All around the North Central States Regional Council of Carpenters (NCSRCC) there is a housing shortage. Housing supply fails to keep pace with population growth, and as a result, it will continue to be an area where we focus on funding and policy. The need for increased housing is a carpenter economics issue related to job growth, wages and benefits for our members.

NCSRCC’s efforts in the housing market have been noticed by the construction industry. We have been leaders in fighting against construction industry tax fraud, taken on rent control amendments and have lobbied extensively for additional money for housing.

Tax fraud teams have been working tirelessly to hold developers and general contractors accountable for the subcontractors they hire on their jobs. We have run aggressive campaigns that have garnered media attention and legislative action. We have also been instrumental partners in cases that have even led to incarceration of a labor broker and owners of a drywall company.

Rent control policies have existed for a long time. While these policies attempt to make housing more affordable, the outcomes can have a diminishing effect on new builds. We are part of a coalition of businesses, labor and community groups who tried to defeat harmful rent control initiatives in Minneapolis and St. Paul. Our next task is to demonstrate to leaders in Minneapolis the harm this amendment will cause if it is implemented.

The continued investments in housing have been included in the last three large, state of Minnesota bonding bills. In 2016, 2018 and 2020, capital investment bills included over $250 million in housing infrastructure bonds. Those dollars, in conjunction with other investments made by local governments, have led to more multi-family housing construction than we have seen in decades. Our Regional Council has been a strong advocate for large bonding bills that create more jobs for our members.

Ten years ago, the Regional Council had approximately 400 members working in the wood frame market in the Twin Cities. Since then, we have quadrupled the number of members to 1,600 working in that sector. This growth in market share continues to provide opportunities to organize, grow our membership, and hold developers and general contractors responsible for paying carpenters a middle-class wage and benefit package for the quality work they do.

Growth in housing parallels the growth in our Regional Council. I am proud of the work we are doing in wood framing, and I am excited to see our market share, and ultimately our bargaining power, continue to expand. We have an opportunity to increase our membership, and we need your help to make it happen.
**SHIFT TO CLEAN ENERGY**

**MOVING TO SOLAR**

On September 8, 2021, the U.S. Energy Department released their plans to move the nation towards a 45 percent production of all electricity from the sun by 2050. While climate change is becoming a more important conversation by the season, there is no way to achieve the goals without major upgrades to the electric grid and significant growth within the solar industry.

In 2020, the U.S. energy sector estimated a 10 percent loss of its workforce as a result of the coronavirus pandemic. Only employment in the wind energy industry saw a minimal growth of 1.8 percent. Approximately 840,000 jobs, ranging from fossil fuels to solar power, were lost as the pandemic shifted demands to transportation fuels and halted new clean energy construction projects.

There is little historical precedent for expanding solar energy, which provided less than four percent of the country’s electricity last year. So, to achieve this desired growth of 45 percent electricity coming from the sun by 2050, the country would have to double the amount of solar energy installed every year over the next four years and then double it again by 2030. This shift to solar energy should give the clean energy industry and the energy sector a much-needed boost while providing large numbers of good-paying union jobs.

The current administration is pushing several initiatives to boost clean energy industries as part of a sweeping infrastructure package just passed by Congress. Another initiative utilizes clean energy to replace fossil fuels. These initiatives will be designed to counteract climate change while creating millions of good-paying union jobs.

**ALLIANT ENERGY’S GROWING NUMBER OF UTILITY SCALE SOLAR PROJECTS**

Alliant Energy out of Madison, Wisconsin, has a goal to reduce carbon emissions by 50 percent by 2030. In the more distant future, Alliant aspires to accomplish their goal of net-zero carbon emissions by 2050.

**GENERATING LARGE AMOUNTS OF WORKING HOURS**

There are three Phase 1 projects: Wood County, Bear Creek in Richland County and North Rock in Rock County. Those projects are underway and together will require a combined 180 carpenters and a total of 300 skilled trade workers at their peak, totaling nearly 175,000 hours of work. Phase 2 projects are scheduled to start in spring/summer of 2022. According to the Forward Analytics study from October of 2021, Wisconsin’s solar capacity is expected to increase 400 percent over the next several years with the construction of an additional 16 solar farms that were recently approved by the Wisconsin Public Service Commission. Payroll for these projects is estimated at $360 million. They will provide 2,488 megawatt (MW) and generate $3.6 billion in economic activity.

**List of Phase 1 and Phase 2 Utility Solar Farms**

<table>
<thead>
<tr>
<th>PROJECT</th>
<th>COUNTY</th>
<th>SIZE (ACRES)</th>
<th>VALUE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wood</td>
<td>Wood</td>
<td>150</td>
<td>$194 million</td>
</tr>
<tr>
<td>Bear Creek</td>
<td>Richland</td>
<td>50</td>
<td>$65 million</td>
</tr>
<tr>
<td>North Rock</td>
<td>Rock</td>
<td>50</td>
<td>$65 million</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>PROJECT</th>
<th>COUNTY</th>
<th>SIZE (ACRES)</th>
<th>VALUE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Waushara</td>
<td>Waushara</td>
<td>99</td>
<td>$130 million</td>
</tr>
<tr>
<td>Dodge</td>
<td>Rock</td>
<td>65</td>
<td>$85 million</td>
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<tr>
<td>Green</td>
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<td>$65 million</td>
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</tr>
<tr>
<td>Dodge</td>
<td>50</td>
<td>$65 million</td>
<td></td>
</tr>
<tr>
<td>Grant</td>
<td>50</td>
<td>$65 million</td>
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</tbody>
</table>

**NCSRCC PREPARES FOR SOLAR EXPANSION WITH PHOTOVOLTAIC CONFERENCE**

On September 8-9, 2021, the North Central States Regional Council of Carpenters (NCSRCC) held a Solar Photovoltaic Conference in Pewaukee, Wisconsin. Nearly 55 contractors and vendors were present sharing solar experiences, tools, equipment, and educating participants from around the region on solar energy, energy storage, safety, solar photovoltaic design and installation. The conference provided multiple opportunities to network with industry and system integration experts, energy professionals, a professor in the field of solar, project managers, and training directors from NCSRCC.

“The growth of the solar industry throughout our region demonstrates the massive potential for the expansion of renewable energies to our energy supplies. We are going to eventually run out of fossil fuels, and some states in our region will be completely carbon-free in the near future. Holding a solar conference with partners interested in harvesting the sun’s energy is the beginning of building partnerships with experts in the solar industry that can benefit from our well-trained workforce,” said Wayne Nordin, NCSRCC Senior Manager of Millwrights and Pile Drivers.

**RECENT STUDY IN WISCONSIN DEMONSTRATES THE IMPACT ON LOCAL COMMUNITIES**

A study conducted by Forward Analytics, the research division of the Wisconsin Counties Association, was just released in October 2021 regarding the benefits of using local workers on solar projects in Wisconsin. In every aspect, there are significant benefits to hiring a local workforce rather than an out-of-state workforce for the community and the workers. The study measured the local economic impact of a workforce that is building a typical 150 MW solar farm in rural Wisconsin using 228 workers who earn local prevailing wages, which is required on most federally funded projects.

An out-of-state workforce spends significantly less in the community than a local workforce. The study assumes local and out-of-state workers are earning the same amount, $13.2 million in wages and $8.5 million in payroll for these projects.

**Pre-apprentices leveling and torquing mounting plates for the solar array torque tubes at the 150 MW Wood County solar field in Wisconsin.**
millions in benefits. A portion of these wages would be spent locally. Of the total $21.7 million earned by workers and paid through wages and benefits, a workforce made up solely of local workers would generate $11.8 million in economic activity in that region. An entire out-of-state workforce would drop the projected local spending by 60 percent to $4.6 million throughout the life of the project. Estimates showed that the same local workforce creates between 73 percent and 158 percent more economic activity than their out-of-state counterparts. “The study quantifies what has long been assumed, that infrastructure projects built by local workers are significantly better for the local economy,” said Dale Knapp, Forward Analytics’ director of research and analytics.

With 19 slated solar projects in Wisconsin ranging from 50 MW to 300 MW, the impact to local communities is enormous. These projects are expected to need 4,000 construction workers from multiple trades and generate more than $195 million in economic activity in the communities they are being built. Employing out-of-state workers to do this work will return between $83 million and $120 million less to the impacted communities.

Local Spending of Solar Workforce

<table>
<thead>
<tr>
<th>Local Workforce</th>
<th>Out-of-State Workforce</th>
</tr>
</thead>
<tbody>
<tr>
<td>$10.2 M</td>
<td>$5.9 M</td>
</tr>
</tbody>
</table>

*Assumes out-of-state workers spend 60% of disposable income locally. If they spend 40%, local spending drops to $3.9 million.

Building solar farms in communities can generate substantial economic impact for the immediate and surrounding regions. The impact is compounded when workers are local. Those workers spend 90 percent of their disposable income in and around their own communities. The opportunity to strengthen these neighborhoods, families and workers while supporting businesses, infrastructure and public services correlates with the hiring of local workers.

Summary

Not only is the U.S. experiencing an increase in demand for clean energy, but demands for solar energy across NCSRCC are growing exponentially. Solar projects in Wisconsin alone will result in hundreds of thousands of work hours and power for over 100,000 homes. Nearly 200 union carpenters will be needed to complete this work with additional projects approved by the Wisconsin Public Service Commission waiting in the wings.

While solar brings the benefits of clean energy and a reduction to carbon emissions for everyone, perhaps the greatest benefit exists in the regions where the solar farms reside. The projects that are in the pipeline provide opportunities to hire well-trained carpenters from the community who spend more money locally. Their spending significantly benefits others who live in the same regions where the solar farms are sited.

Example of Multiplier Effect of Hiring Local Workers

<table>
<thead>
<tr>
<th>High-Rise Construction Project Total Cost</th>
<th>$10 M</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spending of wages by suppliers and construction workers creates earnings for workers in other local industries.</td>
<td>$2 M</td>
</tr>
<tr>
<td>Local worker spending creates additional earnings in local economy with each round of spending smaller than the last.</td>
<td>$1 M</td>
</tr>
<tr>
<td>Total economic impact of the $10 million project, including the additional rounds of spending:</td>
<td>$13 M</td>
</tr>
</tbody>
</table>

MAKING IT OFFICIAL

For students who are not college-bound, an apprenticeship with the North Central States Regional Council of Carpenters (NCSRCC) and the Carpenters Training Institute (CTI) provides a unique opportunity to learn, work, and earn good wages and benefits. This past year, 54 graduating students chose a career in the trades and became union members with NCSRCC.

Career Signing Day is a time for high school and college graduates to officially begin employment with a construction contractor who will sponsor them throughout their carpenter apprenticeship. This celebration honors both graduate and contractor, providing a pivotal moment in the life of a student. This year, students from 36 high schools were sponsored by 34 contractors who have committed to support these new apprentices with both a classroom education and on-the-job learning experiences.

For more on 2021 Career Signing Day graduates, visit northcountrycarpenter.org/careersigningday.

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He stopped breathing on us, so we had to move him, " his back, regardless of his injuries. Breathing stopped, the electrician needed to be moved onto the body. However, the dispatcher told him that if his blood. Because of potential injuries, Wayne didn’t want to move the body, which was stuck on the stairs. We had to lift him out of his toolbelt and onto his back. At that point, my son was able to easily check for breathing. Due to the electrician’s inability to breathe, the 9-1-1 dispatcher instructed us to begin CPR.

Grant stepped in and gave the fallen electrician two breaths. As Wayne prepared to give the first chest compressions, an Emergency Medical Technician (EMT) tapped on his shoulder to assist. "It took them five minutes and eight seconds from the time 9-1-1 was called for the EMT to arrive," Wayne said. Next, the EMT tossed him a purple bag and asked him to open it. Wayne opened the bag, pulled out the automated external defibrillator (AED) and handed it back to the EMT. The advanced AED gave the electrician both air compressions and shock defibrillations for 15 minutes. Wayne and Grant sat next to his body encouraging the electrician to hang on and take a breath. Finally, the electrician took a big gasp of air. Once the EMTs were able to get him stabilized, they put the young man on a gurney and escorted him to the hospital. The advanced AED gave the electrician both air compressions and shock defibrillations for 15 minutes.

"Everything fell into place for the electrician," Wayne says. "He’s 24 years old. I just kept thinking, this could be my son dying here, and I won’t let that happen.”

Carpenters Save Electrician’s Life

Wayne continued. "The hardest part was that the electrician had his toolbelt on and it was stuck on the stairs. We had to lift him out of his toolbelt and onto his back. At that point, my son was able to easily check for breathing. Due to the electrician’s inability to breathe, the 9-1-1 dispatcher instructed us to begin CPR.”

Dispatch instructed Wayne to attend to the electrician, and he asked his son to accompany him. Both Wayne and Grant are trained in cardiopulmonary resuscitation (CPR). "My son leaned over the electrician’s head to listen for breathing. He heard nothing at first, but suddenly the electrician gasped for air," Wayne explained. "I was still on the phone with the dispatcher, and she told me to tell her each time we heard the electrician take a breath. At first, it was about every 10 seconds. His breathing slowed to every 15 seconds, then 20, and finally, 40. He then completely stopped breathing." The 24-year-old electrician had fallen headfirst onto a set of concrete stairs, resulting in a significant loss of blood. Because of potential injuries, Wayne didn’t want to move the body. However, the dispatcher told him that if his breathing stopped, the electrician needed to be moved onto his back, regardless of his injuries.

"He stopped breathing on us, so we had to move him,” Wayne said. Next, the EMT tossed him a purple bag and asked him to open it. Wayne opened the bag, pulled out the automated external defibrillator (AED) and handed it back to the EMT. The advanced AED gave the electrician both air compressions and shock defibrillations for 15 minutes. Wayne and Grant sat next to his body encouraging the electrician to hang on and take a breath. Finally, the electrician took a big gasp of air. Once the EMTs were able to get him stabilized, they put the young man on a gurney and escorted him to the hospital.

"Everything fell into place for the electrician," Wayne says. "He’s 24 years old. I just kept thinking, this could be my son dying here, and I won’t let that happen.”

Thanks to Wayne and Grant Caltrider’s heroic efforts, the young electrician survived. Wayne was informed that after a week in the intensive care unit (ICU), the young man came out of an induced coma with no recollection of the incident. He is now in therapy and expected to make a full recovery.

"I just kept thinking, this could be my son dying here, and I won’t let that happen.”

Pictured left to right: Grant Caltrider and Wayne Caltrider

CARPENTERS SAVE ELECTRICIAN’S LIFE

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BUILDING NEW LIFT BRIDGE

Construction began in October 2020 on a new $33 million dollar Racine Street Bridge in Menasha, Wisconsin. The two-year project will replace the current bridge crossing the Fox River with a fully reconstructed drawbridge aligned with slight differences and roundabouts on each adjoining intersection.

The existing bridge was constructed in 1952 and is nearing the end of its useful life. The bridge is still safe for vehicular travel; however, a recent investigation of the bridge identified several deficiencies warranting immediate attention. Most of the primary elements of the bridge’s structural, electrical, and mechanical systems are original. Now, it accommodates 10,000 vehicles per day while also providing a vital connection, without space, for pedestrian and bicycle traffic in the downtown area.

The bridge has required major repairs to be done on a more frequent basis. The existing bridge has limited clearance requiring more frequent openings for boat traffic which results in greater increases in downtown traffic congestion. The narrow width of the bridge poses significant complications for snow removal, often resulting in snow-covered sidewalks throughout winter. There are also significant structural and mechanical deficiencies including an obsolete operator house, a fender system in poor condition, and a 60-year-old steel roadway deck that experiences frequent cracking.

Lunda Construction Co. of Black River Falls, Wisconsin, is the contractor employing carpenters, pile drivers and millwrights to complete the project. The new bridge will include a two-lane drawbridge, increased lane widths with shoulders, improved vertical clearance for marine traffic and accommodations for bicycle and pedestrian traffic. Kevin Fisch (Local 955 - Kaukauna, WI), one of the carpenters on the project has been working on bridges for Lunda since 2003. Prior to his work at Lunda, Fisch worked in a non-union job where he was not eligible for benefits for his first seven years. He had a family and struggled to make his house payment. "Joining the Carpenter Union is a better choice than paying for college tuition and not being able to find a job afterwards. Here you get paid to learn." Fisch takes pride in rebuilding infrastructure for communities throughout Wisconsin.

The Racine Street Bridge is scheduled to be completed in late 2022.
LAFORCE EMPLOYEE HITS GOLDEN MILESTONE

In 1971, Glenn Obry (Local 1146 – Green Bay, Wisconsin) started his career as a young 19-year-old working for LaForce in Green Bay, Wisconsin. Back then, an average car cost $3,742, and a gallon of gas was only $0.36. While many things have changed over time, Obry has worked in the same place without being laid off or changing his employment for the past 50 years.

When Obry started, the company was much smaller employing only 20 employees compared to more than 600 today. “One of my most fond memories has been watching this company grow and mentoring many fellow workers in this craft and trade,” said Obry. He knew founder Joe LaForce and maintained a close employee relationship with the man he described as very personable, appreciative of a person’s skills and full of integrity.

Today, LaForce is one of the largest distributors of commercial door opening products, solutions, and services in the United States. With experience in commercial, education, healthcare, manufacturing and public buildings, they supply steel and wood doors, door frames, hardware, keying, architectural services, and custom pre-finish. Between the mid 1970’s and late 1990’s, LaForce supplied doors for most major buildings in downtown Chicago. They have also supplied doors for the stadiums of the Green Bay Packers and St. Louis Rams.

Obry took four years of wood shop classes in high school. Then, he went to a vocational school for one year taking a carpentry class that taught residential and commercial construction and cabinet making. Obry applied at LaForce near the end of his school year as part of the job placement program. Minimum wage was $1.60 per hour. LaForce hired him at the starting wage of $2.25 per hour. “I was just excited not to be making minimum wage,” expressed Obry. “My dad was happy when I became a member of the Carpenters Union. He knew it was a good trade.” Obry started doing door machining and pre-finish which continues to be done at the shop. Ten years into his employment, he went out on the road doing customer service and handling installation problems. He worked on numerous projects in the Chicago Loop area. At age 65, Obry stopped going out in the field and concentrated his work in the shop.

Obry has also been a strong union advocate throughout most of his career. He has been a steward in the shop for over 20 years. He is a delegate and a trustee for his local. He is currently on the Regional Council’s Financial Oversight Committee and was a past chair of the Local’s Community Involvement Committee. Obry says that being part of a union is about having pride in who you are and what you do while using that pride to build confidence in ourselves and everyone around us. Obry has also been a part of many bargaining committees throughout his career. “Mentoring my coworkers helps improve our skill set. That makes us much more valuable to the company and puts us in a better position to negotiate with the employer,” commented Obry.

“Congratulations to Glenn Obry for his 50 years of employment for LaForce,” said Executive Secretary-Treasurer John Raines. “I can’t say enough good things about a man who spends his entire working career determined to improve himself and everyone around him. He has spent his life helping his employer grow, providing leadership to those around him and getting involved to make positive changes for the benefits of others. He is the gold standard for community work and helping out those in need.” Obry also frequently volunteers for Rebuilding Together. He helps seniors with doors and making homes more handicapped accessible for those in need.

Having done nearly every job in the shop at one time or another, Obry currently spends most of his time working on wood doors. It has not always been that way. When he started, he did every job the shop offered. Now, things are more job specific. “I was fortunate to see how the shop grew and how one person’s job can affect another job. I got to see the whole picture,” said Obry. He loves what he does each day and as long as he is in good health, he plans to continue working.

VERIFY YOUR VACCINATION FOR A CHANCE TO WIN UP TO $3,000

In order to meet the needs of our contractors and end users requiring vaccinated carpenters on their job sites, the UBC launched an online portal allowing members to upload proof of COVID-19 vaccinations through Training Verification Cards or on the UBC App. The purpose is not to determine whether the vaccination should be required or whether you should obtain a vaccination.

Your actual vaccine card will not be displayed or shared. The only information on your TVC that would be available to employers is the date you were fully vaccinated.

North Central States Regional Council of Carpenters will be giving away $3,000 to one lucky winner and four $500 cash prizes to members who verify their vaccination on their Training Verification Card. This contest ends on December 17, 2021 at 11:59 p.m. Winners will be randomly selected and notified during the week of December 20th, 2021.

How to Submit Your Vaccine Card

1. Take a picture on your phone of your vaccination card after you have completed your vaccination cycle.
2. Scan your TVC Card.
3. Click on Submit COVID-19 Vaccination Confirmation.
4. Enter the last four digits of your SSN/SIN and your birthdate.
5. Press Attach Vaccine Card.
6. Choose the picture of your Vaccine Card from your phone’s photo gallery.
7. Click Yes, I agree and then click Submit.
Northern Minnesota apprentices are developing their carpentry skills while participating in a community project. Over the course of one week, 17 first-year apprentices were provided hands-on training while helping to build a family home with the Habitat for Humanity program in Sandstone, MN. Construction of the property began in June. Due to some delays, the anticipated four-month project will not be completed until November. The new home is being built on behalf of a single mother and her two daughters.

Apprentices from the Carpenters Training Institute (CTI) in Hermantown applied their carpentry skills for the initial build of the house. The apprentices worked on the structural build of the house as part of learning the curriculum for the Fall Protection and Wood Framing courses of their apprenticeship.

Apprentices Help Build Habitat for Humanity Project Home

The North Central States Regional Council of Carpenters (NCSRCC) and CTI have been long-term partners with Habitat for Humanity affiliates located in Minnesota. Building community projects benefits students by teaching them first-hand the structural framing, drywall installation and interior and exterior finishing work while supporting a good cause.

“That’s one thing I admire about the carpenters. They are always willing to help. They bring skills to the jobsite like politeness, cordiality, and professionalism. It’s truly marvelous,” stated Wayne Ellis, Habitat for Humanity Plan Administrator. “We are very grateful.”

Habitat’s goal is to embrace the vision of a world where everyone has a decent place to live. They work toward their vision by building strength, stability and self-reliance in partnership with families in need of decent and affordable housing. CTI and NCSRCC proudly partner with organizations like Habitat for Humanity that share our value in community development.

“Apprentices Help Build Habitat for Humanity Project Home”

FOR MORE INFO CONTACT US
INFO@JAH4WW.COM

Jared Allen’s Homes for Wounded Warriors recognizes a gap in what is provided for our wounded veterans when they return home. The long road to recovery not only begins when the veteran leaves the confines of the hospital, but they may face new obstacles at home. Since 2009, we have been building injury-specific, accessible, mortgage-free homes for our nation’s most critically injured Military Veterans.

JAH4WW is looking to build a home for a qualified veteran within our Regional Council. If you know of someone who qualifies, please reach out to JAH4WW. Anyone can apply on behalf of a qualified veteran, or the veteran can apply themselves.

Home recipients must have been injured in combat with the U.S. Military while serving in Iraq or Afghanistan. Additional qualifiers include:

1. Declared 100% disabled by the U.S. Department of Defense (DOD) or Veterans Affairs;
2. Injured during OIF or OEF;
3. Purple Heart recipient;
4. Wounds resulting in the loss of a major limb, blindness or paralysis sustained in combat operations.

To apply for a JAH4WW home, go to jah4ww.com/veterans-apply.

“I couldn’t get around in my wheelchair in my old house but this home has plenty of room. I can take my [prosthetic] leg off and relax and still go to my kids’ room, go the kitchen or do laundry. It’s a huge difference.”

- Corporal Paul Skarinka
PARTNERSHIP WITH DES MOINES UNIVERSITY EXPANDS BEYOND DOWNTOWN

The North Central States Regional Council of Carpenters (NCSRCC) is proud to continue its long-term partnership with Des Moines University (DMU) in Des Moines, Iowa. The relationship has lasted for many years and included multiple projects within their downtown campus. However, the downtown campus, originally built to be a Catholic girl’s school, was landlocked and could not be expand- ed in that location. Now, carpenters are working to build a new $250 million campus in West Des Moines, Iowa, which includes four buildings and an attached parking garage. The construction site will peak at nearly 300 workers.

For over two years, the private Des Moines University planned a new medical and health sciences campus for the future. The planning includ- ed a campus occupying 40 of the 88 acres of purchased land unanimous- ly approved by the DMU Board of Trustees. Their goal was to create an exciting environment supportive of advanced medicine and health sciences education and research. The new plans also include clinical services for residents of the region. Phase one of the campus will total 350,000 gross square feet of space providing plenty of land for expansion in the remain- ing 48 acres.

Turner Construction Company is the general contractor for this project. After business representa- tives met with Turner Construction over problematic subcontractors on a prior project, they have chosen to use quality subcontractors, including Heartland Companies, Allied Con- struction, Performance Contracting Inc., and CECO Concrete Construc- tion. These subcontractors are all using highly trained union carpenters to complete the exterior structure, interior framing and finishing of all four buildings and the parking lot.

“We are grateful to do work on behalf of Turner Construction Company and the subcontractors performing work at the Des Moines University site. Turner has demon- strated continuous support for the communities where they build. They hire quality subcontractors who hire well-trained carpenters from the area, pay good wages and provide great benefits to the workers,” said Eric Leanos, NCSRCC Director of Iowa, Nebraska and South Dakota. "Turner’s decision to hire quality subcontractors on this project ensures the community is getting a huge return on investment”.

The new construction is designed to accommodate future needs of the uni- versity. University campuses must be flexible in their design to accommo- date the needs of the future. For example, the three-story parking garage could be converted into a learning space if there is less need for vehicle space in the future. The garage levels will be flat instead of sloped to accom- modate alternate uses. There are also more smaller spaces and less auditori- um-style classrooms to allow students to learn through group interactions.

NCSRCC members are building a university that will immediately accommodate 200 more students than the original campus and provide new programs and technology. The uni- versity plans to offer new degrees in occupational therapy and biomedical sciences. Students will have the ability to use telehealth to evaluate patients using video technology. They will also utilize virtual reality to learn in classes that can benefit from this technology.

With an anticipated grand opening scheduled in September of 2023, the celebration will also mark the 125th anniversary of the founding of Des Moines University.

Carpenters Build Wisconsin’s Tallest Residential Building

In 2012, a 44-story luxury apartment tower promising to serve as a key thoroughfare connecting Milwaukee, Wis- consin’s lakefront with downtown cultural amenities was proposed to the Milwaukee County Board. What developers Rick Barrett and Tan Lo did not expect was the number of hurdles that would delay their project, The Couture, for nine years.

Delivering the development of The Couture from its ground- breaking was a lengthy lawsuit from park and environ- mental groups claiming that a portion of The Couture site was on a former Lake Michigan bed restricted from being used for private development. Following the lawsuit, there were additional delays resulting from the struggle to secure funding and the necessary sale and demolition of Milwau- kee’s Downtown Transit Center located at the proposed site. Barrett and Lo climbed a steep hill to put shovel to dirt.

Despite years of delays, the promise of a new and vibrant lakefront along with the tax revenue and jobs generated for the city pushed The Couture project to fruition. Barrett Lo Visionary Development began the execution of the $190 million tower in May 2021. The tower will include 322 apartments, provide a multimodal transit hub and 40,000 square feet of commercial space. The Couture will also include public plazas, parks and pedestrian bridges. Upon completion, it will be Wisconsin’s tallest housing tower.

“Together we add The Couture as a symbol of progress,” said Barrett at the groundbreaking on June 16, 2021. "This is a huge win for Milwaukee. This is a huge win for our labor force. The Couture will provide thousands of jobs, a million man hours, and hundreds of long-term jobs for the people of Milwaukee for generations to come.”

Designed by RINKA architectural firm and currently being constructed by J. H. Findorff & Sons based in Wisconsin, The Couture is projected to be finished in August 2023.

“This is a very high-profile project that will change the skyline of the city of Milwaukee,” said Eric Sadler, Senior Project Manager from J.H. Findorff & Sons. “There will be 165,000 manhours for all Findorff trades and 25,000 hours for rough and finish carpentry. These numbers don’t even include framing, drywall, flooring and acoustical work hours.”

Construction is taking place below grade. It is estimated that construction above ground will begin in 2022 with each floor estimated to be around 9,600 square feet. The transit terminal in the base of The Couture will serve both the Hop streetcar line and the East-West Bus Rapid Transit line providing quicker and easier access to communities throughout the city. The Hop is expected to be in operation by June 2022, and the Rapid Transit will hold a temporary stop until the terminal is fully ready.

“This is a once in a lifetime project for this team,” reflected Sadler. “I believe this project will spur a lot of other develop- ment in the surrounding areas and raise the prominence of The City of Milwaukee and its residents.”
Our millwright team did a sweep of the states in our Regional Council to determine the amount of work we were doing in that industry. The team determined that approximately 3,600 millwrights are performing work in only two to three percent of these facilities, despite the fact that each of these facilities require millwright work and maintenance.

NCSCRC estimates that there are 300–400 non-union contractors engaging in millwright work at any given time in agriculture/grain-handling facilities around the Regional Council. NCSCRC’s millwright organizers have discovered over 90 non-union contractors in Minnesota alone. Many have small three to five-man crews, although some have over 100 employees working at multiple sites at any given time.

The Regional Council’s distribution market share is equally small. However, one union millwright contractor has estimated that close to 10 million millwright hours will be available in the near future from just the Amazon distribution centers. Smaller distribution centers offer thousands of additional work hours, while bigger distribution centers can generate over 300,000 millwright hours. Regional Council leadership is working to try and facilitate more conveyor work which would provide significantly more hours for our millwright members on the sites of distribution centers that we are currently assigned.

Trifactor Solutions is hired to do much of the Amazon distribution center millwright work. They oversee Amazon’s conveyor installations. For the conveyor at the Brooklyn Park, Minnesota, distribution center, they subcontracted to a non-union company, IMI Industrial Services Group, who subcontracted to our signatory contractor Labor Service Management (LSM) out of New Jersey. Ultimately, LSM hired seven millwrights from Local 548 in St. Paul, MN. Upon the completion of the job, the director of installation at IMI and one of the lead workers from Trifactor stated the trained millwrights on the job were the most talented group they have ever worked with in over 20 years in the millwright business. Recognition from these contractors will help secure future work for our union millwrights.

One key factor working in the organizer’s favor is the frustration non-union contractors have with the lack of skilled workers that are being referred from temporary services that supply millwrights. They lack training, they are not held to any standards, and enforcement is absent on job sites. Workers are being hired off the street without being able to meet basic requirements. “This is a recipe for a dangerous workforce,” said Executive Secretary-Treasurer John Raines. “Our organizers can deliver a highly skilled, trained and educated millwright workforce. When talking to non-union contractors, our organizers emphasize our apprenticeship program that provides consistent training throughout the country.” Even end users are beginning to learn that non-union contractors cannot hire a skilled workforce using millwright temporary services.

The millwright organizers’ efforts have resulted in significant achievements. Six lengthy non-union contractor meetings have taken place in an effort to build future partnerships. In addition, organizers, along with other carpenter and millwright business representatives, have stripped over 20 non-union millwrights from several different contractors ranging from superintendents to apprentices. These millwrights have been placed with union contractors and have received positive reports from their employers.

In other areas around the Regional Council, union millwright contractors are either working in, have worked in or are bidding work in approximately 20 new facilities. This has been a direct result of the millwright organizing work. These new facilities have been satisfied with the work done by union contractors. Organizers have also built relationships within these facilities to help secure future work. They have generated relationships with plant owners, managers, maintenance staff, etc.

Providing quality work using well-trained and skilled millwrights will ensure future work is secured for union contractors. NCSCRC’s three millwright organizers have been instrumental in delivering positive outcomes in the agriculture/grain-handling and distribution markets.

The North Central States Regional Council of Carpenters’ (NCSCRC) has established the Millwright Organizing Alliance placing a priority on organizing and increasing market share within the agriculture/grain-handling and distribution markets. The ability to have the resources to focus solely on organizing has resulted in early success in stripping millwrights from non-union contractors and gaining access and work for our contractors in areas they previously did not perform work.

A millwright representative’s time is largely spent responding to the spontaneous nature of emergent shutdowns and filling short-term positions that come up last minute. The high turnover in work can prevent millwright business representa-
vies from having time to focus on organizing. NCSCRC has recently hired three millwright organizers: Dan Riskowski, Luke Meier and Marcus Raines. These organizers are not spending time on traditional duties like jurisdictional issues, job fills, pre-jobs, or servicing the membership and contrac-
tors. In the case of the three NCSCRC millwright organizers, their sole focus is on organizing within the agriculture/ 
grain-handling and distribution markets.

There is a significant amount of millwright work in the agriculture and distribution markets that has not yet been captured by our contractors and well-trained union members. Our millwright team did a sweep of the states in our Regional Council to determine the amount of work we were doing in that industry. The team determined that approximately 3,600 agriculture/grain-handling facilities exist within the Regional Council. Our members are performing work in only two to three percent of these facilities, despite the fact that each of these facilities require millwright work and maintenance. The ability to have the resources to focus solely on organizing has resulted in early success in stripping millwrights from non-union contractors and gaining access and work for our contractors in areas they previously did not perform work.

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A RICH HISTORY IN OLMSTED COUNTY

The North Central States Regional Council of Carpenters (NCSRCC) was honored to partner with the History Center of Olmsted County to build a display detailing the rich carpenter history in Olmsted County over the last century. A 100-year-old tool chest and its story are on display, as well as hundreds of vintage carpentry tools that were used to construct many buildings in Olmsted County. The project took three months to complete, and the unveiling was held in July of 2021.

The idea came from Ken Mueller, a NCSRCC retiree and proud trustee of Carpenters Local 1382 in Rochester, Minnesota. Ken grew up in St. Charles, Minnesota, and studied carpentry at the Winona Area Technical Institute from 1970 to 1972. After school, Ken worked for M.A. Mortenson as a carpenter. In his 31 years with the company, Ken worked his way up to the positions of foreman and superintendent. As a proud member of Carpenters Local 1382 since April 17, 1975, he has been a senior trustee for 19 years.

In early 2021, Ken thought that the History Center of Olmsted County was the perfect stage to share the substantial history of NCSRCC’s involvement in the construction of Olmsted County. He brought his idea to the Regional Council and the rest fell into place. Ken provided hundreds of vintage tools from his personal collection to the exhibit, some dating back to the late 1800s. NCSRCC’s communications staff also worked closely with local union members and archivists in Rochester, Minnesota, to gather items and artifacts that represented the Carpenters’ story and their involvement in the growth of the area in the last 100 years.

The History Center of Olmsted County summarizes the exhibit with these words:

As Rochester grew from a small frontier town into a city, many new structures needed to be built. The North Central States Regional Council of Carpenters had an important part in many of the noteworthy buildings in Rochester and is still heavily involved in constructing the city’s future.

The exhibit is currently on display and scheduled to be open to the public until mid 2022.
Annual notice of procedures for objecting nonmembers to file with the union objections of expenditures 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. Union membership also provides access to the benefits of collective bargaining, as set forth in the National Labor Relations Act, as amended. Union membership also provides a voice to workers to act collectively in the pursuit of their economic and social well-being. One of these activities advances our union’s fundamental mission—workers joining together to better their lives. However, these activities must be limited to those germane to the collective bargaining process. "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 receive all of the benefits and services provided to any one of these activities advances our union’s fundamental mission—workers joining together to better their lives. Howev- er, backward-looking court decisions have taken an extremely narrow view of the statute and applicable court decisions. Recently, backward-looking court decisions have further narrowed workers’ rights in the workplace. The current law requires that workers who refuse to join the union or resign from it only to return to the workplace 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.

SECTIO N 7: Nonmembers filing a proper and timely notice of objection pursuant to Section 2 shall receive a dues reduction in the percentage of their dues reduction back to the date of their objection.

SECTION 6: The amount to be paid by the nonmember objector and the General Secretary-Treasurer its 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 8: The arbitration procedure which follows is not mandatory. Nonmembers may pursue their rights under all other applicable legal procedures. In the event of a proper and timely challenge, the General Secretary-Treasurer shall refer same to the American Arbitration Association (AAA) for arbitration. The decision of the arbitrator is final and binding on all parties.

SECTION 9: The arbitrator shall have jurisdiction over all proceedings and may compel the disclosure of any documents 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 objection nonmembers is lawful. In determining the correct amount of the dues reduction, the arbitrator shall give full consideration to the acts of the union and the objector and determine whether the nonmember who has filed a timely and proper objection under this procedure. The appropriate UBC affiliate shall be entitled to supporting union activities not related to collective bargaining and those that are nongermane. The objector’s UBC affiliate shall be responsible for reviewing its audited financial records and determining the amounts of expenditures for purposes not germane to collective bargaining. The objecting nonmember’s dues shall be reduced accordingly. The most current available audit report shall be used by both the UBC and the nonmember objector to determine the appropriate amount to be paid by the nonmember objector. When more current audit reports and reviews become available, the amount to be paid by the nonmember 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 11: The UBC shall establish an escrow account containing the portion of dues paid by nonmembers filing challenge proceedings that are in dispute. Such escrow fund shall be distributed in accordance with the arbitrator’s decision.
2022 UBC Leadership Training Programs

CREATING THE NEXT GENERATION OF JOBSITE LEADERS

United Brotherhood of Carpenters and Joiners of America (UBC) and the Department of Education and Training (DET) have put together five training programs to help develop the future leaders of your jobsite. Combining their hands-on, technical skills with soft skills such as communication, mentoring and transformational leadership, gives you a new group of professionals in the construction industry. Enclosed is the list of training opportunities for 2022 and contact information for the North Central States Council of Carpenters.

UBC JOURNEYMAN
Building Leadership for a Strong Future

This four-day program is geared toward journey-level craftsmen and women who are leaders on the jobsite. It provides them with the tools and inspiration needed to create a culture of productivity, professionalism, safety and profitability, while instilling can-do attitudes and emphasizing strong partnerships with our contractors. Some of the topics covered are time/resource management, teamwork, generational differences, effective communication skills, mentoring, and transformational leadership.

2022 DATES
- February 10-13
- September 15-18

COLLABORATIVE LEADERSHIP
Building Jobsite Leaders

This three-day weekend program is open to Foremen Level employees and higher who have interaction with the field/jobsite, including but not limited to: foremen, general foremen, safety managers, project managers, estimators, superintendents and owners. The program is designed to give jobsite supervisors the tools necessary to improve the overall jobsite, taking it from good to great. Collaborative leadership focuses on four key areas:
- Entrepreneurship: Demonstrates how an individual at any level can create a strong personal brand that makes them essential, as well as strategies to use personal power to create collaborative relationships.
- Leadership as a Response: Engages jobsite leaders to better their leadership responses through commitment and involvement.
- Culture of Collaboration: Encourages workers to engage each other, make decisions together, improve processes and products together, and to create a sense of commitment and ownership for all.
- Communications Skills for Leaders: Strengthens communication skills and creates an external awareness that turns good communicators into great ones.

Attendees DO NOT have to be a union member to attend this program, but they must be employed by a signatory contractor.

2022 DATES
- April 11-13

THIRD YEAR APPRENTICE
Helping Build Our Industries

This four-day program was created for apprentices in the third year of their training who are showing exceptional promise as carpenters and leaders. The goal of this program is to help them further understand their role as leaders. They must have positive effect on productivity, safety and professionalism on every jobsite, as well as the UBC’s strong partnership with its contractors.

2022 DATES
- April 7-10
- September 8-11
- October 13-16

FOREMAN TRAINING
Building a Solid Foundation

There are several versions of the Foreman Training program available this year: Interior Systems and concrete. The program is for UBC members who have worked as a foreman for a minimum of nine months, are currently working and have contractor approval and buy-in to attend. This class is ideal for contractors whose foremen oversee a project or crew. This four-day skill-building program examines the leadership role of the foreman as a planner, communicator, production manager, crew supervisor, and problem solver. During the program, participants will look at the major responsibilities of a foreman in relation to the three phases of a job: pre-job job start-up; peak construction; and project close-out. The training is highly interactive with real job applications and classroom skill practice. Tips, tools and techniques are discussed throughout the program.

The foremen who are selected to attend will arrive in Las Vegas mid-morning Sunday and return home late afternoon Thursday or Friday. Hourly wages and benefits for that week shall be provided by each participant's employer.

2022 DATES
- May 2-5 Interior Systems
- August 15-18 Concrete
- December 12-15 Interior Systems

DELEGATE TRAINING PROGRAM
Building a Better, Stronger Union

A Regional Council delegate is a leader and a role model. “Attending this Delegate Training Program is a great opportunity for delegates to increase their understanding of the Brotherhood and gain insight into Regional Council leadership,” said NCSRCC Executive Director Pat Nilsen. Delegates will learn the value they bring and the important role they play in the UBC’s mission.

This program builds skills that help delegates educate, motivate, and inspire their fellow members. The Delegate Training Program:
- Develops an understanding of a delegate’s role and the value they bring to the Brotherhood.
- Increases understanding of what the Brotherhood is doing and why, so that delegates can successfully convey this message to the members they represent.
- Develops skills for effectively communicating with fellow members about issues important to them and to the Brotherhood.
- Strengthens relationships with other delegates from their Council and other areas.

All participants are required to be fully vaccinated in order to attend programs at the ITC.

2022 DATES
- March 24-27
- July 14-17
- October 6-9

For more information, please contact your business representative or Local directly. To nominate yourself to attend a training, visit: ncsrcc.org/ubctraining or use the QR code provided.
SISTERS IN THE BROTHERHOOD

Joining the Sisters in the Brotherhood (SIB) committee is an opportunity for women members to learn more about their union, build a support network, and find ways to participate at the Local and Regional Council levels. It is a chance to talk with other women in the trades, and to network, support and mentor one another. If you are interested in starting a Sisters in the Brotherhood committee in your area, contact Barb Pecks at 651-341-4420 or bpecks@ncsrcc.org. Learn more with the QR code on the right.

CARPINTEROS LATINOS UNIDOS

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

APPRENTICE COMMITTEES

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

VETERANS COMMITTEE

The Regional Council’s Veterans Committee is focused on providing resources and support to our members who are military veterans. If you are a veteran and wish to be identified as such in our member database, contact your local’s administrative staff to update your records. As we create more veteran resources, this information will be used to provide them to our veteran members. 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 and join our Facebook group at www.facebook.com/groups/NCSRCCveterans/.