



UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

Douglas J. McCarron
General President

January 17, 2024

Mr. Michael Kwiatkowski, District Vice President, Midwestern District
United Brotherhood of Carpenters and Joiners of America
570 Vale Park Road, Suite D
Valparaiso, IN 46385

Dear Sir and Brother:

I write regarding restructuring in the UBC's Midwestern District. I have reviewed and considered the report regarding the North Central States Regional Council of Carpenters ("Council") and its affiliated Local Unions and your recommendation. As described below, I have decided to take action pursuant to my authority under Section 6-A of the UBC Constitution.

After careful review and consideration of the substantial benefits including to the members, the Council, and the UBC, I have decided to take the following action. Accordingly, effective January 23, 2024, I direct:

- that a Local Union to be known as Local Union 231 be established and chartered, and be affiliated with the Council;
- that Local Unions 344, 264, and 2283, be dissolved and each of their respective geographical and trade jurisdictions and membership be merged into newly-established Local Union 231;
- that Local Union 804 be dissolved and its geographical and trade jurisdiction and membership be merged into Local Union 310;

Furthermore, I direct that, pursuant to my authority under Section 30-A of the UBC Constitution, "all Property, Books, [] and Funds" of Local Unions 344, 264, and 2283 be transferred to the Council, provided that \$250,000.00 (Two Hundred Fifty Thousand Dollars) be transferred to Local Union 231. Provided further, that "all Property, Books, [] and Funds" of Local Union 804 be transferred to Local Union 310. Both transfers are directed to happen as soon as is practicable on or after January 23, 2024. The Charters of Local Union 804, 344, 264, and 2283 shall be returned to the UBC.

The rights of affected members to vote, run for office, nominate candidates, and participate in meetings are being fully protected as described more fully below. In accordance with the



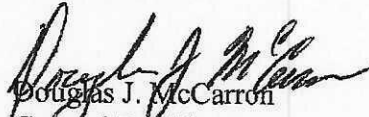
UBC Constitution, the vested membership rights of the affected members herein shall be preserved.¹

Section 10-M of the UBC Constitution provides that, "(t)he General President shall have authority to appoint interim officers and delegates of newly established, consolidated, or merged Local Unions or Councils." Accordingly, I will soon appoint, under separate cover, interim officers and delegates of Local Union 231 and, if necessary, additional delegate(s) for Local Union 310.

All officers and/or members of each and all of the affected Local Unions and the Council are reminded of their duties and obligations under the UBC Constitution including, but not limited to, Sections 6, 30, 44, including the Obligation, and 58, and applicable law including, but not limited to, the Labor Management Reporting and Disclosure Act ("LMRDA"), and are directed to fully comply with this restructuring directive and the requirements, duties and obligations of the UBC Constitution and applicable law.

Please assign the necessary representative(s) to implement this restructuring, and ensure that the proper LM Reports are filed with respect to this matter.

Fraternally yours,


Douglas J. McCarron
General President

cc: Thomas Flynn, General Vice President
Mark McGriff, General Secretary-Treasurer
Anthony Pena, Chief of Staff
Pat Nilsen, EST, North Central States Regional Council of Carpenters
Local Unions 344, 264, 2283, 804, 310 (by hand)
Personify
Controller
Jurisdiction

¹ See, for example, Section 6-A of the UBC Constitution, which provides, in part, that, "(w)hen action is taken pursuant to this Section to establish or dissolve any Local Union or Council, to merge or consolidate Local Unions or Councils or to establish or alter the trade or geographical jurisdiction of any Local Union or Council, the General President shall have the authority to transfer members from any Local Union to any other Local Union. The vested rights of the members shall be preserved and where action as herein described is taken, the General President and General Executive Board shall preserve the membership rights of the members of affected Local Unions, including their right to attend and participate in meetings, to vote, to nominate candidates and to be nominated and run for office." See also Section 31-D.