and her diversity priorities. You can also read about our event in November that focused on connecting minority- and women-owned contractors with general contractors, discussing the challenges they face and finding solutions for their success. Additionally, you will also find more information about our SIBs Committees, which actively works to support and uplift women in the trades, and our Carpintero Committees, which offers resources specific to our Latino members. And finally, a partnership spotlight in Green Bay, WI, that helps underrepresented people access a career in the trades.

Tuition-free, high-quality training is what sets union carpenters apart from other career choices. Our crafts support a skilled workforce by providing livable wages and benefits on day one, and we strive to provide career access to all who have an interest.



We all find success when we have diverse representation at the table, whether that be members in the field and in the community, local businesses, general contractors, subcontractors, owners or contractors. When we bring different perspectives together, our workforce is stronger, our market share grows, we have better project outcomes, and we foster a more sustainable, resilient and forward-looking industry.

As we move forward, let us continue to value diversity, and focus on inclusive and equitable advancement together.

In Solidarity,

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

Union Carpenters Build Nebraska's Tallest Building

Omaha, Nebraska's downtown skyline will look different come 2026 as construction is well underway on Mutual of Omaha's new headquarters, an investment in the city and a new and vibrant workplace for its employees. This 677-foot-tall glass tower will not only boast 800,000 square feet of office, meeting and amenity space, but its 44-stories will make it the tallest building in Nebraska and surrounding states.

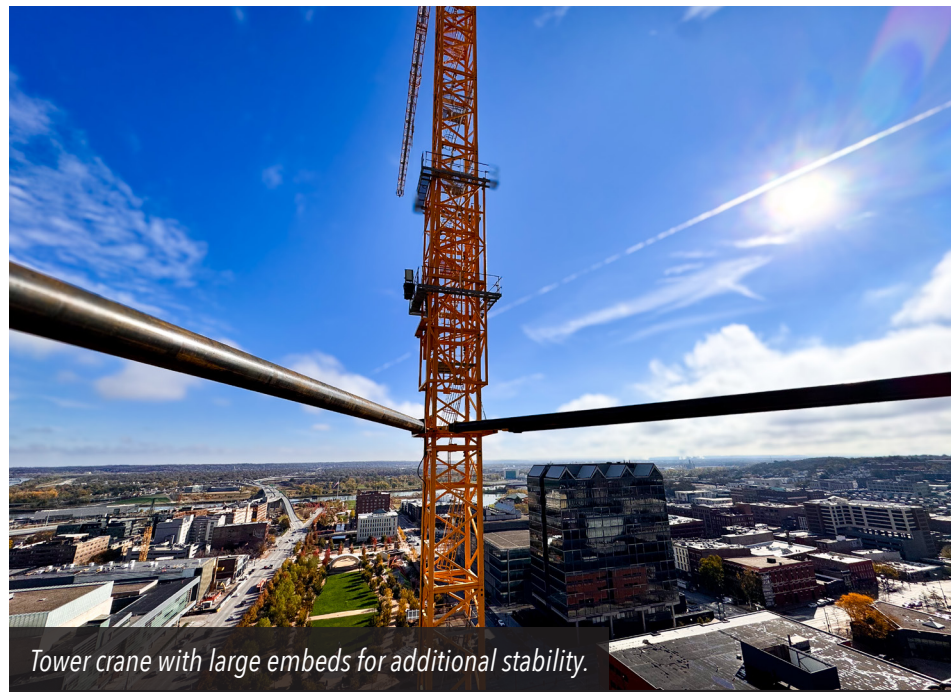
The new skyscraper will provide sixteen floors of parking with an office core. The magnitude of the build, along with its unique design and small footprint within the already bustling downtown area, presented some interesting challenges. The project's developer, Lanoha Real Estate Company,

worked closely with Mutual of Omaha and signatory contractor JE Dunn, in finding solutions that would not only create efficiency but increase safety for those on and around the job site. With the ingenuity of a DOKA Shear Core Climber, or self-climber, construction on the project has been smooth as more levels have been added.

Work on the shear core uses the self-climber to encase the structure and create a mobile concrete framework system that surrounds three levels of the build at a time. The DOKA Shear Core Climber weighs approximately 1 million pounds and is the second largest self-climber ever built in the U.S. It provides a safe and repetitive cycle for union carpenters to prepare, pour and erect the building's

core. To ensure that the systems components are always in proper working order, a DOKA representative is on site every week.

"The hydraulic cylinders push everything up so we can move on to the next level, all with a push of a button," said Chad Balkovec (Local 427 - Omaha, NE), superintendent at JE Dunn, the project's general contractor. "The process takes about 45 minutes, making things incredibly efficient."



Tower crane with large embeds for additional stability.



One of the eighteen DOKA Shear Core Climber hydraulic cylinders.



Diego Kyndt (Local 427 - Omaha, NE) installing edge form.



Frank Dolincheck V (Local 427 - Omaha, NE) hammer drilling cable barrier holes in parking ramp columns.

As a 27-year member, this is Chad's first time ever using a hydraulic system of this type and size.

Once concrete is poured and cured, eighteen hydraulic cylinders lift the top two levels of the self-climber into its new position 15-feet higher. When locked into place, the bottom level is lifted to create a new platform position for work to continue. This process will be repeated to a full height of 650 feet where union carpenters will finish the top of the tower.

Given the building's height, additional sections have been added to the already impressive tower crane that was lifted to accommodate construction progress. To increase stability, large embeds were placed in the exterior core wall. The large tower crane is not only essential to the skyscrapers journey up, but it will also be used to disassemble the self-climber and safely lower its components to the ground.

"Normally these type of crane supports are only 6-10 feet long but given the nature of this build, these had to be much larger," said Chad. "As levels go up and the building gets higher, we will move these supports when we need to add to the crane."

The construction of Mutual of Omaha's new headquarters will not only add to the skyline but supports continued development of downtown Omaha and will add to the city's vitality. Local union carpenters have been an essential part of this development and are working hard to ensure safe and timely progress.



Chad Balkovec (Local 427 - Omaha, NE), foreman at JE Dunn, explains the hydraulic system.

Strengthening Our Union with Carpintero Committees

“THE CARPINTERO LATINOS UNIDOS COMMITTEES PROVIDE A SPACE FOR MEMBERS TO DISCUSS THEIR UNIQUE CHALLENGES AND SUCCESSES ON THE JOB, AS WELL AS EXPLORE WAYS TO IMPROVE WORKING CONDITIONS AND ADVANCE THE WELL-BEING OF ALL WORKERS.”

For the North Central States Regional Council of Carpenters (NCSRCC), being a member of the union means much more than a career in the trades—it means being part of a brotherhood and sisterhood. For our Latino members, this sense of belonging is reinforced through the Carpinteros Latinos Unidos committees throughout the council where Latino carpenters come together to network, share stories, and support each other in both their professional and personal lives.

The Carpintero Latinos Unidos committees provide a space for members to discuss their unique challenges and successes on the job, as well as explore ways to improve working conditions and advance the well-being of all workers. These monthly meetings are a cornerstone of the regional council’s efforts to ensure that Latino and Spanish-speaking members feel heard, valued and supported within the union.

First year apprentice Miguel Garcia Ramon (Local 314 – Madison, WI) said “They [Carpintero mentors] have been supporting me and they continue to support me. They are teaching me ways to become a better carpenter.”

What began as a small gathering in Minnesota has now become a strong network of Latino members that has expanded to every state in the regional council. In the last few years, there has also been significant growth among Latino members in Iowa, South Dakota, and North Dakota, strengthening the ties between members in both urban and rural areas.

The Carpinteros meetings often feature guest speakers and resources tailored to the needs of our Latino membership. These sessions are designed not only to educate and inform but to foster a sense of solidarity. Many of these events are conducted in Spanish to ensure everyone feels comfortable and can fully engage with the material presented.

In addition to discussing work-related issues, members also come together to celebrate their culture and heritage. The Carpintero committees are an essential part of creating community within our union. They build a sense of brotherhood and sisterhood, and mutual respect, providing a platform for members to share their experiences, offer support, and advocate for their rights. Whether it is through organizing events or simply offering a space for members to connect, the Carpintero committees in this union help ensure that all voices are heard.

Raymundo Nevares (Local 314 – Madison, WI) has been a member for two years and currently works for Findorff. He stated that, “This is a very great opportunity for all my Latino people. There are many opportunities and many benefits that help you get ahead. The people help you here. They become your friends, and this community supports you a lot.

The NCSRCC Carpinteros committees continue to grow and evolve and as they do, they help strengthen the foundation of our union, making it more diverse, inclusive, and united than ever before. Together, we build not only stronger workforces but also stronger communities.



SIOUX CITY, IA

LOCAL 948

ST. PAUL, MN

Local 68



OMAHA, NE

LOCAL 1306

SIOUX FALLS, SD

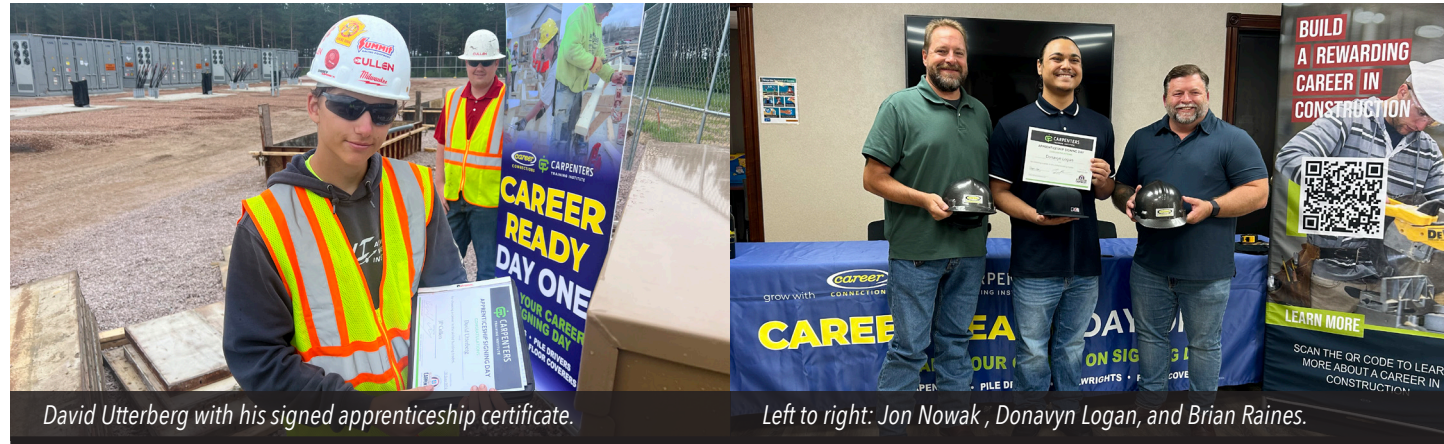
LOCAL 587



MADISON, WI

LOCAL 314





David Utterberg with his signed apprenticeship certificate.

Left to right: Jon Nowak, Donavyn Logan, and Brian Raines.

CAREER SIGNING DAY 2024

CARPENTERS UNION WELCOMED CAREER SIGNING DAY MEMBERS AROUND THE REGIONAL COUNCIL.

This year's Career Signing Day was a great success, welcoming 81 students who committed to careers as carpenters, floor coverers, millwrights, and pile drivers. Each year, Career Signing Day events, beginning around May, recognize and celebrate high school graduates sponsored into the Carpenters Union by signatory contractors. These events bring together family, friends, classmates, and others who have supported these students along the way to cheer them on as they embark on high-paying, in-demand careers that are essential to the future of the construction industry.

The North Central States Regional Council of Carpenters (NCSRCC), in partnership with the Carpenters Training Institute (CTI), signatory contractors, and local high schools, hosts these events across the regional council. These partnerships continue to grow stronger, connecting graduating students to apprenticeship opportunities that allow them to earn while they learn. Through their apprenticeship, they gain a livable wage, valuable benefits, lifelong skills, and continued education, setting them on a path for long-term career success.

When signatory contractors sponsor students and hire apprentices, they provide these young individuals with a stable and rewarding career at an early stage in life. These contractors also serve as mentors, shaping the next generation of skilled tradespeople. Students like David Utterberg

and Donavyn Logan are prime examples of the potential this career path offers.

David Utterberg, sponsored into the apprenticeship program by JP Cullen, is a second-generation millwright. Inspired by his father's career, he knew he wanted to follow the same path after spotting a Millwrights Local 1056 sticker on his father's toolbox. David is most excited to learn all aspects of the millwright trade and meet new people along the way.

Meanwhile, Donavyn Logan, sponsored by Northland Concrete, is a first-generation carpenter who became interested in the skilled trades after attending a presentation at his high school. For Donavyn, the apprenticeship offers the promise of a fulfilling career and the opportunity to grow as a carpenter.

Career Signing Day events also serve as a reminder to local high schools of the value that skilled trades programs bring to their students. These programs provide a viable career option outside of college, offering hands-on, real-world experience that sets students up for success in their apprenticeship and beyond. By building a strong foundation in the trades, high schools are helping to shape the future of the industry and providing students with a rewarding career path that supports them and their families.



Whether held at CTI facilities, signatory contractor offices, or local high schools, NCSRCC's Career Signing Day events celebrate students' commitment to the skilled trades and mark the start of their professional journey. We are proud of this year's participants and look forward to seeing them grow into the next generation of industry leaders.

For more information on how to get involved with Career Signing Day or to discuss hosting an event, visit <https://northcountrycarpenter.org/prospective-members/career-signing-day> or scan the QR code.



Stay Up-to-Date with the

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APP FEATURES INCLUDE: Dues Payment, TVC Card, Job Board, Training Calendars, Benefit Information, and more!

DOWNLOAD THE APP TODAY

The NCSRCC mobile app is available on the App Store for iOS and Google Play for Android.

iOS

Android

Strengthening Energy Security in Minnesota



The interior of the concentrator that is undergoing renovations.

In Northern Minnesota, mining has occurred in the area for the last 140 years. NewRange Copper Nickel is a company that hopes to continue mining in the area. NewRange is a critical minerals mining company located in the Iron Range region of Northeast Minnesota with goals to advance the legacy of mining, strengthen U.S. energy security, and support a clean energy transition.

NewRange controls one of the largest underdeveloped copper-nickel resources near Babbitt, MN, and is working on another project near Hoyt Lakes, MN - the NorthMet project. This site is a joint venture between Glencore and Teck, two larger companies who partnered with NewRange on this endeavor.

Onsite at the NorthMet project, the mine spans several hundred acres where the main building is a quarter of a mile long with a lot of potential for operation. It is currently undergoing restoration where union carpenters and millwrights have played an integral role in removing the 64 rod and ball mills from the building. Colin Marsh, Director of External Affairs for NewRange stated, "Our friends in labor are helping make this project happen."

Along with several other buildings onsite to manage the pulverization of rocks ie., the coarse crusher, the plan is to open a pit mining operation that will produce 32,000 tons of copper and nickel-copper concentrates a day.

With the increasing need for copper and nickel for technological advances, it is important to mine in this area and union members are helping get the job done. NewRange plans to invest \$1 billion to responsibly develop natural resources in the area with help from union carpenters and millwrights. It is likely they will need 2 million construction work hours to rehabilitate the existing iron ore processing site.

Projections for the next several years estimate that in 2027 NewRange will need to employ approximately 700 people, providing a significant employment opportunity for individuals in the state and in the region.

NewRange is committed to enhancing its environmental safeguards and optimizing performance on all of their projects. The company is focused on improving tailings storage, water management, and developing cost-effective, efficient production methods. Other mining organizations across the state are also committed to building strong relationships with the communities in which they operate. They prioritize environmental stewardship and long-term stability, ensuring their operations benefit both the economy and the environment.

By partnering with local communities and maintaining a focus on responsible mining, Minnesota's mining sector continues to grow while helping meet the nation's demand for critical minerals. The future of mining in the Iron Range is not only about economic opportunity, but also about sustainable development and strengthening the region's workforce for years to come.



Tailings storage onsite at the NorthMet Project.

NCSRCC Fundraising Events 2024

This summer and fall, the North Central States Regional Council of Carpenters (NCSRCC) held several annual fundraising events, bringing together members, industry partners, and local communities for fun, camaraderie, and a good cause. These events raise essential funds for the NCSRCC Scholarship Fund and supported local charities like Jared Allen's Home for Wounded Warriors and Let's Go Fishing.

The season kicked off in June with the Annual Scholarship Golf Outing at Bright Grandview Golf Course in Des Moines, IA. Participants enjoyed a day of friendly competition, complete with fun games and raffles along the course. Congratulations to this year's scholarship recipients, Dalton Weeks (son of Andy Weeks, Local 106 - Altoona, IA) and Emma Burkhead (daughter of Jim Burkhead, Local 106 - Altoona, IA).

In August, members gathered at the Caribou Gun Club in Le Sueur,

Minnesota, for the Carpenters Annual Shotgun Tune-Up. With some impressive scores, the 'Dohertys/Creek Bend' team - Matt Borchardt, Pete Doble, Dave Reinke, and Justin Schultz - claimed the top team score of 375. A special shoutout goes to Kris Houg from team IUOE Local 49, who was named Top Shooter with a remarkable score of 98.

Later that month, the Carpenters Annual Car & Bike Show was hosted at the regional council in St. Paul, Minnesota. Despite some rain, more than 45 cars and five bikes were proudly showcased. Dave Kalina's 1934 Ford and Daniel Kerzel's 1999 Harley Sportster took home the Best of Show honors.

In September, another Annual Scholarship Golf Outing was hosted, this time at Pinewood Country Club in Harshaw, WI. It was a memorable day on the course, with many teams competing for the top prize. Congratu-

lations to the winning team of Michael Warren, Michael Ciancio, and Jason Roach.

The season wrapped up with the Carpenters Annual Walleye Classic at Trapper's Landing Lodge in Walker, Minnesota. Mitch Weber and Dan Askew took home the top prize, reeling in a total weight of 26.3 pounds. Tessa and Jason Hemmingsen earned the Big Fish title, catching a 7.25-pound walleye.

These events would not be possible without the dedication of our participants, sponsors, and volunteers who come together year after year. Your ongoing support makes a lasting impact on the lives of members and the communities we serve. We look forward to gathering again next year!

For event photos and updates, follow our council's <https://www.facebook.com/NCSRCC>.



Pictured are winners and scholarship recipients of NCSRCC's 2024 fundraising events.

A Transformative Health Journey

Gary Hudiburgh before starting his weight loss journey with TEAM.



“I feel so good now and I get positive compliments on a regular basis from strangers. It is so different. It just came down to making basic choices that help me to thrive and live my best. I am so grateful for the union for putting these programs in place, for the people at TEAM who have worked with me, and especially for Registered Dietitian, Denise Cleveland, who was such great support throughout this process.”

Gary Hudiburgh (Local 548 - St. Paul, MN) hit his highest recorded weight of 355 pounds in 2014. Through rigorous fitness routines he was able to achieve a 10-pound loss by 2016. Despite his active lifestyle, he struggled with poor dietary choices. When the pandemic hit, Gary faced additional challenges, including a non-union demanding job that often-required long hours without access to healthcare benefits, leading to further weight gain.

Gary joined the Carpenters Union as a Millwright in 2021. “We have pension,

health benefits, and great resources like TEAM. I started working with Denise in early September 2023. I felt my body failing in multiple ways as my diet did not fuel me to be successful. I could not complete tasks easily. Tying my shoes was a challenge at times and I did not have much endurance. Plus, the gout hurt so much. It had abated some when I stopped drinking but then kept coming back as my diet was so poor.”

After months of working with Denise, Gary was able to achieve an astounding 80-pound weight loss in addition to managing a demanding work schedule. His dedication to logging meals and making healthier choices contributed to a significant turnaround in his health.

“I feel so good now and get positive compliments from strangers,” he shared, reflecting on the transformation. “The supportive feedback was critical throughout the process. I did not have confidence in my ability to make good choices. I’d mention when I was feeling cravings for fast food and Denise would give helpful supportive feedback detailing the benefits of making healthier choices.”

Gary’s journey highlights the importance of community and support. He expresses gratitude for the resources available through the union and has become an ambassador to promote healthier food options at union meetings. He recognizes the impact that dietary choices have on overall health. “It is satisfying and enjoyable to see friends I don’t see often and to see their shock when they realize that I

Gary pictured on the left after his 80-pound weight loss with TEAM’s support.



am the same person they worked with a few years ago who looks so different. I encourage any member and their family who are considering altering their diet to address health concerns to reach out to TEAM!”

START WITH TEAM

TEAM takes a multi-specialty approach to supporting members. Gary’s journey is a testament to the power of support, community, and commitment to healthier living. It is a reminder that with the right guidance and determination, we can all achieve our health goals.

If you or your dependents are looking for support, don’t hesitate to reach out — **together, we can make lasting changes!**

1-800-634-7710



The Flannery Way



Jamey Flannery, President and Owner of Flannery Construction.

Gerry Flannery started Flannery Construction in 1980 with strong field experience, and a founding-focus on craftsmanship, collaboration, civic leadership and strong community relationships. When Jamey Flannery took over for her father as owner and president in 2015, she was committed to continuing business operations on those same core values and then some.

Jamey’s ownership did not happen overnight. Conversations about her taking over the family business started in 2013. “We had been talking about it for a year or two, but in January 2015 we focused on making it a reality,” Jamey recalls. “I officially took over as second-generation owner on July 1, 2015. We had a three-year succession plan where my dad would still be with the company as a trusted advisor.”

Jamey worked for Flannery for 11 years prior to taking the reins, after spending many unofficial years providing job site support to her father. In that time, she helped build Flannery with a diverse group of people administratively and in the field. “There

is such a good group of people here and a good mixture of people. That is something that is hard to recreate,” stated Jamey.

With 45 employees, there is average 8-year tenure from the field and office staff. One field team member has been with Flannery Construction for 34 years, and another group of people have been with the company since 1994. In fact, there are several who have left and come back to Flannery because of its work culture.

“I think of our staff as individuals who contribute to this company. My dad and I wanted to make sure that people were not just numbers. We are not just hiring for a project. As much as possible, we hire people for the long-haul and who are reflective of the communities we serve,” Jamey noted.

Staff development has always been a priority for Flannery Construction. As a small business with a diverse scope of work, hiring and the capacity to train have always gone hand-in-hand. “We have really strong talent in the field,

and we want to make sure we are developing the skills of our employees both in the field and in the office,” stated Jamey.

Flannery’s staff is comprised of 40 percent women and people of color. Building diversity within the company and in the industry has been at the forefront for both Gerry and Jamey. “Diversity has always been our focus because it’s the right thing to do. Flannery Construction will continue to emphasize diversity, because with the right mix of perspectives, lenses and skill sets, we can make better decisions together.”

Flannery’s clients also align with the company’s core values. Fifty percent of their work is with nonprofits and its other clients are often first-time developers or entrepreneurs who are women, people of color or both. Having the right workforce, strong trade partners, and a realistic approach to projects has been a recipe for Flannery’s success. Not only meeting but exceeding the goals of the projects was Gerry’s focus and continues with Jamey. Cultivating relationships with staff, clients and trade partners makes that possible.

Since Jamey has taken ownership, Flannery Construction has grown 10-15 percent each year since 2015 while maintaining its diverse and supportive work culture. The “Flannery Way” continues to the next generation: “Do what you say you’re going to do, when you say you’re going to do it, and be respectful.” Jamey ensures that, “We will continue to develop our systems, processes and efficiencies to set-up our team for success, so they can do what they are really good at and have access to growth opportunities.”

Empowering Women in the Trades: The Five Goals of the Sisters in the Brotherhood



Twin Cities Metro Area SIBs Meeting on May 23, 2024.

The North Central States Regional Council of Carpenters (NCSRCC) proudly supports Sisters in the Brotherhood (SIB) committees, which provide a vital network for women in the trades. Focused on recruitment, retention, education, political advocacy, and public involvement, these committees are driving change and building a group where women can connect, learn, and grow in the construction industry.

One of the key goals of the SIB committees is recruitment. They are tirelessly working to bring more women into the construction trades. Their efforts help women connect with the union and feel welcome. For example,

in Altoona, IA, the SIB group hosted a meeting to lay the groundwork for future organizing. Similarly, in Duluth, MN, members are establishing a new SIB chapter with support from the regional council. These initiatives are crucial for creating a strong foundation for women in union construction.

An equally important goal is retention—ensuring women stay connected and supported in their careers. SIB committees offer various events to celebrate women’s achievements and foster relationships. The Women Building Success Award Ceremony in White Bear Lake, MN, honors tradeswomen and provides an opportunity to share stories and motivate one another. Ca-

sual events like the “No Shower Happy Hour” in the Metro area in Minnesota and the Wisconsin SIB picnic in Oconomowoc, WI further strengthens the community by helping women network and build lasting connections.

Education and development are core to SIB’s mission, empowering women to grow both professionally and personally. In 2024, the Iowa Women in Trades Leadership Summit in Des Moines was another opportunity for members to enhance leadership skills and connect with one another. Educational events equip women with the tools they need to take on leadership roles and advance their careers in construction.

Political and legislative action is essential for creating systemic change in the construction industry. SIB members are actively involved in shaping policies that affect women in the workforce. At the Minnesota Legislative Conference in March, SIB members advocated for policies supporting better working conditions, pay equity, and gender inclusion in the industry. By participating in these efforts, SIB is helping to ensure that the concerns of women in the trades are heard at the state level.

SIB’s work extends beyond the job site, as they actively engage with the public to raise awareness about women in construction. Their participation in community events, such as MarketFest and the Twin Cities Pride Parade, demonstrates their commitment to inclusivity and solidarity. These events help shift public perception and emphasize that women are a vital part of the construction workforce. Additionally, the Bake Sale Fundraiser for Habitat for Humanity in Milwaukee raised over \$1,000 showing the union’s dedication to community-building efforts.

The SIB committees are creating a stronger, more inclusive construction industry through efforts that empower women to succeed in their careers, build lasting networks, and contribute to a more equitable industry. By supporting women in the trades and fostering a sense of sisterhood, the SIB committees are ensuring that future generations of women will have the resources, community, and opportunities they need to thrive.

The work of the Sisters in the Brotherhood is vital in shaping a more inclusive and empowering construction industry.



Sisters from Local 308, 678, 1260, and 2060 participated in The Especially For You race for Breast Cancer Awareness Month in Cedar Rapids, IA.

Sisters from Locals 161, 231 & 2337 and Local 314 volunteering with Habitat for Humanity in Milwaukee, Wisconsin, installing vinyl siding on a home.



TO LEARN MORE ABOUT HOW TO GET INVOLVED WITH THE SIB COMMITTEES, SCAN THE QR CODE.



View of the mass timber job site in Washington County, MN.

Union Carpenters Build Mass Timber

“There were a lot of reasons to go with mass timber and the new service center will offer a comfortable space for our community.”

A 31,000 square foot service center for Washington County, Minnesota features an open and sustainable design that utilizes mass timber throughout. Built by a local union workforce, this \$30 million facility replaces the County’s older Central Service Center and has been strategically designed to support the growing needs of the area.

Mass timber’s sustainability, low-carbon footprint, and natural finish has made it a popular alternative to concrete and steel. This type of construction uses engineered wood products that are typically pre-fabricated in shops and shipped to project sites

ready for assembly. As a result, mass timber projects can be quickly constructed, reducing costs and time.

When mass timber was proposed by the County’s architect, Alliance, hopes ran high despite concerns of cost. Fortunately, and surprisingly to Mandy Leonard, Senior Project Manager for Washington County Public Works, the numbers were right on target in addition to the energy efficiency and environmental sustainability mass timber offers.

“There were a lot of reasons to go with mass timber and the new service cen-

ter will offer a comfortable space for our community,” said Mandy.

Alliance worked closely with StructureCraft to optimize the timber design and ensure that the project fit within the County’s financials. StructureCraft is based in Vancouver, Canada and has been leading timber structural engineering and construction for more than 26 years.

“We have taken a master builder approach, which means that we not only build but we design as well,” stated Benjamin Epp, Business Development Coordinator at StructureCraft. “Over

the last 26 years, we have developed a portfolio of projects across many sector types including public buildings, offices, cultural centers, and bridges – a lot of different applications for timber.”

Using a local and skilled workforce is a priority for StructureCraft, given the unique assembly of their mass timber materials. “We worked with Carpentry Builders, Inc. to find the necessary manpower to erect the service center,” said Shoab Ali, Project Manager at StructureCraft. “It is essential that we hire experienced carpenters who, with some material handling and assembly training, can get the job done.”

Carpentry Builders, Inc. is a signatory contractor who employs a skilled field team with experience in wood construction of all types, including framing, finish, and exterior siding. The company’s exceptional safety standards and positive reputation in the industry made them the right choice for StructureCraft when searching for local carpenters.

In addition to on-site training, the North Central States Regional Council of Carpenters (NCSRCC) and the Carpenters Training Institute (CTI) offers mass timber curriculum to prepare members for the rising market.

“While mass timber itself is not new, its application on large-scale projects is growing,” stated NCSRCC Executive

Secretary-Treasurer Patrick Nilsen. “The Carpenters Union has always been at the forefront of new technologies and the modernization of construction. For that reason, our members were ready to take this project on and work closely with all those involved to make it a success.”

The new Washington County Central Service Center, located in Woodbury, MN, features glulam framing supporting dowel-laminated timber floor and roof panels, with beams spanning up to 54 feet over the central double-height atrium space. Located across from the new Metro Transit Gold Line, community members will have easier access to the building with spaces focused on enhanced customer experience.

The project was managed by signatory contractor, Kraus-Anderson, overseeing the work and ensuring that the job was done safely, on time, and in accordance to mass timber specifications.

“You start with a finished product, which is a constant reminder for those working on the site to stay clean and not damage the materials. You can’t throw chains around or lean ladders on it, so being mindful of handling is important,” stated Randy Haram (Local 322 – St. Paul, MN), Superintendent for Kraus-Anderson. “Hopefully we see more and more of this type of construction in the future.”



Members working on building the mass timber structure for the service center in Washington County, MN.

Doug Coenen: Craftperson of the Year

“THERE ARE OVER 14 BUILDING TRADES INVOLVED IN THIS AWARD AND THOUSANDS OF MEMBERS. THE JAMES J. WILLIS CRAFTPERSON OF THE YEAR AWARD IS ABOUT BEING RECOGNIZED BY YOUR PEERS FOR BEING ONE OF THE BEST CRAFTSPEOPLE.”



Doug Coenen (Local 1056 - Kaukauna, WI) with employees from AZCO presenting an award to his local at their monthly meeting.

“Over the last 36 years I have worked with many different tradespeople on many different jobs. There aren’t many states that I haven’t hit and during my career I have had the pleasure to work with a lot of quality union personnel.”

Doug Coenen (Local 1056 - Kaukauna, WI) is a third-generation millwright and has dedicated his entire career as an AZCO employee. With over three decades of millwright experience, Doug has done it all, including machinery removal and installation, turbine work, and now solar development.

In the spring, Doug received a nomination for the James J. Willis Craftperson of the Year Award at the Springfield Solar project in Lomira, Wisconsin. He served as the general superintendent on the project and helped the team overcome several challenges encountered on site. The project covered one thousand acres of rocky terrain, creating problems with

the pile necessary to start the project and weather conditions were less than cooperative.

“The Springfield site was about 4 miles square and full of challenges. Every day we had a new goal, but thanks to our great team, we stayed on schedule and made it all happen,” Doug explained.

There are over 14 building trades involved in this award and thousands of members. “The James J. Willis Craftperson of the Year Award is about being recognized by your peers for being one of the best craftspeople. It’s celebrating the people that go above and beyond every day to make our industry better,” said Bill Hughes, President of End User Solutions at Milwaukee Tool, the award sponsor.

Jason Grams, a senior project manager at AZCO, nominated Doug for this award. “He truly believes in safety first, he cares about the people and his craft,” Grams shared. Doug’s team members agree, noting his ability to adapt despite challenges and his focus on industry safety as a priority. Doug exemplifies what it means to be a committed tradesperson, working diligently every day to set a high standard. His dedication has not gone unnoticed.

Doug himself underscores the importance of safety, stating, “I genuinely believe that we are highly trained and knowledgeable. Our safety practices are a natural extension of our training in the union, and this approach carries over into every aspect of our work. Safety is crucial and makes a significant difference in our industry.”

Winning the James J. Willis Craftperson of the Year award was both exciting and an honor for Doug. His whole family was in attendance at the ceremony held in Texas. Doug’s



Doug and his team at the solar project in Creston, IA.

wife, Lisa Coenen, who also works for AZCO as a Field Administrator, and his two sons surprised him at the event.

Doug was overwhelmed and grateful for the experience. “It’s hard to explain the impact of this award for me,” he shared. “The mentors that I had coming up through the apprenticeship would be proud. All of them would be proud of the way I turned out and the work ethic they instilled in me.”

Doug recently wrapped up a solar project in Creston, IA, where he has been working for almost a year. With a small break, he moved to a new solar site later this past summer. Doug values the opportunity to mentor apprentices and guide the next generation of carpenters. “I hope to continue instilling a strong work ethic in others and to inspire them to approach their work with enthusiasm and dedication from start to finish,” Doug remarked.

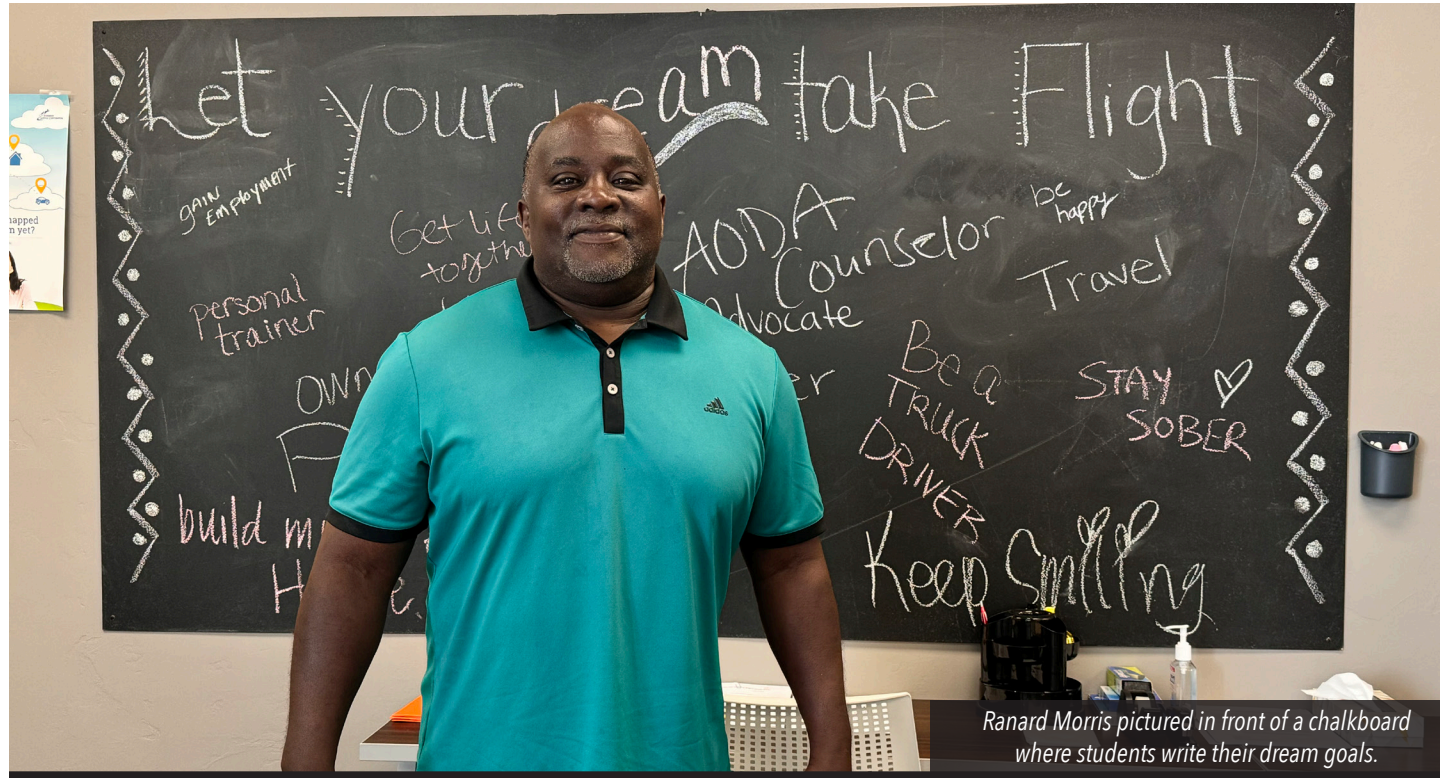
Doug Coenen’s career as a millwright exemplifies the dedication and excellence that define the best in the trade. His commitment to safety, quality, and mentorship are values celebrated by the James J. Willis Craftperson of the Year Award and our union.



Solar panels in Creston, IA.

To watch a video about Doug Coenen’s recent award, scan the QR code.





Ranard Morris pictured in front of a chalkboard where students write their dream goals.

Empowering Future Builders: The Highway Construction Skills Training Program (HCST)

The Highway Construction Skills Training (HCST) program in Green Bay, WI, is more than just an educational initiative – it is a life-changing opportunity for individuals aspiring to build a career in construction. For Christopher Spice (Local 1146 – Green Bay, WI), it was exactly that.

Christopher met Ranard Morris, a passionate instructor for the HCST program, in the spring of 2021 after one of his regular customers at the bar where he worked encouraged him to consider the skilled trades. At the time, Christopher was not making a sustainable income and was looking to change careers. His customer suggested reaching out to Ranard for more information and the rest is history.

“The HCST program was amazing. Ranard gives you a blueprint for success in the skilled trades,” said Christopher. After enrolling in the program and starting his apprenticeship in September 2021, Christopher saw quick progress, advancing twice in his pay scale within the first year. Fast forward to 2024, Christopher is now a foreman, a role he attributes to the strong foundation he built through the HCST program.

“I’m not saying it would have never happened on my own, but Ranard’s emphasis on attitude and what the skilled trades industry is specifically looking for made it easier and likely sped up the process.”

HCST has a proven track record of success, partnering with over two dozen organizations across Wisconsin and placing more than 800 graduates, like Christopher, into construction careers. The program goes beyond technical skills, emphasizing the importance of character building.

Since its rebranding in February 2023 from the Transportation Alliance for New Solutions, HCST has continued to break barriers and create pathways for underrepresented groups in the construction industry, including women and people of color. Supported by federal funding through the Department of Transportation, HCST offers participants a six-week intensive training course that opens doors to construction careers.

As Ranard explains, “These people want more. They don’t want favors, they want opportunities. This program provides access to those opportunities.”

HCST’s mission is rooted in creating real, sustainable opportunities for individuals who are ready to work hard and commit to their future. The program runs five days a week, from 8:00 a.m. to 3:00 p.m., with a maximum of up to 16 participants. While some students may drop out due to life events, Ranard notes, “These are real people who have real-life things come up.” Despite the challenges, the program boasts an impressive success rate, with nearly 90 percent of students joining through referrals. “Our success is our greatest marketing tool,” says Ranard.

A core component of the HCST program is its focus on character and

work ethic. From day one, students are prepared to be high-quality employees. Ranard emphasizes that “attitude walks through the door before you,” highlighting the importance of personal development along with technical training.

Having led the HCST program for over 13 years, Ranard embodies the spirit of empowerment and opportunity that defines the program. With a background in community organizing in Milwaukee, Ranard blends relationship building expertise with a deep passion for helping others succeed. His philosophy centers on creating “powerful relationships” built on mutual trust, respect, and shared interests. “My strength is my passion. My weakness is my passion,” he admits, reflecting his deep commitment to his work.

Ranard’s dedication to his students goes beyond the classroom. He works closely with Matt Jacobs, a Business Representative for the North Central States Regional Council of Carpenters (NCSRCC), who frequently joins the program to discuss apprenticeship opportunities. Matt’s involvement ensures that students understand the path forward in the construction industry.

“When Ranard calls me and says these students are ready for construction, I know they are ready for construction.”

Together, Ranard and Matt have fostered a collaborative environment that sets students up for long-term success. The bonds formed during the program extend beyond graduation, with many students maintaining strong connections with their classmates and instructors. “The bonds developed are deep between the students. We are family,” Ranard proudly shares.

The HCST program is more than just a steppingstone into construction; it is a life-changing experience that empowers individuals to create better futures for themselves and their families. By offering real opportunities, fostering strong relationships, and providing unparalleled support, HCST is shaping the next generation of skilled workers who build Wisconsin’s infrastructure. As Ranard puts it, “if you want to change our communities and our workforce, it’s through family-supportive wages and benefits.”

For more information on HCST, scan the QR code.



Ranard pictured with NCSRCC Business Representative Matt Jacobs (Local 1146 - Green Bay, WI)

Tools & Talent: A Member Spotlight

Bryon Adams (Local 427 - Omaha, NE)



Bryon Adams (Local 427 - Omaha, NE) discovered his passion for carpentry through his father, a fireman who undertook several remodeling projects on the side. After joining the union in 1980, Bryon built his experience by taking on various tasks, including framing and drywall installation.

Following a brief period outside the union, Bryon returned in the late 1980s and has been an active member ever since. After spending some time working in Kansas City, Bryon settled in Omaha, where he has been based for the past ten years. With his skills and enthusiasm for construction, he quickly advanced to the role of foreman and has run several projects.

Among his extensive work experience, Bryon's favorite project was working on concrete forms, doors and hardware, and woodworking for the United States Strategic Command (USSTRATCOM) in Nebraska. USSTRATCOM is one of eleven unified combat commands in the United States.

During his two and a half years on this project, Bryon reflected, "It was a unique experience because we worked on ballistic doors. Most people don't get the chance to handle doors that weigh 800 pounds during their careers."

Working five or six floors underground, Bryon found it fascinating to see the woodworking being done in the underground war room, where crucial national operations can be

managed during emergencies.

Currently, Bryon is employed by JE Dunn on a data center project, where he is responsible for assembling racking systems that provide essential support for the servers. These systems are designed to facilitate airflow into the hot aisle, ensuring that the servers remain cool and operational.

"It is a complicated system," Bryon explained. "It involves many steps, starting with delivery. Everything needs to be trucked in, unloaded, staged, and prepped. We've developed efficient procedures for this, and JE Dunn is recognized as 'the gold standard' in the industry."

Throughout his career, Bryon has embraced exciting opportunities and continued his learning. He specializes in doors and hardware but also has a keen interest in casework and cabinetry. "I enjoy challenges and learning something new every day. That's one reason I'm drawn to doors and hardware—there are always new developments to explore," he shared.

Looking back on his time in the Carpenters Union, Bryon stated, "The union is truly a brotherhood. You know that others have your back." For him, the union represents more than just a support network; it embodies a philosophy of solidarity and shared purpose.

Tools & Talent: A Member Spotlight



Genevieve outside of the Carpenters Union Local 106 Building

Genevieve Pace's (Local 106 – Des Moines, IA) passion for construction is as impressive as her contributions to the trade. Genevieve's journey into carpentry is not just a career choice; it's a testament to her relentless pursuit of fulfillment and growth.

For years, Genevieve worked in the restaurant industry where she served, cooked, and bartended. After a while, she felt tired of the monotonous routine. Her desire for something more led her to explore opportunities with the Carpenters Union.

"From a young age, I was always fascinated by how things are put together. I found myself constantly thinking about the structures around me. I knew I wanted to be part of that process, but I didn't pursue it until I realized I needed a change. I wanted to do something with my hands that I was actually passionate about," Genevieve reflects.

Joining the Carpenters Union opened a world of possibilities for Genevieve. Unlike her previous jobs, the union offered not only a community but also endless avenues for growth and learning. "In this union, there's always room to excel. If you see something you want to change, you can be part of that change," she explains. This proactive mindset propelled her to become actively involved, taking on the role of vice president for Local 106, a rarity for an apprentice. As an active executive board member, a mother of two, and a full-time carpenter, Genevieve is a force to be reckoned with.

One of Genevieve's favorite aspects of her work is the diversity of her colleagues. "Working with so many different

people who are really cool and actually want to teach you something has been awesome in this industry. Everyone has their own approach and I get paid to learn from them," she says. This collaborative spirit not only enhances her skills but also builds a sense of camaraderie among the people she works with on the job and in her local union role.

Recently, Genevieve tackled a challenging project involving an angular ceiling. "It was an obstacle that took longer than a regular ceiling job, but I loved the complexity of it and learning how to do it. Having someone by my side who genuinely wanted to teach me made all the difference," she shares, emphasizing the importance of mentorship in her career.

Genevieve's passion for her work extends beyond the job site. She attended the 2023 Tradeswomen Build Nation Conference in Washington D.C. where over 4,000 women from various trades attended. "It was empowering to be in a room full of women breaking barriers in construction. The energy was amazing and thirty years ago, there might have only been a handful of women. Now, we're part of a powerful movement," she says. The connections she made at the event continue to impact her life today and she still talks to several people she met at the conference.

Looking ahead, Genevieve is committed to continuous learning and growth. "I want to keep pushing myself and I am hoping to get to train my own apprentices one day," she states. Her advice for newcomers is to "Always be open-minded, be on time, and be ready to work. You'll face challenges, but don't get discouraged. The benefits of being a union carpenter are unparalleled. This is a good career."

Genevieve Pace exemplifies the spirit of the Carpenters Union. She displays a commitment to craftsmanship, community, and continuous improvement. As she builds her career, she not only creates structures but gives back to the organization where she belongs, proving her passion and dedication to the union.

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



NCSRCC Minority- & Woman-Owned Contractor Event

THE NCSRCC HOSTED A MINORITY- AND WOMAN-OWNED CONTRACTOR EVENT, PROVIDING A PLATFORM FOR CONTRACTORS TO NETWORK AND BUILD RELATIONSHIPS.

In November, the North Central States Regional Council of Carpenters (NCSRCC) hosted a Minority- and Woman-Owned Contractor Event in Saint Paul, Minnesota, providing a platform for diverse contractors to showcase their expertise and build meaningful industry relationships. This event marked a significant step in supporting minority- and woman-owned businesses within the construction industry, fostering collaboration, and addressing the challenges these businesses face in an increasingly competitive market.

The event brought together general contractors, subcontractors, owners, project managers, project engineers, directors of diversity, equity, and inclusion (DEI), and other industry professionals. Signatory minority- and woman-owned contractors hosted booths, enabling direct connections with decision makers and opportunities to highlight their capabilities.

For many contractors, opportunities to engage face-to-face



EST Pat Nilsen welcoming and thanking participants and attendees.



J. Benson Construction networking with an attendee at the event.

with key players are rare. By gathering multiple minority- and woman-owned businesses in one space, the event allowed larger general contractors to meet potential partners.

The networking format was particularly valuable for newer contractors who often lack established relationships with decision makers or access to bid opportunities. This event bridged those gaps, creating partnerships that could lead to future collaborations.

Through conversations with signatory contractors, NCSRCC has identified common barriers faced by minority- and woman-owned businesses, including limited access to capital, difficulty navigating bidding processes, and persistent discrimination. This event directly addressed some of these issues, providing attendees with opportunities to expand their networks and gain exposure to influential industry leaders.

Babette Buckner, Chief Executive Officer at Moltron Builders, shared her insights on achieving sustainable success in the construction industry: “A piece of advice for any minority- and woman-owned business looking to break into or sustain themselves in the construction industry is to have a true passion for this work. You need to hire the right people to support you. Skills can transfer, but you have to balance operational strengths with field experience—whether it’s finding someone to complement your expertise or partnering with organizations like the Carpenters Union. The union provides access to skilled professionals who bring initiative, aptitude, and a commitment to learning.

Without the right people or passion, success becomes a matter of luck, and that’s not a sustainable way to grow.”

Buckner’s words highlight the importance of collaboration and leveraging resources like the Carpenters Union to build strong, capable teams ready to meet industry demands.

The Carpenters Union supports signatory contractors year-round through training programs, workforce resources, and mentorship initiatives. These efforts include pairing contractors with experienced mentors who offer guidance on bidding, project management, and business operations. The union also advocates for inclusive project opportunities and ensures that its diverse membership is a resource for dismantling barriers of discrimination.

One of NCSRCC’s most impactful resources is its apprenticeship program, which delivers a skilled, diverse, and safety-conscious workforce to signatory contractors. Led by experienced instructors, the program ensures members stay at the forefront of industry innovations by offering classes on new materials and techniques.

Additionally, NCSRCC’s “Be More Than a Bystander” training equips participants with tools to address bullying, harassment, and gender-based violence on job sites, fostering a safer, more inclusive workplace for all.

The November event reflects the Carpenters Union’s commitment to creating equitable opportunities and driving diversity within the construction industry. “Our mission at North Central States is to elevate all workers from all backgrounds and experience levels,” said NCSRCC Executive Secretary-Treasurer Pat Nilsen. “It is with strong and hardworking partners that we can face challenges, create solutions, and bring different perspectives together to open doors to innovation and improved collaboration.”

This event is just the beginning. By continuing to host initiatives like this and offering resources that empower contractors to achieve their goals, NCSRCC is ensuring minority- and woman-owned contractors not only survive but thrive in the competitive construction industry. Together, by valuing diversity and fostering equitable advancement, the construction industry can become more inclusive, innovative, and collaborative.



Photos of minority- and woman-owned contractors networking with attendees.

REGIONAL COUNCIL COMMITTEES

SIB COMMITTEE



The NCSRCC SIB Committee builds a stronger union at all levels by working to: create a network of active members in our trades; address the unique concerns of members; increase the number and diversity of members in the Union; and promote the advancement of tradespeople. For more information about the SIB Committee, contact Amanda Heiser at 763-482-3658 or aheiser@ncsrcc.org.

CARPINTEROS LATINOS UNIDOS



Our members of Hispanic heritage are invited to meet on a monthly basis to network, share stories, and discuss concerns and successes both on and off the job. Our Carpenteros meetings often feature resources specific to our Hispanic membership or speakers who present important items in Spanish.

APPRENTICE COMMITTEES



NCSRCC has apprenticeship committees for new members to connect with each other. The purpose of the committees is to encourage effective communication, responsibility and leadership amongst apprentices as craftspeople, role models, mentors and volunteers creating a positive impact on their communities and the UBC.

VETERANS COMMITTEE



The Veterans Committee is focused on providing resources and support to our members who are military veterans. If you are interested in getting involved in the Veterans Committee or learning more about how the Regional Council works with veteran members, contact Lee Polencheck at 920-427-2808 or Sam Heimlich at 651-341-1735.

COUNCIL CONTACTS

The North Central States Regional Council of Carpenters represents nearly 27,000 union members and their families from 36 locals in Iowa, Minnesota, Nebraska, North Dakota, South Dakota and Wisconsin. The Carpenters Training Institute offers 16 Training Centers and Campuses throughout the North Central States region to apprentices and journeypeople. Find a Local or Training Center with NCSRCC's Locations map using the QR code provided.



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 2024, 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 2024, the North Central States Regional Council of Carpenters chargeable expenses were 90.72% 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.