



Critical Benies Saved in the 11th Hour

Even as the District Council's Welfare Fund faces a major decline in hours, a tough national economy and an arbitrator's demands for cuts, the newly installed District Council officers thwarted the loss of essential medical and retiree benefits.

"We were given only three days to address a litany of cuts," said Executive Secretary-Treasurer Michael Bilello. "We worked around the clock trying to at least soften the blow to retirees and maintain healthcare for our families."

This spring, the District Council notified members that as of June 1, 2012, there would be drastic benefit changes in the Welfare Fund. These changes included the loss of dental and vision as well as increased deductibles and co-pays. Many members have expressed their dismay and disbelief as to how this could have taken place.

What Happened?

The new leaders, EST Bilello, President William Lebo and Vice President Michael Cavanaugh took office on January 11, 2012. Prior to that,

...it was imperative that they keep medical and hospital costs for all members and their families as low as possible and ...to have retiree Welfare Fund coverage at age 55

the Board of Trustees had been considering benefit changes throughout 2011 but they had not been able to reach an agreement on the types

of changes to be made, or on the effective date of any such changes.

Their inability to reach a decision in October 2011 was considered a "deadlock," and as required by the Welfare Fund's governing document, the issue was submitted to binding arbitration for a deadlock arbitrator to resolve.

The arbitrator reviewed the financial status

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District Council carpenters at work on the 89th Floor of 1 World Trade

Contract Talks Continue for Thousands of District Council Members

Five Major Contracts on the Table After Earlier Rejection

This past March, for the first time ever, five contract proposals were presented for rank and file member ratification. When four of the five contract proposals were rejected by the membership, your leadership heard the message loud and clear. Since then we have been working hard to reach an agreement that addresses the needs of both labor and management while foremost protecting the livelihoods of all of our hard working brothers and sisters.

"We are looking to come to an agreement that will be a win-win for the members, the contractor associations and the City of New York," said Executive Secretary-Treasurer Michael Bilello.

The contracts, which expired last June, include agreements with the Building Contractors Association, the Cement League, the Greater New York Floor Coverers Association, the Wall-Ceiling & Carpentry Industries, the Hoisting Trade Association and the General Contractors Association among others.

The Building Contractors Association (BCA) is an association of construction contractors and general contractors with a membership of over 300 construction organizations. BCA member projects include high-rise commercial office projects, stadiums, airports and infrastructure, retail, healthcare and corporate interior projects—and everything in between.

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Special Edition



Meet Our New Officers



Michael Bilello,
Executive Secretary-Treasurer

Brothers and Sisters,

Welcome to a new way of doing business in your District Council. I would first like to thank you for electing me as your new Executive-Secretary Treasurer. President William Lebo, Vice President Michael Cavanaugh and I are committed to transparency and returning the council to the members. It is with this Special Edition Newsletter that I push forward this promise. There is a lot happening with our District Council over these summer months such as a new administration, the rejection and renegotiating of contracts, changes to our benefit funds, the stoppage of dues assessments through vacation deductions and a new card check program.

As you know, we are still in tough renegotiations for union contracts that cover thousands of members, working with various trade associations. It's been a long process, but your negotiating committee is working tirelessly to move away from any harmful cutbacks that would make it hard for our brothers and sisters to find work or make ends meet. In that same vein we are working with the employers to reach agreements that benefit all parties, as we have all been affected by the recent economic crisis.

However, we refuse to accept some of the demands that have been presented by some of the association members. Proposing double-digit cuts to our wages and benefits or any stipulation that further cuts away from our hours and job referral list isn't bargaining in good faith. Many of our brothers and sisters are already hanging on by a thread. No way will we provide the scissors to cut at what remains.

The membership already made it clear these types of proposals aren't a viable option when they rejected the contracts last winter. As your negotiating committee, we heard you loud and clear. Furthermore, the regional market is poised for a comeback, so we need new contracts that look toward the future, not ones that are based on the past. Most importantly, we're demanding raises across the board, with no triggers. We haven't seen a raise in more than two years. Meanwhile the cost of living in the metropolitan area continues to go up while wages remain flat. Though we're still

locked in tough negotiations as the deadline looms, rest assured, we won't rush into or bend to any demands that jeopardize the livelihoods of the rank and file.

We are also working to restore the Welfare Fund, which has been limping for quite some time due to a steady decline in man-hours and a nationwide healthcare crisis. Before we arrived, the Welfare Fund was faced with a deadlock by the then-trustees. As a result, an arbitrator had to be called in to mediate the account. After further review, the arbitrator determined immediate benefit cuts were needed in order to keep the account solvent. After we were installed in January, the arbitrator literally gave us three days to stop some of the deepest cuts that the fund has ever faced.

Initially, the cuts were going to be achieved mostly by raising deductibles for both single and family health care coverage as well as increasing the age requirement for Welfare Fund retiree coverage; and by charging retirees a premium of the costs of coverage. This was totally unacceptable to us as we believed it was vital to our membership to keep medical costs as low as possible and preserve our members' ability to have retiree coverage at age 55. Unfortunately, saving these essential benefits resulted in the loss of our dental and vision benefits. This was one of the toughest decisions I have ever had to make knowing vision and dental coverage are extremely important, especially to working families. But that's why you elected me: to make the tough decisions, while keeping this Council strong.

Know that we are working as a team to find solutions to these losses and restore the Council to its glory days. In conjunction with the administration, we have brought on new, experienced staff, weeded out the bad players, implemented new systems and technologies to communicate to our membership and are strengthening our organizing efforts.

We're also going to need your help going forward. For one, we need to have a larger voter turnout for the upcoming contract proposals once we're done at the bargaining table. There were less than 2,500 votes cast for the last set, which was clearly a small percentage of the voting body. We have to send a message this time around. We have to show the industry that we are not complacent and we are mighty in will and in numbers. As we move toward a stronger, revived union, we all must do our part by increasing our participation in union events, forums and activities.

Brothers and sisters, I urge you to band together and let your voices be heard. Together, let's silence the whispers of old and shout our triumphs, while demanding good jobs with good wages and benefits for all working people. Be encouraged to know the worst of times are behind us. The economy is bouncing back and there are some big construction jobs on the horizon. We are still in the process of getting our house in order, but together we will get through it and come out proud and on top.

Fraternally,

Important Information Regarding Change in Payment of Working Dues and Working Dues Assessments

Payments are Due by August 1, 2012

The District Council will no longer be collecting Working Dues and Working Dues Assessments through Vacation Benefit deductions under previously executed authorization cards (*commonly known as the blue card*). This change is effective immediately. As a result, you will be receiving your full Vacation Benefit without any deductions for payments due to the District Council.

The District Council is attempting to negotiate dues check-off provisions in the contracts that would allow for automatic paycheck deductions from weekly pay subject to your execution of a valid authorization form. Dues check-off provisions are a lawful, very common, and convenient way for members to pay union dues. In the meantime, we have

implemented several ways for you to meet your financial obligations to the District Council. Those payment options, along with the amount due and the due date will be included with your vacation check.

It is extremely important to remember that, although the payment method is changing, **there is no change in your financial obligations to the District Council.** We urge you to act quickly in making your required payment to the District Council. We need to continue—without interruption—our efforts to rebuild our Union into a united fighting force against the many threats confronting the unionized construction industry in New York City.





William Lebo, President

First of all, I'd like to thank all the members who had the confidence to elect me to the position of President of our Council. For far too long this Council has been run by crooks and thieves. It is my hope that from here on, our membership will never again have to tolerate a leadership that is corrupt and self-serving. You deserve better than that.

Since we were installed on January 11, 2012, Executive Secretary-Treasurer Mike Bilello, Vice President Mike Cavanaugh and I have become a team, working in unison with the Council Staff. We have been inundated with repairing the previous administration's mess. This will not be an easy task as we have decades of bad decisions and corruption to undo. Everyday we are moving closer to repairing the deeds of the past.

Even before we were installed, we were faced with the deficit in the welfare fund. The employer trustees and union trustees of the funds had come to a deadlock on how to repair the deficit. The trustees took the issue to the arbitrator and the arbitrator decided that cuts had to be made to the welfare benefits. The cuts were to go into effect on January 10th and we were made aware of these cuts sometime at the end of December. Since we were not yet installed, we asked the arbitrator for a 30-day extension so that we might have more time to study the cuts and come up with a better solution. The arbitrator gave us only three days. So while not yet seated as trustees, we worked on softening the cuts decided upon by the arbitrator. While the cuts that were finally approved were far from good, they were far less taxing on our members than what the arbitrator had proposed.

As trustees to the funds, our team is looking at cost-saving methods in order to reduce expenditures so the funds' assets can be better spent on the membership. In addition, the trustees have hired a law firm that is going after the monies that are owed to the funds by delinquent contractors as well as looking at who is responsible and liable for the neglect our funds have suffered. So far, our attorneys have been extremely successful in recouping the funds. The bottom line is we need to create more hours coming into the account so we can bring our benefits back to what they should be. This is our primary

concern. We hope to accomplish this by negotiating fair contracts, establishing better organizing tactics, and improving the monitoring of contractors by our Reps.

Another issue has been the contracts. While the Council was under trusteeship, the supervisors negotiated five contracts with five separate contractor associations. As the new administration, we were not happy with the contracts that were negotiated, neither was your delegate body. So for the first time in our union's history, under our leadership, the executive committee and the delegate body put the ratification of the contracts to a vote by the membership. In March, the membership collectively decided it wasn't happy with those proposed contracts and voted against them. We are now back in negotiations with the various contractor associations and will do our best to come out with contracts we can all live with.

Another issue we worked diligently on is the Amalgamated Carpenters Union campaign. I believe this false union was set up to bring the mafia back into our industry. I also believe they felt that since they can no longer be a part of this union they would try to form one of their own. After a long campaign by our administration, organizing department and our Council representatives, our teamwork prevailed. Our members were not fooled by Amalgamated's false promises and voted against it in an NLRB election.

Going forward, our team is looking at making changes to the out of work list and the way we organize, as well as the way we train our representatives and shop stewards. We are also looking at ways of cutting costs to the Council by using different vendors and looking at some of the apparent waste of time and materials. Our apprentices are also high on the list and putting them to work and getting them on-the-job training will be worked out in contract negotiations.

We also need you, our membership, to become more active in our Union's affairs. Our membership has reached a point of apathy that none of us has ever seen before. I understand that members feel like going to meetings or union events is fruitless, because in the past their voices went unheard, but I can assure you **those days are over**. Our team listens to you; your concerns are our concerns. We know that at the end of the day we work for you. Our team is here for one reason and one reason alone: to work for our members, to create jobs, to secure our members' benefits and to bring our Union back to the greatness it should have always held. With your help, I have no doubt we will accomplish this goal.



*Michael Cavanaugh,
Vice President*

Brothers & Sisters,

I'd like to start by stating it is my honor to have the opportunity to represent all of the hardworking men and women of our great New York City District Council of Carpenters. I would also like to thank you for all your support in electing me as your Vice President. With your new administration in place, it's time we put the past behind us and focus on the future by bringing positive changes and transparency to the District Council.

During the past few months I have had the pleasure of working alongside our newly-elected Executive Secretary-Treasurer Mike Bilello, and President Bill Lebo. Together, with our staff and the newly elected Officers, executive committee and delegates, we have been working as a team toward creating a council that will truly work in the best interest of its members and their families.

Over the past few months we have been familiarizing ourselves with the everyday operations of the council. In addition, through a very thorough vetting process, we have acquired new staff members, new legal counsel, a new accounting firm and a new audit committee member.

These changes will provide for a more efficient and transparent council and will result in long-term cost savings for the council and its members. With members' input we will continue to evaluate all departments of the council to assure we are providing the best possible services.

Since taking office, we have also had our share of difficulties come our way. As you know, we were challenged by another union with the disaffiliation of our proud dockbuilders who were working for contractors affiliated with the General Contractors Association (G.C.A.). I'm proud to report that with the hard work and dedication of our organizing department, as well as our Council Representatives and concerned members of Local 1556, we overwhelmingly won that National Labor Relations Board election.

Another issue we're dealing with is changes to the Welfare Fund. Due to the lack of work availability and decrease in hours contributed to the health and welfare fund, we've been put in a tough position to have to facilitate cuts to our well-earned health benefits. Let me assure you, none of us are happy about these changes. We must understand, however, the current status of the plan and realize that if we want to continue receiving our benefits, we have to be responsible in how we proceed. It is truly our goal to successfully provide the best possible benefits for all our members, both active and retired. Therefore, we are working diligently to increase hours by generating more work opportunities for our members.

We are also in the midst of tough negotiations with a number of the contractor associations. At the same time, we're reviewing and renegotiating many of the over 50 contracts held with the District Council. These contracts range and include specialty trade agreements, Javits maintenance, department stores and exhibits. Through our collective bargaining agreements, we will continue to fight for the best wage and benefit packages for **all** our members. We also have to remain strong and continue to protect our jurisdiction. It is in these times that other trades and the non-union sector will try to acquire our market share. We must stand together as members and support our stewards and Council Representatives in this ongoing battle.

Recently, there have been some drastic changes in the structure of our District Council (locals merged, positions eliminated) that aren't easy for any of us to accept. However, we must deal with these changes by pulling together and using what we know to build a better, more productive and powerful council for our membership. I am confident that with your trust in our leadership, coupled with the memberships' desire to succeed, we shall once again be the best and most powerful construction union in New York City.

In closing, I will state a portion of what is read by the president at the closing of each local union meeting: "Fellow members you will all bear well in mind of your obligation. Help one another, strive to strengthen our organization..." I ask you Brothers and Sisters to remember these words as you work side by side each day and realize that your actions have a tremendous effect on the future of our great Union. Always remember **Solidarity = Success**.

Faternally,



**43rd Annual
Apprenticeship
Contest
2012
Winners**



Our Annual Apprenticeship Contest is a proud day for our school and our trade, where we put the talents of our members on display for all to see.

Congratulations to all of our 2012 contestants for doing us proud!



Here are our winners:

Interior Systems

- 1st Place Craig Carr, LU 157
- 2nd Place John Sartori, LU 45
- 3rd Place Gregory Ninnis, LU 157
- 4th Place Nicholas Lanza, LU 20
- 5th Place Daniel Walters, LU 157
- 6th Place Allen Young, LU 157
- 7th Place Sean Hogan, LU 926
- 8th Place Cecilia Raymond, LU 157

Floor Coverers

- 1st Place Daniel Alessi, LU 2287
- 2nd Place Jeffery Rivera, LU 2287
- 3rd Place Philip Colon, LU 2287
- 4th Place Marc Holder, LU 2287
- 5th Place Chang Mei, LU 2287

Millwrights

- 1st Place Eric Pettersen, LU 740
- 2nd Place Christopher Piencykowski, LU 740
- 3rd Place Artina Sharpton, LU 740
- 4th Place Jose Lopez, LU 740

Carpentry

- 1st Place Dennis McCarvill, LU 157
- 2nd Place Albert Khamo, LU 157
- 3rd Place Mariel Miele, LU 45
- 4th Place Steven Lore, LU 45
- 5th Place Christopher Figueroa, LU 157
- 6th Place Charles Bullock, LU 157
- 7th Place Monique Lee, LU157
- 8th Place Annette Dudley, LU 157

Cabinet Makers

- 1st Place Matthew Fillekes, LU 2790
- 2nd Place Julian Mejia, LU 2790
- 3rd Place James Smith, LU 2790



Contract Talks Continue—continued from page 1

The Cement League is an association of concrete construction contractors, consisting of the principal concrete building construction firms of New York. The contractors within this association employ our heavy carpenters to construct the superstructures that are the backbone of this city and the most important phase in the construction of large buildings.

The Greater New York Floor Coverers Association (GNYFCA) is comprised of more than 100 union floor-covering contractors. The GNYFCA is responsible for the advancement of the floor covering industry through constantly elevating industry standards.

The Association of Wall-Ceiling and Carpentry Industries (WC&C) is the principal organization advocating the interests of contractors in the wall and ceiling industries. The WC&C provides support for contractors in a number of critical areas including legislative advocacy, insurance and safety.

The General Contractors Association (GCA) has three contracts, one for the dockbuilders, one for the timbermen and one for heavy construction carpenters. These contracts cover heavy construction, roadwork, bridges and tunnels, foundation, etc.

Of the five contractor agreements up for ratification in March, only the Hoisting Trade Association Agreement was passed by the members who submitted ballots. Agreements with the BCA, Cement League and WC&C were all rejected nearly 2-1. The GNYFCA agreement came down to a margin of merely 29 votes.

The members of the New York City District Council's Executive Committee, comprised of the EST, President, Vice President and Executive Committee Delegates from each local, have been meeting with the Executive Committees of each of the contractor associations to ensure the interests of our members are served. They are also in discussion with individual contractors that employ our members to secure a fair contract for all parties that makes sense in New York City's ever changing construction market.

"In a challenging economic climate it is essential that we work together to find a way

It is our hope that our newly negotiated contracts will achieve a compromise in key issues that members will be able to work with and stand behind.

to keep our employers in business and our members working," said District Council President William Lebo.

Due to the low turnout of about 2,400 ballots for each of the rejected agreements, we believe the full membership did not weigh in. The outcome of the next contract decision will impact the livelihoods of the majority of union members throughout the five boroughs.

Though the numbers may not have reflected the entirety of our membership, the vote against the contracts that were on the table was heard loud and clear. Both our leaders and the members of the executive committee have been listen-

ing to the concerns expressed by the rank and file throughout this process.

One of the most contentious issues in bargaining for a new contract is some of the associations' demands for 20% cuts in wages and benefits. Some of the associations also hope to establish a full mobility stipulation. Full mobility is a provision that would enable contractors to select all union members of their choosing, with the exception of shop stewards. This contrasts the current referral system that requires them to hire at least one-third of their workers via this union's job referral list. Some members fear that this measure would create discrimination against older members as well as a conflict of interest in workers with regard to reporting contractor noncompliance or labor and safety violations.

"This is a non-starter," stated EST Michael Bilello. "The members want these contracts redone. However the associations are standing firm on the mobility issue and want the proposed Collective Bargaining Agreements (CBAs)

One of the most contentious issues in bargaining for a new contract is some of the associations' demands for 20% cuts in wages and benefits.

sent back out for another vote."

Some of the associations have offered an increase in the wage package in an attempt to buy full mobility. At the June 13 delegate meeting, the delegates, after a lengthy presentation on the status of contract negotiations, voted to approve a contingency fund of \$40,000 to prepare for a strike. This is not considered an option the council would want to exercise, but preparedness is necessary.

As we go to print the negotiations team is tirelessly working to reach an agreement with the associations. Many members of this union are working without a contract for the first time in this organization's history. An evergreen clause has allowed the associations and members to work for a year under the previous contracts that expired June 30, 2011. This puts the pressure on all of us to rework our agreement and solidify a new deal before the clause expires this summer.

"Without these contracts in place and with the ever changing, volatile construction industry, we leave all parties in a vulnerable position," said Vice President Michael Cavanaugh.

Our leaders remain dedicated to transparency and keeping our members informed on the status of the contracts. It is our hope that our newly negotiated contracts will achieve a compromise in key issues that members will be able to work with and stand behind. Although our members may disagree on some issues, it is essential that we work together to overcome our differences and stand together as a strong and proud District Council.

We are moving ahead in the right direction! History was made last March when our members were given the power to vote on their labor agreements for the first time ever. Our goal is to continue to involve members in this process by bringing you all of the most current information regarding the contracts. Be sure to check our website, www.nycdistrictcouncil.org for contract updates!

Critical Benies Saved—continued from page 1

of the Welfare Fund and determined that immediate benefit cuts were required to reduce expenses in the account in order to stymie its losses and preserve its stability. More specifically, the arbitrator ordered immediate changes in the plan that would reduce the Welfare Fund's expenses by \$3.00 per hour.

The intermediary also reserved jurisdiction to determine, after July 1, 2012, whether further changes will be required based on the Welfare Fund's income and expenses. Both sides were given until January 10 to submit proposed modifications. Since it was a day before the new officers took office, the arbitrator extended the deadline by two extra days. If the modifications didn't result in a \$3.00 hourly savings, the arbitrator would unilaterally select the changes based on a chart that showed the hourly cost for each benefit.

"When we took office this is what was sitting on the table waiting for us," Vice President Cavanaugh said.

How They Responded

The officers immediately went to work on reviewing the benefit changes necessary to come up with hourly savings of \$3.00. Initially, the \$3.00 in hourly savings was going to be achieved, in part, by having in-network deductibles of \$500 per person/\$1,250 per family and 80% in-network co-insurance, by increasing the age requirement for Welfare Fund retiree coverage from 55 to 57, and by charging retirees a premium of 75% of the costs of coverage.

The leaders believed it was imperative that they keep medical and hospital costs for all members and their families as low as possible and that the District Council preserve its members' ability to have retiree Welfare Fund coverage at age 55, with the lowest re-

tiree premium as possible.

"In the very short period of time that we had to provide input, we were able to scale back the deductible and co-insurance increases, to keep the age for Welfare Fund retiree coverage at 55, and to limit the retirees' premium to 10% of the costs," said Bilello. "But it came at a cost."

To save these critical benefits, dental and vision benefits had to be cut and life insurance benefits had to be reduced. The loss of vision and dental benefits is extremely unfortunate, but it was decided that it was more important to keep the increases in medical and hospitalization benefits for all as low as possible and to protect our retiree benefits to the maximum extent, according to the officers.

Who Is to Blame For These Changes and Cuts?

It is easy to blame past administrations for things that have gone wrong at the District Council, but the entire nation is facing a healthcare crisis and the future of the health care reform law was uncertain at the time because of employer and right-wing attacks through the courts and state legislatures.

To better understand why the arbitrator determined that changes were necessary, consider the dramatic decline in man-hours—from 21.3 million man-hours worked in the Fiscal Year Ending ("FYE") June 30, 2009 to 16.7 million man-hours worked in the FYE June 30, 2010 to 15.7 million man-hours worked in the FYE June 30, 2011.

Since the Welfare Fund is financed solely from Employer contributions and any investment income on those contributions, when man-hours decline, so does contributions to the Welfare Fund.

The combined effect of a dramatic drop in income due to the

decline in man-hours, ever-increasing medical costs, and challenging investment markets has resulted in the Welfare Fund's deficit spending. As of June 30, 2011, it cost \$14.65 per hour to provide coverage to participants, which is \$3.40 more per hour than the \$11.25 hourly contribution rate. This discrepancy is only projected to increase.

Are Additional Changes Coming?

The deadlock arbitrator will be reviewing the Welfare Fund's status this month to consider whether additional cost-saving measures are needed depending on the Fund's income and expenses for the FYE June 30, 2012.

"It is possible that the arbitrator will impose additional changes after the hearing, but we will make every effort to protect your benefits while stabilizing the Welfare Fund and stopping the hemorrhaging," said Bilello.

We're all in the same boat, he added.

Officers, employees of the District Council and the Benefit Funds are also facing these cuts as they have the same hospital, medical, prescription, dental, and vision benefits that members have. They are subject to the same increased deductibles and co-insurance and the same loss of dental and vision benefits.

If You Have More Questions

We encourage you to contact us with any questions and to attend upcoming meetings scheduled.

In addition, the Benefit Funds issued a newsletter last fall discussing the various factors that have led to a reduction in the Welfare Fund's assets. It is worth reviewing some of that information again.



Coming Soon!

A newly remodeled
District Council Website
is in development


www.nycdistrictcouncil.com

Also, look for a new edition of
The Carpenter Magazine
in your mailboxes this fall

New York City District Council of Carpenters Welfare Fund Timeline

The fund has lost and regained similar benefits in the past based on the national economy and other economic factors.

1992	January Coverage for early retirees (under 62) don't receive coverage until age 65 —Dental: introduced \$100 individual calendar year deductibles —Vision: Eliminated coverage	April Retiree contributions introduced —Monthly —Not eligible for Medicare: \$75 individual; \$150 family —Eligible for Medicare: \$37.50 individual; \$75 family
1995	January Retiree contributions eliminated Dental: Calendar year deductible reduced to \$50 for retirees	
1999	January Retiree contributions reinstated —Pre-Medicare retirees to pay 37.5% of cost; 18.75% for Medicare-eligible —Pre-Medicare: \$90 single; \$180 family (\$135 if one person is Medicare-eligible) —Medicare-eligible: \$45 single; \$90 family Dental —Eliminated coverage for retirees who retired on or after Jan. 1, 1999 and other retirees whose coverage would resume upon 65 th birthday Vision —Eliminated coverage for retirees who retired on or after Jan. 1, 1999 and other retirees whose coverage would resume upon 65 th birthday	
2000	July Retiree benefits discontinued	
2001	January Dental —Reinstated for retirees Vision —Reinstated coverage for all retirees; deferral to age 65 eliminated so coverage is effective upon retirement	
2006	August Emergency room co-pay introduced: \$50 Office visit co-pay increased to \$20 for primary care; \$25 for specialist	



IN MEMORIAM

LOCAL UNION 20

Bennetti, Angelo
Erwood, Ralph L
Mazzocchi, John
Neuwirth, Larry
Rabold, Roy W

LOCAL UNION 45

Acquavita, Francesco
Adams, Clyde
Andersen, William
Armenia, Vincent
Bowteck, Barney
Cardinale, Salvatore
Centrone, Joseph
Ciotti, August
Confalone, John A
Daleo, Charles
Daliendo, Angelo
Dearaujo, Jose M
Deluca, Thomas S
Didomenick, Rudy
Dunlop, Francis
Falke, Arthur H
Fanara, Raymond
Frank, Joseph W
Gabrielsen, Odd
Gillies, James
Graf, Richard
Graudins, Janis
Harvey, Robert
Heinlein, Anton
Hirschmann, Abraham
Jacobsen, Roy
Jeselnik, Joseph
Kapostins, Imants
Lavelle, James
Leichert, Oswald
Lombardo, Christopher
Mancuso, Marcus E
Mauro, Michael
McWilliams, Raymond C
Metsch, Dorothy
Miles, Abe
Niemi, Kauko E
Nora, Aldo A
Orlando, Alfred
Pett, Louis L
Philip, Alphonso
Rammer, Anthony
Ramos, Miguel R
Rash Jr, William
Romang, Jack F
Sakk, Alexander
Savatakis, Louis
Seniecle, Walter
Stoyka, Charles
Turturro, Anthony
Turturro, Michael
Uihlein, Howard C
Vanacore, Anthony
Weiss, Alexander
Zukaitis, Charles

LOCAL UNION 157

Alcantara, Tito W
Alekshev, Alexander
Barlow, Theodore
Cacace Jr, Salvatore
Cahill, Frank
Cameron, Eric O
Campion, Michael
Caravella, Frank P
Cardona, Anthony
Cataldo, Chris
Cleveland, Willie M
Culmone Sr, Anthony
Daquila, Bernard
Dobra, Sime
Duncan, Robert T
Eligon, Hugo O
Gamory, Cecil
Garigali, Cesare
Gavigan, John M
Genova, Ignazio
Giberti, William
Goldbaum, Zeev
Goldberg, Abraham
Goldrich, Leon
Griffith, Carl S
Infortunio, Thomas
Inger, Jacob
Krajca, Miroslav
Laks, Zisia
Larsen, Stanley
Lote, Stanley
Lubbers, Herbert
Menduni, Nicholas
Mondesir, Louis
Mucedola, Salvatore
Naccarato, Carmine
Netti, Maurice
O'shea, Edmund P
O'Brien, Daniel
Pelzer, Frank
Pionzio, Paul C
Potgieter, Fred
Prestino Jr, Joseph
Radecky, William
Reilly, William
Riniti, Salvatore
Roton, Robert
Schenker, Abraham
Scheuermann, Fritz
Solari, John R
Villacis, Thomas M
Weishaus, Samuel
Weremeichik, William R
Wiesbeck, Walter H
Wishnia, Noach
Wood, James D
Zahtila, Erminio
Zanfardino, Gennaro
Zeh, Foster V
Altuchoff, Ralph D
Anzano, Ralph V
Barrese Sr, Rocco J
Black, Frank
Blanco, Anthony

Bohling, Erik A
Bonanno, James J
Canavan, Thomas
Carpenter, Russell D
Charles, Lawrence
Cloherty, John
Connolly, James P
Coyne, Peter P
Croce, Dominick
Cruz Jr, Edmundo
Danisi, Nicholas
Davis, Samuel
Delpennino, Pasquale
Donnelly, Thomas M
Fanning, William
Forese, Michael
Gallagher, Hugh
Gambino, Charles
Gambino, Stephen
Giarrusso, Sam
Gobin, Mirko
Grasso, Louis D
Griffiths, Ellis M
Grogan, Aloysius
Guadagno, Richard C
Guilfoyle, Michael
Hallock, Merwin
Harrigan, Marcos F
Harrington, Florence A
Healy, Patrick
Heath, Leon C
Hoeltz, Horst G
Holden, Michael R
James Jr, Andrew W
Keane, Walter
King, Raphael
Klaiber, Kurt F
Kuttler, Phyllis
Lalloway, Elizabeth
Larosa, Frank A
Lebron, Andre B
Lewis, Griffith
Locricchio, Leonard
Lombardi, Sam
Lombardo, Carmen
Lynch, James
Lynch, Patrick E
Maggio, Louis
Makowski, Michael S
Marshall, James
Martin, Edward J
Martin, Eugene
Mascall, Malcolm
Mastandrea, Nicholas
May, Hue Samuel
Mcdonald, Albert
Mcelhinney, Kevin R
Mckenna, Philip
Mcmahon, Gerard
Mcphail, George
Milne, Alexander
Mongelli, Joseph J
Morley, Edward
Morley, Patrick
Offen, Gerard H
Oleary, Francis

Papaioannou, Theofilos
Pearson, John
Pellicani, Vincent
Perrone, Ralph
Petersen, Maria
Phelan, Patrick
Porcelli Jr, Lawrence
Rivera, Louis
Rooney, Sean
Rucconich, Remigio
Rudder, Colin C
Sacks, Warren A
Syvertsen, Harry
Taddeo, Vincent
Tarasi, Elmo
Teague, James
Tharaldsen, Bjarne
Troy, Leonard
Tursi, Luigi
Vaughan, Michael J
Walker, Fred
Wallach, Eugene
Witter, Darrell
Zambrella, Arthur A

LOCAL UNION 740

Desilva, Richard A
Katz, Lester
Meserole, Thomas W
Sabol, Alan
Schmidt, Richard P
Spaeth, Mary
Sullivan, Francis
Tombs, Charles
Zito, James

LOCAL UNION 926

Bakke, Ralph
Basirico, Joseph
Berge, Jacob
Bindus, Stephen
Bjornson, Alf
Black, Peter D
Caraher, Francis
Cascone Sr, David J
Covucci, Robert F
Cytrynbaum, Mark
Dedominicis, Biagio
Digiacomo, John
Fenton, Richard C
Fiorentino, Kevin
Frolund, Henry T
Gamonski, Wladyslaw
Giaquinto, Anthony
Hansen, Harry
Hervold, Leif K
Iozzia, Salvatore P
Jadotte, Thomas
Kelly, Michael
Lach, Vitold
Levi, Leo
Lezinsky, Stanley
Lisi, Teodoro
Magrone, Sam

Masiello, John
Maxwell, Ishmael
Murphy, Allen
Nunziata, Fred
O'Brien, Lawrence
Pearson, Ray R
Pelio, Thomas A
Rogers, Clement
Samarelli, James
Schaefer, Eugene
Schulman, Edward
Sgroi, Francesco
Simmons, Eustace
Skogsfjord, Arne
Spear, Rupert
Tazgal, Markus
Thomas, Charles
Thorden, Kurt W
Wallin, Carl

LOCAL UNION 1556

Adinolfi, Matthew J
Bagan, Alice
Bernander, Harry
Berrigan, Thomas J
Calamari, Frank J
Clefstad, Floyd R
Conte, Giro
Dickey, Patrick
Flannigan, Thomas M
Froeber, Louise
Fullone, Frank
Glover, Frank R
Harkin, James
Johannessen, John E
Johnson, Andrew
Johnson, Herbert
Kelly, Thomas J
Kihlstrom, Karl
Kilduff, Walter
Lopes, Clemente
Lucido, Salvatore
Martini, Carmelo
Martinsen, Jens
Mccaskill, William
McLaughlin Jr, Harold
Mills, Donald A
Mollevik, Stanley
Moutenot, Edmund J
Opdal, Gerd
Overboe, John
Pearce, Richard
Peters, Donald
Reinertsen, Carl
Svarrer, Kenneth C.
Tellefsen, Tellef E
Tevere, Joseph A
Tremarco, Paul
Voss, George W
Aliprandini, Adolph
Arguelles, Victor
Bender, Vera
Bonfiglio, Fred A
Burke, George
Campbell Jr, James R

Fasula, Fred
Gargano, Peter
Gitto, Anthony
Hamann, Patrick T
Herrera, Antonio N
Hogan, Francis
Holzhauer, Richard
Imparato, Michael
Kendrick, Albert
Learnihan, Michael A
London, Isidore
Newkirk, Ernest
Odorizzi, Ottavio
Plisic, Ivan
Pollo, Tullio
Rauzi, Bruno
Reid, Kenneth
Riddick, John L
Schmitt, George
Sinclair, Lloyd
Stasic, Frank
Stepic, Romeo
Vanderpool, Andrew C
Wildner, Francis C

LOCAL UNION 2790

Agrusa, Fred
Amuso, Carmelo
Andrews, Clemie
Asaro, Anthony
Barone, Giovanni
Barone, William
Bassmann, Johann F
Bonacorsi, Anthony
Campbell, Roy Lee
Castellano, Thomas
Cioffi, Luigi
Codispoti, Joseph
Cornelius, Joseph
Cosentino, Emanuele
Cruz, Victor
Dispirito, Ralph
Diverde, Giuseppe
Emmert, Lou
Evans, James R
Franco, John M
Gallo Jr, Anthony
Gina, John
Gold, Solomn
Gollisz, Gustav
Grunberger, Mor
Hamilton, Rudolph
High, Howard R
Iacopelli, Salvatore
Jacobowitz, Morris
Janisch, John
Jaranowski, Leon
Juran, Frank
Kaufman, Samuel
Kearney, Peter
Koehler, Dieter
Lesnicki, Jerzy
Letizia, Charles
Lisi, Edward J
Maggio, Antonino

Martinez, Angel L
Martinez, Bolivar
Mccue, Kenneth
Mckenzie, Renold C
Munoz, Jaime
Myles, Max
Natoli, Anthony
Nunez, Santiago
Peddie, Richard
Picarello, George
Rafael, Tiberio
Rapanaro, Michael
Reichmann, Toni F
Ricci, Carlo
Rosa, Jose
Rosario, Domingo A
Ruggiano, Federico
Schnurer, Robert P
Sellmann, Walter C
Shayowitz, Milton P
Stacchini, Marino
Stern, Jack C
Switzen, Nathan
Tancredi, Dario
Tucholski, Helmut
Varone, Bruno
Vincze, Laszlo
Walling, George J
Wykowski, Mieczyslaw

LOCAL UNION 2287

Bjornson, Bjorn
Brigman, Ira C.
Campbell, David P
Conn, Carl M
Conn, Robert S
Crotty, Joseph W
Daly, James J
Fiore, Rudy A
Flores, Pedro
Gosler, Johnny
Heinsohn, William
Herskowitz, Frank
Huang, Guo Hong
Jacobsen, Kirsten
Jordon, Bayard B
Kucera, George J
Manasia, Epifano
Martocci, Francis
Moody, David E
Morgan, Oscar L
Olsen, Olef W
Pollock, Albert
Rodriguez, Nelson
Simon, Edward
Stampfel, Walter
Viafore, James F
Viafore, James J
Zamiello, Sam

Authorization Cards and Why Carpenters will Benefit by Having 9a Agreements

Many of you may have seen cards like these (below) going around your jobsites lately. These cards authorize the New York City & Vicinity District Council of Carpenters (NYCDCC) to continue to represent its members at the bargaining table in matters of wages, hours, benefits and other important terms of employment. The purpose of these cards is to ensure that both our work jurisdictions and the rights of members are protected.

Bargaining relationships between employers and unions are governed by certain rules that are determined by majority representation, and these rules protect both our members and our bargaining rights. The general rule is that once an employer recognizes the NYCDCC as the majority representative of its employees, it cannot withdraw recognition unless there is a decertification election or if there is objective evidence that the union no longer represents a majority of its employees. Under a Section 9a relationship, the employer must bargain with the NYCDCC for a new contract even after a Collective Bargaining Agreement (CBA) expires.

Construction industry employers may be bound by two types of CBAs. A Section 9a agreement is a result of the NYCDCC having proven at some point that it represented a majority of the contractor's employees while a Section 8f agreement is a result of a pre-hire agreement. When bound to a 9a agreement, a contractor must continue to recognize the NYCDCC after a contract expires unless, at the end of a contract term, the union loses a decertification election or there is proof that the contractors' employees no longer desire union representation. Under an 8f contract a contractor is allowed to repudiate the union and try to operate on a non-union basis. Section 9a agreements presume that the NYCDCC has majority support until proven otherwise, while 8f agreements have no such limitation. Though section 8f agreements cannot be repudiated during the term of a CBA, they can be repudiated at the end of the contract term. There is no "presumption of majority status" in an 8f agreement and either party can refuse to bargain with the other when the contract term expires.

When our existing contracts expire this summer, the existing 9a relationships will protect our work and our ability to bargain for new agreements. This is why it's so important for members to fill out cards and reestablish the majority representation on jobsites throughout the five boroughs. This is to protect our work, our rights and our future. To obtain authorization cards contact Paul Capurso at 212-366-7586.



I hereby authorize the NEW YORK CITY & VICINITY DISTRICT COUNCIL OF CARPENTERS (affiliated with the United Brotherhood of Carpenters and Joiners of America) (the "NEW YORK CITY DISTRICT COUNCIL OF CARPENTERS") to represent me for the purposes of collective bargaining in matters of wages, hours, benefits, and other terms and condition of employment with my current employer as well as all other employers for whom I may become employed after this date on all present and future job sites.

I understand that this card may be used by the NEW YORK CITY DISTRICT COUNCIL OF CARPENTERS to obtain recognition from my current or future employer without an election.

This authorization is non-expiring, binding, and valid until such time as I revoke it in writing.

Name (Print) _____ UBC ID# - U-

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Signature of Employee _____ Date ____/____/____

Employer _____

If Unemployed, Last Employer _____

NYC District Council of Carpenters
395 Hudson Street
New York, NY 10014

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Have a great story idea?

Do you have a great idea for a story you want to see covered? Or, do you want to try your hand at writing one yourself? If so, please contact Assistant Editor Jenna O'Donnell at jodonnell@nycdistrictcouncil.org.



NYC & Vicinity District Council of Carpenters
United Brotherhood of Carpenters

(212) 366-7500 • www.nycdistrictcouncil.org

Important Phone Numbers

Anti-Corruption Hotline – (877) 395-7497
Anti-Harassment Hotline – (212) 366-7452
Area Standards– (212) 366-3342
Benefit Fund – (212) 366-7373 or (800)529-FUND
Business Representative Center (Manhattan)- (212) 366-7345
Business Representative Center (Queens)- (718) 468-4056
Inspector General- (212) 366-3354
IG Hotline- (855) UBC-TIPS
Labor Management – (212) 366-7355
Labor Technical College – (212)727-2224
Out of Work List – (212) 366-3330
OWL Toll Free – (800) 858-8683
Union Participation – (212) 366-7810
Local 20 Staten Island – (718) 568-4530
Local 45 Queens – (718) 464-6016
Local 157 NYC – (212) 685-0567
Local 740 Millwright – (718) 849-3636
Local 926 Brooklyn – (718) 491-0926
Local 1556 Timbermen & Dockbuilders – (212) 989-2284
Local 2287 Floorcoverers – (212) 929-2940
Local 2790 Shop & Industrial- (646) 490-3444



REVIEW OFFICER HOTLINE

877-395-7497

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To confidentially report
violations, call the NYC
District Council of
Carpenters Inspector
General Hotline

(855) UBC-TIPS

email:ig@nycdcigoffice.org

If you have a
comment email us at
communications@nycdistrictcouncil.org

