



NRCC UPDATE



The Opportunity

Percent Improvement	8 Hour Day	Percent Increase in Profitability
2%	9.6 minutes	20%
5%	24 minutes	50%
10%	48 minutes	100%

Inside

- Building the next generation of leaders 1
- Local Presidents and Recording Secretaries Hone their Skills 3
- In their own words: 300 Hitters Course Inspires, Motivates 4

Table of Contents

- 1 Leadership Messages**
Letter from the E.S.T
Building Leaders for a Strong Future.
- 2 President's Message**
Informed Members Build Strong Unions.
- 3 Running a Local Union Effectively**
Local Presidents and Recording Secretaries Hone their Skills.
- 4 We Build Leaders**
In their own words: 300 Hitters Course Inspires, Motivates.

- 6 Northwest NY**
Buffalo's Health Care Expansion Keys Work for Carpenters
Members are a part of Buffalo's building boom on 4 key healthcare projects.
- 7 At Buffalo's Harbor Center, Better Work Equals More Work**
Higher skills and better productivity bring more than a sense of accomplishment.
- Third Time's the Charm at Ithaca Project**
Carpenter skills and productivity help our contractors win work.

- 8 Southeast NY**
For Volunteer Projects, Ask and You Shall Receive
Northeast Carpenter members head the call to action.
- Carpenters Show Off Their Skills at Watchtower Project**
Members complete new world headquarters location for the Jehovah's Witnesses Church.
- Southeast NY Membership and Team Room Action Reap Rewards in New Work**
End user education highlights Carpenters professionalism and productivity.
- 9 It's Simple at Saratoga: Comply With the Contract**
Council Representatives work hard to enforce agreements.
- At a High-Tech SUNY Project, the Word is ZEN**
PLA secures work in expanding tech construction market.

- 10 New Jersey**
"Aegis Ashore" Project Showcases Carpenter Readiness
Certifications expose members to new and interesting opportunities.
- Prudential Tower Construction Is Off and Running**
Work on the new Prudential office tower project kicks into high gear.
- 11 Pride On Display As Apprentices and Journeymen Build Special Olympics Facilities**
Northeast Carpenters help make the 1st New Jersey hosted Special Olympics a success.
- Central Jersey Team Room Diligence Brings Turnarounds**
Top-level skills and productivity bring the best quality and value to the construction industry.

- 12 Political Action**
All Politics is Local
A Message from the Political Director.
- Rep. Sean Patrick Maloney:**
Keeping Promises to Working Families
- 13 Unemployment Insurance Reforms Take Effect**
'Right-To-Work' Is All Wrong For America

- 14 Our Union**
Membership Assistance Program Expands Eligibility
- 15 Six to Six: Battle Cry for a Shorter Work Day**
Staff Member with Military Roots Helps Council Show Support for Our Troops
- 16 Resources and Contact**
Sign Up for Text Messages
- Like Us on Facebook**
- MIX20/20 Online: Check your Out of Work Number with Mix 20/20's easy to use online tool**
- 17 Council Map**



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Building the Next Generation of Leaders

The Northeast Regional Council of Carpenters' ("NRCC") leadership team is a deeply committed mix of men and women whose sole purpose is to fight for opportunities to expand our market share and keep our members working. This is no small task. If we are to achieve the UBC's stated goal of 70% market share we need more leaders to emerge from our ranks to take up the charge.

The phrase "natural born leader" has been commonly used to describe individuals who rise to meet the challenges of their day. While this may be true in some cases, I personally believe that most leaders are made — through hard work, education and an unwavering dedication to an idea larger than oneself. We need to look no further than our own founding father P.J. McGuire for an example of this principle. Brother McGuire attended classes at Cooper Union in New York City to learn about the philosophies of other great leaders of his time while his extensive on-the-job experience gave him a deeper knowledge of his industry. *At his peak, Brother McGuire spent upwards of 18 hours a day speaking, writing and talking with workers to organize them for a better life.* His lifelong pursuit of knowledge helped lay the foundation for his success.

The UBC offers courses to give you the skills to become the next generation of our Union's leaders: the UBC's 3rd Year Apprentice Program: Helping Build Our Industries, and Journeymen: Leadership for a Strong Future. Here at the Council, we also offer our own leadership courses: the NRCC Shop Steward Certification Program, and coming soon — Forman Leadership Training. The Brotherhood's most transformational program is without a doubt, the Journeymen: Leadership for a Strong Future Program held at the International Training Center ("ITC") in Las Vegas. The brothers and sisters who are selected for this course are already leaders on the job; they are our "300 Hitters". When they return from the ITC, they have the skills and insight to become leaders of our communities by getting involved on school boards, planning boards, and running for office - and our Union by putting their improved communications skills to work on the jobsite, getting involved in organizing campaigns, or joining

the Volunteer Organizing Committee ("VOC"). To date, 227 members have gone through this class, and the next group of 150 members is scheduled to go out to the ITC in mid-August. I have spoken at length about the great value of this program, but I think the best advocates are the members who have gone through it themselves. Please read about their experiences on pages 4 and 5.

All of these educational programs support the UBC's priorities of growth through organizing; craft training and professionalism; and organizational effectiveness through resource management, communication and political action. Many of our most active and effective members and staff have gone through all of these classes.

There are so many ways to get involved with our Council — maybe you're thinking about running for local office or your town's school board, or you have great computer skills and want to perform research. Perhaps you want to be a part of a more structured opportunity — ask about your local's VOC or 300 Hitters Club. If your local doesn't have one yet, consider starting it.

Our Union's next generation of leaders are members who go the extra mile, whose workday extends beyond the jobsite. They work hard and inspire those around them to do the same. Education is a central part of making this happen. But education is wasted if you do nothing with it. I ask our members to cast aside the notion that leadership is someone else's responsibility. The most powerful thing a member can do to support his or her union is to make the transition from union carpenter to union leader. Once you do this, you've moved beyond simply working *in* your union to working *for* your union.

Fraternally,

Michael Capelli
Executive Secretary-Treasurer

“
... most leaders
are made —
through hard
work, education
and an unwavering
dedication to an
idea larger than
oneself.”



Informed Members Build Strong Unions

By John Ballantyne

Imagine if you had the opportunity to attend a meeting where you could hear about new opportunities to find work, network with other people in your industry and learn about changes to your work wages and benefits. The good news is this opportunity does exist – it's your regular monthly local meeting.

Busy lives, hectic schedules and long distances all converge to make it difficult to attend your local meeting; it's easier to stay home. But regular meetings are still one of the most effective environments to educate members and provide an avenue for direct participation in their union. In essence, your local meeting is the place where you can voice your opinion, share ideas and raise concerns.

Your local executive board works hard to make sure your meetings are interesting, exciting and most of all, meaningful. How do they do this? Robert's Rules of Order has long been the standard by which local unions conduct business. Indeed, most of our governing bodies use this valuable resource – the federal government, state and local government, school boards, planning and zoning boards, even student councils. Our own UBC Constitution cites Robert's Rules as the go-to resource for running local union meetings effectively. This structure has been time tested to provide a solid framework for conducting orderly meetings, allowing members the chance to directly participate in the decision making process and providing transparency for all union business.

The typical union meeting's agenda is based in part on the following:

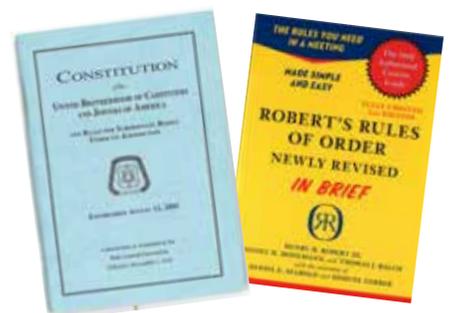
- **Call to Order** – The President "Calls the meeting to order" to start the meeting.
- **Roll Call of Officers** – The Recording Secretary calls off each name and keeps a record of the Officers and guests present.
- **Reading of Minutes of Last Meeting** – The Recording Secretary reads the minutes; that is, what happened at the last Union meeting. If there was unfinished business, that is discussed under "Unfinished Business."

- **Reading of Correspondence** – Any letters the Local receives are read to the members. If action is required, the Executive Board will have a recommendation as to what to do or will request that members make a motion to carry out an action. The members vote on their recommendation.
- **Communications and Bills** – The Recording Secretary should give a complete report on the dues taken in and how money was spent in detail.
- **Reports of Officers, Delegates and Committees** – This is the opportunity to read other reports, such as a report on organizing activities or political action.
- **Good of the Order** – Members can bring any comments, questions of concerns before the body.
- **Unfinished Business** – Any business left over from other meetings is discussed here.
- **New Business** – Any business that requires Union membership approval should be taken up here. Also any member can present ideas for improving our Union for discussion during this time.

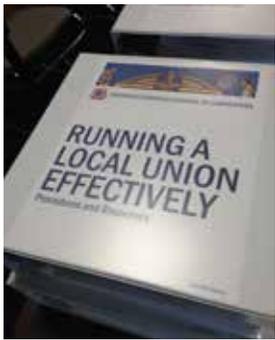
You can receive the full Order of Business in the UBC Constitution. Please contact your Local for a copy.

The business of the local can sometimes be tedious. Getting to your regular monthly meeting may be difficult or downright inconvenient. But a productive meeting depends not only on the local's executive board; it also depends on an active, engaged and informed membership. Even if you are not a member of your local's leadership — you're just a regular member — it is incumbent upon each of you to participate. We are all leaders of our union in that each of us has the ability to inform and guide our union's decisions. We are counting on you.

... regular meetings are still one of the most effective environments to educate members and provide an avenue for direct participation in their union.



Local Presidents and Recording Secretaries Hone Their Skills



The NRCC is committed to providing training and continuing education for members at all levels – from members out in the field, to council representatives and local executive board members. This week we invited each local’s president and

recording secretary to a 1-day continuing education class called **“Running a Local Union Effectively”** led by President John Ballantyne.



Local leadership traveled to Edison office for this important class

This refresher course provided lots of helpful information to aid presidents and recording secretaries in the day-to-day business of running your local affiliate. They all received a comprehensive manual that included the UBC’s official procedures for conducting nominations and elections, the U.S. Department of Labor’s rules for electing union officers and conducting union elections, a review of the Labor Management Reporting and Disclosure Act (“LMRDA”) and tips for taking clear meeting minutes.



This training is paramount to ensure that your executive board can best represent your interests and exercise fiscal responsibility in the oversight of your local. The more information we can provide to ALL of our members, including elected officers, the stronger our union will be.



Pictured from left to right: Chris Dugan (LU 291 Recording Secretary); Michael Brooks (LU 279 Recording Secretary); James Malcom (LU 279 President); Scott Colton, back row (LU 277 President); Andy Pacifico (LU 254 President); Joe Elmo (LU 253 President); James Hayes, back row (LU 290 Recording Secretary); Paul Leo (LU 290 Vice President); Pete Woodward, back row (LU 279 President); Mark Sowalski (LU 291 President); Chris Stone, back row (LU 276 Recording Secretary); Andy Vooris, back row (LU 252 Recording Secretary); John Cucurullo (LU 251 Recording Secretary); Frank Koch, back row (LU 251 President); Eustace Eggie III (LU 252 President); John Robinson, back row (LU 255 President); Fran Hardy (LU 277 Recording Secretary); Rob Boyce, back row (LU 255 Recording Secretary); John Ballantyne, instructor (Assistant EST). Not pictured but present: Alex Lopez (LU 253 Recording Secretary); Scott MacDuff (LU 254 Recording Secretary)

300 Hitters Program



We Build Leaders

300-Hitters Course Inspires, Motivates

You work hard every day but you need some inspiration?

You care about your union and where the construction industry is headed—but wonder how you can make a difference?

Look no further than the Northeast Carpenters members pictured above, as well as those profiled on Page 4-5. They all traveled to the UBC's International Training Center (ITC) in Las Vegas this winter to participate in UBC Journeymen: Building Leadership for a Strong Future—also known as “300 Hitters.” Another group from the council made the trip in 2013.

From its small-group role-playing sessions to the often intense question-and-answer forums with UBC and council leaders, the three-day program is turning heads with its clear-eyed look at who we are as a union and where we can go with a smart, committed membership.

Each of those interviewed for this article represent one of our council's 10 local unions. Most used words like ‘awesome,’ ‘empowering,’ and ‘blown away,’ when describing their time at the ITC. And most agreed that the 300 Hitters program has its greatest impact as those who participate share its inspiring message: that our power, our growth and our future as a union depend on each and every one of us.

As Local 254 member James Talnagi said of 300 Hitters, “This could be the salvation we need.”

Ernie Taylor

Superintendent, Local 291, Albany, NY

“My focus is always on work, work, work, so when I was asked to attend the program, I really didn't want to take the time to go.

“It was so much more than I thought it would be, I was blown away. I loved the camaraderie of just being together, and the leadership mentality. Even with a lot of experience as a super, it was challenging to be part of the scenarios, like where they had us role-play talking a guy down from a scaffold. The instructors were fantastic.

“I joined the UBC in 1999 when an organizer asked a group of us from a non-union company to come to a union meeting. He promised if we got fired for attending, we would immediately get jobs on a union project. We did get fired—and we had union jobs by the following Monday. There was a real role-model thing going on then that we need to make stronger again. If we lose that our locals will go sideways and we could

lose our good reputations as Carpenters.

“If you get the chance to go to the 300 Hitters, don't hesitate. Go through the classes, and speak up. This program is taking us in the right direction.”

Steve Bush

Local 253, Hackensack, NJ

“My dad was an Operating Engineer and he tried to drum it into me, join the union. I finally joined about 10 years ago. I left behind the animosity that comes from everyone earning different rates and no one feeling secure. I wish I had joined a long time ago.

“At the 300-Hitters they really made us think, and got us to participate, which is the best way to learn. The program had us talking during the sessions and on our own time, and we learned from each other.

“Even with so many years in construction, I was surprised to learn how large the gap is that we have to fill to reach the union's goal of

70-percent market share. It's pretty scary.

“One way we'll reach the goal is by mentoring. The instructors stressed, ‘don't make the guys coming up just lug stuff around; teach them about the union and how things work.’ Don't try to hinder them because you're worried they'll take your job—one day they'll be paying your pension!”

Jeff Potter

Local 277, Binghamton, NY

“Being part of the Brotherhood is huge for me. My grandfather, George Frost, has been in the UBC for 40 years; he gave me the rundown on what it is to be a union member. I have a picture of the two of us when I was a kid, with me in a hardhat.

“I had never even been on a plane when I went to Vegas. I wanted to go to the ITC for years, since an instructor told us to take a class there if we could.

“Hearing [General President] McCarron speak about the union was really empowering. It's nice to know he's had his boots on out there like us, and he's fighting for us, not just sitting in Washington.

“It was valuable to learn how to talk to people and how to listen better. I'm generally a lead guy or foreman, very short and to the point with the younger guys. But now I'm starting to see things through their eyes and be more sensitive.

“I have an apprentice who says I'm his mentor. He's like a sponge, soaking up knowledge, and that's what we need throughout the union.”

Gus Marciante

Local 279, Hudson Valley, NY

“It was very overwhelming to be at the ITC. I kept hearing about the place but to see it up front is something else; you can feel the union's tradition. The instructors were great and everybody was on their game. I felt honored to be there.

Ready for Leadership?

See out one of the 300 Hitters participants to learn more about this high-impact training program—and ask your Council Representatives for information on how you can get on the list to attend a future session.

“I was trained as an architectural designer but I wasn’t happy with it and became a carpenter 27 years ago. Right now I’m a steward on the new Tappan Zee Bridge project, where we’re at the early stages, doing facilities work and setting up staging areas and office space.

“I try to keep up with what’s happening in the industry and I knew about issues like market share before we went to the 300 Hitters. But I came back with a lot more knowledge of the contractor’s perspective. We have to meet in the middle; nothing is 100 percent one way or the other.

“Whenever I get a chance at work I search out the younger guys and talk to them. Everyone needs to be on board to change things for the better.”

James Talnagi

Local 254, Edison, NJ

“The crunch is on in construction. If our market share stays where it is our pensions are in jeopardy. It’s time to turn that graph around.

“Realizing what’s happening and what needs to be done is easy. The challenge is to get the message out and make it happen. We need to be concerned about the future of the 28-year-old UBC member with kids and a mortgage. Is he going to have enough work to build his pension? Not if we don’t keep the work coming.

“When I started in ’82 the pay was \$10 an hour. It went up to \$16 in 1986, and that was a lot of money then. There were guys who slacked off saying what they were doing was ‘good enough.’ Today those guys wouldn’t make it on the job.

“If you go to the 300 Hitters program, you’re not there to gamble and see shows. It’s not quite the military, but you put in eight or ten hours a day in the classroom. We need a mix of young and older members to take the class and get everybody on the same page. This could be the salvation we need.”

Tom Carey

Local 252, Long Island, NY

“I’m a cabinetmaker. I came into the union in 2001 as a journeyman and it has been life-changing. I have four kids, I own a home and I ride a brand new Harley. I never would have been able to do all of this without the union.

“The ITC is amazing. There isn’t another trade that has the capability and the means to train the men like this. The technology and the special pro-

grams they have there are beyond anything I’ve seen.

“When they put us in a breakout room with 25 other carpenters during 300 Hitters, the role-plays were just like it is on the job. Even if you already have communication skills you may not know when or why to use them in the best way.

After I got home and gave a summary of the class to my local, an executive board member asked me to recommend someone from my shop to go to a future class. I appreciated that. We also have a local 300 Hitters group in Long Island that is coming up with ideas to reach new people about the leadership programs.

Alvin Rodriguez

Local 255, Mullica Township, NJ

In 2006 I was working in a boatyard and looking for a better job. I drove past the training center one day and stopped on impulse. They were giving the test and I passed.

I’ve been a steward for two years and I’m on the Volunteer Organizing Committee. Recently I became a night-time instructor at the JATC. I try to aim for high goals. I went with the first group to the 300 Hitters training in April 2013 and recently I went back to Vegas for Instructor Training. Even after all that time, people remembered me.

It surprised me to learn how much work we lose to non-union contractors. Everyone needs to know about this, and how to keep the union moving forward, not backwards. We need to represent our locals better or we’re just letting the loss of work happen around us.

The ITC is ours; we own it. Go on out there if you can. You can actually talk to our leaders. I went there, and I learned a lot.

Nicole Grodner

Local 290, Long Island, NY

“I completed a four-year apprenticeship and I’ve been a UBC member for eight years. All this time being a woman in the trade, I haven’t had a negative experience. I’m grateful for that.

“I was the first member of my local to attend the ITC’s Third-Year Apprentice leadership program. I participated in the 300 Hitters and I just got back from a pilot program on mentoring for UBC women members. The union and the council invests a lot in us to go to these trainings, and it’s an honor to go. It makes me a better union

member, carpenter and co-worker, and gives me tools to make my future better.

“So it makes sense that the union expects us to come back and use what we’ve learned. I’m part of the new 300 Hitters group at Local 290. At our local meetings people can come up to us at a table and learn more about the 300 Hitters program. It’s our responsibility to educate our members just like we were educated.”

Andy Mull

Local 276, Cheektowaga, NY

“I served four years in the Marines, then was recalled as a Reserve after 911. I came into the UBC through the Helmets to Hardhats program.

“At the ITC it’s a great experience to walk into the nerve center, the heart and brain of this organization. You feel part of something bigger than just a guy working construction. I knew several months in advance that I would be attending 300 Hitters, so I asked other members what they wanted me to ask the leadership. I got their concerns, and I took them with me.

“I respected the way the leaders from the council stood up. When the hard questions started up, it got quiet and people really listened. There were good explanations and understanding that came from our questions about the Madoff situation, the mergers and what’s happening in New York City.

Gene McMaster

Local 251 (Council-wide), Rochester

“The 300 Hitters course taught us how to be leaders and deal with people—how to be flexible and work toward a common goal. And most important, how we should stop the attitude that ‘you’re only paid to be here from the neck down.’

“I work for Western New York Flooring Company and I’ve been thinking about some ideas to make us more productive. When I brought it up with my boss, he said if we could be 15 percent more productive per week, it would put us in a whole different area for bidding.

“I’m trying to make a difference, so it was a great experience being at the ITC with people from other parts of the council. I got a better understanding of how the union operates in a closer-knit area, where the market share is higher and it’s easier to make your presence known in the community.”

Buffalo's Health Care Expansion Keys Work for Carpenters

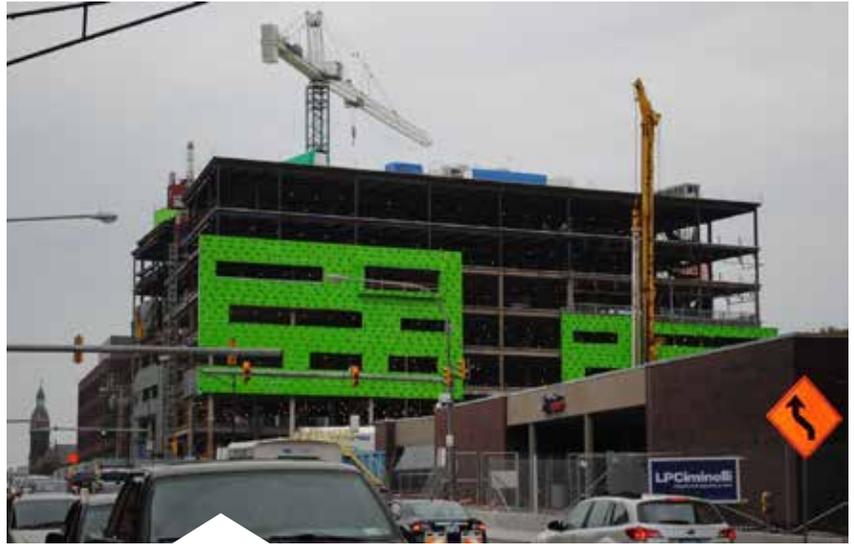
Construction in Buffalo is booming, thanks in part to the “Buffalo Billion” economic development program spearheaded by Governor Andrew M. Cuomo. A major area of growth is in the city’s “medical corridor,” where Northeast Carpenter members are staffing a number of major projects. All will be connected to each other, and to the medical corridor’s anchor facility, Buffalo General Hospital.

John R. Oishei Children’s Hospital—“The Northeast Carpenters are part of a labor-wide local-hire agreement with Kaleida Health, which means that construction projects for the entire system are built 100% union,” said Council Representative Daryl Bodewes. By the summer, Northeast Carpenter members will be onsite at the new \$220 million 185-bed children’s hospital, which will rise 12 stories.

Roswell Park Cancer Institute—Structural steel work has begun on an 11-story, 142,000-square-foot addition, which will include a clinical sciences center and office facilities.

Conventus Medical Building—Ground has broken on a 300,000-square-foot building, which will include six stories for house physicians’ offices and clinical services, as well as two levels of underground parking and retail space.

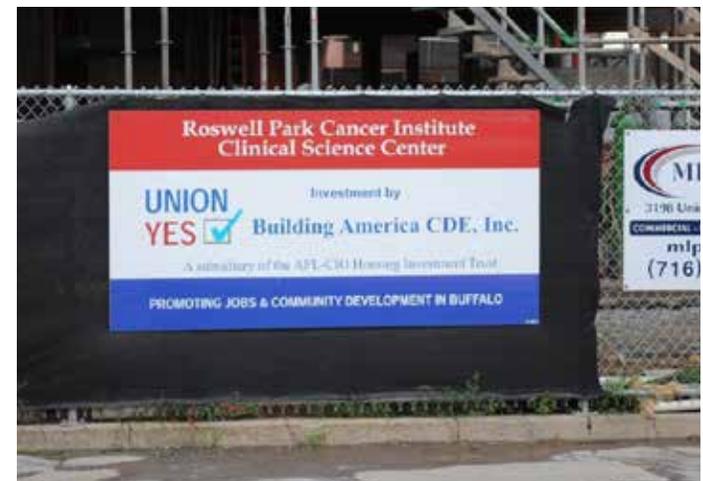
SUNY-Buffalo Medical School—Piledrivers have been onsite at this \$375 million project, which is being done under a project labor agreement with Kaleida and SUNY Buffalo.



Conventus Medical Building



U.B. Medical Site



Roswell Park



Harbor Center

At Buffalo's Harbor Center, Better Work Equals More Work

Higher-level skills and better productivity bring more than a sense of accomplishment and pride—they often directly lead to more work for Northeast Carpenters members.

That's the case in Buffalo, where work at the massive new Harbor Center complex is in full swing. Council Representative Daryl Bodewes said the new "hockey mecca" is giving Northeast Carpenters members a golden opportunity to show what a "job well done" really looks like.

Harbor Center is the brainchild of Terry Pegula, owner of the National Hockey League's Buffalo

Sabres. The goal is to create a top-notch center for youth and college-level hockey that can complement the Sabres arena right next door.

The center is expected to open in the fall and includes a 2-story arena with [2 ice rinks, a 5-story parking garage, and a 12-story hotel.

"We hoped to get a project labor agreement for the entire job, but the owner wanted an open bidding process," said Bodewes. "Working with the general contractor, Mortenson, we crafted a PLA just for the parking garage, and we have established a very good relationship with Morten-

son on the project."

That relationship—and the good work performed by Northeast Carpenters members, even throughout the unusually tough winter—opened the way for work that wasn't included in the PLA. Now crews are at work in the ice arena, including building special wooden truss beams 100 feet above the ice rinks.

"The whole project has been union, and we hope to see that continue when the hotel work begins," Bodewes said.

Third Time's the Charm at Ithaca Project

When given the chance, Northeast Carpenters members consistently prove their superior skills and productivity—and win over the skeptics.

That was the case in Ithaca, New York, at the College Town Terrace, a high end private dormitory project that broke ground in 2011. "Only about 5% of the \$30 million project went to one area-standards contractor," said Council Representative Scott Colton.

"Many job site visits from the Team Room seemed to have very little effect on the project,

and the council representatives who visited the site noticed numerous quality-of-work issues and missed deadlines," Colton said.

Phase II of the project started in 2012; again, only a small percent of the project went to an area-standards contractor. This time, the developer, Novarr-Mackessy, had the same issues and results. Tired of costly repairs due to poor-quality work, Novarr-Mackessy finally made a change. For the \$50 million Phase III they reached out of to a local area-standards contractor, Welliver -.

Welliver contacted the Northeast Carpen-

ters and working with Regional Manager Dave Haines, some concessions were made with work schedules and cost ratios. Welliver won the bid.

At any given time there are 80 to 100 carpenters on the project, which is due to be completed on time and under budget for an August 2014 opening. The members on the job are proving, once again, how productive they can be with the highest regard for safety.

"We are hoping the final phase will be built by union carpenters with no concessions needed," Colton said.

Carpenters Show Off Their Skills at Watchtower Project

Northeast Carpenter members never tire of showing how they can get the job done—on time, on budget, and with the attention to detail and productivity that defines our Union. The Watchtower project in Tuxedo, New York, provides one more example.

Located in the Sterling Forest area on the border separating Orange County, New York from New Jersey, the Watchtower building will be the new world headquarters of the Jehovah's Witnesses church. The church is relocating there after selling the property it had owned since 1909 in Brooklyn. The Jehovah's Witnesses has its own construction subsidiary and typically

performs all of its own work.

But the sprawling Tuxedo project, with classrooms, office buildings, community centers, and residences onsite, presented a manpower challenge, said Northeast Carpenters Representative Denis Sullivan.

"The church called on our longtime signatory, Darlind Construction, for help with the structural concrete portion of the job, which had fallen behind schedule. Darlind was able to meet their budget needs and brought in a large crew of our members," Sullivan said.

Even throughout this year's brutal winter, the Northeast Carpenters' crew kept up a fast pace

of work and had the job caught up by spring. The project is located near the Ramapo seismic fault, which meant special attention to strengthening the concrete walls and allowing for proper drainage.

"We appreciate the trust that the Jehovah's have extended by inviting us into their home and providing our members with a very safe, well-managed work site," Sullivan said. "The project was unique in its very thorough approach to safety, general housekeeping, and a very friendly atmosphere."

“They can see that member participation works, and we’re going to continue to push to increase our market share and man-hours.”

Membership and Team Room Action Reap Rewards in New Work

The Albany Team Room and many Northeast Carpenter members in the area have been working hard to build the Union through due diligence and public action.

A recent Team Room success came at the Harriman State Campus. Initially, a contract to completely renovate the facility—which will house various state agencies—was awarded to Intercontinental Construction, the lowest bidder.

The Team Room was familiar with the company's irresponsible record on safety and job performance, said Council Representative Mark Sowalski. After Northeast Carpenter representatives met with officials of the State Office of General Services and presented carefully researched information on the company, the state officials investigated for themselves and removed Intercontinental.

The next-lowest bidder was a union signatory, Murnane Building Contractors, which won the job. "As a result, this \$20 million, two-year project will employ about 100 of our members," Sowalski said.

The interior of the building has been completely gutted and prepped for the framing and drywall work to come.

Whole Foods Breakthrough

It took only one day of bannerizing by Northeast Carpenter members outside a new Whole Foods store under construction in Albany to spur the company to talk with the union.

Whole Foods officials reached out to Frank Santa Fe, a representative of the New England Regional Council of Carpenters in Boston, who had worked with the company. Santa Fe contacted Sowalski and helped to facilitate a meeting between the parties.

Much of the remaining work in the store, including flooring, ceilings, millwork, and setting coolers was awarded to a signatory contractor.

"The Membership Union Participation (MUP) program has worked well here in Albany, and we've had a great response from members," Sowalski said. "They can see that member participation works, and we're going to continue to push to increase our market share and man-hours."

For Volunteer Projects, Ask and You Shall Receive

What does it take to staff up for a last-minute volunteer construction project? When it comes to Northeast Carpenter members, ask and you shall receive.

That was the outcome when the Faith Lutheran Church in Syosset, New York, needed help last fall. The church's school building was on a short deadline to complete ceiling renovations, which were compulsory due to new fire codes related to public assembly and school facilities.

But Faith Lutheran's pastor, Rev. Marc Herbst, is in a position to know who to call in such a situation—he also serves as the head of the Long Island Contractors Association, a Northeast Carpenters signatory. Herbst approached Council Representative Tony Macagnone, who quickly put the word out among area members.

More than 20 showed up for this all-volunteer job and spent two weekends installing at least 6,000 square feet of acoustical ceilings (with the required two-hour fire code rating) in about 10 classrooms in the church-school. Days later, school opened on time.

Say the word and it's done.

"That's the kind of members we have," Macagnone said. "They work all day and show up at night for volunteer projects. It's part of who they are as Carpenters."

It's Simple at Saratoga: Comply With the Contract

It shouldn't be a surprise that Northeast Carpenter members are at work on new bunkhouses at the Saratoga Race Course, given that the track's owner, the New York Racing Association (NYRA), has long been a signatory to the Council's master agreement, which specifies prevailing rates on construction projects.

But it took an extra measure of perseverance to secure the work, said Council Representative Mike Shanahan.

That's because the NYRA, a state agency, initially put the project out to open bid, bent on circumventing the agreement. Shanahan attended the walk-through during the bidding process and "pushed the issue," he said.

"It baffles me that any public entity with a signed contract would opt not to go by that contract, especially because it saves significant



public funds to come directly to us when construction crews are needed, rather than using the bidding process," Shanahan said.

A contract was awarded to a non-signatory low bidder, but eventually the NYRA relented when the Northeast Council's legal counsel intervened. Northeast Carpenters' crews are beginning work on the \$2 million job—a project that will have to

be accelerated due to the NYRA's wasted efforts.

Jockeys and those who care for the horses will use the new bunkhouses. Many Northeast Carpenter members have worked on racetrack projects before and are familiar with its unique challenges; for example, the work must take place between 11 a.m. and 8 p.m. to avoid upsetting the valuable horses that reside there.



At a High-Tech SUNY Project, the Word is ZEN

In Albany, cutting-edge technology is meeting the state-of-the-art skills that Northeast Carpenter members bring to every job. As a result, the SUNY-Albany campus will have a new six-story facility in about a year: the Zero Energy Nano-fab (or ZEN) building.

The \$132 million project is expected to employ 100–120 Northeast Carpenter members, said Council Representative Mark Sowalski.

"Piledriving is complete, and our members are starting to lay the foundation," Sowalski said. "We negotiated a project labor agreement

with the owner and developer to secure this work," he said.

The ZEN building will house a research and development effort focused on creating affordable and environmentally sound microchips through the use of alternative energy sources, such as wind and solar power, that don't rely on fossil fuels.

A consortium of chip producers including IBM, Samsung, AMD, and others are collaborating on the project, which will include actual manufacturing of chips. A large portion of the interior work on the building will be in constructing clean rooms, which will tap the skills of many of the more than 250 members who have taken clean-room courses developed by the United Brotherhood of Carpenters.

The project fits in well with the growing tech manufacturing sector in the Albany area, Sowalski reports. Northeast Carpenter members are also constructing a nearby manufacturing plant owned by a member of the ZEN consortium (but not directly related to the SUNY project). That job is also being performed under a PLA.

“Aegis Ashore” Project Showcases Carpenter Readiness

A perk of construction work is the chance to be part of unique, challenging projects. Thanks to the training and certifications that come with being a member of the Northeast Carpenters, a group of Local 255 members have recently had just such an opportunity.

They are part of the Aegis Ashore project in Moorestown, New Jersey, where Lockheed Martin is overseeing the construction—and disassembly—of a three-story land-based version of the famous Aegis combat system.

The entire land-based system will be shipped to Romania and reassembled as part of a U.S. plan to protect Europe from ballistic missile attack.

Lockheed’s subcontractor, Farren International LLC, contacted Northeast Carpenter representatives during the bidding process to discuss the manpower and training capabilities

of the Council, said Council Representative Bruce Garganio.

“We showed them how our members are part of a trained, certified, manageable workforce that could perform this unusual project at a high level,” Garganio said.

Certifications in OSHA, scaffolding, and forklift operation were a key to sealing the deal with Farren, which is now a Northeast Carpenters signatory contractor.

The project has involved everything from setting the concrete footings for the foundation and building the base of the structure, to constructing the interior systems. At that point the complex radar and computer systems housed in the structure went through a rigorous testing process.

With testing completed, Northeast Carpenter members are now working on an intricate disassembly and crating process to prepare the

structure and its contents for shipping in about 60 shipping container boxes.

Most equipment is mounted on skids, or “removable equipment units,” which have wheels for easy movement and false floors for cabling and environmental connections. The entire building and its interior systems were designed by a Lockheed Martin team along with ship designers, integration specialists, and even a NASCAR specialist in rapid repair and modular design.

The Romania-bound Aegis Ashore unit is the second of a planned three identical units. The first was installed in Hawaii in 2013. Phase III’s unit is planned for Poland.

“We were able to become part of this project at the ground level, and we’re hoping to win more work like this in the future,” Garganio said.

Newark’s Big Job: Prudential Tower Construction Is Off and Running

Northeast Carpenter members in New Jersey will be on the job in a big way for the next year as the new Prudential office tower project kicks into high gear. The \$444 million project broke ground last year, with Skanska USA Building Inc. as the general contractor on the two-phase complex. The construction work is being performed under a project labor agreement; in early May the job was in the structural steel phase.

The first phase includes a 20-story office tower with a total of more than 700,000 square feet. Contractors for the concrete work are Phil Neto Construction and Macedos Construction LLC. The interior systems, core and shell contractor is Component Assembly Systems, Inc. The interior systems fitout contractor is Interstate Drywall Corporation.

The project’s second phase will include an adjoining 1,400-space parking structure, with 50,000 square feet of retail space on the ground level. The project intends to achieve LEED Gold certification. A third phase is in proposal stages.

New Jersey’s Transit Hub program provided a \$211 million tax credit to help finance the project, which is slated for completion in March 2015.





Pride On Display As Apprentices and Journeymen Build Special Olympics Facilities

When upwards of 80,000 people descended on Mercer County in June for the Special Olympics 2014 USA National Games, they were able to see firsthand what the highly skilled members of the Northeast Carpenters can accomplish.

That's because Northeast Carpenter apprentices from the Kenilworth and Hammonton training centers were key to construction and installation of many of the facilities and items needed for this major sporting event, which was being held for the first time in New Jersey.

The New Jersey Special Olympics chapter already has a strong relationship with Local 255 in South Jersey, as proceeds from the Local's annual spring golf tournament go toward that organization. So when the national organization was looking for help with carpentry, the Northeast Council was the obvious choice.

Apprentices in the training center's mill-cabinet

shop built 10 bocce courts, that were installed on the football field at the College of New Jersey, said Ridgeley Hutchinson, Executive Director of the New Jersey Carpenters Apprentice Training and Educational Fund.

"It was an elaborate and extensive job for our apprentices to build the bocce courts according to exact regulations and European drawings," Hutchinson said. "They also fabricated scoreboards for golf, softball, tennis, soccer, bocce, and flag football events."

The week before the event, the apprentices were joined by a crew of Northeast Carpenter journeymen from Locals 253, 254, and 255, who provided additional manpower as installation was completed; over 50 members came out to work on the project, according to New Jersey Regional Manager William Sproule.

"It's an important charity for us," Sproule said. "Some of our members have relatives in

the organization—and many like to fulfill their Membership Union Participation duties by helping this great cause."

The Northeast Carpenter crews also built wheelchair ramps, flooring reinforcements for the power-lifting competition, awards platforms, a special New Jersey-style boardwalk for rides, arcade games and concessions, and a cauldron display for the Games' opening ceremony.

In honor of our great effort the Northeast Council was credited as a Gold Sponsor in Special Olympics program materials.

Special Olympics was founded in 1968 by Eunice Kennedy Shriver, the sister of President John F. Kennedy. This year's National Games featured nearly 3,500 athletes who competed in 14 Olympic-style sports, with the support of 1,000 coaches, 8,000 volunteers, tens of thousands of spectators—and a skilled band of Northeast Council apprentices and journeymen.

Central Jersey Team Room Diligence Brings Turnarounds

Northeast Carpenter members in the Trenton area consistently prove that their top-level skills and productivity bring the best quality and value to the construction industry. But sometimes it takes an extra boost to make sure our members get the chance to show their mettle.

On two recent projects, persistence by Local 254's Central New Jersey Team Room made the difference.

Stanworth Common

Despite a UBC relationship with Princeton University that goes back almost 100 years, an off-campus dormitory project was slated to go to a non-area-standard contractor working with a real estate investment trust (REIT).

But that didn't sit well with officials of one of the Northeast Carpenters' signatory contractors,

Hunter Roberts. They contacted the Team Room, which began an eleventh-hour process of diligent pressure that resulted in a turnaround—and an eight-month, all-union job including 180,000 carpenter-hours.

"The project includes several three-story wood-frame apartment buildings, similar to what you find in the residential sector," said New Jersey Regional Manager William Sproule. "It was important to make an inroad into this market, which doesn't usually go union."

The answer was the Northeast Carpenters Blended Rate program, which allows restructuring of traditional rates based on job particulars. In this case, the job is being done at 70% of the normal rate—10% higher than the Council's rate on federal housing projects.

"The project brought important work for

members and will enhance our efforts in the residential market," Sproule said.

Carrier Foundation

This mental health and alcohol rehabilitation center planned an \$8 million project to renovate existing buildings and construct a new one—using non-area-standard contractors. Again, action by the Team Room succeeded in turning the job union. The project has recently broken ground.

In addition, the Northeast Carpenters benefit fund has revived its relationship with the Carrier Foundation and brought the organization into the Council's Preferred Provider Network for health care services.

"Both of these projects showed that sometimes it takes an out-of-the-box approach to get the work we know our members deserve," said Council Representative Anthony Verrelli.



All Politics Is Local

By Tricia Mueller

The Northeast Carpenters Political Department works hard all year long to prepare for election season. Our involvement at all levels serves not only to influence policy decisions, but also to be part of making them. All of our efforts are complementary: from the job site, to local government, to the state and federal levels. The goal is to go beyond maintaining each member's livelihood—and to grow it. We are involved so that non-union interests alone cannot dictate conditions for our members.

The anti-union movement is nothing new. Because efforts at the federal level have largely failed, activist groups like the Tea Party have been pouring millions of dollars in resources to win local races with the explicit goal of undermining the collective bargaining rights and limiting workers' ability to unionize. These efforts have been very effective in traditionally union states like Wisconsin and Michigan where

we've seen Right-To-Work laws take hold. Losses like these are why we must remain vigilant and active in our state and local politics.

As Political Director, I manage all of our political and legislative efforts across two states. Deputy Political Director Tricia Brown coordinates our work on the ground in New York, while Deputy Political Director and Gloucester County Freeholder Dan Christy coordinates our efforts in New Jersey. Michael Cinquanti, Esq. is our Director of Policy and Planning in New York State and Lynnetta Marker is our PAC Administrator for both states.

But it is you, as a member of the Northeast Carpenters, who serves the most vital role on our team. Affecting change and being part of policy-making is often hard work—but the rewards are great, for each of us individually and for all of us together. Contact me at tmueller@northeastcarpenters.org, or attend your next local union meeting to find out how you can get involved.

“we are involved so that non-union interests alone cannot dictate conditions for our members.”

Rep. Sean Patrick Maloney: Keeping Promises to Working Families



In politics, kept promises are priceless.

In New York's Hudson Valley, first-term Congressman Sean

Patrick Maloney has shown that by keeping the promises he has made to the working families of the 18th District, he deserves our support.

Maloney is running for reelection in a repeat of the 2012 race in which he defeated one-term Republican Tea Party member Nan Hayworth. During his campaign he emphasized protection of Davis-Bacon for construction workers as well as steadfast commitment to measures that will create and sustain good jobs as the economy recovers.

True to his word, Maloney stepped up to support Davis-Bacon during his first term and has been outspoken against the ongoing secret Trans-Pacific Partnership trade negotiations and the fast-track legislation that would take away Congress' ability to weigh in on details of the agreement. TPP is being negotiated between the United States and 11 Pacific Rim countries.

Maloney organized a rally in January opposing TPP Fast Track, which was joined by representatives of the Northeast Carpenters, other unions, and business and community leaders.

“Folks from the Hudson Valley deserve nothing less than trade agreements that strengthen middle class families here in America and we shouldn't repeat past mistakes by blindly rubber-stamping secret negotiations,” said Rep. Maloney. “Increased trade can be good for everyone, but I can't and won't support any agreement until someone can show me how this strengthens our middle class

and creates jobs here in the Hudson Valley.”

Prior to his election to Congress, Maloney served at all levels of government, from his community board to becoming the youngest person to serve as a senior adviser to President Bill Clinton, from 1997 to 2000. He later started Kiodex, Inc., a software company that created hundreds of New York area jobs.

Numerous Northeast Carpenter members canvassed door-to-door for Maloney in 2012, and plans are under way for new canvassing, literature drops, and phone banks in the upcoming race, which is a top priority for the Council.

Unemployment Insurance Reforms Take Effect

The reforms to New York's state unemployment insurance program that passed in the legislature last summer have begun to take effect.

As of January 1, the maximum allowable benefit was raised from \$8,500 to \$10,300—a key improvement, since rates had not in-

creased since 1999.

In addition, on October 6, 2014, the maximum weekly benefit will rise to \$420, while the minimum will increase to \$100. Additional increases will continue and be indexed to 50% of the state's average weekly wage.

“Right to Work” Is All Wrong for America

There is an old adage that, “If something sounds too good to be true, it most likely is.” I am reminded of this when I hear proponents of right-to-work laws talk about their impact on the labor market and the overall economy. Despite its seemingly well-intentioned name, this type of law does not guarantee anyone a job or provide a state with an economic boom.

So what do Right-to-Work laws mean?

To understand what these laws are all about, we must first understand the historical context in which they were formed. In 1947 the Taft–Hartley Act was passed, which allowed individual states to pass laws prohibiting “closed shops,” businesses in which every employee was required to be part of the union and pay dues. Right-to-work laws are state laws that stop employers and employees from negotiating an agreement that requires all workers who receive the benefits of a collective bargaining agreement to pay their share of the costs of representing them. Right-to-work laws dictate that unions must represent every eligible employee, whether or not he or she pays dues. Stated simply, these laws, enacted in 24 states, allow workers to pay nothing and still get all the benefits of union membership.

While these laws are against everything that we, as trade unionists, believe in, they are also bad for our state’s economic fortunes and quality of life according to data from the U.S.

“While these laws are against everything that we, as trade unionists, believe in, they are also bad for our state’s economic fortunes and quality of life...”

Department of Labor and the U.S. Census Bureau. The graphic below shows some numbers to illustrate that point.

It is incumbent upon our organization to remain vigilant in our efforts to keep these laws from spreading into our Council’s jurisdiction. A strong labor movement was once the bedrock of our nation’s middle class. Policies like Right-to-Work laws undermine that foundation and foster income inequality that allow the “Haves” and “Have Mores” to further distance them-

selves from the rest of our nation. These laws heighten that disparity. There is another saying from long ago that underscores the value of the labor movement to our society and why our organization cannot allow these laws to take hold. The saying goes, “We...Us...Our...Every Minute, Every Hour.” It simply means—WE fight every day to ensure a quality way of life for all of US to enjoy, so that OUR next generation will be able to live and prosper. That is why right-to-work laws are all WRONG for our country.

States with “RIGHT TO WORK” laws....

WAGES

workers earn

\$5,500

less per year



DEATHS

see a

52.9%

increase in workplace fatalities



EDUCATION

spend

\$2,600

less per student on primary & secondary education



Membership Assistance Program Expands Eligibility

Effective February 28, the Membership Assistance Committee expanded the Membership Assistance Program (“MAP”) eligibility guidelines to allow more members access to much needed assistance funds. Changes to the rules and assistance categories were also made. New guidelines are as follows:

Eligibility Criteria

1. The applicant must be a member of the Northeast Regional Council of Carpenters for a minimum of one (1) year.
2. The applicant must be an active member during the six (6) consecutive months the member is applying for assistance.
3. The member should have no fines or assessments.
4. The member should have all Membership Union Participation requirements for the previous calendar year fulfilled.
5. A member will be allowed one (1) claim within a twelve (12)-month period, per category.

Rules

1. A member is allowed only one claim within a 12-month period, per category.
2. The qualifying member will receive payment of up to \$599.00 per verified claim(s) related to the catastrophic event. Reimbursement amounts are subject to the discretion of the MAP Committee.
3. Any additional claims per member above the \$599.00 disbursement are subject to Trustee approval.
4. The claim must be made within two (2) months of the catastrophic event.

Assistance Categories

Out-of-Work Dues Assistance: the member must place him- or herself on the OWL at least six (6) months prior to his or her MAP application date, be available for work, and have a maximum of two (2) declines. Members must comply with the Council’s job referral procedure, with regard to renewing their OWL status. If a member falls into arrears during the six (6)

months he or she is applying for assistance and is therefore removed from the OWL, he or she will still be eligible for assistance. Funds will be paid in one six (6)-month payment, paid directly to the respective Local. A member is allowed one claim within a twelve (12)-month period.

Disability Dues Assistance: After three (3) months of disability, and with supporting documentation, a member becomes eligible for dues reimbursement up to six (6) months. Funds will be paid in one 6-month payment, paid directly to the respective Local. If a member is disabled more than three (3) months, he or she can reapply after the initial six (6) month dues payment is exhausted. It is the member’s responsibility to notify the MAP Committee of his or her continued disability on a month-to-month basis for a maximum of twelve (12) months.

NEW! Hardship Relief: Hardship due to an injury, illness or death of an immediate family member where a member is experiencing associated hardship. Members are required to provide proof of hardship.

Qualifying members will receive payment of up to \$500 per verified claim(s) related to a hardship, subject to approval of the Member Assistance Committee.

Disaster Relief: Assistance for basic needs costs incurred due to displacement from your home due to a catastrophic event. Costs may include: emergency food, temporary housing, clothes, or other basic needs. Members are required to provide proof of need. Acceptable forms of proof are as follows: store receipts, hotel bills, insurance claims, pictures, etc. Qualifying members will receive payment of up to \$599.00 per verified claim(s) related to a catastrophic event. Reimbursement amounts are subject to the discretion of the MAP Committee. For members affected by Hurricane Sandy, the June 1, 2013 filing deadline has been lifted.

If you have questions about this program, please free to contact Andy Pacifico at 732-417-9229 or visit our website at www.northeastcarpenters.org/membership/membership-assistance-program/





NORTHEAST REGIONAL COUNCIL OF CARPENTERS

Membership Assistance Program Application

INSTRUCTIONS

Please submit your application in the one of the following ways:

- Drop off application and supporting documentation In person at any local or regional office location
- Mail application and supporting documents to Headquarters office
Northeast Regional Council of Carpenters
Member Assistance Program
91 Fieldcrest Ave, Suite A18
Edison, NJ 08837
- Email application and supporting documentation to MAP@northeastcarpenters.org

Please fill out all applicable fields.

UBC#: _____ Full Name: _____ Date: _____

LU#: _____ Preferred Phone # _____ Email: _____

Which type of assistance are you applying for? (check one)

<input type="checkbox"/> Out of Work Dues	<input type="checkbox"/> Disability Dues	<input type="checkbox"/> Disaster	<input type="checkbox"/> Hardship
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Please provide an itemized list of supporting documentation.

Additional Comments:

Six to Six

Battle Cry for a Shorter Work Day

Even before the creation of the United Brotherhood, carpenters fought for worker justice. Beginning in 1830, Philadelphia carpenters marched under the “Six in Six” banner as they led a general strike for a 10-hour workday, from 6 a.m. to 6 p.m. with two hours designated for lunch and breaks.

Momentum gathered and in the first week of June 1835, a circular from the Boston carpenters arrived in Philadelphia that said, “We have been too long subjected to the odious, cruel, unjust and tyrannical system which compels the operative mechanic to exhaust his physical and mental powers. We have rights and duties to perform as American citizens and members of society, which forbid us to dispose of more than ten hours for a day’s work”.*

After several attempts to uplift their working conditions, workers of all crafts including carpenters, longshoremen, printers, and masons united to win the 10-hour work day during the Philadelphia Strike of 1835.



Philadelphia carpenters of the 1830s marched under this banner as they led a general strike for a 10-hour workday.

This success was a boon to workers everywhere and laid the foundation for the work of Peter J. McGuire in the years to follow.

*Source: Quoted in Irving Mark and E. I. Schwaab, *The Faith of Our Fathers* (1952), 342-343

Staff Member with Military Roots Helps Council Show Support for Our Troops

When Edison Team Room Administrative Assistant Joanie Teeple got a phone call from a member’s mother who was calling on behalf of her son who was on active duty in Iraq, she got to thinking about doing something special for the NRCC’s active military service members.

Teeple, a U.S. Navy veteran of Desert Storm and Desert Shield, knew how good it felt to receive packages from home. “When I was in Kuwait during the heat of summer, my family would send me care packages—it felt like Christmas.” The idea for a Council military care package was born.

Teeple brought her idea to the attention of EST Michael Capelli. EST Capelli, who has a son currently serving in the Army, was quick to give his full support. With additional participation from Council Representative Bob French, who is the father of an active service member, and the support of the Membership Assistance Program



(MAP) through its Chairman, Andy Pacifico, the Veterans Affairs Committee (VAC) was formed. Working in partnership with the VAC, Joanie led the effort to create a budget and a sample care package that was inspired by her own experiences overseas.

The simple package contains much needed toiletries, including ear plugs, cleansing wipes, and hygiene products; back issues of the NRCC Update and Carpenter Magazine; and lots of “gedunk”—a military term for junk food. Local t-shirts, hats, and stickers round out the pack-

age, but the most important item is a card signed by the service members’ home Local Brothers and Sisters.

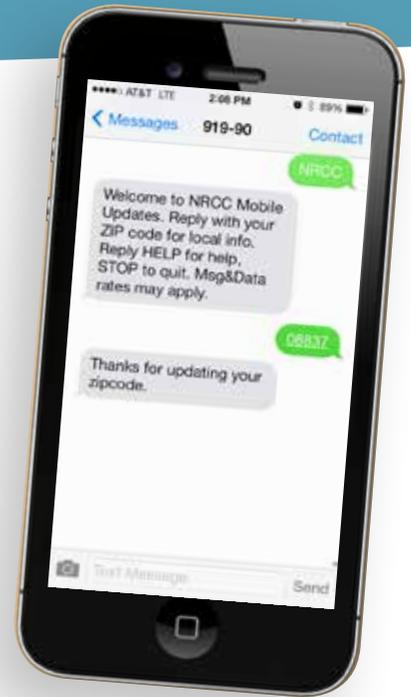
The first wave of packages was shipped out to members in Afghanistan, Germany, and California just in time for the 2013 holiday season. The second wave was delivered this past May. The content of the packages will vary slightly based on post and time of year, but the message is always the same. “It is important to let our members know that people at home are thinking of them,” Teeple said.

The positive impact these packages have had on members cannot be underestimated. The project has also inspired other staff to get involved with the VAC. If you have ideas for the committee, or have information on members who are serving or who have children in the military, please contact Joanie Teeple at jteeple@northeastcarpenters.org.

Texting for NRCC

We're excited to announce the launch of NRCC's text message program! Signing up for our new text message alerts sent directly to your cell phone is the easiest way to stay up to date with NRCC. After signing up, you will start receiving text messages with breaking news and NRCC events in your area.

- Go to the place in your phone where you can compose a new text message.
- Where you would type a phone number, type the number **91990**.
- Text the word **NRCC** to **91990**.
- Wait for the confirmation text – which will be a question asking for your **ZIP CODE**.
- Be sure to answer with your five-digit zip code so you can get up-to-the-minute alerts in your area.

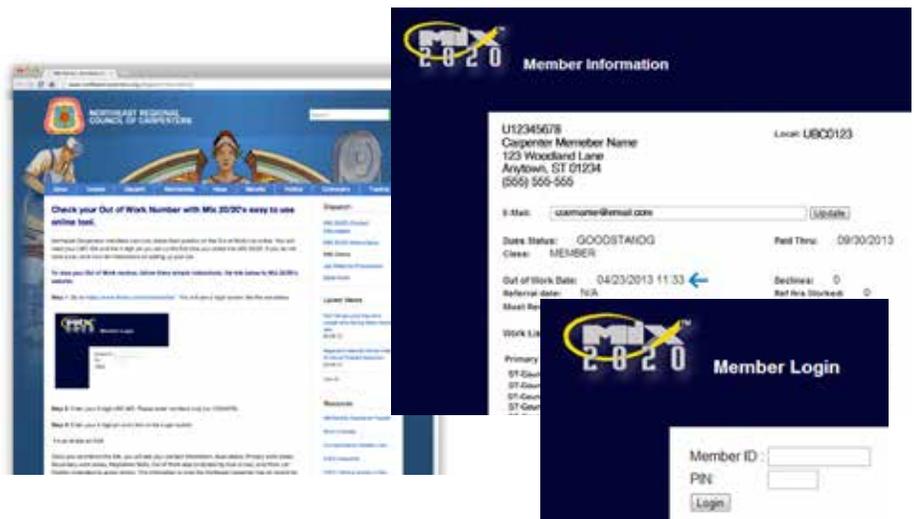


Like us on Facebook

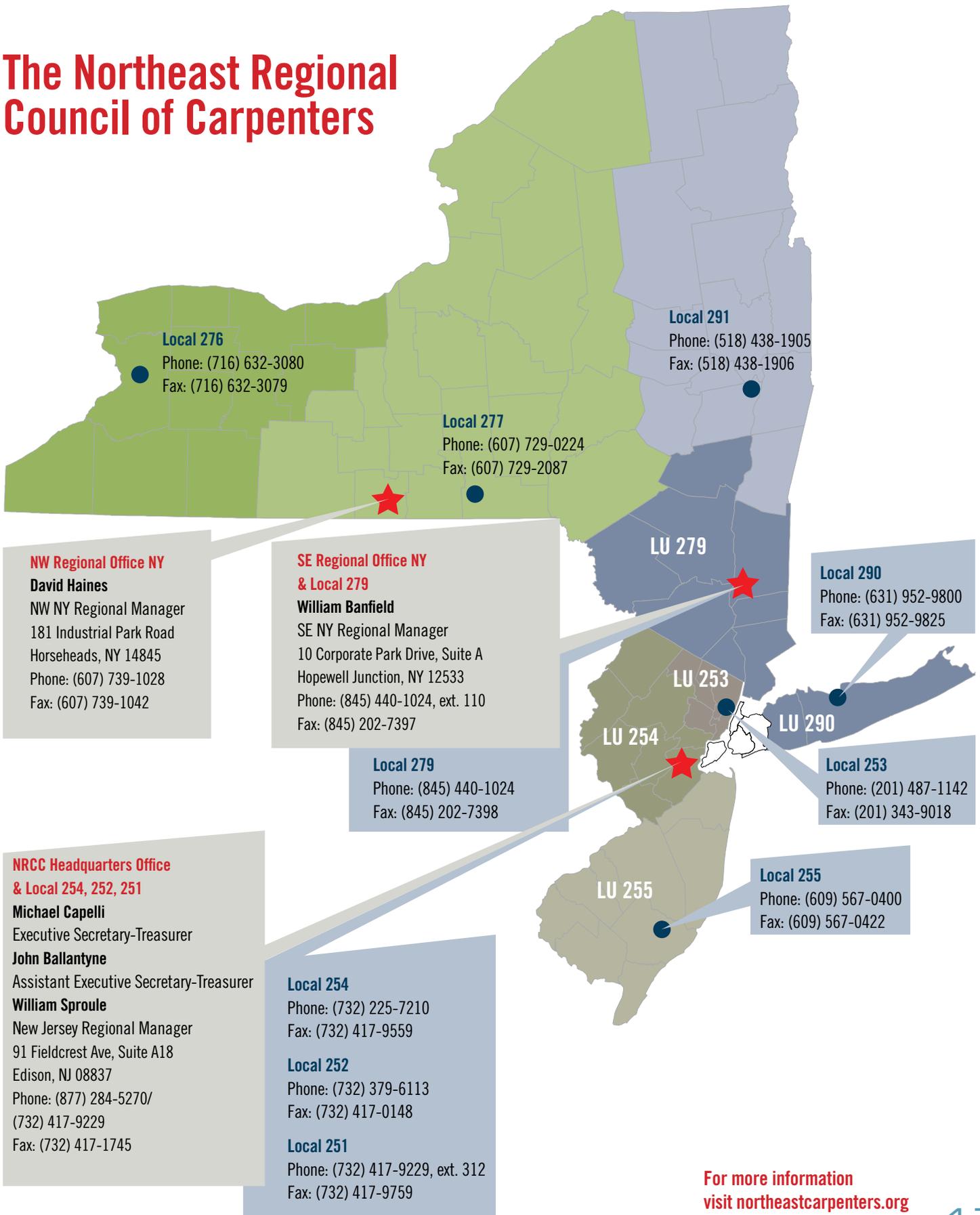


Check your Out of Work Number with Mix 20/20's Easy to Use On-line Tool.

Northeast Carpenter members can now check their position on the Out-of-Work List on-line. You will need your UBC ID# and the 4 digit pin you set up the first time you called into MIX 20/20. To use this tool go to: <http://www.northeastcarpenters.org/dispatch/mix-online/>



The Northeast Regional Council of Carpenters



For more information
visit northeastcarpenters.org

Official Publication of the
Northeast Regional Council of Carpenters
91 Fieldcrest Avenue, Suite A18
Edison, NJ 08837

www.northeastcarpenters.org



Northeast Regional Council of Carpenters Training Centers

New Jersey Training Centers

Joseph J. D'Aries Carpenters Training Center

221 South 31st Street
Kenilworth, NJ 07033
(908) 241-8866

William J Neylan Sr and Sam F Secretario Apprentice Training Center

81 Ryan Avenue
Trenton, New Jersey
(609) 392-0028

Thomas C. Ober Carpenters Training Center

3300 White Horse Pike
Mullica Twp., NJ 08037
(609) 567-5675

New York State Training Centers

Long Island Training Center

270 Motor Parkway- Dept. B
Hauppauge, NY 11788
(631) 952-9555

Hudson Valley Training Center

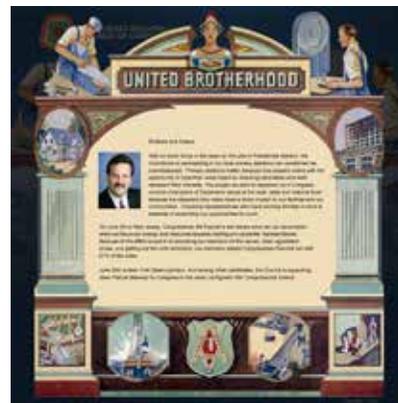
52 Stone Castle Road
Rock Tavern, NY 12575
(845) 567-1810

Rochester Training Center

21 Jet View Drive
Rochester, NY 14624
(585) 436-1110

Albany Training Center

27 Warehouse Row
Albany, NY 12205
(518) 438-0901



Visit
Northeast
Carpenters
on the
Web.

Go to www.northeastcarpenters.org to find information on:

- **Centralized Dispatch** — see your Out-of-Work number, watch a helpful video that explains the MIX 20/20 system, find Dispatch Office contact information, download skills forms, and get answers to frequently asked questions
- **Links** to our Benefit Funds, Industry Partners, state DOLs
- **News** related to labor and the construction industry in your area
- **Leadership Directory** and Contact Information
- **Local Union contact information** including link to your Local's website
- **And more**

And don't forget to sign up for our weekly e-letter to receive the latest news and information on issues that directly affect your work, wages and benefits