

January – March 2006

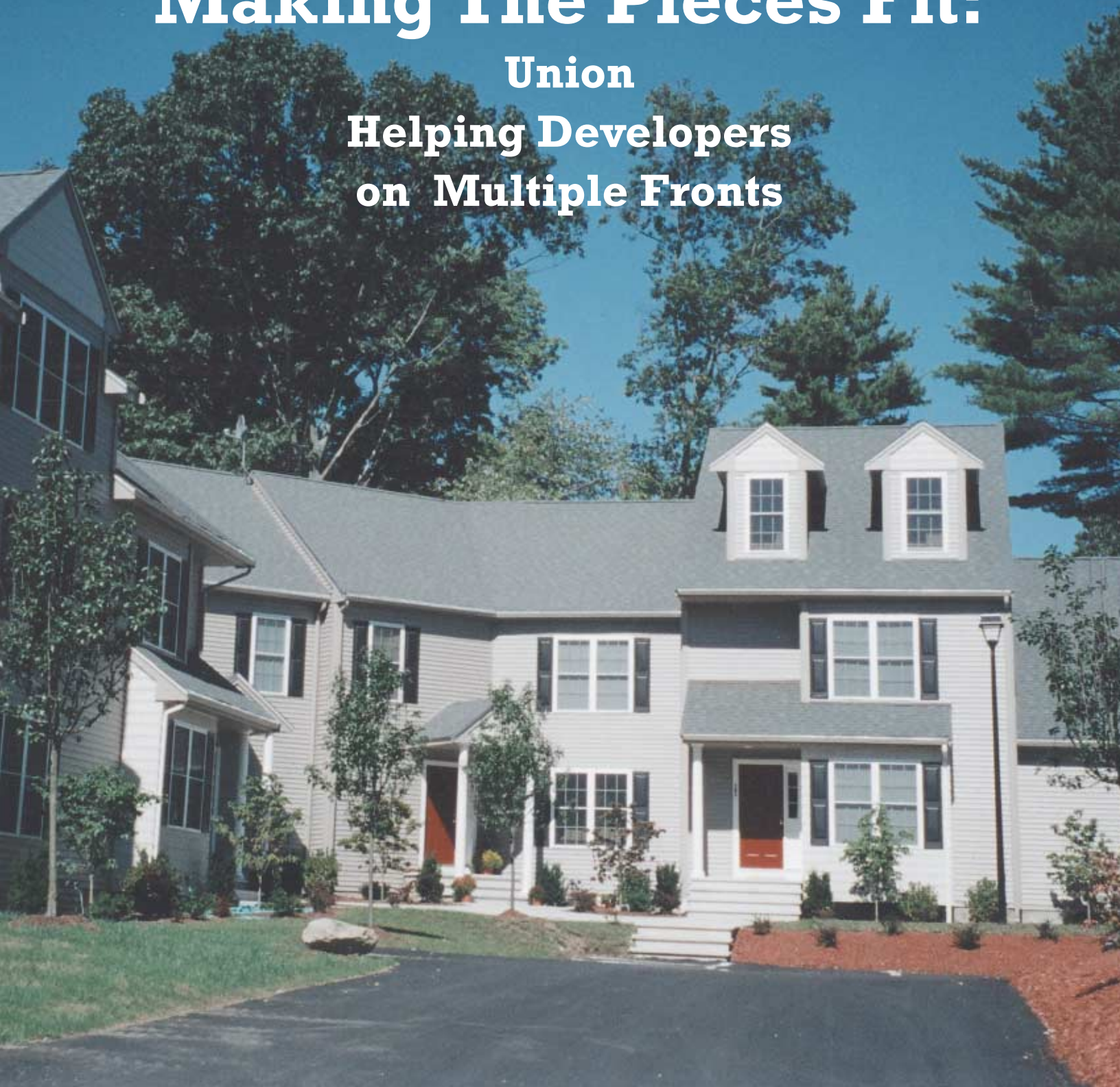
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NEW ENGLAND Carpenter

www.necarpenters.org

A Publication for Carpenters, Pile Drivers, Millwrights, Shop and Millmen and Floorcoverers
of the New England Regional Council of Carpenters

Making The Pieces Fit: Union Helping Developers on Multiple Fronts



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New England Carpenter

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The New England Carpenter is created and published by the Carpenters Labor Management Program and the New England Regional Council of Carpenters.

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The internet home for the
New England Regional
Council of Carpenters.

Visit for contact information
for local unions, training centers
and benefit funds;
meeting schedules and
updated news.

Visit Member Resources > VOC
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New England Carpenter

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**The New England Regional
Council of Carpenters**

is pleased to announce the

**2006
Apprenticeship
Contest**

will be held on

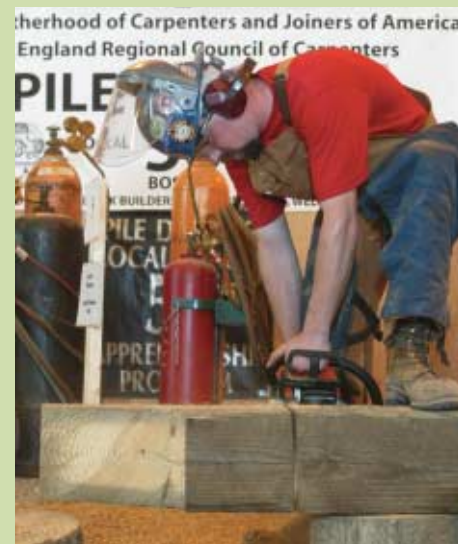
Saturday, May 6th, 2006

7:30 AM – 4:00 PM

at the

**New England Carpenters Training Center
13 Holman Road
Millbury, MA**

**Admission is
FREE!**



Apprentices will be competing in the following areas:

**Carpentry • Mill-Cabinet • Interior Systems
Floor Covering • Pile Driving • Millwright**

Family style cookout will be served at Noon and is free to ALL!



A Look at the Year Ahead

A Message from Mark Erlich, Executive Secretary-Treasurer of the New England Regional Council of Carpenters

I believe 2006 will be a good year for union carpenters in New England. While none of us has a crystal ball, all indications are that the work situation will improve over the last few sluggish years.

It will be a busy year for the Council. We have a number of major contract expirations – Connecticut, Northern New England, Millwrights, and several others. None of these negotiations will be easy. Skyrocketing materials costs are driving up overall construction costs and owners and contractors will try to reduce expenses on the backs of our members who make their projects happen. Our goal is to make sure that union carpenters are compensated fairly for the skilled, difficult, and dangerous work we perform.

Benefits will be an issue as well. Health care inflation continues to be a national crisis, largely ignored by the President and Congress in Washington, D.C. This is not a Carpenter problem; this is an American problem. Forty-five million of our fellow citizens have no health insurance at all, and the rest of us are paying more and more every year. While the rates vary slightly around the region, hourly health care costs in all of our contracts are now above the minimum wage!

In the absence of federal action, some states are seeking solutions. In our region, for example, Massachusetts legislators are debating proposals for universal health care in the Commonwealth. While there are a variety of ideas under discussion, we support the concept of “employer responsibility,” which would level the playing field by requiring all employers to carry their fair share of the overall burden.

Right now union contractors pay for health insurance for our members while most non-union contractors provide no health benefits at all. Yet when non-union workers are sick and need medical attention, they are covered by the state’s “free care” pool. And who pays for that? Right now, we do! Union employers pay the premiums for their employees *plus* a surcharge for those without insurance.

Why should irresponsible non-union firms get off scot-free? The “employer responsibility” approach in the House bill would allow those without insurance to get needed care and eliminate the problem of union employers subsidizing their competition.

As far as collective bargaining goes, we are more fortunate than others. Because of the size of our Funds, we have been able to access quality health care at better costs than other insurers. Even though the underlying inflation problem must be addressed on the national scale, our funds remain as high-quality and

cost-effective as any on the market.

On the pension side, we are pleased to report that the Northern New England Pension Fund has merged with the Massachusetts Fund, meaning that carpenters in New Hampshire, Maine, and Vermont now share health, annuity, and pension funds with their brothers and sisters in Massachusetts. This will benefit everyone involved.

In general, our situation is far better than many American workers who can no longer count on retiring with a pension. Major corporations like Verizon and IBM, and state and municipal governments are running away from traditional pension plans. Over the last twenty years, 75% of the private sector’s pension plans have folded up or been replaced by less effective 401(k)s. In the future, we can expect to see more elderly poverty, as Corporate America takes a “you’re on your own” view of the world.

Again, fortunately, the unionized construction industry is probably the sector of the economy that has the strongest commitment to retirement security for its workforce. Our funds are stable and our benefits are guaranteed. We can and will work with dignity under safe conditions with health coverage for our families, and then look forward to secure and enjoyable retirements. That is what collective bargaining is for. That is what unionism is about. ■

Mirando Hacia el Futuro

Un Mensaje de Mark Erlich, Secretario-Tesorero Ejecutivo del Consejo Regional de Carpinteros de Nueva Inglaterra

Yo creo que el año 2006 será un buen año para los carpinteros del sindicato en Nueva Inglaterra.

Aunque no tenemos una bola de cristal, hay indicaciones que la situación de trabajo mejorará en estos años aunque han sido un poco lentos.

Este año será un año ocupado para el Concilio. Tenemos un número de contratos que están a punto de expirarse en Connecticut, en el norte de Nueva Inglaterra, en Millwrights y en otros sectores. Ninguna de estas negociaciones será fácil. El alto costo de los materiales están incrementando el costo total de la construcción, los dueños y contratistas están tratando de reducir los gastos de aquellos que hacen que los proyectos se realicen. Nuestra meta es asegurarnos que los carpinteros del sindicato sean recompensados justamente por el trabajo experto, difícil, y peligroso que realizamos.

El tema de los beneficios también será un tema de debate. La inflación del cuidado de la salud continua siendo una crisis nacional, en gran parte ignorada por el Presidente y por el Congreso en Washington, D.C. Este no es un problema solo de los Carpinteros; pero si es un problema Americano. 45 millones de nuestros ciudadanos no tienen seguro médico, y el resto de nosotros estamos pagando aun más cada año. ¡Aunque las cuotas varían en diferentes partes de la región, los gastos de cobertura médica por hora en todos nuestros contratos ahora están por arriba del salario mínimo!

Debido a la falta de una acción federal, algunos Estados están buscando sus propias soluciones. En nuestra región, por ejemplo, los legisladores de Massachusetts están debatiendo propuestas relacionadas con un sistema de salud universal para la misma. Aunque existen varias ideas que actualmente se debaten,

nosotros apoyamos el concepto de la "responsabilidad del empleador", el cual debería de nivelar su apoyo en esta área en donde se requeriría que todos los empleadores ayudarán con una parte justa al problema global.

Ahora mismo, los contratistas del sindicato pagan por el seguro medico de sus miembros mientras que los contratistas que no son del sindicato no proveen ningún tipo de beneficio relacionado con la salud de los trabajadores. Es mas, cuando los trabajadores que no son del sindicato se enferman y necesitan atención medica, ellos reciben atención por parte de los grupos que proveen "cuidado gratis". ¿Y quien paga por esos beneficios? ¡Ahora mismo, nosotros lo pagamos! Los empleadores del sindicato pagamos las primas de los seguros de los empleados, además de pagar los sobrecargos por aquellos que no tienen seguro.

¿Por qué es que aquellos contratistas irresponsables que no son del sindicato tienen que librarse fácilmente? La idea de la "responsabilidad del empleador" como aparece en la propuesta que existe en la Casa de Representantes facilitaría a aquellos que no tienen seguro a que recibieran atención medica y eliminaría el problema de los trabajadores sindicales, los cuales actualmente dan subsidios a sus competidores.

En lo que a oportunidades colectivas se refiere, somos más afortunados que otros. Debido al tamaño de nuestros fondos, hemos tenido acceso a mejores servicios de salud con mejores precios en comparación a los que otros seguros ofrecen. Aunque el problema subyacente de la inflación debe de solucionarse a nivel nacional, nuestros fondos siguen siendo altos en calidad y en rentabilidad en comparación a otros disponibles en el mercado.

Por otra parte, en relación al tema de las pensiones, estamos contentos de reportar que el fondo Northern New England Pension Fund se ha combinado con el fondo Massachusetts Fund, lo cual significa que los carpinteros en New Hampshire, Maine y en Vermont ahora podrán compartir los fondos de salud, de anualidades y de pensión con sus hermanos y hermanas en Massachusetts. Esto será de beneficio para todos.

En general, nuestra situación de trabajo esta mejor que la de muchos otros trabajadores Americanos que ya no cuentan con la idea de jubilarse con una pensión. Corporaciones grandes como Verizon, IBM, y otros sectores del gobierno estatal y local están descartando la idea tradicional de proveer pensiones. En los últimos veinte años, 75% de las pensiones en el sector privado han sido reducidas a la mitad o han sido substituidas por planes menos efectivos como los planes de jubilación 401(k). En el futuro se espera que la pobreza afecte aun más a la gente avanzada de edad, mientras las grandes corporaciones de América adoptan la perspectiva de sugiere "ese asunto es tu responsabilidad".

De nuevo, afortunadamente, la industria de la construcción realizada por el sindicato es probablemente el sector de la economía que tiene el compromiso más fuerte en términos de proveer seguridad de jubilación para sus trabajadores. Nuestros fondos están estables y nuestros beneficios están garantizados. Nosotros podemos y trabajaremos con dignidad, con condiciones seguras, y con buena cobertura médica para nuestras familias; y más adelante gozaremos de un periodo de jubilación seguro y agradable. A eso es lo que llamamos una oportunidad colectiva. Y para eso es que el sindicato existe. ■

Carpenters Union and Change to Win Coalition Help "Hotel Workers Rising"

Union Carpenters, including General President Doug McCarron, joined the kickoff of a national campaign called "Hotel Workers Rising," at a recent event in Boston. The campaign is being run by UNITE and HERE, and is being supported by all of the member unions in the recently formed Change to Win coalition.

The event was the largest organizing event held by the Change to Win coalition, which includes the UBC, Laborers, UNITE, HERE, United Food and Commercial Workers, the United Farm Workers and SEIU. The event was attended by former presidential candidate Senator John Edwards and actor/activist Danny Glover.

Following the Change to Win event, carpenters took the opportunity to meet among themselves. NERCC Executive Secretary-Treasurer Mark Erlich and General President McCarron spoke to members about activities in the union and answered questions from the members.

Photos by John Cooper, Atlantic Photo



Carpenters Organize Themselves for Justice

At the Derby Lofts construction site in Salem, MA, a group of carpenters working for non-union contractor D&M Construction, Inc. were laid off just before the holidays. Not only were they owed pay, they were unable to file for unemployment, as they had been misclassified by their employer as 1099 subcontractors, so their unemployment benefits were unpaid.

Frustrated and outraged by their mistreatment, and without anyone to represent them, a small group of the workers began to demonstrate with homemade signs in the hopes of encouraging developer RCG

(Resource Capital Group) into honoring D&M Construction's obligations.

Initially RCG denied responsibility and obligation claiming that they had already paid D&M, although D&M had not paid its workforce. One of the workers estimated that over \$100,000 in wages alone had not been paid to the workers at the time of their lay-off.

Understanding the plight of these fellow tradesmen and women, union carpenters joined in the efforts of the small group. The union carpenters brought a banner to be held alongside the homemade signs of the workers, which read "Tax and Insurance Fraud Happened During the Construction of This Project: Ask Inside for Details!" RCG

responded and \$14,000 in wages was eventually paid to some of the workers from this jobsite.

Representatives from the Carpenters union gave the workers complaint forms and directions to the Attorney General's office in Boston, where several of the workers began the process of chasing down the rest of the money they are owed. In addition, several of the workers applied for unemployment which, despite their misclassification, is an obligation the state will honor. The owners of D&M who defrauded both the workers and the state will be held responsible.

Steve Falvey, Local 26 Business Representative, notes that "this whole project was at least a year late, and it took two General Contractors to finish the job. It's an old story: a decision maker who looks only at the bottom line cost and ignores the real value a professional workforce brings to the job. Let's hope he learned from this nightmare."

Falvey went on to note that the Carpenters union "...represents all carpenters, union or not. These workers know that the union sets high standards and we know how to make the system work for the little guy. We're tired of contractors and developers making huge profits through tax and insurance fraud. They build their fortunes on the backs of honest contractors and hard working carpenters who play by the rules." ■



Pictured left-right Brian Biggins and Edith Tisor with homemade signs in front of Derby Lofts

On the LEGAL FRONT

Do you have concerns about:

1099/Independent Contractor Issues?

Wages?

Workers Comp?

Safety?

If you, or a nonunion carpenter you know, is having problems with their employer, we can help.

The New England Carpenters Labor Management Program works with carpenters

to connect with

federal and state agencies that may be able to investigate and prosecute.

Call for help.

**Massachusetts/
Rhode Island/**

**Northern New England:
617-268-7882**

Connecticut: 203-679-0661

Immigrant Carpenters Find A Home and Opportunity in the Carpenters Union



Lenny Kaplan, right, with Instructor Mike Gaffney of Local 14 in San Antonio go over Total Station in Vegas.

Jim Laurie

When a carpenter that has worked for a company nine years leaves to join the union, people take notice. Not only do the union and the company notice, but the workers that know and respect him notice as well. When that carpenter is also one of many immigrants from the same country working for the company it can begin a movement that changes the fortunes of the company and the group of workers.

Two years ago, Lenny Kaplan, an immigrant carpenter from Belarus in the former Soviet Union, left Pioneer Valley Concrete, a Western Massachusetts based company that the union has been watching for years. He had been a Superintendent for the company and was one of many carpenters from the former Soviet republics that have made up a large portion of the company's workforce. Since he left the company to join the union another 12-15 carpenters from the company have joined him, including at least one other key supervisor.

Now Kaplan has established himself in the union so well that he is becoming certified as a total station instructor for upgrade training at the New England Carpenters Training Center in Millbury, Massachusetts. His fellow carpenters still working at Pioneer Valley are taking notice.

Jason Garand, an Organizer for the New England Regional Council of Carpenters said Pioneer Valley began relying on Russian immigrants to build their workforce about 10 or 12 years ago. Since then immigrant carpenters have become key Superintendents and supervisors for the company.

"They learned the business at home before they came over," said Garand. "They have a really strong work ethic and that separates them. Lenny was one of their key people and was very well respected by the other guys."

A skilled carpenter that was also trained as an engineer in his home country, Kaplan hadn't known much about the union when he started with Pioneer Valley Concrete. Garand had talked to Kaplan and his fellow workers several times over the years, but didn't find them that interested in joining the union.

"He had told me about the Carpenters union and benefits, but I was learning about it from scratch from him," Kaplan said. In discussions on their own he said he and his fellow immigrants didn't know much more than some negative stereotypes.

"We talked, but not in a positive way. We talked to other people and knew that they were looking for jobs frequently. It

didn't seem like they worked as much as we did."

Even though Kaplan and his fellow workers felt like they were paid well, they weren't entirely happy.

"All of our work was far away from home," he said. "Up to two or two and a half hours. We stayed in motels nine months of the year. We were supposed to work a lot of hours, usually Saturdays, too. We tried not to, but we were told if you weren't working the next day, you weren't going to be working for the company at all."

Garand said it was common practice for Pioneer Valley to send the Russian workers to jobs further away while local work was kept for a partner in the company who employed American carpenters.

When five Russian carpenters from Pioneer Valley joined the carpenters union, Kaplan and the others who stayed behind paid attention and kept in touch with them.

"They were happy that they were coming home every day. I believe Jason was right that the guys that were always looking for work in the union were just not the best carpenters. If you were good and you worked hard, you would keep

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Carpinteros Inmigrantes Encuentran Un Hogar y Una Oportunidad en El Sindicato

Cuando un carpintero que ha trabajado para una compañía por nueve años y la deja para trabajar con un sindicato, la gente se da cuenta. No solo el sindicato y la compañía se dan cuenta, si no que los trabajadores que le conocen y respetan también toman nota del acontecimiento. Cuando este mismo carpintero es un inmigrante del mismo país que los otros trabajadores, esto puede hasta crear un movimiento que cambia el futuro de una compañía y del grupo de los trabajadores.

Hace dos años, Lenny Kaplan, un carpintero inmigrante de Belarús de la previa Unión Soviética dejó Pioneer Valley Concrete, una compañía basada en el occidente de Massachussets, la cual el sindicato ha estado vigilando por años. El había sido un superintendente para esta compañía y es uno de los muchos carpinteros de la previa Unión de Repúblicas Soviéticas, que juntos habían formado una gran parte de la mano de obra de esta compañía. Desde que él dejó la compañía para unirse al sindicato, otros 12 a 15 carpinteros de la misma se han unido a él, incluyendo a por lo menos uno de los supervisores claves de la misma.

Ahora Kaplan se ha establecido tan efectivamente en el sindicato que también esta buscando su certificación como instructor de una estación total ("total station instructor") para poder obtener un grado más alto de entrenamiento en el Centro de Entrenamiento de Carpinteros de Nueva Inglaterra en Millbury, Massachussets. Sus otros compañeros que

todavía trabajan para Pioneer Valley también se están dando cuenta de esto.

Jason Garand, uno de los organizadores para el Concilio Regional de Carpinteros de Nueva Inglaterra dice que Pioneer Valley empezó a buscar trabajadores rusos que formasen la mano de obra de esta compañía hace unos 10 a 12 años atrás. Desde ese tiempo, los carpinteros inmigrantes se han convertido en superintendentes y supervisores claves para la compañía.

"Ellos aprendieron este tipo de trabajo en sus países de origen antes de venir a este país," dice Garand. "Ellos tienen éticas de trabajo muy fuertes y esto los aparta del resto. Lenny era una persona clave entre ellos y muy respetado por los otros muchachos."

Un hábil carpintero que también fue entrenado como ingeniero en su país de origen, Kaplan no sabía mucho del sindicato cuando empezó a trabajar para Pioneer Valley Concrete. Garand había hablado con Kaplan y con sus colegas varias veces en años anteriores, pero ellos no estaban interesados en unirse al sindicato.

"El ya me había hablado acerca del sindicato de los carpinteros y sus beneficios, pero yo seguía aprendiendo empezando con lo más básico" dijo Kaplan. El y sus colegas tenían pláticas acerca del sindicato pero no pasaban mas haya de los estereotipos negativos. "Nosotros habíamos del sindicato, pero no en una



Jim Laurie

manera positiva. Nosotros hablábamos con otras personas que sabíamos que frecuentemente estaban en búsqueda de trabajo. A nosotros no nos parecía que ellos trabajaban tanto como nosotros".

Aunque Kaplan y sus colegas sentían que se les estaban pagando bien, ellos no estaban contentos totalmente.

"Todo los trabajos que realizábamos estaban lejos de nuestros hogares," dice Kaplan. "El trabajo nos quedaba de dos a dos horas y media de distancia. Nos teníamos que hospedar en hoteles nueve meses del año. Teníamos que trabajar muchas horas, incluyendo los sábados. Intentábamos no hacerlo, pero nos decían que si no trabajábamos el día siguiente, entonces no seguiríamos trabajando para la compañía".

Garand explico que era una práctica común para Pioneer Valley enviar a sus trabajadores rusos a los sectores de trabajo más lejos mientras el trabajo local se le distribuía a un socio de la compañía quien daba el trabajo local a carpinteros Americanos.

Cuando cinco carpinteros rusos de la compañía Pioneer Valley se unieron al sindicato de carpinteros, Kaplan y los

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National Developer Gets A Local Lesson

A national developer who has run into serious problems completing two projects and gaining local approval for another has reached out to the Carpenters union in a bid to boost its chances of success.

Union carpenters have been working hard to expose the labor practices, safety problems and construction difficulty found on jobsites being developed and built by the Hanover Company in Braintree and Billerica, Massachusetts. The Texas-based national developer of large multi-unit residential properties has additional projects pending in Braintree, Foxboro and Tewksbury.

"We've been making a very public case in Braintree and Billerica that the labor practices on Hanover jobs are below what should be found in our industry," said Mark Erlich, Executive Secretary-Treasurer of the New England Regional Council of Carpenters. "As a result of the concerted effort of our staff and rank-and-file members to expose exploitation of undocumented workers, safety and insurance violations, and projects that have been going nowhere, Hanover asked for our help."

Representatives from the Hanover Company flew to Boston to meet with Council leaders to discuss ways to improve its performance and perception in New England. According to Erlich, they are interested in developing a relationship with a local contractor that they could use on projects going forward.

Following the meeting, they engaged Continental Construction, a union wood-frame company, to work on the stalled "Ridge at Blue Hills" project in Braintree.

Hanover has a lot at stake in Braintree. The "Ridge at Blue Hills" site has been silent since a single building on the site was built. Unprotected lumber sat on the site through a largely mild early winter.

In the meantime, they have been faced with stiff opposition for a zoning change that would allow a second project in Braintree—"Lenox Farms"—to be built. "Lenox Farms" would be a 300-plus unit gated community but has raised concerns among Braintree residents over the strain it would place on traffic and already overcrowded schools.

Local 424 Business Manager Rick Braccia and Senior Woodframe Organizer John O'Connor coordinated activity to expose problems with Hanover's work. In addition to rallying rank-and-file members, Organizing Director Brian Richardson and Organizer John Murphy were vocal and visible as Braintree residents themselves.

Similarly, the "Villas at Concord Road" in Billerica was opposed by the town and residents. Worried about overburdened schools and streets, the town moved to stop the project before it started. Hanover used a state law—"Chapter 40B"—that allows developers to bypass local oversight if the project includes a minimal number of affordable housing units and the town is judged to have too few.

The bad news for Hanover is that Chapter 40B didn't exempt them from all of the written and unwritten laws that govern construction.

Not long ago, organizers visited the site and found groups of undocumented workers that appeared to be employed by Multi Building, Inc. a framing contractor. In addition to being undocumented, NERCC Organizers believe the workers were being improperly misclassified as



Hanover's "Ridge at Blue Hills" project in Braintree has been silent for some time and unprotected lumber sat on the site throughout the winter.

1099/independent contractors. Complaints have been filed with Attorney General Tom Reilly's office.

In the meantime, the site sat virtually idle for more than a month, with "enough materials that it looks like a lumber yard over there," said Organizer Frank Santa Fe.

"The word we were hearing is that they were having a tough time getting carpenters to work there," said Organizer Mario Mejia. "The undocumented workers didn't want to work there because they're afraid the site is going to be raided."

Hanover's commitment to changing its labor practices could be a good sign of things to come for their ventures in New England. Erlich said he is "hopeful, but guarded" that Hanover has made a fundamental change in the way it does business. One thing is certain; it will send a loud and clear message to other developers that they will face strong opposition at the local level if they do not carefully consider the labor practices that occur on its sites. ■

Contract Allocation in Massachusetts

Members in Boston and Eastern Massachusetts have voted on the allocation of contract increases due in March and September of this year.

Each area was due contractual increases of \$1.15 in March and \$1.30 in September as part of the \$9.50 to be added to the total package over the four years of the agreement.

Members in both areas approved nearly identical allocations that would add significantly to hourly wages, make smaller than expected increases to health care contributions and increase funding for the New England Carpenters Labor Management Program, to support the Market Recovery Fund.

Hourly wages increased by 64 cents March 1, with health care contributions increasing by 46 cents.

The remaining five cents was added to training in Boston and vacation fund contributions in Eastern Massachusetts.

In September, wages will increase another 85 cents, with 25 cents being added to the Labor-Management Program and 5 cents again being added to training and the vacation fund respectively in Boston and Eastern Massachusetts.

During negotiations, projections indicated that health care increases would

need to be as much as \$1 a year over the life of the contract. However, the slowing of health care inflation and a significant cost savings earned by the Massachusetts Carpenters State Health Fund by shifting to the Blue Cross/Blue Shield network of providers allowed revised projections.

The Trustees of the Health Fund took advantage of the savings to restore more flexible eligibility rules that would ensure more members qualified for coverage with still lower than expected increases to contributions.

Under the approved allocations, and changes in eligibility, more than 400 members are expected to be able to qualify for Plan I rather than Plan II and nearly 300 members who have not qualified for coverage, would qualify for Plan II coverage.

During allocation voting, members were also asked if they would like to put a portion of contractual increases scheduled in 2007 toward pension improvements. An overwhelming majority said they would. Over the course of 2006 information will be gathered and presented to members about the cost of possible improvements. ■

July 1, 2006 Deadline for OSHA 10-Day Construction Safety Course Certification

Members in Massachusetts are reminded that by July 1, 2006, a law will take effect requiring all workers employed on state or local-funded construction projects to have completed the OSHA 10-Day construction safety course.

OSHA 10 classes are regularly scheduled at numerous locations in the state. If you have not completed the course, please contact your local union or a training center in your area to sign up for the class.

If you have not completed the course, you may be removed from a job until you complete the course. Safety makes sense, losing a job does not.

Carpenters, Contractors Avoid Arbitration on Collective Bargaining Agreement

Rhode Island Carpenters Local 94 and management representatives have resolved outstanding issues from negotiations of a new collective bargaining agreement that was completed last year. The resolution prevented an arbitration hearing that had been scheduled to consider the matter.

Notwithstanding the disputed issues, members and contractors had been working without issue under the agreement that was negotiated last year.

While completing negotiations, a

provision dealing with benefit pay for company foreman became a point of disagreement. Carpenters had thought an agreement was made that foreman would be paid benefits for hours paid, rather than hours worked. Management representatives contended that an agreement had not been made on the point.

Further discussion of the point led to dispute over the resolution of other issues that had come up during negotiations.

After numerous meetings and on the eve of an arbitration hearing, the union

and management agreed to adopt the language that provided benefits for hours paid. The language will be effective going forward.

The union also requested that the agreement be reopened in order to change language regarding wood frame work. The union wanted to change language in the Rhode Island agreement to make it consistent with language in the Eastern Massachusetts agreement. Management agreed to the changes. ■

Making The Pieces Fit: Union Helping Developers on Multiple Fronts



Developers looking for a model of residential construction in New England might want to take a trip to Putnam, Connecticut. There, Heritage Pines Condominiums are being successfully completed by taking advantage of skilled labor, cooperation in project coordination and financing that all have one thing in common; the Carpenters union.

Heritage Pines Estates is in the second of three planned phases that will ultimately include 136 townhouse-style luxury condominiums. The general contractor, Marlboro, Massachusetts-based SABO Construction employs a steady framing crew of seven union carpenters from various locals that has also been supplemented by carpenters dispatched by Carpenters Local 24. Together, they're assembling prefabricated panels for the seven phase two buildings.

Developer Peter Venuto of Heritage Pines LLC is also the co-owner of SABO Construction with Philip Saba. The company signed an agreement with the

New England Regional Council when they took over as general contractor on the job from a previous contractor. SABO Construction has been developing various sized residential projects for close to twenty years but only recently became a convert to financing of union construction with First Trade Union Bank.

Piece #1: FTUB A Bank that Knows Construction

About five years ago, Venuto was introduced to Cheryl Glantz, Senior Vice President and Commercial Lending Officer of First Trade, who began providing commercial real estate loans for residential properties Venuto and Saba owned and developed. As they moved to different projects, one of the consistent partners was Cheryl and First Trade.

"We've had an incredible relationship with the bank," Venuto said. "What they know about the construction business, I can't find at other banks. They understand that a rehab project might cost

more, but when someone is willing to put their heart and soul into it, it's a good deal."

First Trade Union Bank was opened in 1987 by the Massachusetts Carpenters Pension and Annuity Funds to serve a full range of personal and business banking needs, particularly those of working people. It has also been a valuable investment for the Funds. In the last four years, it has returned dividends of \$5 million while growing into a \$360 million bank.

In addition to processing the purchase of electric benefit stamps for union carpenters, First Trade has generated uncounted work opportunities for union carpenters by financing union construction.

Glantz said First Trade is particularly suited to working with developers because of the unique pedigree of the bank and the extensive experience of the lending officers. The bank has six loan officers working in Massachusetts and

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Rhode Island that Glantz describes as “very seasoned lenders each of whom has been in the industry 25-plus years.”

“It’s helpful to be in the industry and have knowledge of the industry. It helps that we know the questions that need to be asked when someone presents a project for financing. I don’t question a developer’s budget because I think I know better than them whether they should use this type of plumbing or this method of construction, but more from my understanding of whether I think their budget will work.”

Glantz said that it’s not uncommon for developers to seek financing for a project before they’ve thought out every aspect. The rush to secure a piece of land can sometimes lead to details being overlooked. Asking the right questions and turning down a customer for financing in fact guaranteed future business in one recent instance.

“Someone helped us get our foot in the door on a sizable deal for someone that might not have otherwise considered us. Here I was, a ‘little’ bank in a room competing against the huge players in the industry. But because I had experience in the area of the project, I had some thoughts and in the end, we saved them from buying the property because of those problems they hadn’t thought of. Based on that, they guaranteed that their next project would be financed by First Trade.”

Piece #2: Peter Venuto An Experienced Developer

Heritage Pines Estates was the opposite situation; a project in an odd area with a developer that admits he had some “peaks and troughs” in his business history, but one that had lower risk both because Venuto already owned the land and because he had built a solid relationship with First Trade.

“The bank knows we own our equipment and we can all run it. They know that. They know we’re not just another guy in a polo shirt looking to do a deal. They believe in what we can do, so they



Ray Kevitt (left) and Peter Venuto (right) have kept the project going smoothly by keeping the lines of communication open and honest.

“If someone would have asked me about being a union contractor before, I would’ve said no, ten times over. Until I had experience dealing with the union and found out how well it’s worked out.

— Developer Peter Venuto, SABO Construction

deal with us knowing that. They helped me when I was in one of those tough periods and because of that support, we’ve built our business to the point now where it’s very consistent. Because of that relationship with Cheryl we get to sit and talk, having one on one conversations and I feel comfortable telling her the truth about situations, even if they aren’t ideal at that moment. Because of their connection with the union and industry, they know what I’m going through and how to work with me.”

Glantz says with clients like Venuto, she’s able to look at the bottom line and more. Not only because the bank is inherently tied to the construction industry, but because of its size, it’s able to give a bit more attention the project, the bottom line and the individual presenting it.

“He identified opportunity and we tried to figure out if it all made sense.

Was it a good opportunity to finance? What he brought to the table was 20 plus years in the industry,” said Glantz, “and he knows the entire industry. That’s a strength in our book. He makes a good presentation because he knows what he’s talking about. A banker isn’t going to catch him up because he does great due diligence. No matter how many questions we threw at him, he had an answer for it.”

During conversations to secure financing for the project, First Trade discussed the use of union carpenters to frame the project. Reluctant at first, since Venuto took over the job with SABO and became a signatory contractor, he’s been thrilled with the relationship.

“If someone would’ve asked me about being a union contractor before, I would’ve said no, ten times over,” he says. “Until I had experience dealing with the union and found out how well it’s worked out.”

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Making The Pieces Fit:

Union Helping Developers on Multiple Fronts continued from page 13

The key to the relationship, say both Venuto and Local 24 Representative Ray Kevitt, is communication and flexibility.

"Peter's a gentleman first and foremost," says Kevitt. "He never loses his temper and he's always willing to talk things out. That makes things a lot easier. Whenever little issues have come up—and little issues come up on every single job—we both come at it with the attitude that nothing is insurmountable."

That willingness to work together toward solutions rather than each side digging in their heels has led to mutual respect.

"We had a small issue with something on the job and Ray called me really upset," recalled Venuto. "But then he listened to what was going on and he said right away; 'Peter, I'm sorry.' It really meant a lot to me that he was willing to listen and understand my perspective. That's been typical of the relationship."

Piece #3: Union Carpenters Reliable and Highly Skilled Workers

The SABO framing crew is lead by Superintendent Dave Maille, a member of Local 218 in Massachusetts. He and a couple of other carpenters have been on the job since the start of phase one. Maille says that's led to a cohesive team that has become very efficient. But no job keeps every carpenter for the entire length of the project. So when they've needed to ramp up, SABO has turned to Kevitt for additional manpower. Again, the results have been a boost to the projects success.

"We're getting good, reliable carpenters," Venuto said. "They know how to frame and they don't have to be walked along at every turn. We make sure we keep a clean site so the carpenters can come on and do what it is they do best."

Maille agreed. "When we need guys



Local 218's Dave Maille (left) has been working on Heritage Pines since the beginning, like many of the members on the crew he directs.

"When we need guys out of the hall, we tell them what we need. If we need guys that can do plywood or roof trusses, they make sure we get what we need. It wouldn't do us any good if we called for guys to work up on the roof and they sent us someone that was afraid of heights. That doesn't happen."

out of the hall, we tell them what we need. If we need guys that can do plywood or roof trusses, they make sure we get what we need. It wouldn't do us any good if we called for guys to work up on the roof and they sent us someone that was afraid of heights. That doesn't happen."

Mark Erlich, Executive Secretary-Treasurer for the New England Regional Council of Carpenters feels good about the relationship that's been developed with Venuto as a developer and contractor.

"We've been working for several years to establish a reputation in the residential sector of the industry," he said. "Obviously we haven't been able to take over the industry overnight, but we never expected that. We're making a difference though. We're shining the light on the worst practices and reaching out to work with anyone that is interested in fair treatment of carpenters and the highest standards of building. There is a lot of resistance from some of the established players that are interested in the bottom

line but not quality and fairness."

The resistant players Erlich refers to most often include framers that exploit vulnerable immigrant workers and contribute to tax and insurance fraud by intentionally misclassifying workers as "1099/independent contractors." Developers often make the problem worse by claiming union contractors can't compete on price. But Erlich says there's hardly a fair comparison being made.

"We have the only training in the industry. We have coverage throughout New England and a commitment to safety and quality that is second to none. There's no doubt that if everyone was on a level playing field—if everyone was following the law and providing a baseline wage and benefit package—union residential contractors would flourish. We'll fight for that, but in the meantime, we still think union framers and contractors provide an excellent value to developers."

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The Pieces Come Together: Heritage Pines Is A Success

If the relationship with the carpenters union has been a pleasant surprise for Venuto, the success of the project itself hasn't been a surprise at all. Units are being sold at a tremendous rate.

Putnam is a small, quiet community in the far northeast corner of Connecticut that Venuto refers to as the forgotten corner where the thought of 136 condominiums may not seem a perfect fit. "At first it doesn't seem like a place where people might want to move," he said. "But when you look at it, there is access to major highways that go right into Hartford and Boston. And we've got people that lived over the border in Massachusetts that have sold their houses for three or four hundred thousand and have come here to buy for much less. They're still close enough that they can be near



Units at Heritage Pines are being sold at a tremendous rate. The luxury apartments are creatively designed and affordably priced.

"We've been working for several years to establish a reputation in the residential sector of the industry. Obviously we haven't been able to take over the industry overnight, but ...we're making a difference. We're shining the light on the worst practices and reaching out to work with anyone that is interested in fair treatment of carpenters and the highest standards of building."

— Mark Erlich, Executive Secretary Treasurer, NERCC

their families and Putnam is a really nice place to live."

Venuto has further added to the appeal by building affordable, luxury apartments in creatively designed layouts of 1,200-1,900 square feet. Buildings have between four and ten units apiece and never does a visitor feel overwhelmed or crowded by the placement of buildings.

Unit designs are mixed within buildings in almost infinite combinations allowing buildings to have exterior presentations that vary from building to building. While some buildings feature higher, flatter fronts with single central peaks, others have multiple dormers or

unit entrances on inside corners that share patios.

Venuto is looking forward to repeating the success of Heritage Pines. He already owns land in the area that is permitted and is working with First Trade on financing for a project in Massachusetts.

The bank also continues to work with developers and contractors to finance projects and provide its full range of banking services

The union, meanwhile, will continue to communicate with developers and contractors in the industry about the positive changes that can be made when they all work together. ■

For more information...

Heritage Pines
Heritagepinescondos.com

SABO Construction
Peter Venuto, President

First Trade Union Bank
Cheryl Glantz
Senior Vice President
Commercial Lending Office
800-242-0272
www.ftub.com

Scholarship Opportunities

NEW ENGLAND REGIONAL COUNCIL OF CARPENTERS 2006 SCHOLARSHIP POLICIES AND GUIDELINES

(Amended January 23, 2006)

The Scholarship Sub-Committee of the New England Regional Council of Carpenters has announced the guidelines for the eligibility, application, and awarding of scholarships for 2006 and are as follows:

1. Members in good standing (including NERCC staff) and dependent children of members in good standing are eligible to apply for a scholarship. Grand children of members in good standing are eligible only if the grand parent member is the legal guardian of the student. Children who are not legal dependents of the member are not eligible to apply. NERCC staff must be enrolled in a program related to their work.
2. The applicant must be enrolled in a post high school program.
3. College level programs must consist of at least three courses of three credits each.
4. Courses in technical or specialty schools must be on a full-time basis. Schools such as automotive training facilities, computer training facilities, beautician schools, etc. can qualify if the program is at least six months in duration, is full-time, and awards a certificate or diploma upon completion.
5. Students attending preparatory schools are eligible to apply for a scholarship, if they are attending full-time.
6. Members in good standing and/or their dependent children from any Local of the Council are eligible to apply for a scholarship.
7. To be eligible, a student must have a "C" average to apply, and must have a "C" average to reapply in subsequent years.
8. A member in good standing, or a dependent child of the member can apply for a scholarship each year through the undergraduate years. The Committee will have the final say on whether or not a particular student is eligible to reapply.
9. Graduate students are not eligible to apply.
10. Students working towards a second baccalaureate degree are not eligible.
11. Every applicant must provide a most recent transcript of grades.
12. Applicants will be required to write an essay on the following topic: "What challenge does the influx of undocumented workers present to labor unions, and what paths should labor unions take to address such a challenge?"
13. Applicants must complete a four-hour work requirement at the Local level. The work can be picketing, leafleting, attendance at a rally, community projects, etc. Please note that the member in good standing can complete the four-hour work requirement on behalf of his/her dependent child applicant.
14. Essays will be graded by the scholarship committee. The committee will be presented essays for grading without reference to the applicant's name. Essays are numerically coded to prevent any grader from having knowledge of the writer.
15. To qualify for a scholarship award, applicants must provide a transcript, write the essay, and complete the four-hour work requirement (or have the member parent complete the work requirement on their behalf).
16. The committee will select the top three essays for special awards. The third place essay will receive a \$2,000 scholarship; the second place essay will receive a \$3,000 scholarship; the first place essay will receive a \$5,000 scholarship. The winners of the top three essays will be asked to read their essays at the June, 2006 delegate meeting.
17. There will be a total of \$100,000 in scholarship awards for 2006 (including the three special award scholarships discussed above).

Letters of interest should be submitted by the **April 1, 2006** deadline, while applicant essay and transcripts are due by **April 15, 2006**. These materials should be sent to the attention of Lisa LaCasse at the NERCC office, 803 Summer Street, 4th Floor, Boston, MA 02127. ■

Good Neighbors, Good Members

The Toys for Tots program is one of the favorite charities for local unions throughout New England. Operated by United States Marine volunteers, it draws participation from the many veterans in the UBC ranks as well as all members who simply want to bring happiness to needy kids at Christmas.



meetings and by stewards on jobsites throughout the city. Traditionally, Toys for Tots tries to provide each participating child with two or three toys. But because donations were down early in the season, the program put out a notice asking for additional help. So Local 33 worked a little harder and was

Members of Local 33 in downtown Boston have been supporters of Toys for Tots for 16 years. The bond between the two is strengthened by the fact that Local 33's hall is about 100 yards from the Boston collection center for Toys for Tots.

Collections take place at monthly union

able to collect more than 500 toys from members throughout New England who were working on jobs in Boston. Local 33 stewards and officers Peter McLaughlin and Al Annis joined Council Representatives Neal O'Brien and John Murphy in delivering the haul to the Marines. ■

Rhode Island Shelter Gets Another Boost from LU 94

Carpenters in Rhode Island have come through again for their friends at the Rhode Island Family Shelter in Warwick. Seven years ago, members of Local 94 helped the organization fix an unfinished handicap ramp at a facility they were moving to. Another volunteer had started and abandoned the project and it was holding up the certificate of occupation. In short order, volunteers from the local had the project completed and the building ready to open.

Knowing a good friend when they saw one, the Shelter put Representative/Organizer Tom Savoie on their Board of Directors. Since then Savoie has helped develop bid lists for the shelter's construction of seven low income apartment units, which have gone 100% union.

Last fall, the shelter won a national contest held by Ace Hardware for \$5,000 in materials to improve the facility. Again, union carpenters were there to help.

Volunteers Vincent Green, Shawn Marasco, Mary Quinn and Tom Savoie from Local 94 joined members of Painters' Local 195 for a full day of work that amazed the shelter staff and guests.

Following up on that, Local 94 continued its three year tradition of helping the shelter during the holiday season. In the past, they have collected canned goods, grocery store gift cards and cash donations. This year, the Local raffled off a 27" flat screen television, cash gifts and other prizes donated by local unions and union contractors throughout New England, raising more than \$7,000 for the shelter.

Savoie said he's always glad to give his time and effort to the shelter and so are members of the Local.

"We think they're good people doing good things in the community and we try to help in any way we can. It's really that simple." ■

LETTER OF THANKS

NECLMP Saves the Day

On behalf of the State Employees' Association of New Hampshire, SEIU Local 1984, I would like to thank the New England Carpenter Labor-Management Program for your generous assistance with our 2005 Operation Santa Claus. Your sponsoring of five teenagers was most appreciated, as the teens are usually the hardest to match with sponsors.

Every year since 1960, our union has run Operation Santa Claus to provide happy holiday memories to New Hampshire's neediest children—those in foster care, those suffering from abuse and neglect, those with disabled parents, and many more. Starting from fourteen children in 1960, we now serve approximately 3,000 boys and girls every year.

Perhaps because of Hurricane Katrina and other very serious events that called upon people's generosity this year, Operation Santa Claus faced a shortage of sponsors and donors. We faced the dire possibility that for the first time in 46 years, some of our children would go without.

However, our brothers and sisters in organized labor saved the day. In the truest spirit of solidarity, you stepped forward not just to help another union, but joined with us to serve the community and people in need. We could not have succeeded without you.

Your generosity has made a difference in children's lives statewide. For the members of SEIU Local 1984, and for the children, I thank you. We welcome and hope for a growing relationship between the New England Carpenters and Operation Santa Claus in the years ahead.

In solidarity,
Gary Smith
SEIU Local 1984 President

INSTALL to Highlight Skill of Union Flooring



Floorcoverers Local 2168 in Massachusetts is becoming the latest in the United Brotherhood of Carpenters to adopt the INSTALL program for training and certifying members. The program was developed over several years through cooperation between the United Brotherhood of Carpenters, management representatives and some of the leading flooring manufacturers in the industry. Its goal is to improve the quality of flooring installation and reduce costly call-backs by endorsing a standard set of skills training and evaluation programs.

"The number one problem for manufactures is proper installation of their product," said Local 2168 Business Manager Mynor Perez. "Eighty percent of their problems are installation. They get guys that buy the basic tools and call themselves installers, but they haven't had any training. We are absolutely looking forward to having INSTALL here. It's a great marketing tool and will validate the fact that our members are the best in the industry. INSTALL gives us the opportunity to communicate that better to the public."

INSTALL, which stands for INternational STandards and Training ALLiance, is currently being used to evaluate apprentices completing their training and to slot incoming apprentices on a limited basis. Brother Simon Garcia became the first INSTALL-certified member when he completed the evaluation at the end of his apprenticeship on December 31. It is also used to evaluate journey level



workers and suggest upgrade training, if necessary.

Perez said he is looking forward to being able to use INSTALL to market the skills of union contractors and floorcoverers to architects and designers. Once more members begin to earn certification, a push will be made to present the program to architects and owners in order to have INSTALL certified workers required in bid documents.

"The most important thing about INSTALL is the fact that it was developed in collaboration between management and labor. Companies are looking for a way to market themselves to the public and to their clients. This plan is designed to meet both of our needs. It is a way of approaching people without having to

get into any preconceptions people have about how good the union is. This gives us the opportunity to show what we are all about when it comes to doing quality work."

Jamie Gilmore is the President of Pavilion Floors of Woburn. He learned about INSTALL a year ago during a presentation made at a meeting of the Northeast Floorcovering Association (NEFCA). He said he appreciates the short punchlists that have been a result of hiring union floorcoverers and agrees that INSTALL will not only encourage owners and end users to consider the union. It will validate the pride members have for their skills.

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“We are absolutely looking forward to having INSTALL here. It’s a great marketing tool and will validate the fact that our members are the best in the industry. INSTALL gives us the opportunity to communicate that better to the public.”

— Local 2168 Business Manager Mynor Perez

“It will really encourage professionalism,” he said. “It shows that the union takes seriously the fact that this is a career and takes a professional approach to it. When a member says they are INSTALL certified, that is like having a college degree; it’s something to be proud of and carries a lot of weight.”

What INSTALL certified members may expect is an increase in work opportunities as the program is established in the area. The task of evaluating and certifying members will take time. Becoming certified requires members to complete both a written and practical component, with strict oversight of all necessary skills and professionalism. The credibility of the certification lies in the application of strict guidelines to judge a members performance.

Bringing INSTALL to Local 2168 has been a team effort. Apprentice Instructor Jeff Trippier traveled to the UBC International Training Center in Las Vegas to complete “Train the Trainer” courses for INSTALL last year. JATC Coordinator Tom O’Toole has also been involved with the national UBC’s INSTALL committee to ensure that the curriculum for the Local’s apprentice training will qualify a member to earn certification.

Business Representative/Organizers Tom Quinlan and Chris Mattioli have also been involved, gathering information and getting ready to make the marketing push. They have already developed a website—www.installmass.org—to disseminate

information about the program to the general public.

Members will eventually have the ability to become INSTALL certified in a number of areas, though Local 2168 is currently only using evaluations for carpet and resilient flooring.

Perez said it is important for members to know that INSTALL certification will not be mandatory for members of Local 2168 and there will be no penalty for members who are not certified, nor will there be a direct financial incentive to become certified. Certification may bring more work opportunities if and when it is included by owners in bid documents.

While the program has been discussed among members, Perez said he is planning a more formal presentation of the program in the future so that there is no confusion about how the program works or what it means to them.

“Communication with the members is essential,” he said. “We will be holding meetings with the Stewards where we can explain the program to them completely. We will also be presenting the program to the members at two or three union meetings so that we can put aside any questions, concerns or doubts and show them how much it can benefit our Local.”

In the meantime, Local 2168 has put itself in position to use the INSTALL program to evaluate, train and certify as many member as it can. That will be the first step in showing the industry what INSTALL is all about. ■

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Holding The Line, Withstanding The Challenges

There have been a number of union carpenters that have gone into politics, running for office or participating in election efforts. Jeff Donahue did it in reverse.

Donahue is a City Councilor representing the 4th Ward in Malden, Massachusetts, who joined the Carpenters union for the same reasons others have joined: he was serious about being a carpenter; he was tired of working with people that didn't take their work seriously and he felt the union was interested in his future.

Before he ran for City Council, Donahue was working as a carpenter when he said NERCC Organizer Paul Hughes would show up on his jobs regularly to see how he was doing. Donahue was more interested in joining one of the other trades, but a slot never opened for him.

In the meantime, Malden was seeking Historical District status in the neighborhood where Donahue grew up, where he and his mother still lived.

"They were 93 homes that were going to be included and 89 of the homeowners were against it," he said. "They had come around and did an external inventory of each house without us knowing it. If the historical district status passed we would all be subject to prohibitive controls about what we could do; what color we could paint the house, we couldn't have free standing air conditioning, no pools. And for every day they judged you weren't in compliance with the rules, they could fine you \$300.

What really bothered Donahue and his neighbors was some of the backroom dealing. In the face of the new restrictions, residents would only be offered low interest loans to bring their homes into compliance. Adding insult to injury, the City Councilor representing Ward 4 wouldn't guarantee that all the money that flows from the federal government to cities with Historic Districts would stay in the neighborhood.

Only 32 at the time, he talked to some neighbors and decided to run against the 20-year incumbent on that single issue. He won by three votes, a margin that withstood a recount. Since then, he's been elected to three additional terms, the latest by another close margin after some of the city's traditional powerbrokers supported an opponent.

Never one to shy away from doing the right thing, Donahue earned the ire of some entrenched bureaucrats by working to resolve some questionable financial activity in the Malden Redevelopment Authority, a quasi-public agency that is responsible for managing money from the US Department of Housing and Urban Development (HUD). In addition to a bloated payroll, HUD had been investigating questionable credit card charges and mismanagement of funds.

This time, Donahue's campaign got a big boost from union carpenters.

"After I got elected, the other trade called me and said they had a spot for me, but my pride wouldn't let me take it," Donahue said. "So one day I was sitting on my job at 10 o'clock and the boss hadn't shown up and the rest of the guys hadn't shown up. I was sick of working with guys that were only interested in getting drunk, showing up at noon and wanting to leave at four. Paul happened to call just by coincidence to talk about a job that was in front of the Council. I vented to him for a while and he said 'there's a better way.'"

Donahue packed up his tools and never went back. He says he's thrilled to be a part of a union and a city council that keeps an eye on the industry. He is one of four union members on the council, but doesn't want to be a one trick pony.

"The philosophy we try to have is we're not trying to stick it to nonunion contractors that are trying to do the right thing. But we see too many small nonunion contractors that put in a low number, but then don't have the man-



Jeff Donahue, a union carpenter who is serving his fourth term as Malden City Councilor for the 4th ward.

power or the resources to get the job done. In the end, we get projects that are over budget and behind schedule. It looks great in the short run, but once the job starts and they can't get it done, you realize it's a mistake."

Like others in the construction industry, Donahue is also frustrated by developers and contractors that are so big they steamroll communities and bring no benefit to the local economy. But he keeps plugging away and is grateful to have his union Brothers and Sisters on his side.

"The union came out in full force," during his last election, he said. "Your friends are your friends and they do what they can. But the guys you work with come out because they know that they have a voice and a player in the game. They come off the job covered in concrete and with aching bones to hold signs in the cold. And they never ask for anything. They do it because they know they're being represented and they appreciate what that means." ■

Seeking A Different Kind of Membership

While Donahue continues the fight on a local level, another member in Maine is trying to return to the statewide political battle.

Tom Wright, a member of Local 1996, is running for State Senate this fall. And though he faces a tough incumbent opponent, Wright has learned a few things about running campaigns over the years.

Like many members, political activity and union activity have been closely intertwined for Wright during his twenty-five years in the Brotherhood.

"I have always been politically active," he said "and I knew the union was the way to go when I started a family. It seemed like a natural fit to blend the two."

Wright became Chairman of his local Democratic Committee and was then elected a Town Selectman. At the same time, he was working as a carpenter, then steward, foreman assistant supervisor and then project manager. He was also becoming more active in the union off of job sites, serving on volunteer organizing committees, working as an apprenticeship instructor and Trustee of the local.

After the New England Regional Council was formed, Wright made a leap in both politics and the union, being hired as a full time Organizer and winning election as a State Representative. While serving in the House, he served as a member of the Business and Economic Development Committee and Chairman of the Petroleum Advisory Board.

"Being on the Business Committee gave me a chance to see how the other side operates," said Wright. "It was fun to give business executives the union perspective, first hand. I was able to push through the expansion at the Bath Iron Works, saving hundreds of union jobs."

Wright also sponsored and passed a bill to amend Maine's prevailing wage laws to include the cost of benefits. "That helps more working families, not just union members."

Though he is no longer a member of the union's full time staff and eventually left his State Representative's seat behind, the desire to help both working carpenters and perform public service led him back to the campaign trail.

If he's successful, Wright said he wants to work in the Senate to win increased protections for all working families and help reduce problems in Maine's construction industry.

"The 1099's (independent contractors) in the construction industry are stealing money from honest people," he said. "Not only don't the workers pay their share of taxes, the contractors are in effect being subsidized by the state. If honest contractors didn't have to pay taxes, you can be sure our workers would be getting more hours."

NERCC Political Director Tom Flynn says Wright will be a formidable candidate, no matter the opponent. "Tom's obviously very seasoned when it comes to Maine politics," Flynn said. He's run for and held office in the past and done very well. Anyone that thinks Tom is not going to run a spirited and determined campaign doesn't know much about him."

As it's been for the last twenty-five years, though Wright be putting his name on the line, he will count on the help of his fellow members in the Carpenters union to help him win.

"The union has been my second family," he said. "I know I can go anywhere in the country and count on my Brothers if I need help. I know it will be hard work, but I can count on the union to help out. From building my house to electing me into office, my Brothers have been with me."

If Wright and his union Brothers are able to pull off one more win this November, the Maine Senate will have a new, strong voice speaking for labor. ■

New Hampshire Politicians Might Need to Reconsider Safety

The *New Hampshire Business Review* ran an interesting story in January, especially given the action of the state's legislature last year. The paper cited Department of Labor statistics that showed almost half of the workplace deaths in the state in 2004 were in the construction industry. Just last year lawmakers passed on a bill that would have required basic construction safety training.

The ratio of construction-related deaths to overall workplace deaths in New Hampshire—40 percent—was nearly double the national average.

Last year, the New England Regional Council supported proposed legislation that would have made OSHA 10-hour construction safety training mandatory for all state funded projects. The bill was passed on the Senate floor, but then referred back to committee by the Republican leadership. It then became a partisan fight and was defeated by a narrow margin. The House passed it by a narrow margin, with considerable support from Republicans.

Hopefully, the statistics will lead to reconsideration by the Republican leadership in the Senate. Massachusetts and Rhode Island have already passed laws requiring basic construction safety training for workers on public projects. ■

Maine Medical Acts as A Showcase

Carpenters in Portland, Maine, are working on the expansion and renovation of the Maine Medical Center, which is Maine's largest hospital. Contractor William A. Berry & Son, Inc. is the General Contractor on this \$100 million project. Other contractors currently on site include CCB and Raymond Mansour, Inc.

The 'Charles Street Project,' as it is named, will include a new women and infants building, a parking garage, a helipad, a central utility plant and the renovation and expansion of the emergency department. The project is scheduled to be completed by the summer of 2008.

A message on the Maine Medical Center website notes that "...people in Greater Portland and across Maine look to Maine Medical Center for a depth and breadth of services that simply cannot be found elsewhere in the state, and they are looking to us in increasing numbers...Maine Medical Center is building on its strengths for a stronger community. These new facilities...will help us care for both body and mind, in the right spaces, in the right places, at the right time."

Business Representative John Leavitt points out that this project is also serving as a stepping stone for future work in the Portland area. The union work on this project has already set the tone for another hospital project in the area. Gilbane Building Co. is scheduled to begin work on the \$70 million Mercy Hospital project this spring. "There are other opportunities for contractors in the area, we're looking at some major work," notes Leavitt. ■

Local 1305 Stands Firm



In February, 2005, Ron Rheume, business representative for Local 1305 learned about a proposed medical center project on Faunce Corner Road in Dartmouth, MA. The Construction Manager was CD Smith Construction, a company based in Fond Du Lac, Wisconsin. Rheume made a phone call to Mert Summer the local business representative in Wisconsin, to find out if there was any relationship in the area with this contractor and was pleased to hear that CD Smith was a union contractor in Wisconsin and had a good relationship with the local in that area.

When CD Smith was contacted, however, Rheume was informed that the medical center job would be done open-shop, at the request of Hawthorn Medical. However, when Rheume contacted Hawthorn Medical, he was told to speak with the construction manager, CD Smith regarding any issues with the project.

Much to the frustration of members of Local 1305, it appeared as though another health care facility was going to be built in their area by construction workers who were not provided with health insurance or any other benefits. Local 1305 members quickly stepped into action bannering and leafleting at Hawthorn Medical Centers larger office on Route 6 in Dartmouth, MA.

Turner Brothers won the bid for the concrete work, a project they completed with the help of Algar Construction, the drywall bid went to CDC Construction, a growing non-union drywall company based out of New Bedford, MA.

The picket line was up at the Hawthorn Medical Center office for three months, and an informational line went up at the Faunce Corner Road site for thirty days, while CDC was working on the drywall. During this time, utility workers showed up over five times, refusing to hook up the temporary power on the site. Eventually management stepped in and sent a crew out at night to hook up the power, but by the time this happened CD Smith had been forced to rent generators and buy gas to run temporary light for three and a half weeks.

After thirty days, the local removed the informational line and replaced it with a large banner that read: "Without health insurance, you may not get treatment at Hawthorn Medical, but you can work here."

Both the acoustical and the finish packages were won by union subcontractors. Soon thereafter, the line was removed. As Rheume notes, "CD Smith's visit to New England was one that they won't soon forget." ■

Carpinteros Inmigrantes Encuentran Un Hogar y Una Oportunidad en El Sindicato

continued from page 9

otros trabajadores que se habían quedado se dieron cuenta, y aun así, todos decidieron seguir en contacto.

“Ellos estaban contentos que podían regresar a casa después de cada día de trabajo. Yo creo que lo que dijo Jason es correcto en cuanto a los carpinteros del sindicato que estaban siempre buscando trabajo - simplemente no eran los mejores carpinteros. Si tú eres un buen trabajador, y trabajas duro, tú seguirías trabajando. Yo me cansé de viajar tan lejos.”

Kaplan tomó la decisión de unirse al sindicato y trajo con él a dos compañeros. Desde ese entonces, él ha estado trabajando como superintendente para Francis Harvey & Sons, un contratista sindical en Worcester.

Ahora, el único tipo de viaje que Lenny Kaplan hace es voluntario. Recientemente, el gerente del distrito, Simon James le informó acerca de un viaje al Centro de Entrenamiento Internacional del UBC en Las Vegas para lograr su certificación como instructor de una estación total (“total station instructor”). Kaplan fue y quedó impresionado con el centro de entrenamiento y con los esfuerzos del sindicato.

Kaplan ya había entrenado a algunos trabajadores de Francis Harvey y pronto

estará encabezando una o dos clases para miembros del nivel de viaje (“journey level”) que quieran mejorar sus capacidades.

El dice que todavía habla semanalmente con los carpinteros rusos que trabajan para Pioneer Valley y que muchos de ellos estarán dejando la compañía para unirse al sindicato.

Garand comenta que él cree que esto puede estar causando problemas para Pioneer Valley.

“Ellos tenían la práctica de encontrar buenos carpinteros entre la comunidad inmigrante rusa, pero parece que este método ya no les está funcionando. Ahora que muchos de los trabajadores rusos se han unido al sindicato, la compañía ha tenido que sacar anuncios en el periódico para llenar estos espacios de trabajo. Ellos ya no están recibiendo la misma calidad de carpinteros y nosotros creemos que esto puede perjudicar su compañía”.

Por otra parte, otro grupo de carpinteros inmigrantes han encontrado a alguien que no solo aboga por ellos pero que también en un amigo - el sindicato de carpinteros.

Ellos comparten este mensaje con los demás. ■

Immigrant Carpenters Find A Home

continued from page 8

working. I got sick of traveling so far.”

Kaplan made the jump and brought a couple of others with him. Since then he has been employed as a Superintendent by Francis Harvey and Sons, a union contractor based in Worcester.

Now the only traveling Lenny Kaplan does is voluntary. Recently, District Manager Simon James contacted him about traveling to the UBC's International Training Center in Las Vegas to be certified as an instructor for total station. Kaplan went and was impressed with the training center and the training efforts of the union.

Kaplan had already trained a handful of employees of Francis Harvey and will soon be leading one or two classes a year for journey level members that want to upgrade their skills.

He says he still talks to the Russian carpenters working for Pioneer Valley on a weekly basis and that more may still leave the company to join the union.

Garand says he thinks that's causing problems for Pioneer Valley.

“They used to tap into the Russian immigrant community and find good carpenters, but that's not really working for them now. So many of their Russian employees have joined the union the company is now running ads in the paper to fill its crews. They're just not getting the same quality carpenters and we think that's really going to hurt their business.”

In the meantime, another group of immigrant carpenters is finding an advocate and friend in the carpenters union and spreading the word. ■

T.G.I. Friday's Campaign Gets Attention

As reported in the last issue of the *New England Carpenter*, the recently established retail committee chose T.G.I. Friday's as a campaign target, hoping to receive a commitment from Friday's to find reputable contractors to build and renovate their restaurants. Carpenters throughout New England had a presence at each of the 25 restaurant locations bannered and leafleting as part of these efforts.

At a restaurant location in Newington, Connecticut, the local efforts received media coverage. While looking into that particular store, it was discovered that two

construction workers who helped build the restaurant had not received payment for their work. As part of the region-wide campaign, union carpenters were on hand at the Newington location with banners. The efforts of the union carpenters did not go unheard: the workers were paid the money they were owed.

In mid-February, Daniel Magee of New York Ceiling and Drywall was arrested on charges that he failed to pay sixty-nine employees, mostly immigrant workers, on jobs including this Friday's location in Newington. The efforts of

the Carpenters union in helping the unpaid workers get their money, as well as file complaints with the Department of Labor, led to a six-month investigation which resulted in the arrest of Magee.

This region-wide campaign has made notable progress. Brian Richardson, Organizing Director, has stated that: "The New England Regional Council of Carpenters is currently negotiating with T.G.I. Friday's corporate attorney to settle our differences in their building practices. As a show of good faith, banners and leafleting activities have been stopped during these discussions." ■

Retail Committee Continues Work

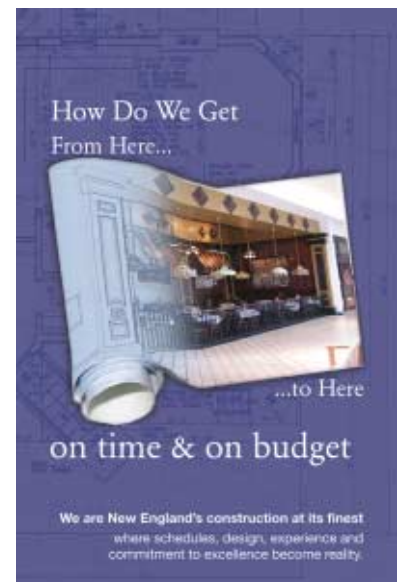
The retail committee has recently completed work on a brochure that highlights the New England Regional Council of Carpenters' ability to recognize and meet the needs of that sector of the industry. The eight page brochure will be delivered to retail contacts around the region including mall managers, end-users, and store owners and will also be handed out to construction managers from retail outlets at various trade shows they attend.

Some of the points highlighted in the brochure are Profit, Productivity, and Value. Using headings such as Craftsmanship, Deadlines, and Quality, the brochure offers explanation as to how our 2,000 contractors and 26,000 skilled

carpenters can help get retail projects throughout the region completed on time and on budget, without compromising the quality of work.

The brochure also contains quotes from union contractors who have worked in the retail industry. Gino DiGiore, project manager with The May Companies, is also quoted in the brochure, noting that "All of the old stereotypes are gone. We work with the Carpenters Union in New England because they're professional, well-trained, and flexible."

The retail committee hopes this brochure will be an excellent supplement to their ongoing efforts and outreach to the retail community. ■



Retail Survey

As reported in the last issue of the *New England Carpenter*, members of the retail committee recently spoke with mall managers throughout New England encouraging them to add signatory general contractors and subs to the lists they provide to end-users.

In an effort to compile an accurate list of union general contractors and subs that are working in the retail market or who want to enter the retail market, a survey was sent out. The survey details what stores contractors have worked on in the past, what type of work they currently do as well as what areas they would like to reach.

Approximately 130 contractors have responded so far. The list of contractors interested in working in the retail market will be provided to mall managers and end-users throughout New England and will also be used as a resource for business agents to put bid lists together as retail projects are advertised.

Student Supporter Sends A Message to T.G.I. Friday's

TO: Brad Honigfeld, CEO,
president@briad.com
CC: Michael Dell'Angelo, President/Chief
Operating Officer, coo@briad.com
SUBJ: T.G.I. Friday's: Newington, CT

Dear Mr. Honigfeld:

I was appalled to learn of the Briad Group's mistreatment of its employees (*"Carpenters can't stomach Friday's"* in the **New Britain (CT) Herald**; 12/27/05).

Your company's actions in this matter are both despicable and inexcusable.

I will no longer do business with T.G.I. Friday's (at any location), at least until the payment demands of the workers are satisfied.

I am not alone in my disgust over this situation, or in my decision to stop patronizing T.G.I. Friday's until this matter is resolved to the satisfaction of the employees.

I was informed of the pay dispute by a relative, who is of a similar opinion and has vowed to boycott your restaurants. In turn, I told a local acquaintance who agreed with me, and plans to take similar action.

Further, I will forward both the **New Britain Herald** article and this letter to friends and relatives in other states, encouraging them to do the same.

Also, I am a graduate student at the University of Central Florida in Orlando, FL, majoring in Political Science. I will present the same material to classmates, professors, and members of the university's activist community. I am certain the egregious nature of your mistreatment of the CT employees practically guarantees enthusiastic organization efforts in protest.

Sincerely,
Larisa Roderick

NAMES
FACES
PEOPLE
PLACES

MA Safety Deadline Coming

Members in Massachusetts are reminded that by July 1, 2006, a law will take effect requiring all workers employed on state or local-funded construction projects to have completed the OSHA 10 construction safety course.

OSHA 10 classes are regularly scheduled at numerous locations in the state. If you have not completed the course, please contact your local union or a training center in your area to sign up for the class.

If you have not completed the course, you may be removed from a job until you completed the course. Safety makes sense, losing a job does not.

Death Benefit Enacted

The Executive Board of the New England Regional Council has established a policy that will donate \$2,000 for funeral expenses of active members in good standing.

The policy was put in place retroactive to July 1, 2005 meaning any eligible members who died after that date would qualify.

The donation will be paid to the person responsible for the funeral arrangements of the member. Locals coordinating the application must receive a death certificate and funeral home statement prior to disbursement of donations.

Locals must also have record of the member being active in the UBCJA system and not collecting a carpenter pension as of the date of death.

First Trade Continues Strong Run

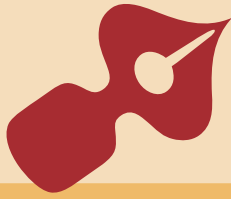
First Trade Union Bank continued its strong performance in the fourth quarter of 2005. The bank delivered a dividend check of more than \$240,000 to the New England Carpenters Pension and Annuity Funds for the fourth quarter. As an owner of First Trade, the New England funds have earned close to a million dollars in dividends in 2005 and almost \$5 million in the last four years.

David Woodman, a member of the First Trade Board of Directors and the Investment Committee for the New England Carpenters Benefits Funds said the dividend was the latest in what has been a solid investment for the Funds.

"This is the sixteenth consecutive dividend payment over the last four years with a total that, annualized, represents a nearly 4% return on the Funds original investment," he said. "So not only does the bank provide immeasurable benefits and services to our membership, other unions and the community as a whole, lately it has proven to be a strong financial performer for our funds."

First Trade Union Bank was opened in 1987 by the Massachusetts Carpenters Pension and Annuity Funds to serve a full range of personal and business banking needs, particularly those of working people. It has grown to a \$360 million full service bank that has a unique familiarity with the construction industry. It is headquartered in the Marine Industrial Park in South Boston and has branches in South Boston and Warwick, Rhode Island. It is expected to open a new branch in Hauppauge, Long Island in New York in the future.





To learn more about these and other union contractors that can help you build a winning team, contact the Contractor Relations Department.

In Connecticut and Rhode Island, call 203-265-0819.

Elsewhere in New England, call 1-800-275-6200.

New Signatory Contractors

The New England Regional Council of Carpenters continues to sign companies to collective bargaining agreements, showing that union construction is not only the right thing to do, but makes good business sense as well.

Growth in the number of contractors choosing to do work with union carpenters is not only good for members and the union, but good for other union contractors as well. The more contractors that uphold industry standards, the more level the playing field becomes for honest contractors. It also allows union general contractors more of a selection in building teams for their projects and gives union subcontractors a larger group of general contractors to work for.

The expanded listing of new contractors below is intended to help members and existing union contractors identify and consider newly signed contractors for upcoming work. Contractors are listed in the chronological order they signed collective bargaining agreements.

Rock Steady Drywall, Inc.

Springfield, MA

Specialties: Drywall & metal studs

Parisi, Inc.

Chicopee, MA

Specialties: Architectural woodwork, mill-shop

Corjen Construction Co.

Boston, MA

Specialties: Woodframing

Bidding range: to \$50,000,000

American Piledriving & Equipment, Inc.

Maynard, MA

Specialties: Pile driving, excavation support, excavation

Bidding range: from \$15,000 to \$1,000,000

Goldgard Installations, LLC

Middleboro, MA

Specialties: Finish, doors & windows, store fixtures and shelving, furniture

J&J Contractors, Inc.

Lowell, MA

Specialties: Bridge repair, public work

Bidding range: to \$12,000,000

Translucent Wall Systems

Brookline, NH

Specialties: Carpentry, wall systems

Bidding range: to \$1,000,000

Acme Construction Corporation

Rockland, MA

Specialties: Concrete restoration & cleaning

Bidding range: from \$1,000 to \$250,000

John E. Murphy Corp.

Brookline, NH

Specialties: General carpentry, retail

Bidding range: to \$1,000,000

Case Foundation Company

Roselle, IL

Specialties: Caissons, slurry walls, earth retention

Don Shortleeve's DS Builders

Jeffersonville, VT

Specialties: Residential & commercial construction

Bidding range: to \$100,000

Carpenter Training Opportunities

Connecticut Carpenters Training Center

500 Main Street
Yalesville, CT 06492
Contact: Richard Christ
Phone: 203-284-1362

Blueprint reading, Builders Level and Transit, Total Station, Concrete Formwork, Insulated Concrete Forms, Stairs, Metal Framing and Drywall, Suspended Ceilings, Solid Surface Installation, U.B.C. 32-Hour Rigging Certification, Forklift Training, Lift & Boom Training, Fall Prevention, O.S.H.A.-10 Safety Awareness and O.S.H.A.-30 Construction Safety, Basic Welding and D.O.T. Welding, C.P.R. & First Aid, Powder Actuated Tools, U.B.C. Forman Training, Floor Covering, Ingersoll Rand Door Hardware Certification, U.B.C. Scaffold Certification. Course catalogues with dates, times and course descriptions are available through the Training Center.

NNE Local 1996 Maine, New Hampshire, Vermont

Contact: Dana Goldsmith
Phone: 207-622-6664

Scaffold Training - 32 Hr Accelerated or 40 Hr; UBC Rigging Qualification Training, Dial Indicator Shaft Alignment, Laser Shaft Alignment, Millwright Qualification Refresher, Stepping up to UBC Foreman, OSHA 10, OSHA 30, Millwright 16 hr Safety Course, GE Gas Turbine Familiarization Course, Drywall Certification, Blueprint Reading, 16 Hr Welded Frame and Mobile Tower, First Aid/CPR, Systems Refresher

SE Massachusetts Training

21 Mazzeo Drive
Randolph, MA 02368
Contact: Rick Anderson/Ann-Marie Baker
Phone: 781-963-0200

30-hour OSHA Construction Safety, 10-hour OSHA Construction Safety, 32-hour scaffolding, Steward Training, Stepping Up to UBC Foreman and Construction Supervisors License (Building Code)

Massachusetts Floorcovers Local Union 2168

803 Summer Street, 2nd Floor
South Boston, MA
Contact: Tom O'Toole
Phone: 617-268-6318

Classes for floorcoverers only:
Flash cove, Vinyl sheet goods, Forbo linoleum installation and welding, Laminate flooring, Sports flooring, Stair treads, Carpet, Upholstery, Sewing and VCT.

Classes held Saturdays at the New England Carpenters Training Center in Millbury.

Pile Drivers Local 56

Marine Industrial Park/EDIC
22 Drydock Ave, 3rd Floor
Boston, MA 02210-2386
Contact: Ed Nickerson
Phone: 617-443-1988

CPR and First Aid: ongoing; call for dates and times; Journeyman upgrade welding: Wednesday evenings. OSHA 10 Hour Safety: ongoing; call for dates and times. UBC Rigging: dates and times to be announced Blue Print Reading: dates and times to be announced.

Northeast Massachusetts Carpenters Apprenticeship Fund

350 Fordham Road, 201
Wilmington, MA 01887
Contacts: Jeff Marcoux/Connie Faro
Phone: 978-752-1197

Blue Print Reading 1, Blue Print Reading 2, OSHA-10 hour, OSHA-30 hour, 16-hour Scaffold, 32-hour Scaffold, 8-hour Scaffold Refresher, 30-hour Massachusetts Construction Supervisors License Prep Course, Metal Stud and Drywall, Door and Hardware Installation or 24-hour Certification, Steward Training (offered at Local Level only)

Boston Carpenters Apprenticeship and Training

385 Market Street
Brighton, MA 02135
Contact: Benjamin Tilton
Phone: 617-782-4314

Blueprint Reading for Construction, Cabinetmaking, Ceiling Installation,

Boston Carpenters Apprenticeship and Training (continued)

Computer Aided Drawing and Design (CAD), Computer Literacy, Computer Spanish, Construction Supervisors License (Building Code), Door Hardware, Door Installation, Ergonomics for Construction, Ergonomics for Train the Trainer, ESL (English as a Second Language, ESL (OSHA 10-hour Spanish), Finish Carpentry, First Aid/CPR (for Construction Industry), Labor History, Math for Carpenters, Mentoring, Metal Stud & Drywall (Training and Certification), OSHA 10-Hour Construction Safety, OSHA 30 Hour Construction Safety, Rafter Layout I & II, Scaffolding 16 & 32 Hour Training and Certification, Steward Training (NERCC & Floorcovers) Survey/Project Layout, Total Station, UBC Foreman, Welding & Certification.

New England Carpenters Training Center

13 Holman Road
Millbury, MA 01527
Contact: Richard Nihtila
Phone: 508-792-5443

30-hour OSHA Construction Safety, 10-hour OSHA General Industry, First Aid, CPR, Understanding Material Safety Data Sheets (MSDS), Permit Required Confined Space, Blue Print Reading, Construction Supervisors License (Building Code), Framing Square, Hazardous Waste Worker, Hazardous Waste Worker Refresher, Lead Paint Abatement Worker, Welding, Drywall, Drywall Certification, Cabinet Making, Solid Surface Installation, Scaffolding, Transit Level.

Classes for floorcoverers only:
Vinyl Sheet Goods, Forbo Linoleum Installation and Welding, Plastic Laminate Flooring Certification, Scaffolding Users, Linoleum Seam Welding Only.

The New England Carpenters Training Center is also offering 32-hour scaffolding classes on an as needed basis. The class will allow for the certified worker to work and erect tubular welded frame, systems and tube and clamp scaffolds.

If there are no power plants in your area, you may want to participate in the 16-hour tubular welded frame scaffold class only. Certification is good for 3 years. ■



An Independent Licensee of the
Blue Cross and Blue Shield Association

Members who have questions about the change in networks should contact the Customer Service group at the Fund office. They can be reached by calling 800-344-1515 and choosing Option 4 and then Option 1.

To locate a provider in your area that is part of the Blue Cross Blue Shield PPO Network, call 1-800-810-BLUE or visit the website at www.bluecares.com.

You can also access the site through the Fund's website at www.carpentersfund.org.

Health Fund Switches to Blue Cross Blue Shield Network

The New England Carpenters Health Benefits Fund has contracted with Blue Cross and Blue Shield to be the network provider for services to covered members. The move allows members to access one of the largest, well known health care networks in the country. The change from Health Care Value Management (HCVM) took effect February 1 but will not affect the benefits of members.

"In an effort to get a better handle on today's rising health care costs, the Board of Trustees along with the Carpenters Health Benefits Fund, requested proposals from two major Preferred Provider Networks," said Jim Buckley, Administrator of the Fund. "Upon review of the proposals, it was determined that participation in the PPO Network of Blue Cross and Blue Shield would not only grant our membership access to a larger network of doctors nationwide, but it would also provide the Fund an annual savings of approximately \$8-10 million in medical costs, as Blue Cross and Blue Shield's PPO Network discounts are deeper than those of HCVM."

New medical identification cards used to verify coverage were mailed to members in January. Members are encouraged to contact their doctor to ask whether they are a participating PPO member of the Blue Cross Blue Shield Network or go to www.bluecares.com to determine the provider's status before receiving care. Members should use the Blue Cross Blue Shield PPO Network to receive the same benefits as with the old HCVM network. Members may also use the PPO services of the Blue Cross Blue Shield Network nationwide.



New England Carpenters
Benefit Funds

When members next visit their health care provider, they should indicate that their network has changed and provide their new ID number. It is important that the provider include the Blue Cross Blue Shield number listed on the card when submitting claims to the local plan. For this reason, it is important that members and covered dependents show their new card when receiving health care services.

New cards also contain important information and telephone numbers regarding required pre-certification of inpatient hospital care and other outpatient care.

The change in networks to Blue Cross Blue Shield will not affect current pharmacy, dental or vision benefits.

"We are confident that the projected savings will help to lower the membership contribution rate, as well as increase the funds in our reserve," Buckley said. "Currently, the Fund operates with a 6 – 7 month reserve. However the projected savings should increase our reserve to 12 months by the end of the current contract term."

The final decision to go with Blue Cross and Blue Shield was voted in by both Labor and Management. ■

Contact Information for Benefits Funds Offices in New England

Massachusetts State Carpenters Health Benefits Fund
Health Fund Administrator: Jim Buckley

Massachusetts State Carpenters Pension and Annuity Fund
Pension Fund Administrator: Harry Dow

Massachusetts State Carpenters Collection Agency
Collection Agency Director: Harry Dow

Address:
350 Fordham Road
Wilmington, MA 01887
For Health Fund, mail to:
PO Box 7075
Wilmington, MA 01887

Telephone:
800-344-1515
978-694-1000

On the web:
www.carpentersfund.org

Western Massachusetts Carpenters Health Benefits Fund
Fund Director: Carol Burdo

Address:
29 Oakland Street
Springfield, MA 01108

Telephone:
413-736-0486
800-322-0335 (in MA only)

Connecticut State Carpenters Health, Pension & Annuity Fund
Fund Administrator: Rich Monarca

Address:
10 Broadway
Hamden, CT 06518

Telephone:
800-922-6026
203-281-5511

Rhode Island Carpenters Fringe Benefit Fund
Fund Manager: Betty Pacheco

Address:
14 Jefferson Park Road
Warwick, RI 02888

Telephone:
401-467-6813

Northern New England Carpenters Benefits Fund

Address:
250 Center St., Suite 361
Auburn, ME 04210

Telephone:
800-545-6377
207-777-1141

Clip and save this important contact information



In Memory

The New England Regional Council of Carpenters would like to recognize the service of the following members who have passed away recently. Our condolences to their families, friends and those who worked with them.

Member	Years	Age	Member	Years	Age
Local 24			Local 210		
Raymond L. Merchant	48	82	Joseph Crenwick	27	63
Samuel Procopiou	50	80	Robert H. McKague	35	64
Raymond H. Shaw, Jr.	37	62	Dominick J. Saggese	54	81
Russell R. Smith	19	65	Local 424		
Local 33			Charles G. Chalmers	52	88
Frank C. Bianco	31	73	Local 624		
Joseph A. Lacopolis	57	85	George Geoffrion	58	82
Local 40			Local 1121		
Franklin H. Booker	58	92	Thomas G. Leonard	37	60
Guimond Lambert	18	61	Local 1302		
John A. Petrilli	53	83	Edward Hirschfeld	59	92
Salvatore Pustizzi	69	91	Local 1305		
Gordon A. Wood	41	88	Ernest R. Bouchard	50	88
Local 43			Raymond F. Gaucher	60	87
John Cswertek	43	75	Local 1612		
John Dunay	50	85	Walter C. Perry	33	64
Patrick Sheridan	15	48	Local 1996		
Local 51			Clair M. Barstow	41	81
Virgil L. Farless	57	93	Roland J. Dumont	55	84
John D. Manning	30	49	Walter B. Melvin	66	90
Manuel A. Travassos	45	81	Chanel J. Roy	44	88
Local 67			Gordon J. Thompson	21	65
Edward Galvin	58	90	Local 2400		
Local 108			G. Arthur Fleming	65	92
Donald J. Desautels	18	62			
Russell R. Pelletier, Jr.	5	42			

A message from Claire Kinney Joyce, mother of Brother John Kinney, 18-year member of Local 624 who lost his life while working as a steward at the Bridgewater-Raynham High School.

To the Many,

Our family has been overwhelmed by the outpouring of love and support shown for my son, John Patrick Kinney, who died as the result of a tragic accident at the construction site of the new Bridgewater-Raynham High School on November 22nd.

I would like to take this opportunity to publicly express my family's thanks and appreciation:

- To John's fellow workers who rushed to his aid at the work site;
- To the emergency response personnel from Bridgewater and West Bridgewater who transported both men to the local hospitals;
- To the ER teams at the Caritas and Brockton Hospitals;
- To the doctors and nurses at the Boston Medical Center who so caringly made every effort to save John as well as the rest of us;
- To the many individuals who stood in line to pay their respects at the funeral home, and those who took the time out of their day to attend his funeral mass the following morning;
- To the bagpipers from Local 103 of the Electrical Workers Union who piped a final tribute at his services.

Our very special thank you for the caring support of Local 624 of the Carpenters Union and the large show of sympathy from the many members of the numerous trade unions who stood along the roadway in silent tribute on that cold and windy morning as the funeral procession passed by. We were all deeply touched by their show of respect for a fellow craftsman, and their continued support for his family.

God bless all of you,
Claire Kinney Joyce

New Members Welcome

Jeffrey Allen, John Amarello, Jonathan Aprile, Marc Argentino, Michael Awalt

Devitto Bastien, David Beaudette, Douglas Belcher, Dionte Bell, Michael Bergeron Jr., William Blanchard Sr, Brad Blow, Daniel Bond, George Bratsis, Michelle Breton, Eric Brothers, Henry Brown Jr

Jorge Cabrera Jr, Justin Campbell, Andy Capeles, Joseph Cardoso, Michael Carey, Randy Carey, Jason Carpenter, Simon Carroll, Antonio Castillo, Todd Castro, Paul Castro Jr, Adam Chamberlain, Leif Christiansen, Ryan Cochrane, John Coderre, Michael Cole, Michael Conley, Edward Contilli Jr., Pamela Corey, William Corley, Eric Crossman, Daryl Crossman, Patrick Crowe, Salvatore Culmo, Jose Custodio, Nicholas Cuzzupe, Shane Cyr

Jacob Danforth, Georges Daou, Brian Davis, Joao DeAlmeida, Manuel DeAlmeida, Ernest Delvecchio, James Demers, Stephen Dentremont, Thomas Depalo, Michael Descoteau, Antonio DeSouza, Louis DiNunzio, Jeffrey Dobson, Alexander Doherty, Christopher Donovan, Chenier Durand

Krist Ellis, Donald English Jr, Jeremy Ethier Sr Harry Faroux Jr, Marc Feix, Michael Fields, Kirk Fiske, Ryan Fitzpatrick, Philip Fontaine, Lee Foote, Jonathan Freire, Rickey Frotten

Tyler Gagnon, David Garcia, Mike Gartland, Michael Gates, Chris Geary, Justin Generelli, Israel Gomes, Antonio Gonzales, Scott Granger, Kanin Graton, Glenn Gratton, Michael Gray, John Grealey, Kevin Gridley

Chris Hackett, Timothy Hall, Michael Hanson, Richard Harris, Lawrence Havey, Aaron Hussey

David Ingraham, Steve Ingram

Matthew Jerzyk, Joshua Jessop, Drew Jett, Lorenzo Jochola, Ronald Johnson, Marvin Johnson, Ilvamar Jordao

Vladimir Kaletin, Christopher Keenan, Michael Kelsey, Eshemenie Kenion Sr, Sean Kennaway, Claudio Kizuka, Michael Kozlowski

Jose Lara, Daniel Lavallee, Edward Lewis Jr, Brian Lightfoot, Michael Lively, Thomas Locatell, Tony Lopez, Michael Lovallo

John Mathurin, Terry May, Richard McCrae, John Mcelearney, Richard McGlone III, Joseph McGovern, Brian McLaughlin, Edmilson Medeiros, Juan Medina, Joshua Menard, Paul Menard, James Miles, Kevin Miranda, Wilber Morales, Derek Moran, Daniel Moriarty, Maurice Morin, Daniel Morrison, Joseph Moscovitz, Jimmy Mota, Frank Motta, Oglair Mudrek, Bruce Munsell

Marcos Neves, Erik Nordstrom

Paul Obermann, Edward Okun, Mark Oleson, Aneudy Ortega, Stephen Ouellette, Carlos Oviedo

James Parker, Daniel Parrow, Paul Parsons, Angelo Paul, Fernando Pereira, Angel Perez, Stewart Perry, Kenneth Perusse, Timothy Phillips, William Pidgeon, Laric Plants, William Platek, Keith Poirier, Brian Polizzotti

Jose Ramirez, Francisco Raposo, Eric Raposo, Joseph Reen, Rick Reid Jr, Dana Reis, Jason Resendes, Adam Rich, Brock Richardson, Javier Rodriguez, Roy Roldan Jr, Paul Rooney, Charles Roy, Curtis Russell, Michael Russo, Allen Ryan Jr

Javier Santiago, Kyle Santos, James Scalia, John Schweitzer, Francisco Serrano, Jonathan Shaink, Jeffery Sherman, Evan Silber, Paul Silva, Adam Sinkus, Jared Sinos, Mark Slater, Foster Smith, John Soares, Jacob Stetson, Alan Stone, Joshua Stowell

William Taft, Henry Talbot, Joshua Tannariello, Luke Tannariello, Joao Teixeira, Stephen Thetonia Jr, Dana Tibbetts, Marcel Tremblay, Dean Trioli, Nicholas Tsimekles, James Turlis, Matthew Turner

Ricardo Velasquez III, Mark Vincent, John Visocchi, Charles Vollmer

Keith Waite, Bernard Wheeler, Daniel White Sr., Steven Wiecorek, Todd Wilcoxson, Ralph Williams, Christopher Wilson, Dan Wischmeier, Henry Woolford ■

THE OBLIGATION

I do, of my own free will and accord, solemnly and sincerely promise on my sacred honor that I will never reveal by word or deed any of the business of this United Brotherhood unless legally authorized to do so.



I promise to abide by the Constitution and Laws and the will of the majority, observe the By Laws and Trade Rules established by Local Unions and Councils affiliated with the United Brotherhood and that I will use every honorable means to procure employment for brother and sister members.

I agree that I will ask for the Union Label and purchase union-made goods and employ only union labor when same can be had. And I further agree that if at any time it should be discovered that I have made any mis-statements as to my qualifications for membership, I shall be forever debarred from membership and donations in this order.

I pledge myself to be obedient to authority, orderly in the meetings, respectful in words and actions and charitable in judgment of my brother and sister members.

To all of this I promise and pledge my most sacred word and honor to observe and keep and the same to bind me as long as I remain a member of the Brotherhood.

And I further affirm and declare that I am not now affiliated with and never will join or give aid, comfort or support to any organization that tries to disrupt any Local Union, District Council, State or Provincial Council or the International Body of the United Brotherhood of Carpenters and Joiners of America.

Schedule of Monthly Union Meetings

Carpenters LU #24 / Eastern & Central Conn.	1st Wednesday, 7:00 pm	Odd months at New London Hall Even months at Yalesville Hall
Carpenters LU #26 / Salem / North Shore	3rd Thursday, 5:00 pm	Knights of Columbus, Wakefield
Carpenters LU #33 / Downtown Boston	Last Wednesday, 5:00 pm	Florian Hall, 55 Hallett Street, Dorchester
Carpenters LU #40 / Cambridge / Brighton	4th Tuesday, 4:00 pm	Cambridge VFW Hall, 688 Huron Ave.
Carpenters LU #43 / Hartford / North Central Conn.	3rd Thursday, 5:30 pm	885 Wethersfield Ave., Hartford
Shop and Mill LU #51 / MA Statewide	1st Monday, 7:00 pm	500 Gallivan Blvd., Dorchester
Piledrivers LU #56 / MA Statewide	Last Monday, 5:00 pm	K of C, West School St., Charlestown
Carpenters LU #67 / Dorchester / Milton / Dedham	2nd Wednesday, 4:30 pm	Florian Hall, 55 Hallett Street, Boston
Carpenters LU #94 / Rhode Island	4th Wednesday, 7:00 pm	14 Jefferson Park, Warwick
Carpenters LU #107 / Worcester / Central Mass	2nd Thursday, 5:00 pm	Italian-American Victory Club, Shrewsbury
Carpenters LU #108 / Springfield / W.Mass	3rd Thursday, 5:00 pm	108 office, 29 Oakland, Springfield
Carpenters LU #111 / Lowell / Lawrence / Methuen area	2nd Tuesday, 5:00 pm	K of C, Market St., Lawrence
Carpenters LU #210 / Western Conn.	1st Tuesday, 7:00 pm	35 Pulaski St., Norwalk
Carpenters LU #218 / Logan / Charlestown / Medford / Malden	3rd Thursday, 7:30 pm	VFW, Mystic Ave, Medford
Carpenters LU #275 / Boston Metro-West area.	2nd Wednesday, 5:00 pm	Newton Post 440, California St., Newton
Carpenters LU #424 / Quincy / S. Shore	3rd Wednesday, 5:00 pm	Elks, Rte 53, Weymouth
Carpenters #475 / Framingham-Marlboro	1st Tuesday, 5:00 pm	Ashland American Legion, 40 Summer St.
Carpenters LU #535 / Norwood / Attleboro / Milford	1st Wednesday, 7:00 pm	Italian-American Club, Walpole
Carpenters LU #624 / Brockton / Cape Cod	2nd Monday, 6:30 pm	K of C Hall, Kingston, MA
Woodframe LU #723 / MA-Statewide	2nd Tuesday, 5:00 pm	120 Quarry Street, Quincy
Millwrights LU #1121 / MA-Statewide	3rd Monday, 7:30 pm	K of C Hall, 323 Washington St., Brighton
Local Union 1302	2nd Thursday, 2:45 pm	171 Thames Street, Groton
Carpenters LU #1305 / Seekonk / Fall River / Wareham	3rd Wednesday, 7:00 pm	239 Bedford St., Fall River
Carpenters LU #1996		
Maine:	2nd Wednesday, 7:00 pm	60 Industrial Drive, Augusta
New Hampshire:	2nd Wednesday, 7:00 pm	17 Freetown Road, Raymond
Vermont:	2nd Wednesday, 7:00 pm	5 Gregory Drive, S Burlington
Floorcoverers LU #2168 / MA-Statewide	1st Wednesday, 5:00 pm	K of C Hall, 323 Washington St., Brighton
Connecticut Shop Carpenters / CT-Statewide	Last Tuesday, 5:30 pm	LU 43, 885 Wethersfield Ave., Hartford

Schedule of VOC Meetings

Following is a schedule of meetings for Volunteer Organizing Committees held in Local Unions throughout the Council.

If there is a regular VOC meeting in your local union or hometown, please let us know by sending an email to: bdurand@neclmp.org.

Local 26

First Thursday of the month at 5pm at the Local 26 Union Hall in Wilmington.
Contact: Council Rep. Ken Amero at Local 26.

Local 107

Wednesday after regular union meetings at 5:30 pm at the Local 107 Union Hall on Endicott Street in Worcester.
Contact: VOC Chair Wayne Boulette or Council Rep Art Sisko at Local 107.

Local 275

Third Wednesday of the month at 4pm at the Local 275 Union Hall on Lexington Street in Newton.
Contact: Brother Bruce Whitney through Local 275.

Local 424

Second Wednesday of the month at 5pm at the Randolph Union Hall. All members in SE Mass are invited.
Contact: Council Rep

Local 535

First Wednesday of the month before regular monthly union meetings at the Italian American Club, Walpole.

Local 1996

Second Wednesday of the month at 4 pm in Vermont; 5 pm in Maine and as scheduled in New Hampshire. Meetings are held at Local Union halls.
Contact: Randy Evarts (ME), Elizabeth Skidmore (NH), and Matt Durocher (VT).

Local Unions Affiliated with The New England Regional Council of Carpenters

Carpenters Local 24

500 Main Street
Yalesville, CT 06492
Council Representatives: Chuck Appleby,
Bruce Lydem, Jay Zupan
Phone: 203-265-6242, 203-265-6236
Fax: 203-265-4556

597 Broad Street
New London, CT 06320
Council Representatives: Chuck Appleby,
Ray Kevitt
Phone: 860-442-6655
Fax: 860-437-3353

Carpenters Local 26

350 Fordham Road
Wilmington, MA 01887
Council Representatives: Nick DiGiovanni,
Ken Amero, Steve Falvey
Phone: 978-658-5520
Fax: 978-658-3878

Carpenters Local 33

10 Drydock Avenue
Boston, MA 02210
Council Representatives: Richard Neville,
Neal O'Brien, Richard Scaramozza
Phone: 617-350-0014, 617-350-0015,
617-350-0016
Fax: 617-330-1684

Carpenters Local 40

10 Holworthy Street
Cambridge, MA 02138
Council Representatives: Joseph Power,
Tom Puglia
Phone: 617-547-8511, 617-547-8512,
617-547-8537
Fax: 617-547-0371

Carpenters Local 43

885 Wethersfield Avenue
Hartford, CT 06114
Council Representatives:
George Meadows, Martin Alvarenga
Phone: 860-296-8564
Fax: 860-296-8010

Shop and Millmen Local 51

760 Adams Street, 2nd floor
Dorchester, MA 02122
Council Representative: Henry Welsh
Phone: 617-265-3444
Fax: 617-265-3437

Piledrivers Local 56

Marine Industrial Park/EDIC
22 Drydock Avenue, 3rd Floor
South Boston, MA 02210—2386
Council Representatives: Dave Woodman,
Dan Kuhs
Phone: 617-443-1988
Fax: 617-443-4566

Carpenters Local 67

760 Adams Street, 2nd Floor
Boston, MA 02122
Council Representatives: Steve Tewksbury,
Chris Shannon
Phone: 617-474-7879
Fax: 617-474-9484

Carpenters Local 94

14 Jefferson Park Road
Warwick, RI 02888
Council Representatives: David Palmisciano,
William Holmes, Paul Lander, Tom Savoie
Phone: 401-467-7070
Fax: 401-467-6838

Carpenters Local 107

29 Endicott Street
Worcester, MA 01610
Council Representative: Jack Donahue,
Art Sisko
Phone: 508-755-3034
Fax: 508-752-6714

Carpenters Local 108

29 Oakland Street
Springfield, MA 01108
Council Representative: Simon James,
Jason Garand
Phone: 413-736-2878 Fax: 413-781-1640

150 North Street, Suite 30B

Pittsfield, MA 01201
Phone: 413-441-7439

Carpenters Local 111

13 Branch Street
Unite 215
Methuen, MA 01844
Council Representatives: Joe Gangi, Jr.,
Al Centner
Phone: 978-683-2175
Fax: 978-685-7373

Carpenters Local 210

427 Stillson Rd, P.O. Box 668
Fairfield, CT 06824
Council Representatives: Glenn Marshall,
John P. Cunningham, Richard Wargia
Phone: 203-334-4300
Fax: 203-334-4700

Carpenters Local 218

35 Salem Street
Medford, MA 02155
Council Representatives: Paul Hughes,
Richard Pedi
Phone: 781-391-3332
Fax: 781-391-3542

Carpenters Local 275

411 Lexington Street
Newton, MA 02166
Council Representatives: Richard Dean,
Kevin Kelley
Phone: 617-965-6100
Fax: 617-965-9778

Carpenters Local 424

21 Mazzeo Drive, Suite 201
Randolph, MA 02368
Council Representative: Richard Braccia
Phone: 781-963-0200
Fax: 781-963-9887

Carpenters Local 475

58 Union Street
Ashland, MA 01721
Council Representative: Charles Ryan
Phone: 508-881-1885
Fax: 508-881-6041

Carpenters Local 535

21 Mazzeo Drive, Suite 201
Randolph, MA 02368
Council Representative: Joe Broderick
Phone: 781-963-0200
Fax: 781-963-9887

Carpenters Local 624

21 Mazzeo Drive, Suite 201
Randolph, MA 02368
Council Representatives: Rick Anderson,
Jim Burba
Phone: 781-963-0200
Fax: 781-963-9887

Carpenters Local 658 –Katahdin Paper Co.

90 Canyon Drive
Millinocket, ME 04462
President: Rod Daigle
Phone: 207-723-9163

Carpenters Local 723

803 Summer Street, 2nd floor
South Boston, MA 02127
Council Representative: Charles MacFarlane
Phone: 617-269-2360
Fax: 617-464-3319

Millwrights Local 1121

90 Braintree Street
Allston, MA 02134
Council Representative: Jack Winfield,
James Dalton
Phone: 617-254-1655
Fax: 617-783-5554

Local 1302 (Electric Boat)

171 Thames Street
Groton, CT 06340
Council Representative: Robert Tardif
Phone: 860-449-0891
Fax: 860-445-6384

Carpenters Local 1305

P.O. Box 587
Fall River, MA 02722
Council Representative: Ron Rheume,
Mike Nelson
Phone: 508-672-6612
Fax: 508-676-0771

Local 1612 – Katahdin Paper Co.

P.O. Box 706
Howland, ME 04448
President: Joey Devau
Phone: 207-746-5482

Carpenters Local 1996

60 Industrial Drive
Augusta, ME 04330-9302
Council Representatives: Bruce King,
Allen Wyman, John Leavitt
Shop Agent: Bob Burleigh
Phone: 207-621-8160
Fax: 207-621-8170

Carpenters Local 1996

5 Gregory Drive
S. Burlington, VT 05403
Council Representative: Bryan Bouchard
Phone: 802-862-9411
Fax: 802-863-4327

Carpenters Local 1996

17 Freetown Road, Suite 2
PO Box 1498
Raymond, NH 03077
Council Representative: John Jackson
Phone: 603-895-0400
Fax: 603-895-0474

Floorcoverers Local 2168

57 Savin Hill Avenue
Dorchester, MA 02125-1422
Council Representative: Mynor Perez,
Tom Quinlan
Phone: 617-825-6141
Fax: 617-282-5047

Local 2400 – Domtar Paper

P.O. Box 995
Baileysville, ME 04694
President: David Call
Phone: 207-427-3844

Local 3073 – Portsmouth Navy Yard

PO Box 2059 Pns
Portsmouth, NH 03801
President: Michael Chase
Phone: 207-439-4281

Local 3196 – South Africa Pulp and Paper, Inc.

105 Pennsylvania Avenue
South Portland, ME 04106
President: Fred Himing
Phone: 207-883-5524

Carpenters Labor Management Program

Boston

803 Summer Street, 4th Floor
South Boston, MA 02127-1616
Executive Director: Tom Flynn
Phone: 617-268-0014

Connecticut

2 North Plains Industrial Road
Wallingford, CT 06492
Phone: 203-679-0661

Research Department

803 Summer Street, 2nd Floor
South Boston, MA 02127-1616
Phone: 617-268-7882
Research Director: Steve Joyce

Regional Organizing Offices

Boston

803 Summer Street, 2nd Floor
South Boston, MA 02127
Phone: 617-464-4559

Central Mass Area

29 Endicott Street
Worcester, MA 01610
Phone: 508-798-4182

Connecticut/Rhode Island

2 North Plains Industrial Road
Wallingford, CT 06492
Phone: 203-265-2514

Western Mass

29 Oakland Street
Springfield, MA 01108
Phone: 413-781-1640

Northern New England

991 Candia Road, Unit A
Manchester, NH 03109
Phone: 603-621-7077

New England Regional Council of Carpenters
803 Summer Street, 2nd Floor
Boston, MA 02127

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