



The Carpenter

NEW YORK CITY & VICINITY DISTRICT

COUNCIL OF CARPENTERS

SPRING/SUMMER 2020



WE ARE ESSENTIAL

In the midst of COVID-19, we remain 20,000 members strong.

A LETTER FROM OUR EXECUTIVE SECRETARY-TREASURER

JOSEPH GEIGER

This issue of The Carpenter comes during a time previously thought unimaginable. As I write this, construction projects have just begun to re-open after being shuttered due to COVID-19. There is not an inch of space across the country and the world that COVID-19 hasn't touched. I want to acknowledge how difficult these times have been for all of you. It saddens me to report that we lost some fine carpenters over the past few months. They are gone but will not be forgotten. Our thoughts and prayers go out to the members and their families who we have lost. This is why it is still more important than ever to maintain safety standards and protocols. I must also give my thanks and sincere appreciation to our members who served as essential workers. During a time with so much fear and anxiety, you rose to the challenge, despite the risk to yourself and your loved ones, to help your community. Your dedication makes me proud to be a union carpenter. As quarantine restrictions start to lift and members start to go back to work, I see a bright future ahead of us as a Council, and that is largely due to our unwavering and highly-trained membership.

I am fortunate to share that during these unprecedented times, we were able to react quickly as a Council and enact changes that kept members working and eased financial burdens. Never have we had to be so nimble to transition from an old norm to a new one quite so fast, but even during a time of loss we were able to find opportunities for our membership. Our members quickly became essential, not only because of the nature of our skill set, but also because of expertise, training, and reliability. Almost as immediately as NYC became the epicenter of the pandemic, our members just as quickly became essential workers. We mobilized emergency construction teams to build out desperately needed COVID-19 units, patient care facilities, and temporary morgues. We also built plexiglass shields and modified ventilators.

Thank you again to the members who worked during this difficult time. Equally important are those who stayed home to help flatten the curve. We depended on each one of you, and you all contributed in different ways.

As of June 30, 2019, the Welfare Fund had over 25 months' worth of reserves and it has maintained that level since May 31, 2020. The Pension Fund also never dropped below 95 percent funded. It was through careful planning and preparation that we can come out on the other side of this mostly unscathed. No one could have predicted a pandemic, just like no one could have predicted 9/11 or Hurricane Sandy, but this illustrates the importance of making difficult, sometimes unpopular, financial decisions so that we have healthy funds for when the unthinkable happens.

Unfortunately, we did have to enact several cost-saving measures, such as furloughing administrative staff from the Council, Benefit Funds, Training Center, and the Carpenter Contractor Alliance of Metropolitan New York (CCA Metro). Additionally, all representatives and business agents worked on a part-time schedule of one week on and one week off.

The District Council and the Benefit Funds established several relief measures to help ease the financial burden to protect the well-being of our members as well. We waived copayments and associated costs on COVID-19 testing and visits, second quarter dues were paid by CCA Metro for all active members in good standing, vacation payments were released early, and we made it easier for members to access their individual retirement savings through Prudential, as well as permitted Coronavirus-related distributions up to \$100,000. As an extra precaution, CCA Metro purchased supplemental PPE. Most recently, we waived retiree premiums for three months beginning August 1, 2020.



This made it so all members who are currently eligible for NYCDCC Welfare Fund coverage will be credited with 250 hours so that they may continue their coverage through the third quarter. We put forth every effort to ensure no member was at risk for suspension and loss of benefits because of the hardship caused by this pandemic.

Finally, I must announce that our Annual Charity Golf Tournament for Jared Allen's Homes for Wounded Warriors (JAH4WW) has been canceled for this year. Over the last five years, and with the generosity of contractors and individual donors, we have raised over \$1 million dollars for JAH4WW. We may not be able to make tee time this year, but we will be back next year with even more vigor and enthusiasm! I must also announce that our Annual Softball Tournament and Family Picnic has been cancelled, as well as the Labor Day Parade. While it's not ideal, we must follow protocols as it pertains to large gatherings. We want to ensure members and their families are protected and remain safe.

I know this has been said a lot, but we are all in this together and your union is here for you no matter what. Please reach out to member services, your business agent or shop steward if you have any questions about work, training, or benefits. Our members are always our top priority. The leadership will continue to do what's best for our membership to ensure their safety and livelihood on and off the job site.

Faternally,

Joseph A. Geiger

2 Executive Letters



WEBSITE
nycdistrictcouncil.com

6 News



FACEBOOK
@CarpentersNYC

8 COVID-19 Response



TWITTER
@CarpentersNYC

12 Letters from the Inspector General
& Chief Compliance Officer



INSTAGRAM
@CarpentersNYC

14 Members

16 Political Action

18 Job Spotlight

20 Area Standards

22 Jobs Around Town

24 Women in Construction

26 Retirees and Memoriam



The
Carpenter

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Address change notices should be
directed to 212-366-7336.

A LETTER FROM OUR PRESIDENT

PAUL CAPURSO

First, I want to say thank you for your support and for electing me as President and Assistant EST of the New York City District Council of Carpenters in February of this year. It is a privilege and an honor to serve as your President and continue to grow and protect this great union. When I was first elected, I could have never imagined what my first few months as President would be like, but tough times make tough people. I have never been prouder to help lead our Council than I have been during these difficult times.

With over 30 years in the union, I have seen it all. I have experienced the ups and downs of the economy and the industry, and I have rebuilt this city after devastating disasters. During all of it, I worked my way up from the field to foreman, field super, delegate of Local 157, trustee, financial secretary, part-time instructor at the Carpenters Training Center, and eventually to lead regional manager and now my current position at the District Council.

I can't say it's been easy or what I was expecting, but I promise to continue to work as hard as I can to make this union even better than when I started. We have a great team here. I've worked with EST Joseph Geiger and Vice President Michael Cavanaugh in several previous positions and I look forward to working with them more closely to help shape a stronger union. We have a dedicated team of executives, representatives, and administrative staff who work 'round the clock to provide our members with the services and information they need to be successful. We are a union family and, just like a family, we take care of each other.

To ensure that our members receive necessary information, we have bolstered our communications to be more frequent and accessible. Please continue to check the District Council website (www.nycdistrictcouncil.com) and our social media channels for important information. Likewise, please reach out to your business representative or member services for any questions you may have.



We will get through this as a union – together.

Construction has always been a big part of my life. I enjoy building this city and working closely with my brothers and sisters to construct a finished product. I truly love what I do and even though I have faced some tough challenges in my career as a carpenter, I've always continued. This is no different. I will continue to fight my way through this with you all and we will come out the other side stronger than we were. That is my promise.

In Solidarity,

A stylized, handwritten signature of Paul Capurso in black ink.

RESPONSES TO EEOC SURVEY NEEDED

In compliance with U.S. Equal Employment Opportunity Commission (EEOC) requirements, the New York City & Vicinity District Council of Carpenters ("District Council") will be sending you a survey asking about your race/ethnicity and gender. The EEOC states that survey replies returned anonymously are not acceptable, so please fill out the entire survey.

This survey is not in any way related to any political issue, COVID-19, or any other current events. The survey was in the works for several years and is in response to a specific requirement of the EEOC. Please know that the District Council will only report overall statistical numbers and will not identify any individuals by name. Your information will be kept confidential and will not be used for any purposes other than for compiling overall statistics.

You can fill out the survey now by visiting this link: <https://www.nycdistrictcouncil.com/eeoc-survey/>
Please help us comply with the EEOC by promptly filling out and returning the survey.

If you have any questions about the survey, please contact EEOSurvey@nycdistrictcouncil.org or Yariela Carvajal at (212) 366-7500.



A LETTER FROM OUR VICE PRESIDENT

MICHAEL CAVANAUGH

If the past few months have proven anything, it's that the strength and resiliency of the New York City District Council Carpenters is unparalleled. I have witnessed in our union membership that extraordinary circumstances bring out extraordinary people and deeds. As carpenters in New York City, we are unwavering. We get pushed down, but we rise up and push back even harder. To all our courageous members who took the risks and performed work on projects deemed essential during the COVID-19 pandemic, you have my thanks and gratitude for the exemplary work you've done. Thank you!

Now that most construction work has opened back up, it's full steam ahead building this city with renewed vigor while adhering to new safety standards and protocols. We are calling this the "new normal." Members must wear face masks, gloves, eye protection, and hard hats at all times on the job. It's not comfortable, but we must all do our part prevent the spread of COVID-19 and keep ourselves, our families, and others safe.

While our training center and the International Training Center may be running at limited capacity, there are still online courses you can take to ensure that you are prepared. The COVID-19 awareness and preparedness courses are available through the International Training Center in several different languages. Be sure to check out Site Safety Training courses offered online through the District Council Training Center, including the 30-hour OSHA, 8-hour Fall Protection, and 2-hour drug and alcohol awareness.

Additionally, the District Council is reimbursing eligible training classes with outside accredited institutions.

Unfortunately, many events had to be cancelled this year, including the Apprentice Contest/Open House and Graduation ceremonies. I want to congratulate all the apprentices who recently completed their apprenticeship obligation. Because of COVID-19, graduation was cancelled, as well as the contest. I'd like all the recent graduates to know that you are appreciated and that you are now among the most highly trained professional carpenters in the country – an accomplishment you can be extremely proud of. You will now be considered a skilled journey person and be expected to live up to it. You must continue to keep your skills sharp and strive to be the best in the industry. I promise you it won't be easy, but it will be well worth it moving throughout your career. I know you will go on to do great things and continue to build upon what it means to be a union carpenter.

The pandemic has forced us as a society and as a union to enact and accept changes in record time. It begs the question: What does the future hold? I see our union ready and capable of withstanding any curve balls we may be thrown. I see our union adapting better than before in times of stress and uncertainty. But, most importantly, I see a membership that is stronger than ever. Now and in the future, we must be ready to accept change. I ask that each member do their due diligence in keeping up with training and certifications.



I also ask that we all keep our minds and our hearts open to each shift, development, and advancement that our industry may go through. Union carpenters will always be essential. It is up to us to make sure we meet the demands of this city. If or when called upon during times of crisis, we as proud NYC Union Carpenters will be ready to help our members and their communities.

And always remember,
Solidarity = Success.

A handwritten signature in black ink that reads "Michael Cavanaugh". The signature is fluid and cursive, with a long, sweeping tail on the last name.

Vice President Michael Cavanaugh Honored at St. Dominic's Labor Awards Dinner



On January 30th, Vice President Michael Cavanaugh was honored at the Friends of Saint Dominic's 39th Annual Business and Labor Awards Dinner to help Saint Dominic's Family Services. Michael received the coveted Francis J.P. McHale Memorial Award for his commitment to making a difference in the lives of the less fortunate of our society.

Since 2003, the NYC Carpenters Union, through its Relief and Charity Fund, donated \$965,000 for the organization, which provides critical services for 2,000 children and families.

Saint Dominic's Family Services is a non-profit human services agency that provides services in foster care, prevention, developmental disabilities, community based mental health, therapeutic education and preschool services.

"Each day, Mike strives to serve the membership better than he did the day before. He has been a driving force and stalwart supporter of doing whatever it takes to push our union forward to ensure that our members are the best of the best. I could not think of a better man to receive the Francis J.P. McHale award than Mike Cavanaugh," Executive Secretary-Treasurer Joseph Geiger said.



Local Law 196 Training Reminder

****Deadline: Sept. 1, 2020****

Workers must have a Site Safety Training Card. Please remind all members to get the required training.

REAL ID COMPLIANCE New Requirements for Driver's Licenses

Beginning October 1, 2021, driver's licenses must be REAL ID compliant. Anyone without a REAL ID compliant license or other identification could be affected in the following ways:

- They may be unable to enter nuclear power plants.
- They may be unable to access federal facilities.
- They will be unable to board an aircraft without a passport.
- They will be unable to complete the application for a TWIC card, SIDA badge, CFATS credential, PIV card, DOD Common Access Card, etc.

To find out if your license is REAL ID compliant or how to get one, please visit <https://www.dhs.gov/real-id-public-faqs>.



Have photos to share?

Email your photos to:

Communications@nycdistrictcouncil.org,
and be sure to include as much
information about the photo as possible.

Out of Work List / New York City Housing Authority Resident Certification Available for Skills List

Any member that is a resident of NYCHA (New York City Housing Authority) housing can apply to have their NYCHA residency added as a skill on their skills list available to employers. To do so, simply print and fill out the form:

Available at www.nycdistrictcouncil.com/wp-content/uploads/2017/04/OWL-NYCHA-Resident-Certification.pdf

For any questions, contact the
Out of Work List at 212-366-3330.

Meet the New Business Agents



PETER BRERETON

Peter Brereton has been a member of the District Council since 2000. Born in England, Peter immigrated with his family to Rockland County, New York, where he currently resides. During his time in the union, Peter held several leadership positions including serving as a trustee for Local 2287, serving on the trial committee, and eventually becoming delegate. Now a Business Agent, Peter says he hopes he can make a difference in the union and increase the market share through his work. On why the union is important, Peter says, "It raises the standard for all labor and creates family-sustaining wages."

JOSEPH REILLY

Joseph Reilly was born in Spanish Harlem in New York City, raised in Queens, and currently resides in Westbury, Long Island, with his two teenage daughters. A Golden Hammer winner, Joseph has over 20 years' experience in the union. Joseph began his career as an apprentice in Local 45 before becoming shop steward, a trustee on the Executive Board, a recording secretary, and, finally, Vice President of Local 45. Joseph said he loves his job because it allows for him to give back to his community. A self-described "die-hard union man," Joseph said the union is important because it sets the standard for labor. "I worked non-union where I saw the abuse and safety violations and the unprofessionalism of the non-union sector. When I got into the union and saw the safety regulations and the professionalism, I knew these guys were the real deal." When asked what he loves best about the union, Joseph said the camaraderie and diversity. "Your race, gender, or sexual orientation do not matter. We're all in this together and our diversity is our strength. Diversity is how we're going to last for the next 100 years."



ROBERT FORSTER

Robert Forster is a lifelong Staten Island resident. He joined the union through the pre-apprenticeship program Construction Skills and now has eight-plus years in the union. Robert has held multiple leadership positions in Local 20 including financial secretary, treasurer, delegate. He also served as a member of the trial committee, a political captain, and worked as a foreman with Commodore Construction. On why the union is important, Robert said, "It helps give people the best possible livelihood. It makes it so you are not standing alone; you always have other people fighting with you."

We. Are. *Essential.*

The Story of Strength, Solidarity, and Resiliency of the New York City District Council of Carpenters during the COVID-19 Pandemic

The COVID-19 pandemic has changed the way we live and work. At such a chaotic and difficult time, our membership has persevered, continuing to build New York City as essential workers and offering to volunteer wherever needed. Throughout our hundred-year history, New York City District Council of Carpenters has been called upon to rebuild and help unite this city during crises, and this is no different. When the Javits Center was turned into a patient care facility, our carpenters were there. When ventilators needed modifications, our carpenters stepped up. When important infrastructure needed fixing so that other essential workers could get to work, our carpenters took the job. We built hospital rooms, beds, and even temporary morgues.

We did all of this at the risk of our own lives and our families' lives to help our community and to keep our neighbors safe. We took all of these challenges in stride. Throughout the pandemic, our members have been nothing short of incredible. Together, we will continue to rise to the occasion and fight this virus the way we know best - with our tools. Whether our members were staying home to help flatten the curve or working on the front lines providing essential services, the District Council is proud of all members and their sacrifices. We will continue to build this city and assist our members in every way possible.

THE WORK



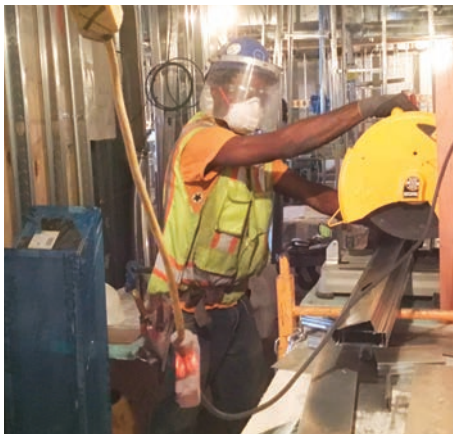
Our brothers and sisters built out the emergency room at NYU Langone and created multiple ICU rooms to care for COVID-19 patients.



Our carpenters built over 1,000 hospital beds in under a week at the Jacob K. Javits Center to manage the overflow of patients at the height of the pandemic. In total, we built 2,500 beds.



At Stony Brook University, our floorcoverers worked hard to install flooring in temporary structures intended to serve as alternative care facilities.



At NYC Health + Hospitals/North Central Bronx, our members renovated three floors and turned them into special ICU units.



Members at New York Presbyterian Allen Hospital transformed one floor into 30 COVID-19 patient rooms.



Members at Mount Sinai South Nassau Hospital built out triage tents to meet the increasing demand for patient rooms.

THE MEMBERS

A union is nothing without its members. The District Council is fortunate to have some of the most passionate and dedicated members around. Our brothers and sisters were instrumental in getting the essential work done to help those in need.

"I'm grateful I'm still able to wake up every day, go to work, and provide for my family. Regardless of the situation, I'm going to try my best. At the beginning, it was a little scary, but I realized I got to put my head down and try my best every day. Remember to be mindful of what you're doing. Take precautions every day. Make sure you have the proper PPE. Take time and make sure you work safely and you go home safely."

- **CHARLES BULLOCK, LOCAL 926**



"It's times like these that make me so proud being in the carpenters union. Not only are doctors, nurses, and firemen considered first-responders, but carpenters are as well. Whether it's rebuilding from Superstorm Sandy, volunteering in Puerto Rico, doing a toy drive, or building temporary hospitals here in New York City, the carpenters are here. I want to thank my brothers and sisters for everything they're doing. It doesn't go unnoticed. Stay positive, stay strong, and God bless."

- **MARLON COTTO, LOCAL 212**

"I feel very comfortable coming back to work. It's a matter of getting used to wearing a face mask. It's just getting accustomed to what's going to be the new normal. I always think of safety first, and now it's enhanced. Come equipped with your own things just in case. You always want to have that thought of I want to protect myself, let me not take the chance in not using a mask today. Get in the habit of doing it because it's important for everyone's health including your own."

- **ALEXANDRA GUADALUPE, LOCAL 212**



HELPING OUR COMMUNITY

During the pandemic, members' work wasn't limited to just doing their jobs. District Council members and representatives also volunteered their time to help feed communities in need. Over 11 weeks and at seven events, the District Council partnered with Catholic Charities Brooklyn & Queens to pack and distribute healthy food to local families. In total, over 100,000 families were helped and over 1,000,000 meals were distributed. Council reps also partnered with City Harvest and Rap4Bronx to deliver healthy meals to families in the Bronx.



Members at St. Michael-St. Malachy Church in Brooklyn on April 24th.



Members helped to hand out food at St. Finbar Catholic Church in Brooklyn on May 29th.



Members packed food in Sunset Park, Brooklyn, on May 8th.



Members delivered food to 18 different locations, helping families in the Bronx.

THE RESOURCES

The COVID-19 pandemic was new to us as an organization, as a city, and as a country. Never before had we dealt with an invisible enemy, which is why our first priority was to keep our members safe and informed. District Council staff and representatives worked tirelessly to put together resources for members and ensure their needs were met.

Trainings

COVID-19 safety trainings are offered by the UBC International Training Center online. Please visit <https://auth.carpenters.org/?ReturnUrl=https://ubc-citf.carpenters.org> to get started. You must create an account with carpenters.org to register and take the course. These courses are NOT offered through the NYC District Council Training Center.

- • • • COVID-19 Preparedness Qualification Program
- • • • Construction Site Safety Specialist Certificate Program
- • • • Board of Certified Safety Professionals Certifications

Mental Health

YOU ARE NOT ALONE

To fill in the gaps and ensure members have proper PPE, the Council, in partnership with CCA Metro, purchased **100,000** N95 masks, **50,000** surgical masks, **1,000** face shields and hard hat adapters, **5,000** safety glasses, **50,000** gloves, and **5,000** personal hand sanitizers.

MEND Program & Wellness

The MEND Program (Members Education and Network for Dependency) holds monthly Peer Support Group meetings for District Council Welfare Funds participants/dependents who are in both long and short term recovery for substance abuse. Contact the MEND Program at **212-366-7590** or MEND@nycrbf.org to confirm meeting dates.

NYC Well

NYC Well is a free, confidential mental health helpline. Speak to a counselor via phone, text, or chat and get access to mental health and substance use services. Visit nyc.gov/nycwell or call **1-888-NYC-WELL**.

Relief Measures

Working together with the Benefit Funds, the District Council was able to provide a wide range of relief measures for members, including:

- » Waiving retiree premiums for three months beginning August 1, 2020, and making it so all members who are currently eligible for NYCDCC Welfare Fund coverage will be credited with 250 hours so that they may continue their coverage through the third quarter.
- » Waiving second quarter dues for active members in good standing.
- » Releasing vacation payments early.
- » Allowing members easier access to their individual retirement savings through Prudential.
- » Permitting Coronavirus-Related Distributions up to \$100,000.
- » Waiving all copayments and associated costs related to COVID-19 visits/testing.

Who to Call for Questions About:

Health Insurance, Annuity, Pension	The Benefit Funds 212-366-7373
Training and Certifications	The Training Center 212-727-2224
Job Site Safety/PPE	Your Shop Steward or Business Agent
Technical Issues with Annuity	Prudential (877) 778-2100
Volunteering/Getting Dispatched to Jobs	Out of Work List 212-366-3330

BACK TO WORK!

The past few months have been hard on our industry and our membership. As things return to normal and more job sites open back up, we urge our members to continue to follow safety guidelines and maintain the "new normal" safety standards on job sites.

The District Council has been working with contractors and health professionals to institute new safety guidelines on job sites. Each job site is different in terms of its size and complexity, which is why these new guidelines will allow for flexibility while still adhering to safety standards. The health and wellness of our membership and their families is our priority. We must do our part to prevent the spread of COVID-19 and move the economy forward.

The District Council is proud of all the work our members have done to help their communities and keep New York City running. There is still much work to do, but we know this city is in capable hands.



District Council members preparing New York City offices, like JPMorgan, for infection control and prevention by installing new furniture partitions to allow for better social distancing.



Safety first! Members hanging up job site safety posters at Methodist Community Health Center and Maimonides Health Center to keep everyone informed.

CONSTRUCTION WORKER JOB SITE SAFETY AFTER THE COVID-19 CRISIS

Follow these important steps to remain healthy and protect yourself and your fellow workers from getting sick. Be smart, follow the rules.



1 WASH YOUR HANDS

Wash your hands often with soap and water for 20 seconds and keep your hands clean. Keep hand sanitizer nearby and utilize the sanitizing stations. Do not shake hands and avoid touching your face.



2 WEAR A MASK

Wear a mask or face covering. Masks are mandatory and a new way of working in the post-COVID-19 construction environment. Wear a face shield where appropriate.



3 TAKE YOUR TEMPERATURE

Monitor how you are feeling and take your temperature each morning. Workers will also have their temperatures digitally taken on the job site. Do not go to work if you have a fever.



4 STAY HOME IF SICK

If you wake and you have symptoms of COVID-19, please stay home. If you feel ill on the job, inform your shop steward. Avoid contact with sick people.



5 SOCIAL DISTANCE

Maintain a safe social distance of 6ft. from fellow workers while working, on breaks, and during lunch, meetings, and trainings. Do not carpool. Avoid group settings.



COVID-19

SENTIMENTS OF SOLIDARITY

In addition to helping our members financially, the District Council also made an effort to reach out to our most vulnerable members — our retirees. Council representatives made phone calls to retirees of 70 years or older to ensure they were doing well and to provide resources they may need. The retirees were happy and grateful to hear from their union in such a personal way. The Council also received encouraging and thankful messages from partners and elected officials throughout the pandemic to show their support and gratitude. Check out some of their sentiments below!

Local 157 brother Uno T. says he is still going strong at 92 years old!

Shoutout to brother Philip M. for finishing radiation and staying strong!

Florida brother Dugald W. in Local 926 says he is doing great, loves the union, and was ecstatic to hear from us!

Brother William B. from Local 2287 is in good spirits and wishes his fellow brothers and sisters the best during these difficult times!

SENTIMENTS OF SOLIDARITY



“No one tougher than a New Yorker and no one stronger than a union worker.”

— New York State
Lieutenant Governor
Kathy Hochul

“I wanted to take a moment and thank you for all that you are doing as a union to help during this most uneasy time. You helped us turn the Javits Center into a hockey arena for us, and I thought that was amazing, but to transform it into a hospital is absolutely incredible. I am not sure if you are being thanked enough, so I just wanted to make sure you know how important you are. Thank you for your commitment.”

- Diane Colonna
Regional Vice President Development, Special Olympics New York

EXECUTIVE SECRETARY-TREASURER 28 APRIL 2020
JOSEPH A. GEIGER

DEAR MR. GEIGER, I AM WRITING TO TELL YOU HOW MUCH I AND MY WIFE, BARBARA APPRECIATED THE TELEPHONE CALL LAST WEEK FROM BROTHER ROBERT FOSTER - ASKING HOW WE WERE DOING DURING THIS CORONAVIRUS PANDEMIC.

FORTUNATELY, WE ARE BOTH DOING VERY WELL FOR OUR 81 AND 76 YEARS OF AGE, AND WILL BE CELEBRATING 58 YEARS OF MARRIAGE ON JUNE 2nd, THIS YEAR.

I AM PROUD TO BE A LIFELONG MEMBER OF THIS GREAT UBC UNION - LOCAL 257/157 SINCE AUGUST 5th, 1957, WHEN I WAS JUST 18 YEARS OLD.

I WANT TO THANK YOU AND ALL THE OTHER BROTHER CARPENTERS FOR THE OPPORTUNITY TO BE PART OF THIS MOST GRACIOUS AND PROVIDING UNION FOR THE LAST 63 YEARS.

HOPING YOU, YOUR FAMILY, AND ALL YOUR BROTHERS, SISTERS AND MEMBERS WILL ALSO BE AND STAY WELL!

RESPECTFULLY YOURS,
RAYMOND R. McDERMOTT

Inspector General David Pié

(212) 366 - 3361 | dpie@nycdcigoffice.org

The role of the Office of the Inspector General (IG) is to combat union corruption and serve the membership by acting as an independent and nonpartisan watchdog. We have and will continue to hold our staff, members, employees, and signatory contractors accountable if they violate any of our rules and regulations or engage in misconduct.

While we are aware of a perception that our office acts only at the behest of District Council management, we remain committed to investigate all complaints and allegations which we receive regardless of who the subject(s) of the investigation may be. The role of this office is to fully investigate the facts and then present the outcome of the investigation to the relevant party whether that be DC leadership, outside law enforcement or the federal monitor. Neither myself nor any of the other members of this office, offer or are requested to make recommendations for discipline.

I have been firm in my stance since coming on board that I do not believe we should both investigate matters and dictate the outcome from a disciplinary aspect.

While matters reported to the Independent Monitor (IM) and his staff are almost always referred to the IG's Office for initial investigation, it would certainly be more efficient and effective if all matters were first reported to the IG's Office and then referred by us to the IM, if necessary. The IM has full access to our office and as such is aware of everything we are working on.

I will continue to work to build trust and maintain the transparency of this office. I encourage anyone who has reservations about this office to contact me directly either by email or phone to discuss their concerns.

Chief Compliance Officer Josh Leicht

(212) 366 - 7362 | JLeicht@nycdistrictcouncil.org

During the past several months, we have faced and adapted to challenges that only a short time ago would have seemed unimaginable. As the District Council has risen to these challenges, it has been inspiring to see that the District Council leadership, Council representatives, and staff have remained steadfastly focused on ensuring the safety and well-being of the membership, their families, and the union. These times demonstrate the need for strong unions dedicated to the health, safety, and fair treatment of working people. These times also demonstrate the importance of ethical and moral union leadership focused on doing what is best for the organization and its members.

With New York reopening and beginning to function in the 'new normal,' we will all have to learn how to operate in a business and work environment that is very different from what we are accustomed. As we adapt to these new circumstances, it will be important to remain conscious of and comply with new safety rules, particularly those concerning physical distancing, wearing facial masks, hand-washing, and staying home when you feel ill.

It will also be important to remember that while some old rules are no longer acceptable (e.g., coming to work even if you feel sick – toughing it out), most still apply and in many ways are more important than ever, especially the need for us to treat all people with dignity and respect.

We will undoubtedly face additional challenges in the weeks and months to come, and there may be times when you are uncertain how to behave or respond. When that occurs with respect to matters concerning the union, please seek guidance. Speak with a Council representative or one of your union officers whenever you are unsure. You may also contact the Office of the Inspector General or my office. Contact information is readily available in the "Members" section of the District Council website.

Remember that the District Council is here to support you, and we will get through these challenging times by working together. Please stay safe.

The Mask Hero

LOCAL 157 MEMBER TOM HANLON PRODUCES HANDMADE MASKS FOR ESSENTIAL WORKERS

Local 157 member Tom Hanlon isn't the type of person to sit around twiddling his thumbs while he waits for the COVID-19 crisis to end. A carpenter likes to keep his hands busy and that is exactly what Tom did during the pandemic.

After being laid off from his job as a foreman, Tom found himself at home full-time, while his wife Suzanne, a front-line worker, continued to work. He didn't stay idle for long, though. At home, Tom fixed up an old sewing machine and found that his carpentry skills also applied to sewing. Suzanne, after learning about an organization called The Mask Squad that was handing out masks where she worked, suggested to Tom that he try sewing masks for essential workers. The idea stuck and Tom never looked back.

"At first there were a lot of mistakes," Tom said about sewing. "I enjoy it,



though. I didn't think I would. It's relaxing. But it was a little stressful at first because I kept making mistakes. Then, I learned how to correct the mistakes and now I honestly enjoy it."

With the help of a few YouTube tutorials, Tom went from never having sewn anything before to producing one face mask every 10 minutes. Now, Tom is a proud member of The Mask Squad, an organization founded by a group of neighbors in Somerset County, New Jersey who are helping to protect their community by sewing and donating homemade cloth masks. Since joining, Tom can acquire materials more easily and is receiving more requests than ever for his homemade masks. He said many people are donating money, but even more are donating fabric.

"Every morning I wake up and there are bags of fabric on the porch and elastic, which is very hard to get now," he said. "Some lady just dropped off 200 yards of elastic and 20 yards of American flag patterns."

Tom credits his carpentry skills with being able to pick up sewing so fast.

"I like to go back to all the carpentry skills," he said. "You got to do your typical layout, just like you're laying out a floor.

I'm a foreman, so if your layout is not right, you got a lot of wasted material and a lot of mistakes at the end."



Tom said he looks forward to when he can go back work so he can bring his masks to his fellow members. Most recently, he made masks for a group of nurses at a local hospital.

"The nurses put it over their N95s so they can reuse the N95. It protects their masks and it's also fashionable," Tom said. "I just hand them out, too. I was in Home Depot a few days ago and saw this older couple. I had a few masks in my truck and I just gave it to them."

All masks are packaged in zip lock bags with information about how to wash and care for the mask. Some of his masks also include felt filters.

For Tom, mask-making goes a bit deeper. Tom joined the District Council only a few weeks after the Twin Towers fell on 9/11 and was part of the clean-up crew. "I wish I made these masks back then," he said. "I have asthma and some medical problems because of that now.

It's why these things should be available because you don't know what's in the air."

Tom and Suzanne's eldest daughter is also high-risk and a big reason why safety matters so much to them.



"Tom credits his carpentry skills with being able to pick up sewing so fast."

"She's definitely a big push. God forbid I bring something home. I would never forgive myself for getting her sick," Tom said.

Despite the circumstances, Suzanne said she's grateful for the additional family time they've been able to share. Sewing has since become a family affair. Tom's eldest daughter is making mask hooks to alleviate the pressure to the ears and the younger daughter is making scrunchies for nurses to tie their hair back.

"Tom is actually able to share his passion for carpentry and teach them important life skills, like measuring. As much as he doesn't think it's sinking in because they're teenagers, spending that quality time makes a difference," Suzanne said.

When asked if he would continue making masks after stay-at-home restrictions are lifted and he returns to work, Tom said absolutely.

"I don't know how long this crazy world is going to be like this, but I have a feeling it's going to be longer than what we anticipate. So, I think this might be the new normal for a while. I have no problem doing it. I plan on doing it," he said.

For more information on The Mask Squad or to donate, please visit <https://themarksquad.com/>

THE BROTHER AND SISTERHOOD KNOWS NO BOUNDS

A union family is more than just having brothers and sisters who work next to each other on the job site. Having a union family also means having a network of brothers and sisters across the country and Canada who can depend on each other and reach out in times of need – and that's exactly what Montell Brown, a member of the Chicago Regional Council, did.

COVID-19 hit home hard for Montell, a member of Local 13 in Chicago, when he learned that his elderly father, a veteran who lives in the Bronx, had contracted the virus. Hundreds of miles away and unable to be by his father Sherard's side as he fought yet another difficult battle, Montell felt helpless.



A very grateful Sherard Brown.

Sherard's condition worsened and the fire department had to break down his door to get him medical treatment. While Montell's prayers were answered and his father eventually recovered, the door was damaged and the lock to Sherard's apartment remained broken. However, Montell knew who to call.

Joseph DiNapoli, Lead Manager at the Rep Center, took Montell's call and immediately insisted the New York City Carpenters would help. Joe dispatched Business Agent Dave Caraballoso of Local 212 to assess the damage at Sherard's apartment the next day. The door was skewed and the lock was busted. Dave returned a day later with supplies and a new lock, and he repaired Sherard's door. Montell and his father couldn't be more grateful.

"All I can say is that it was a blessing being a UBC member," Montell said. "I'm so proud of the union, especially the New York City District Council for stepping up with no hesitation. They came out to help my father the very next day. It was awesome. That is what brotherhood is all about. They were on top of it! A special thanks to Joe DiNapoli for his promptness and expeditious work. So very thankful for all involved."

NEW YORK STATE PREVAILING WAGE LAW EXPANDS

When asked which issues they care about most, UBC members put prevailing wages near the top of the list. It's easy to see why: Prevailing wage laws, also known as Davis-Bacon, require payment of community-standard wages on public construction projects and help keep carpenters working and earning wages that can sustain their families.

Because they worked hard to make it happen, tens of thousands of members of the New York City District Council of Carpenters (NYCDCC) and the North Atlantic States Regional Council of Carpenters (NASRCC) are celebrating an expanded prevailing wage law that will cover billions of dollars of new construction work in New York State and create significant work opportunities for UBC contractors and members.

Passed in April, the law creates a new category of prevailing wage construction on private projects. It requires privately owned projects receiving public funds that equal 30 percent or more of total construction costs to pay prevailing wages to all workers. To be covered, project costs must be at least \$5 million.

"Public funds" is redefined in the law to include, among other things, state grants, tax credits, and local tax subsidies. Residential construction with at least 25 percent affordable housing will be exempted. The law will go into effect in early 2022 and will be overseen by a Public Subsidy Board, including labor representatives.

Covering publicly-funded private projects under prevailing wage laws is a question of simple fairness. The expanded law means more projects—and the owners and developers who control them—will be required to file wage certifications and maintain payroll records that are subject to oversight. The state Department of Labor will now have the authority to issue Stop Work Orders for suspected prevailing wage violations on jobs covered under the new expansion, as well as on traditional public projects.

The expanded protections mean that UBC signatory contractors will be in a better position to bid on jobs that have been out of reach because of low-ball bidding in an unregulated system.

"Not only does the prevailing wage victory help workers, stimulate economic development and decrease fraud in the construction industry, but it also advocates for all construction workers, union and non-union alike," said NYCDCC Executive Secretary-Treasurer Joseph Geiger.



NASRCC Representative Jomo Akono speaks at a UBC rally in the New York State Capitol alongside NYCDCC Rep. Sinade Wadsworth, hundreds of union members, and prevailing wage bill sponsors, Assemblyman Harry Bronson of Rochester and Senator Jessica Ramos of Queens.

"Since our union's inception, we have fought tirelessly for fair, rewarding wages and our fight to pass prevailing wage legislation was no different."

ELECTING LEGISLATIVE ALLIES, KICKING OFF THE CAMPAIGN

Members of the UBC took part in the campaign to pass the law by showing up at numerous rallies and helping by texting, emailing and calling their state representatives.

Equally important, they voted in recent election, which helped ensure that the legislative votes were there to pass the measure when the time came and that Governor Andrew Cuomo would support the effort. Members and council representatives have been educating officeholders for years about the importance of fair wage laws.

A turning point came when the New York State Senate flipped to Democratic control after the 2018 elections. An effort to pass a standalone prevailing wage bill in 2019 did not cross the finish line, but the measure was made part of Gov. Cuomo's proposed budget in 2020. Passage came on an essentially party-line vote despite ferocious opposition by business, real estate, and construction industry powerhouses.

Building trades unions were united in the campaign. The UBC was instrumental in creating the Blue Collar Coalition to educate the public and rally support. And UBC members were there all the way, helping to bring home victory.

William Banfield, assistant to the executive secretary-treasurer for the NASRCC, said, "Once it goes into effect this law should create significant new work opportunities for our contractors and members. As we led the charge on this major effort by all of the building trades, it showed the strength of our union when we utilize our collective resources. This was a meaningful win in the middle of the pandemic, as we have laid a solid foundation to build on moving forward."

View a campaign video from New York's Blue Collar Coalition:
https://www.youtube.com/watch?time_continue=36&v=KTapwGGW9Oc&feature=emb_logo

The Heroes Act

Nothing tested our community's resilience more than the COVID-19 crisis. Despite the panic and uncertainty that these times held, our brothers and sisters—as well as union members across all fields of work—rose to meet the challenges ahead of them. Now more than ever we need to ensure that our members are protected, compensated, and rewarded for their dedication, and the HEROES Act pledges to do just that.

Spearheaded by House Speaker Nancy Pelosi—and co-sponsored by New York Representatives Nydia Velazquez (NY-7), Jerry Nadler (NY-10), and Eliot

Engel (NY-16)—the Act will require the Occupational Safety and Health Administration (OSHA) to adopt new protective workplace standards, issue additional stimulus checks, and establish a \$200 billion fund to provide hazard pay to Americans on the frontline.

The bill was passed in the House of Representatives on May 15th, and now sits in the Senate. As it is currently written, it would also provide funding for states to continue health coverage for those who have been laid off, extend unemployment benefits, provide money for schools, and more.

Upcoming Election Season

In the upcoming two elections, New Yorkers will be faced with a number of decisive races. While many across the nation are focused on the Presidential election this upcoming November 3rd, New York is also facing significant changes to our state and local governmental bodies. We are currently in the midst of multiple crowded Congressional elections, most significantly in Districts 15 and 17, which are open as a result of the retirements of Representatives Jose Serrano and Nita Lowey—respectively. Over in Queens, an election is underway to fill the position of Borough President, which became vacant when former Borough President Melinda Katz was elected as the new Queens District Attorney.

At the state level, we are currently seeing the aftermath of the 2018 elections, when Democrats took control of both the Assembly and Senate, and a progressive wave emerged in response to the now defunct Independent Democratic Caucus (the IDC). The largest upset came from the defeat of several incumbents who were part of the IDC, a collective of Democratic legislators who caucused with the Republicans from 2011 until 2018. Thirty-eight of New York State's 150 Assembly seats and 15 of the 63 Senate seats had primary elections this June, the majority of which

occurred as a result of incumbents facing an ideologically-diverse array of challengers.

Of those defeated in 2018, a number have returned to challenge their successors and vie for another chance to serve in the state legislature. Additionally, the current political climate has encouraged many young activists with Progressive views to challenge long-serving incumbents whom they view to be complacent.

While 2020 will be significantly influential in terms of the State legislature, 2021 will bring a wave of change to city leadership due to a number of officials meeting their term limits. New Yorkers will have the opportunity to vote for a new Mayor, Comptroller, at least four new Borough Presidents, 36 new Councilmembers, and a new Speaker of the City Council in 2021. The last time this many positions were vacant was in 2013, and as a result, each of these races is expected to have a crowded field of candidates from both political parties vying for a position. Our Political Action team has been closely tracking the emerging field of candidates to ensure the needs of the District Council and all of our fellow trades councils are understood and represented by our future representatives.

Find Links to Register to Vote Here:

New York
voterreg.dmv.ny.gov/MotorVoter

Connecticut
voterregistration.ct.gov

New Jersey
state.nj.us/state/elections/voter-registration



New York City is officially becoming Googlefied. The tech giant is expanding and sprawling throughout the lower West side of Manhattan and our members are hard at work at several of their job sites.

Business Representative Eamon Carey explained how important the work at Google has been. “It’s kept us busy for the last two years. It’s been a large amount of work, particularly at 111 8th Avenue. We’re expanding now into the next phase at Pier 57. We’re going to be building again at 85 10th Avenue, at the Milk Building, and Chelsea Market, and by the end of the year we should be in full construction mode at 550 Washington. We are just wrapping up both 315 and 345 Hudson Street, so it’s been hundreds of thousands of work hours already, and it will be hundreds of thousands of hours to come.”

Each of these locations will become part of Google’s epic new campus. Most of the office buildings will be interconnected by a series of overpasses, ensuring that Google employees will never have to leave their work site. District Council members working on the project each said they’ve never built a corporate office quite like this.

Eamon stated how all their spaces are centered around their workforce and keeping their workforce happy. Each Google building will have a daycare. There are also dance studios, work out stations, meditation areas, and scooter racks (some of buildings are so large that scooters are required to get from one end to the other to save time!) Our members are even building what’s being dubbed as scream rooms. When Google employees get frustrated, they can go into a soundproof room and “scream themselves happy,” according to Eamon.

Contractors

Drywall

Jacobson
Donaldson Interiors
Eurotech Construction
Commodore Construction
Superior Acoustic
Metropolitan Drywall

Furniture and Office Front

Elite Union Installation
Al-Lee
Certified Installation
Twenty Four 7
Precision Furniture

Millwork

Greenwood Products
Wood Pro 2
Supreme Woodworking
American Wood Installers

Fabric Panel and Architectural

Metal and Glass

Cavanagh Wall Solutions
Lafayette Glass
Empire Architectural Metal
& Glass
Jonathan M&G

Flooring

Consolidated Carpet
Sherland & Farrington
Century Carpet
Hi-Tech Data Floors
Raised Computer Floors

“All the construction is centered around keeping the employee happy and centered at their desk, which is completely different to how we see other office structures,” he added.

Members James Devane, Local 157, and Luis Delgado, Local 926 and a general foreman with Jacobson, are at work on Google’s 111 8th Avenue site. James said working at Google is “wild.”

“There’s so many different aspects and a lot of different building methods we’re using, like the ceiling the walls. Right now, we’re building these pods which don’t hit the traditional deck height. It stops in the middle and you have all these different angles to it and elevations. So, it’s not your typical box inside a box,” James said.

Luis commented that the pods are being made to look like a city within the city. They’re calling it “the neighborhood,” he said. Luis also said he thinks the most remarkable structure at the job site will be the café.

“The café will be the highlight of the floor. The amount of detail and design that went into it with all the different products is something that took a lot of thought and they definitely put their best foot forward in terms of building that space.”





Google's site at Pier 57 will function as a training space for employees, as well as a public space for tourists or anyone who wants to enjoy sweeping views of the Hudson River and Chelsea.

"Pier 57 used to be the old marine aviation building, which had floors 30 feet high," Eamon said. "What they're doing is dividing the floor height, so instead of it being two and a half floors, it's going to be five floors of offices with a huge auditorium."

The most notable aspect of the Google jobsites is that they are all 100 percent union labor.

Connor Teahan, Local 45 member and a foreman for Eurotech, said that when it's all complete, the structure will attract a lot of attention to Chelsea Piers, or as they're calling it, "Google Piers."



The most notable aspect of the Google job sites is that they are all 100 percent union labor.

James Tanner, a Local 212 shop steward working at 315 Hudson Street, said, "I've been on a lot of high-rise jobs and I like this site because it's 100 percent union. There's no open shop. Everybody here and every skill is union. We're getting a lot of half and half now and it's taking work away, so to be on a 100 percent union job is a cool thing."

A union job site is a safe job site and Google is no exception.

"The job is 100 percent safe. Google is very good at keeping up with safety standards making sure we're all protected at work," Connor said.



RECORDABLE INCIDENT RATE ROLLOUT

On February 14th, the District Council and Turner Construction held a joint safety event at Columbia Business School to kick off the new Recordable Incident Rate (RIR) safety initiative. The event was held in conjunction with Turner's morning huddle and aimed to communicate to members the importance of low incident rates.

RIR is a metric used to measure a company or a project's safety performance. The lower the RIR, the better a company's safety performance appears. By tracking RIR, companies can watch safety trends year over year to ensure work site safety is improving.

The morning huddle began with an overview of the work to be done that day and was followed by presentation by Eddie McWilliams, Director of Organizing, about the importance of safety.



Eddie began by explaining the Experience Modification Rate (EMR) safety campaign that was launched last year to promote and educate members on the importance of zero accidents. EMR is the number used to gauge past cost of injuries and future chances of risk for a company. RIR is the number of incidents for a specific job site.

"We're out there in a very competitive New York City construction industry. We all know we're competing against nonunion contractors and developers. We can broaden that divide. Union carpenters are they way to go. What I'm asking union carpenters to do here today is to bring this to everybody else on the job...make sure everybody else knows what EMR and RIR are," Eddie said.



RECORDABLE INCIDENT RATE



GET LOW

Recordable Incident Rates (RIR) is a metric used to compare one company's safety performance. National and state averages set the benchmark but as a rule when it comes to RIR, you want to **GET LOW**.

$$RIR = \frac{\text{Number of Incidents} \times 200,000}{\text{total number of hours worked in a year}}$$

HIGH RIR = Bad
LOW RIR = Good

RIR DOESN'T JUST IMPACT BUSINESS, IT IMPACTS WORKERS AND THE COMMUNITY.

RIR matters. In fact, the impacts of RIR have a ripple effect beyond the personal impact to those who have been involved in an incident. The lower the RIR, the better a company's safety performance. By tracking RIR, companies can watch safety trends year over year to ensure worksite safety is improving.

WHAT IS A RECORDABLE ILLNESS OR INJURY?

- + If a worker **loses consciousness**
- + If a worker's **work activity is restricted** or they must be transferred to a different job
- + If someone must **take days away from work**
- + If the **injury requires medical treatment** that a first aid kit can't take care of
- + If a work-related health issue is **diagnosed by a medical professional**

NEGATIVE IMPACTS OF HIGH RIR:

- ✗ Increased surprise OSHA inspections
- ✗ OSHA penalties
- ✗ Increased OSHA oversight in EHS programs
- ✗ Increased insurance premiums
- ✗ Barrier to recruiting and retaining top talent
- ✗ Vendors may not want to partner

Q: HOW DO YOU GET LOW?

A: Spread a culture of SAFETY. That means making safety everyone's job and holding yourself and others accountable.

- ✓ Always be thinking of how you can prevent an accident
- ✓ Identify safety gaps and work to fill them
- ✓ If you see something unsafe, say something about it
- ✓ Know the investigation process and follow it every time
- ✓ Always learn from mistakes





Baruch Houses



Pacific Park

Every day, the hardworking brothers and sisters of the NYCDCC are out in the field building this great city. Their skills are unmatched, and if you want to build it right, you want to build it union.



New York-Presbyterian Brooklyn Methodist Hospital



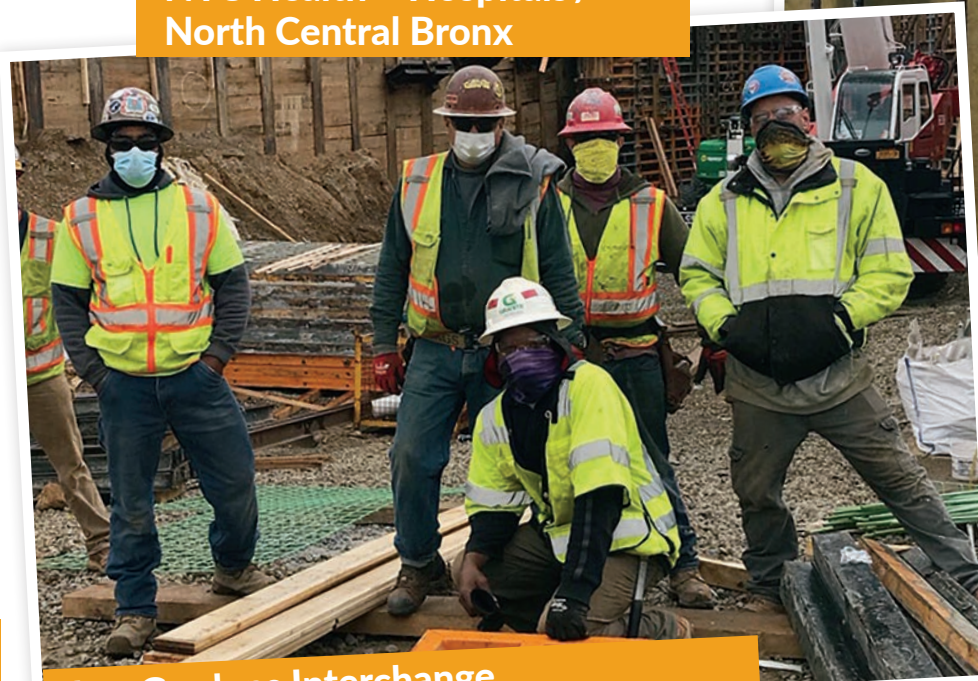
52-03 Hunters Point



NYC Health + Hospitals /
North Central Bronx



1185 Broadway



Kew Gardens Interchange

Women in Construction

WHY IT'S IMPORTANT TO HAVE WOMEN IN THE TRADES



Kieli McKoy, Local 926

Women in construction make up less than 10 percent of the construction industry, according to the National Association of Women in Construction (NAWIC), but between 2010-2018 the number of women in construction increased by 37 percent. However, many construction companies still lack female employees, and seeing a female construction worker on a job site is still a rare occurrence. That's why Jacobson & Company, a construction contractor specializing in interior systems, stands out among its competitors.

At Jacobson, 55 of its 500 employees are female. Furthermore, 32 of those women work in the field. Notably, this represents one of the largest percentages of women working for a union construction contractor in New York City. According to Executive Vice President Patrick Oates, Jacobson began actively recruiting women about 10 to 15 years ago.

"We thought it was important to bring more diversity to Jacobson & Company. We think diversity brings an element of new ideas and a fresh perspective for the company," said Patrick.

He's not far off. According to one study by Boston Consulting Group and the Technical University of Munich, higher levels of diversity in management positions contribute to increased innovation revenue ("The Mix that Matters," 2017). The idea that diversity helps breed innovation and increased productivity is not new, but on construction job sites, where physical labor is demanding and strict deadlines are king, it can be hard to convince companies that women also belong.

"I think that size becomes an issue. At first glance you see some giant 6-foot guy who's 250 pounds and you already know what you can use him for.

Sometimes, they see a woman who's 5 feet tall and 130 pounds and they're wondering what they can do with her," Zari Esaian, Local 926, a construction estimator for Jacobson, said. "But what you can do with her is framing and you can invest in that person as a layout person – being short to the ground is advantageous. Take each person on a case by case basis."

Investing in women is something Jacobson does well. Local 926 member Kieli McKoy has been a union carpenter since 2012 and is currently training to become a forewoman.

"I am running a small crew of workers. I am in charge of the punch list, tracking and documenting labor and materials, and making sure everyone's doing what they need to be doing and that the job is getting done efficiently," Kieli said.

Before joining the New York City District Council of Carpenters, Kieli worked for a school bus company making \$10 an hour. Disaster struck when Kieli's husband passed away suddenly, leaving her as a single mother struggling to find a way to provide for her family.

"Once I joined Nontraditional Employment for Women (NEW) my whole life changed. I got accepted into the carpenters union and I've been working ever since," she said.

On average, women in the U.S. earn 81.1 percent of what men make. But in the construction industry, the gender pay gap is significantly smaller, with women earning on average 99.1 percent of what men make, according to NAWIC.

Second-year apprentice and Local 157 member Nora Vega agreed that the carpenters union changed her life for the better.

Nora also entered the union through NEW. NEW is one of the few pre-apprenticeship programs that focuses specifically on women looking to enter the trades.

"I knew that I wanted to do something with my hands, but I couldn't find what career to follow so I decided to attend NEW, our pre-apprenticeship program, which provides the resources and the training so that you can be a trades woman and be successful long-term," said Nora.

Nora is currently working both on her tools and as a project coordinator for Jacobson.

"You always hear Jacobson is great for women. It's a company that will allow you to be on your tools and learn this trade inside and out, so if you are someone who is willing to put in the work and willing to learn, Jacobson will always give you that opportunity," said Nora. "Carpentry is for anyone. It doesn't matter your gender, doesn't matter your color, if you love this trade, if you love construction, there is a place for you."

According to Patrick, part of what has made Jacobson so successful at recruiting and retaining women, are the women themselves. Coming into a male-dominated industry, many women feel the need to go above and beyond in their roles and training in order to prove themselves. They strive to master what they do in order to be indispensable.

"The women who stick around are some of the best all-around carpenters that I've ever seen," Said Zari. "If women are in this business, it's because they really want to be in this business. A lot of the women decide wholeheartedly this is what they want to do. It isn't happenstance. It isn't because they didn't have any other options. They really want to be there. They're hungry for it and they're really motivated, and with the proper investment I think companies will get a great career out of them."

Another motivator for women in the trades has been the camaraderie and sisterhood that surrounds them when they join.

Nora originally began her career in stage carpentry and considered joining the International Alliance of Theatrical Stage Employees union, but after experiencing the solidarity among female carpenters, she knew that the carpenters union was right for her.

"I can honestly say that if you don't have the sisterhood you won't succeed. These women have been in the trade for 20 years, 30 years, and they're willing to pick up that call if you have a work question," said Nora. "I am a very big advocate for sisterhood so that we can help the future of this trade and increase the number of women in the field."

When it comes to the future of women in the trades, many of the Jacobson women express the desire to help other women succeed in the business.

"I want to be that trailblazer for everyone ... so other foremen or managers see, hey, if Kieli can do it, I'm sure other women can do it, too. That's my purpose...to set that example," Kieli said.

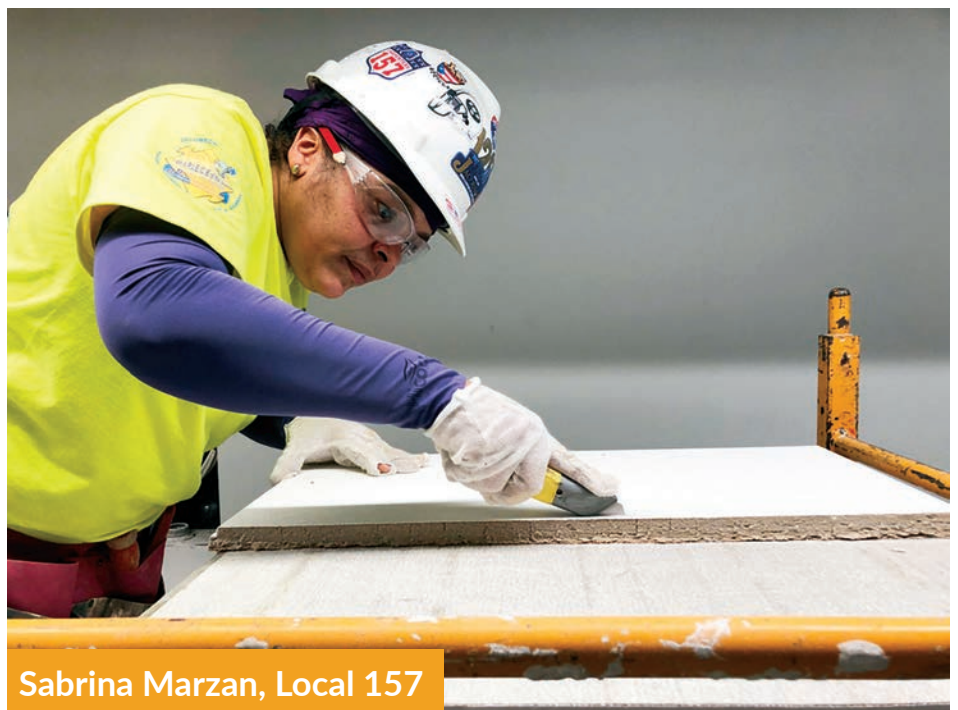
While strong, outspoken women are required to ignite change in any industry, women can't do it alone.

It takes effort and commitment on all levels, from workers to company executives, for a lasting change to take effect. And Jacobson is an excellent example that those lasting changes are the catalyst for positive results.

"Having women in our workforce here has absolutely made us more successful," said Patrick. "We not only seeing talented women working in the field with her tools and as tradespeople, we've also seen women rising to the top as leaders, and they've excelled at that."

As the construction industry continues to figure out challenges, like productivity and labor, there is a growing space for women to enter the field. It's not just being seen as equal on the job — female leaders are making strides and having a big impact on the industry and companies are taking notice. As Jacobson continues to make greater strides on their sites employing more and more women, now is a prime time for other companies to follow their lead.

When asked about what she would say to construction companies who don't want to hire women, Kieli said, "You're missing out on a great opportunity to expand your business, to grow. It's 2020. We're here, we're not going anywhere, we're strong, and we're ready to make a difference in this industry."



Sabrina Marzan, Local 157

Congratulations to all of our retirees.

LOCAL 20

ANTHONY CIRIGLIANO
JOHN HOWARD
GEORGE PHIL NAVAS
JAMES SMITH
DAVID F WEAVER
HAROLD WILKINSON

LOCAL 45

FERNANDO ALVAREZ
TROY BARCIA
MARTIN J BENDER
GIOVANNI DALESSANDRO
STEPHEN W DEANE
EDGARDO DUARTE
GARY FILIPPI
JAMES GARDNER JR
STEPHEN HAUFF
JUMA L IBNTALAL
BRIAN KELLEY
ERIC J LACKENBAUER
MARK G LEBLANC
CORNELIUS E LEWIS
FRANK LOCURTO
RICHARD B MARZEN
GREGORY MCDONALD
MICHAEL W REBOVICH
PETER D REID
PATRICK ROGERS
KENROY SIMON
DAVID R SMITH
JOHN STANCATI
FOSTER T WILLIAMS

LOCAL 157

JAMES J ABSHER
GREGORY D ADAIR
ANTHONY ARGUELLES
MICHAEL E BAIR
KENT BAPTISTE
JOHN J BARLOW
GEORGE BAROZIE
DONALD E BAUER
CESAR BELTRAN
DARRYL BEECHAM
PHILIP J BOLOGNINI
KEVIN BRADY
PATRICK M BRENNAN
BRIAN BROLLY
GEORGE BROWER
ANTHONY BRUNO
LEON A BUCHANAN
PAOLO BURBURAN
GREGORY CALABRESE
JAMES P CARROLL
JOHN J CARTY
IVAN CASIS
ALFONSO CASSIANO
CLINTON CELESTAIN
ANTHONY CHARLES
ENOCH CHARLES
THOMAS J CICCARELLI
JOHN P CLUNE
JOSE COITO
FRANK CONDON
CHARLES A DANTONIO
CARLOS A DASILVA
JAMES DEMAY
IVE DEMO
VERNON M DESCARTES
JAMES DESCLAFANI
JAMES JOSEPH DEVANE
DONALD DEVEAU JR
MICHAEL DIANGELIS
PABLO DIAZ
RICHARD S DINAPOLI
RONALD DOOLEY
CLIFFORD DRETCHEN
THOMAS DUGGAN
GREGORY DUHIG
JOHN J DUTHIE
MARK ELLIS
PETER J ERB
GERARD FAHY

WILLIAM FAVICHIA
LUIS A FIGUEROA
WILLIAM FENTON
JOAO C FERNANDES
LOUIS R FIGUEROA
RUSSELL J FINA
JOSEPH FIRTH JR
MATTHEW FITZGERALD
PETER J FITZSIMONS
ANTHONY C FLORIO
LOUIS FLORIO
ALBERTUS FULGENCE
DOREEN GAY
KAMBUJ GHAVIDEL-ASGARI
JOSEPH GELARDI
THEODORE E GENOLA JR
MARTIN F GOLDEN
SELWYN LENNOX GOULD
WILLIAM E GREEN
RICHARD GRIMALDI
KIERAN HIGGINS
ROBERT M HOLMQVIST
JAMES HAVILAND
EDWARD V HUGHES
RONALD B HUNTE
JOHN NEAL JACOBSON
ROBERT JOHNSON
SEAN P KEOGAN
JELENKO KENDES
SEAMUS G KERR
DANIEL R KIMBALL
GERARD KITT
EDMOND JOHN LAWLOR
JOSEPH LAURITSCH
ROBERT LEONARD
MANUEL LOPEZ
EDWARD LYNCH
LESTER LYNCH
CHRISTOPHER LYTTLE
WOJCIECH MACIAG
WILLIAM MALLEY
FERNANDO MARRIOTT
DAVID MARTINS
PAUL MASSOP
RALPH E MCFADZEAN
MICHAEL A MCGORTY
SEAN MCGUIRE
WILLIAM C MCKENNA
STEPHEN J MCNAMARA
JOSEPH A MCWEENEY
EVERALD MENDIS
KURT MOHL
THOMAS J MOLNAR
STANLEY MORENO
FERGUS J MULLANY
MICHAEL J MULLER
JOSEPH MURTHA JR
THOMAS NEARY
WILLIAM NELSON
JOHN M O'BRIEN
HUGH G O'HAGAN
JOHN O'LEARY
VINCENT A O'LOONEY
PATRICK O'NEILL
SVEIN PALLESEN
VASILIOS D PAPAZHARIS
MICHAEL PELLICCIONE
LAWRENCE PETRONELLI
MARTIN PRENDERGAST
EARL T PRYCE
BARRY REDMOND
DEBORAH STAR REED
JAMES A REINTHALER
TIMOTHY N RICHARDSON
STANLEY J ROINESTAD
JOHN D RYAN
PAUL RYAN
JOHN SABATEL
MICHAEL SADIS
RICHARD SCHETTINI
JAMES P SCOTT
MICHAEL SEELEY
ROBERT A SELBITTO
CARLOS F SEVERINO
MARK J SHEERAN
LEONARDO SIRAGUSA

ANDRZEJ SKOPNIK
WILLIAM A SLADKY
EDWARD C SMITH
ROBERT W SNEDDON
DENNIS SOLANO
MARTIN J SPRATT
OSWALD C STEELE
GEORGE STENDER
JOSEPH A STEWARD
JOHN STOUTLAND
ELROY SWEENEY
LOUIS F TEDONE
JACK TEOFILO
VINCENT J TESTACCIO
CONWAY L THOMAS
PETER G THORNTON
PAMELA M TIROFF
JOSEPH URBANO
KEITH T VILLANUEVA
JAMES F WALSH
THOMAS E WENDT
KEVIN J WHELAN
GERALD WILLIAMS
DAVE A WILLOCK
MARTIN C ZICARI

LOCAL 212

HASSAN ALLAH
MARIO ALLEGRIINI JR
JOHN D ALLEN
AYRTON BLACKMAN
ALDRIC CARASCO
JAMES COSTIGAN JR
EARNEST DAVIS
THOMAS R GORMAN
PETER J ROTOLO
EDWARD P SCHMIERER
PAUL W SCHIRMER
JULIO CESAR SOLANO CEPEDA

LOCAL 740

TIMOTHY M COWART
GERALD S FLAITZ
JOHN J HOGAN
DOUGLAS KEIDONG
SAMUEL LOPEZ
JOHN T SANTASIERO
STEPHEN C WILCOX

LOCAL 926

DAVID ABT
WAYNE V ADOLPHUS
JOHN J BONETTI JR
TREVOR D CHARLES
NEIL CORALLO
IRA JAY FULGIERI
ANDERSON GIBBONS
NADO GRUBIC
CHIN PANG HO
BENITO MENDEZ
DOODNAUTH NARAIN
VINCENT POTESTIVO
MICHAEL RICHARDSON
GARY SCHLACKMAN
ROBERT SEDA
JEFFREY SIEGEL
THOMAS SMITH
VERNEL F SMITH
SALVATORE TAGLIAFERRO
ROSE THOMPSON
ELVON G TRAVERSO
GREGOR ANTHONY VIGIER
RANDOLPH WELLS
ALFONSO WILLOCK
ELIJAH U WILSON
GRANVILLE A WRIGHT

LOCAL 1556

JOSE A AGRIDIANO
JULIAN ALEMAN
ADELINO ALMEIDA
JOSE C AMPUERO
DAVID ANZALONE

GRANVILLE BALLAH
THOMAS W BENDER
ARTHUR R BOETTGER
ENIS BORIC
ORLANDO CAMACHO
ANTONI CHLUDZINSKI
CANDIDO CRUZ
CHARLES DAVIDSON
KEITH F DOHERTY
ERWIN ESTRADA
EDWIN FELICIANO
JOSE L FERNANDEZ
ALFRED FIGUEROA
JOSEPH FINOCCHIARO JR
MARCOS GARCIA
EUGENE GRANT
GIL C GUIRACOCOA
SCOTT A HENNINGSEN
CHRISTOPHER JACOBS
NEILL J JASLOWSKI
LEON JOHN
ROBERT E JOULE SR
RICHARD KENNEDY
ALLAN D KIDES
ROBERT A KMAK
WILLIAM F KRAUS III
ROBERT MACINNES
FRANCIS MATTHEWS
SELIM MEHMETAJ
BRIAN NOLAN
DAVID W OSUCH SR
PETER PARKS
PAUL PLUMMER
GARY G POLLACK
TEDDY O POTTINGER
MATTHEW JOHN QUESADA
ERIK ROMERO
JOSE M SANDE
JAMES SCHAEFER
JOSE M SILVA
JOHN STARIA
EDWARD P VADNEY
WILLIAM R VANRIPER
JOSE D VILLEGAS
DERRICK WILSON

LOCAL 2287

BRIAN T DEGARAY
DANIEL GILBERT
GARY KELLY
JAMES J KENDALL
PATRICK MALONEY
RANDY MCHUGH
WILLIAM PETERS
DANIEL RODRIGUEZ
ROBERT J RUGGIERO
EARL SANDVIK
ARIEL SERVIN
RONALD WILLIAMS
HOWARD P WRIGHT

LOCAL 2790

MARCO A ALVARADO
ZORAN BORAS
ANDREA CACIOPPO
SAM E CHALHOUB
EDWARD F CONDON
DOMINIC T COZZOCREA
PRESTON FELS
ANGEL T FIGUEROA
BOBBY GATSON
STEPHEN ISOLA
LOUIS S MAROTTA
LUIS E MUNIZ
KEVIN A SALLEY
CHARLES A TREZZA
FERNANDO VASQUEZ

We honor the following members for their dedication and service to the New York City and Vicinity District Council of Carpenters.

In Memoriam

LOCAL 20

JOSEPH A BERTOLINI
CARL CANGIALOSI
PAUL CILIENTO
EDWARD CURRIER
WILFORD GREEN
MICHAEL E PEDONE
SEAN TREY

LOCAL 45

JOZEF J BERNDEN
ONOFRIO BRUNO
BENJAMIN T BUSH
ANTHONY C CORONATO
ROBERT F CUMBERLAND
JOSEPH A DIPISA
RAMON FORMOSO
JOSE GOMEZ
PATRICK HARTERY
WILLIAM T JORGENSEN
NICHOLAS MANDATO
EDWARD MARTINO
ROY MARTIRANO
HUGH MCGRORY
NATALE MICALE JR
KARL MUSZEL JR
BRAD NICHOLSON
JOSEPH PALMERO
JAMES F PHILIPPS
MICHAEL RAYMOND
WILLIAM ROESCH
FRANK SCOTT
THOMAS M SHINNICK
MICHAEL SPENCER
ARTHUR R TONNE
JAMES A TONNE
CANDACE C WALLER
JEFFREY H WONG

LOCAL 157

PAUL ABRUZZI
ANGELO AMATO
ROSARIO AMATO
EDWARD J ARGUELLES
JULIO A ASPIAZU
MARIANO AUDIINO
FREDRICK BAI
GIOACCHINO BAIARDI
JOHN BARRETT
SAMUEL P BONCORE
VINCENT BOYLE
LAWRENCE P BROWN
RALPSTON CASE
DAVID CASSIDY
FREDERICK J CERMAK
JASON E CHAPTER
TENN S CHIN
JOSEPH CHIARAMONTE
ANTHONY CIEPLENSKY
LOUIS A CILIBERTI
SUNNY COHEN
MARIO COLAGRANDE
ANTONIO CONCHEIRO
PAUL CONSTANTINO
THEODORE COX
EDWARD D CROWE
DON D DALMA
FILIPPO D'AMORE
JAMES DANIELS
CLARENCE O DEANE
WASHINGTON DELGADO LOPEZ
EDWARD T DENORIO
JONATHAN J DERBYSHIRE
EDWARD G DESANE
PETER DIGILIO
VITO DIOMEDE
BERNHARD EASTERBY
WILLIAM A EDWARDS
DALTON G ENGLISH
LOUIS EVANGELISTA

ARVID E FINNE
ROBERT B FITZGIBBON
ERIC FLORIO
JAMES FOX
ANDREW GAY
IVAN GRGAS
PATRICK GERARD GILHEANEY
PATRICK GLYNN
STEPHEN GROARKE
VINCENT GUARDINO
FRANK GUZZI
THOMAS HANRAHAN
ALFRED HOBBSLAND
DOUGLAS C HUBBS
AL A INNISS
RITCHIE JEAN JACQUES
JOHN JENNINGS
GUSTAV JOHANSON
KARL JOHANSSON
LEVI E JOHNSON
RALPH JOHNSON
ALFRED B JOSEPH
COLUM E KELLY
CONRIE KNIGHT
MIRO KURTIN
SALVATORE LAMELA
JOSEPH A LEBLANC
CLINTON D LIGHTY
BERTRAND LINDSEY
WILLIAM R LOWNDES
PAUL MACAYZA
RICHARD MAGGIO
THOMAS R MAHER
ANTHONY MARINACCIO
CARMINE MATTIA
PETER MCCANN
JERRY J MELISO
KARL MICHELS
DANI MILETIC
RUDOLPH MITCHELL
TONY MORETTI
THOMAS M MORIARTY
FRANK J MOTTO SR
COLLARD A NEWLAND
ROBERT J NICHOLS
KENNETH NORDBERG
BRIAN OSHAUGHNESSY
AUSTIN OTOOLE
ENRIQUE PANNOU
VERNON K PAUL
MILE PAVICH
DOMINIC PHILIP
SCOTT PHILLIPS
CARMINE POLICICCHIO
JOSEPH ROCHFORD
FRANK ROSATI
GUISEPPE ROSSI
BARRY RUDKO
VAL RUIZ
STEPHEN G SAMUEL
GARY SCHIAVI
JAMES SCHUMACHER
JOSEPH SCOTIGNELLO
ABRAHAM SHARONI
OLNEY SHAW
GEORGE SMITH
HERMON SMITH
ERIC SPRINGER
MICHAEL J STONE
DANIEL SULLIVAN
JOSEPH TIERNEY
PHILIP TOMSEN
ROBERT N TRABUCCHI
JOSEPH URBANO
PIETRO URSINO
JAMES E WATSON
MARK WIENER
ROBERT WITYNSKI
GEORGE YERZIKIEWICH
SILVIO ZUCATTI

LOCAL 212

JAWWAAD A MAC ARTHUR

LOCAL 740

DAVID GODINO
CHARLES MCCULLOUGH

LOCAL 926

DECOURCEY AUSTIN
ALBERT BACCHUS
DANIEL BOWEN
VINCENT CONVERSO
VINCENT COSTA
BERTRAND H DEHAARTE
THOMAS DELELLO
THOMAS J DUNN
FRANK EVANGELISTA
ROGER P FREEMAN
JOHN GERARDI
ROBERT GONZALEZ
SLINGER JAMES
RAPHAEL W JOHN
LEONARD KELLER
FRITZ KUNISCH
PARASKEVAS KOKKINAKOS
RAYMOND LARSEN
WALTER A LISI
JAMES R LIUZZI
ANDREW P MALERBA
GEORGE MANISCALCO
DOUGLAS M MOBERG
MANUEL MORENO
MARVIN SHORTEN
MICHAEL SICOUTRY
HERBERT NOROTSKY
PETER P PENNISE
MILTON A SHELLEY
LUIS SIMANCAS
WALTER THOMAS
ARTHUR T THOMPSON
JOHN H THORNE
WRENFORD A WARNER
RAFAEL ZAKOTA
CALVIN ZUCKERMAN

LOCAL 1556

SERAFINO AMBROSIO
RONALD J ANDERSEN
THOMAS A ANDERSON
VINCENT AURICCHIO
LARRY M BEATTY
MARINO BOSCOLO
REYNOLDS BRIDGPAL
AUGUSTINO DEJOHN
ALDO J DELU
ANGELO A DINORCIO
RICHARD FAVARO
JOSE L FERNANDEZ
BRIAN C FECHTMAN
MARDIN O GALLARDO
SABINO V GARCIA
ROBERT GIBBONS
JAMES R GIVEN
ALVIN GRAHAM
KENNETH M LANGE LAND
HARRY LASHER
SVEN LJUNGREN
CHARLES LUDROSKY
GREGORY MARNEY
FRED MEDE
LOUIS J MURO
MICHAEL OLEARY-HEILBROU
OLAF OLSEN
JOHN J ORENDACH
MICHAEL PARILLA
GREGORY PENNY
PETER S RISTANO
MANUEL A RIVERA
FRANK SALAZER

STEVE R SENERCHIA
JAMES J SHEIL
VICTOR SIMON
THOMAS STAATS
ROY M STASKOWICZ
TYLER C STRATTON
ANGELO M VISONE
RAYMOND VITALE
WILLIAM WALKER
FRED G WESTBY

LOCAL 2287

JOHN BLOMBERG
RICHARD HOOD
EDWARD H MCPARTLAND
MICHAEL N MANGUSO
JOHN MINICOZZI
FRANCIS NOWAKOWSKI
JAMES ONEILL
SALOMON B PEGUERO
FRED SCHAEFER
GEORGE TIMIANI
WILLIAM TEXTER
WILLIAM VANCISE
EVGUENI VYSTOROPSKI
HARRY W WALKER
HENRY M WINTER

LOCAL 2790

ALCENIO ACEVEDO
VINCENT ALDORASI
MIKE ARGIROPOULOS
ABSHANAN ARNOLD
HERBERT O BIEGLER
HENRY BREWSTER
ROBERT BUTLER
FRANK BUTTERICK
EDGAR CALDERON
RALPH A CARLSON
FRANK CANNELLA
CHARLES E CLAYTOR
LOUIS F COGLIANESE
ANTONINO CONSALVO
ANGELO DICANTO
RAFAEL DURAN
ANGELO FERACO
MILTON FINKELSTEIN
MANUEL A FLORES
WILLIAM FOLEY
VICTOR M FREYTES
ANDREW GERAMITA
VIRGILIO GERMAN
ARTURO GODREAU
MARTIN G HACKER
HERBERT HATHAWAY
HERMAN ILOVITZ
RAMON E JIMENEZ
FORTUNE JOHNSON
SAMMIE L JOHNSON
FRANK KATSCH
ERNST KNAPP
MICHEL KOZAK
RYSZARD KUDERKO
VICTOR LASSNIG
MARTIN LIPPE
JOSEPH LODATO
JOSEPH LOMBARDO
VINCENT LOPICCOLO
WILLIE LOWMAN
JOSEPH MELITI
JOHN MENRATH
LUDWIG MICHELITSCH
VENC MIHATOV
FRANCESCO MORTATI
GEORGE MUELLER
FRANCESCO PACE
MANUEL REYES
RONALD RICHARDSON
GERARDO RODRIGUEZ

We apologize for any errors or exclusions. Please contact the Benefit Funds and your Local with updates to Retiree and In Memoriam section.



**New York City & Vicinity
District Council of Carpenters**
395 Hudson St., 9th Fl
New York, NY 10014



IMPORTANT PHONE NUMBERS

District Council Main Office - (212) 366-7500
Anti-Corruption Hotline - (877) 712-4896
Anti-Harassment Hotline - (212) 366-7452
Area Standards - (212) 366-3342
Assessments - (212) 366-7375
Benefit Funds - (212) 366-7373 or (800) 529-FUND
Business Representative Center
• (Manhattan) - (212) 366-7345
• (Queens) - (718) 468-4056
Carpenters Training Center - (212) 727-2224
Change of Address - (212) 366-7336
Communications - (212) 366-7326
Daily Reporting Hotline - (212) 366-3331
Inspector General - (212) 366-3354
IG Hotline - (855) UBC-TIPS
Member Services - (212) 366-7311
Out of Work List - (212) 366-3330
OWL Toll Free - (800) 858-8683
Union Activity/Picketing - (212) 366-7810
Local 20 Staten Island - (718) 568-4530
Local 45 Queens - (718) 464-6016
Local 157 NYC - (212) 685-0567
Local 212 High Rise Concrete - (646) 201-9865
Local 740 Millwrights - (718) 849-3636
Local 926 Brooklyn - (718) 916-1539
Local 1556 Timbermen & Dockbuilders - (212) 989-2284
Local 2287 Floorcoverers - (212) 929-2940
Local 2790 Shop & Industrial- (646) 490-3444

