



# The Carpenter

NEW YORK CITY & VICINITY

DISTRICT COUNCIL OF CARPENTERS

WINTER 2019

The District Council  
**Celebrates**

**100**  
**YEARS** —

## IN THIS ISSUE:

NYCDCC Enters Into Historic  
Hudson Yards Agreements

Celebrating 100 Years

Spreading Holiday Cheer  
Around the World

## A LETTER FROM OUR EXECUTIVE SECRETARY-TREASURER

# JOSEPH GEIGER

**T**he close of another year allows us to reflect on all we have accomplished in the past 12 months and look at our future goals and hurdles with a renewed vigor. This past year has been significant for our union and our members. We succeeded in securing over 9 million square feet of work at Hudson Yards, celebrated our 100-year anniversary, partnered with HEART 9/11 to volunteer with hurricane relief efforts in Puerto Rico, and were successful on the political front in being active members in our communities and advocating for union values.

My goal as Executive Secretary-Treasurer is, and always will be, to secure good-paying jobs for our membership. We only achieve this by modernizing our approach and evolving to secure new types of opportunities. The District Council's historic agreements covering over 9 million square feet at the Hudson Yards redevelopment project does this. These agreements guarantee millions of hours of work for the next six to eight years for our members, provide healthcare to more than 58,000 active members, retirees, and their dependents, and ensure a financially sound pension system that will allow current and future retirees to retire with dignity. The construction landscape is constantly evolving, and it is our goal to adapt and innovate so we can grow with it.

I am proud to say that our members have been more active than ever in their local communities and it shows. Election night was a big win for the labor movement. The majority of candidates endorsed by the District Council came out on top. Electing our allies to office is key to getting legislation passed that protects our rights, makes our communities safer, and opens the door to new opportunities. When you vote, you make a difference, not just for yourself, but the community as a whole.

New York City is filled with vibrant communities where many of our members live and work. Therefore, the District Council, in partnership with CCA Metro, is doing everything we can to be a present and influential force. I am pleased to introduce two new CCA Metro employees who will assist us with community relations by forging relationships and spreading our message. Ashley Torres will be working in Bronx and Manhattan and Amir Abbady will be working in Queens, Brooklyn, and Staten Island to build strong relationships that benefit both the District Council and the members of those local communities. We're also encouraging more members to attend community board meetings. Through our participation at these meetings we can help influence the trajectory of development in our city. These are just a few steps of a larger mission to become more involved in local communities.

Last year, each of our members has been incredible in living out the mission of this District Council to give back. At the start of this year, I announced that we would be bringing hurricane relief to ravaged areas around the country. Our members were instrumental in making sure that happened by raising supplies and offering their unique skillset. Through partnering with HEART 9/11, we sent over 300 members down to Puerto Rico to help rebuild affected areas. One of those members was second-year apprentice and U.S. Marine veteran Arian Kohler. While volunteering in Puerto Rico, he tragically lost his leg after being hit by a car. The District Council Charity Fund and the NYC District Council of Carpenters Benefits Funds Charity came together for our brother and donated \$75,000 to Arian. The check was presented to Arian at our annual charity golf tournament to sponsor Jared Allen's Homes for Wounded Warriors (JAH4WW) an



organization that we successfully raised a quarter of a million dollars for this year – surpassing our donation last year. To date, we've raised over \$675,000 for the organization.

The start of another year means new training opportunities. Our 300 Hitters program is once again accepting new applicants. It's a once in a lifetime opportunity for Journeypeople to learn more about our union, the construction industry, and to become leaders in their fields. In 2018, we sent nearly 500 members to the UBC International Training Center in Las Vegas to attend the program. The skills our members learn are evident each day on the jobsite.

We hit a milestone in 2018: 100 years old. Only through our persistence and willingness to adapt have we come to this place. With every turn and every change of direction the industry takes, we have been able to follow right alongside it and help lead it. Moving into next year and the years beyond, we will continue to make decisions, even the difficult ones, that allow the membership to flourish, that secure our members more jobs, and that provide the best training opportunities. Let us hold our heads up high and march into the future with dignity and purpose.

In solidarity,

*Joseph A. Geiger*



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## STAY CONNECTED:



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(212) 366 - 7500



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NYCCarpenters



### TWITTER

@CarpentersNYC



### FLICKR PHOTO ALBUM

[flickr.com/nycdistrictcouncil](https://www.flickr.com/photos/nycdistrictcouncil/)



### YOUTUBE VIDEOS

[youtube.com/nycdcc](https://www.youtube.com/nycdcc)



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## The Carpenter

is a Union magazine that promotes union values. Published by and for the New York City & Vicinity District Council of Carpenters. All content, copy, pictures, and/or images are created and edited, or used with permission, by the Communications Department of the District Council.

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

## A LETTER FROM OUR PRESIDENT

# GRAHAM MCHUGH

I want to begin by saying that this has been an excellent year, and we have a lot to be thankful for. The District Council is thriving, our membership is thriving, and we are continuing to secure work and opportunities for our members. The training center is offering new courses and is in the process of redesigning some of its coursework, our pensions are well-funded, and we have a busy next few years ahead of us with significant projects coming up.

2019 looks promising. With the extension at LaGuardia Airport and infrastructure work at JFK Airport, our members will have secure work for years to come. We are also working on area bridges, tunnels, and projects for JP Morgan, the Waldorf Hotel, the Hard Rock Hotel, One Vanderbilt, and of course, our new contract with Hudson Yards, just to name a few. Our prospects look good, and we are currently riding the wave toward prosperity.

However, we are never in a position to ease up in our fight against those who would oppose us. It's because of our commitment and resolve that we are currently enjoying a period of growth. We need to plan ahead to keep the work coming in and to keep the funds funded. As busy as it seems now, we still need to be prepared for a lull or a dip in the market. Planning for the future is how we ensure we have a future.

Despite all the work coming up, we still have challenges in the industry, which is why we have to fight for every job and every phase of a job. The minute we loosen our grip on the market, we lose jobs and hours, and we lose all that we have worked so hard for. It may take years to gain significant ground, but only a second to lose it. The current construction climate calls for us to adapt and evolve, and we must be agile through the twists and turns of the market.

Thankfully, we have a great membership that is always willing to learn and knows that we are in this together. Our union will continue to thrive because we can count on our members to contribute and put in the work necessary to push forward. This past political season, many members were active in their communities and came out to support labor-friendly candidates. We succeeded in electing officials who believe in strong union values and who will partner with us on labor-friendly legislation.

I'd also like to introduce some new boots on the ground – our new business representatives Sinade Wadsworth, James Smith, Michael White, and Chris Ulrich. I believe their combined experience and enthusiasm will be extremely beneficial to the Council's mission and goals. You can read about their backgrounds and involvement on page 19.



I'd like to close by saying that while we have a busy and strong year ahead, let's not forget what it took to get here. As long as we remain united in our values, our understanding, and our goals, we will continue to be a formidable force against those who would oppose us. So let's be thankful for the great year behind us and the great year ahead.

Fraternally,

## 300 HITTERS TRAINING PROGRAM

**WHAT:** Three-Day Training Session

*\*Shirts, stipend, airfare, lodging and food at the International Training Center will be provided\**

**WHERE:** UBC International Training Center | Las Vegas, NV

**WHEN:** June 6-9, 2019 | September 12-15, 2019

**HOW:** Apply Online Today! [www.nycdistrictcouncil.com/300hitters](http://www.nycdistrictcouncil.com/300hitters)

## A LETTER FROM OUR VICE PRESIDENT

# MICHAEL CAVANAUGH

**T**ime and again our training programs have proven to be one of our strongest assets when it comes to being competitive and ensuring our place in the industry. The construction business tends to work on a curve where we have building booms and busts. We are constantly working to bridge the gap and secure opportunities for our members. This year we've done that by ensuring members have access to the most up-to-date training programs at our training center and are always in compliance with local safety laws.

Earlier this year, the Department of Buildings passed Local Law 196, which requires construction workers to complete a minimum of 40 hours of safety-related training and obtain a Site Safety Training (SST) card to be eligible to work on construction sites in New York City. In response to this, the District Council is designing and organizing new training programs so that members are prepared and don't miss a beat when it comes to continuing their ability to work on jobsites. The training center is currently facilitating the 30-hour OSHA course, which counts toward the hours needed for Local Law 196 and if you haven't already done so, I encourage you to get this certification to stay ahead of the curve. Please continue to check the training center website for certification requirements.

Remaining steadfast with our training helps us with our fight against the non-

union sector by keeping union boots on jobsites. Our training is what sets us apart and keeps us competitive. Our contractors and partners depend on and expect to receive high levels of work and safety standards. We are the best in the business thanks to our foresight and continuous efforts to keep up with the changing landscape of the construction industry. It is no accident we've thrived for 100 years. Our organization will continue to evolve and adapt to new laws, regulations, and technological advancements – to ensure our members are not only educated, but essential to get the job done right.

I also want to stress the importance of using the tools and resources available to access important District Council information. It's vital that every member takes the steps to receive our communications to remain up-to-date about what's going on in and around our union. Transparency is of utmost importance. Therefore, we have many avenues where members can receive information pertaining to work, the industry, and union events. For the most current news, please check our website: [nycdistrictcouncil.com](http://nycdistrictcouncil.com). Keep your email and mailing addresses current to receive our print magazine and monthly email newsletter. You can check to see if your contact information is current by checking your Union Fusion account or calling the NYCDCC office. Follow our Twitter (@CarpentersNYC) and Facebook (New York City District Council of Carpenters)



for daily updates regarding District Council jobsites, charity events, and industry news. And, of course, I encourage you to attend your union meetings. These meetings are your chance to talk to your local leaders and union representatives directly.

The District Council is committed to providing the best resources for each member to succeed. However, these resources must be utilized by our membership to be impactful. I urge you to consider and participate in all the training opportunities we offer. That is the only way we will remain relevant and competitive in an industry where the rules are constantly changing. To strengthen our membership, it is more important than ever to promote union values while maintaining our high standard of excellence.

And always remember, solidarity = success.

Fraternally,

### Websites to Visit for Information:

Website [nycdistrictcouncil.com](http://nycdistrictcouncil.com)

- Picket Duty
- Member News & Updates
- Political Action
- Job Referrals

Benefit Funds [nyccbf.com](http://nyccbf.com)

- Benefit Information
- Annuity
- Pension
- Welfare

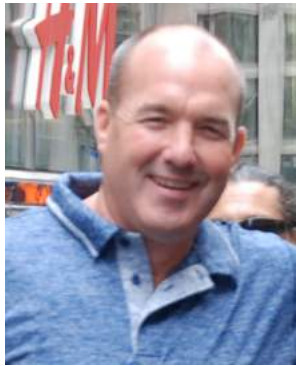
Training Center

[nyccarpenterstrainingcenter.org](http://nyccarpenterstrainingcenter.org)

- Course Offerings
- Training Schedule
- Licensing Information

## President Graham McHugh Honored

Congratulations to President Graham McHugh for being honored in the *Irish Echo* 2018 Labor Awards. The *Irish Echo* Labor Awards recognizes leaders in labor and their tireless devotion to the working class. Graham was recognized for his continued leadership within the Council and commitment to union values.



ATTEND YOUR LOCAL  
UNION MEETINGS

TOGETHER WE ARE  
STRONGER



—Have photos to share?

Email your photos to:  
[Communications@nycdistrictcouncil.org](mailto:Communications@nycdistrictcouncil.org), and be sure to include as much information about the photo as possible.

## NYCDCC Wins Jurisdiction Award

When Shop Steward Gerry Gausman, Local Union 157, saw an issue with jurisdiction on his jobsite he immediately called his Business Agent, Denis Pupovic. Together, with John Sheehy, Director of Jurisdiction, they filed a dispute with Roofers Local 8 that involved the installing of a Cumaru wood decking system.

The Roofers claimed the work fell into their jurisdiction due to “a roof assembly process that has been historically and traditionally installed by roofers,” but because the work project was not the

installation of a raised deck over the finished roof, but rather the “installation of all the components for an inverted roof membrane assembly,” the District Council was able to successfully argue that the roof was already completed and exists without the deck. Therefore, that indicated that the roof and deck are completely different structures.

The District Council commends Gerry Gausman for being a leader on the jobsite. We stand strong when we stand together!

## Keep Your Certifications CURRENT!

It is your responsibility to monitor your certifications and keep them up to date.

To find out when your certifications expire, visit the District Council website

or call:

CTC: 212-727-2224

OWL: 212-366-3330

## 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) 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 [nycdistrictcouncil.com/wp-content/uploads/2017/04/OWL-NYCHA-Resident-Certification.pdf](http://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

## Rockefeller Center Christmas Tree

This holiday season, the Rockefeller Center Christmas Tree never looked so good! As a tradition, crews from Safway Atlantic and Nastasi Maintenance helped in the tree's preparations, lighting, and decorating. Great job, guys!





## 300 HITTERS, SEPTEMBER 2018



## New York City & State Prosecutors, Partners Announce Joint Effort To Combat Wage Theft In Construction Industry

New York City and State prosecutors announced criminal charges in multiple cases involving stolen wages, while providing tips on how to spot wage theft and report it to the proper authorities. Enforcement of wage laws will have a great stabilizing effect on the construction industry. Unscrupulous, non-union employers evade workers' compensation, unemployment insurance, and basic payroll taxes by knowingly misclassifying workers as "independent contractors," paying in cash off the books, and running other scams. They cost taxpayers billions, hurt honest businesses, and exploit workers.

Wage theft in the construction industry is rampant. This multi-pronged effort will be a turning point for an industry that is plagued by unscrupulous contractors willing to profit off of the backs of New York families. It is no surprise that the vast majority of wage theft cases involve non-union contractors that prey on a work force that does not have a voice. We will be their voice. "We will continue to advocate for a level playing field in New York's robust construction industry where workers are paid a middle class wage, are properly trained and work on safe job sites," said Joseph Geiger, Executive Secretary-Treasurer of the New York City District Council of Carpenters.

### VISIT THE [STOPTAXFRAUD.NET](http://STOPTAXFRAUD.NET) RESOURCE PAGES TO:

- Watch a video overview and download the concise print summary.
- Read the latest news on legislation, prosecutions, etc.
- Examine the growing body of research and data on the enormous costs of payroll fraud.
- Find enforcement resources, such as state websites and IRS and USDOL forms.

With support from the UBC and its members, public officials can end this ill-gotten advantage and open up more opportunities for honest employers and honest workers.

### #ENDWAGETHEFT

#### HOW EMPLOYERS STEAL WAGES

Withholding paychecks

Not paying overtime

Not paying for training or travel time

Misclassifying workers as lesser-skilled

#### REPORT WAGE THEFT

WhatsApp Manhattan DA  
(646) 712-0298

NYS Department of Labor  
1 (888) 4-NYSOL

### #ENDWAGETHEFT

#### COMO LAS COMPAÑÍAS ROBAN EL SALARIO DE LOS TRABAJADORES:

Retienen sus cheques o pago de salario

No pagan overtime (tiempo extra)

No pagan por entrenamiento o tiempo de viaje

Mis clasificación de trabajadores a una posición que paga menos

#### REPORTE EL ROBO DE SALARIOS:

WhatsApp Manhattan DA  
(646) 712-0298

NYS Department of Labor  
1 (888) 4-NYSOL

## Sunnyside Yard Master Plan in Western Queens

On October 24th, over 80 carpenters attended the first Public Meeting for Sunnyside Yard Master Planning process. This is the first of several sessions where the public can view the scope of the project. Members were able to learn about key aspects of the Master Planning process, voice ideas about the neighborhood, and be part of a growing community that will inform the Sunnyside Yard Master Plan.

Our members made it clear they want responsible, union contractors to perform the work. Thank you to the members who came out and made a big impression on city officials and planners!

## IT Update: Union Fusion

- » Union Fusion has a new feature that allows members to see a list of their OWL Certifications under My Employment.
- » Reminder: Notes can be added to a shop steward report on the right-hand side.
- » Reminder: By clicking on the member's Classification of Journeyperson, Apprentice, etc. on the shop steward report, you will be able to enter an end date that removes the member from the timecard.

## Women Build Nations 2018

From October 12-15, 2018, NYCDCC Sisters in the Brotherhood attended the Women Build Nations 2018 conference in Seattle, Washington.

The conference is the largest of its kind and intended for women who work in construction or are interested in exploring a construction career. Women Build Nations speaks to every trade person's needs, offering workshops and plenary sessions facilitated by tradeswomen and featuring union leaders, apprenticeship coordinators, contractors, and politicians. Our Sisters were able to network, and develop skills to recruit, retain, and promote leadership of women on the jobsite and in their unions.

Workshop tracks included: New to the trades, Building your union and leadership skills, Staying strong in the trades, Policy issues and politics, and Beyond the tools.

"Taking part in this conference and seeing how many strong women we have across this beautiful nation of ours was amazing. I attended the LBGTIA workshop to gain insight on how to be more of an ally to people in that community. I reunited with other carpenters from the SIB conference in Vegas as well. My experience taught me even though we come from all walks of life, when we bond together we can lift each other up," said Colette McCready, Local 1556 Delegate.

Overall, the conference was a powerful event that left these tradeswomen with a renewed sense of purpose in their careers, while at the same time making new friends and creating memories. Great Job Sisters!





## West Indian Day Parade

On September 3, 2018, members once again gathered to celebrate Caribbean culture at the West Indian Day Parade. The day was filled with music, food, and fun as members were able to represent our union while having a blast with their families.



Photo Credit: Wayne Ent

## Sisters in the Brotherhood

In October, the Sisters in the Brotherhood held a school supply drive for the Department of Homeless Services Flatlands Family Residence in Brooklyn. The Sisters delivered the supplies to children and families in need on October 26th. Supplies included backpacks, notebooks, and folders.



## Carpenter Funds Wins Navillus Lawsuit



In October 2018, the NYCDCC Benefit Funds received a \$9.8 million disbursement from Navillus Construction under a bankruptcy court plan of reorganization. This money is based upon an earlier alter ego lawsuit judgment that the Benefit Funds, along with other building trades benefit funds, won against Navillus.

This win is an example of what happens when contractors violate their agreements. The District Council will continue fighting for and collecting what is owed to the membership.

## Member Matthew James Fitzgerald Takes to the Stage

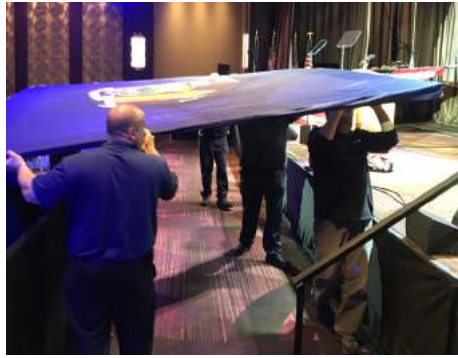


Retiring Local 157 Carpenter, and member of the Fraternal Order of Woodworkers, Matthew James Fitzgerald has taken up a new craft. His new play Catapult! is being presented by The Theater for the New City beginning Thursday, February 21st and running through March 10th. For tickets, Call 212-254-1109 or visit [theaterforthenewcity.net](http://theaterforthenewcity.net).



## Victory Flag Frames

On Election day 2018, District Council Representatives Anthony Madaio, Mike Piccirillo, Joe Defilippo, and Phil Fiorentino assembled 15 by 9 foot custom frames to hold the American Flag and the New York State Flag for the Governor Andrew Cuomo's Victory Party held at the Sheraton Times Square Hotel.



Sister Tracy Ingles, along with other NYCDCC members, speaking to Bronx residents on concrete subcontractor Structure Tech workers receiving substandard wages and no benefits.



NYCDCC Sisters at the NextLevel Journeymen Program at our International Training Center in Las Vegas.

## Conference House Park Pavilion

Staten Island's Conference House Park pavilion is finally under construction after the project was stalled for a number of years. Members of Local 1556 Dockbuilders, Carpenters Local 20, and WWC Contracting are currently working on the pavilion, which is located in the historic Conference House Park. The pavilion will be renovated into a 3,000 square foot, water and wind-resistant structure for the public to enjoy.



## NYCDCC Benefit Funds Conference Center

The fifth floor of the District Council offices is welcoming a new conference center. The conference room is owned by the Benefit Funds. This is an all-union job by members of the NYCDCC and multiple trades from the Building and Construction Trades Council of Greater New York.





## The Out of Work List Welcomes New Supervisor Kelly Flanagan

Kelly Flanagan, who was the assistant supervisor of the Out of Work List (OWL), was recently promoted to supervisor of the OWL. Kelly began her career at the District Council 18 years ago. She has extensive experience working with members, the OWL, the organizing department, and picket duty.

When asked about her new role, Kelly says she looks forward to continuing to serve the members and that the most important thing is that they know “we’re here to help.” “We do our best to assist members as much as possible,”

Kelly says. “It’s communication that makes everything work—they communicating with us, and us communicating with them.”

Kelly also said she looks forward to 2019 and moving forward.

“We have a lot of new employees, and I’m excited to see them implement themselves into the department and seeing how it all comes together and how it all changes.”



## CCA METRO EXPANDS COMMUNITY RELATIONS PROGRAM WITH TWO NEW ADDITIONS

As part of its expanding services in support of union carpenters and contractors, CCA Metro, the Carpenter Contractor Alliance of Metropolitan New York, recently announced the addition of two new members of its team.



**Amir Abbady** joins as a director of community relations responsible for Brooklyn, Queens, and Staten Island. Prior to joining CCA Metro, he worked for New York State Senator Leroy Comrie in Queens as director of constituent services, where he represented the office, responded to the needs of the community, and advised the senator on the pressing policy issues of the day. In tandem with his work in Queens, he regularly consulted throughout New York City on various political campaigns, developing an extensive network. He now plans to use his career in community relations to build on the partnership between union carpenters, contractors and the public.



**Ashley Torres** comes aboard as a director of community relations responsible for the Bronx and Manhattan. Prior to joining CCA Metro, she worked as chief of staff to Council Member Ritchie Torres of the Bronx, and as Bronx borough director for New York City Comptroller Scott Stringer. She has extensive experience navigating the world of politics and government and coordinating community outreach with local stakeholders in the area. Ashley has also worked on campaigns for several elected officials and looks forward to embarking on the next chapter of her career in support of union carpenters and contractors.

Paul Fernandes, executive director of CCA Metro, said, “Amir and Ashley come to us with the skills and experience to effectively engage with local communities to promote the shared values we have with them. When union carpenters and contractors are working, there are standards for safety, healthcare, retirement security, and career growth that benefit everyone. Projects built the right way employ union carpenters who are our neighbors and create opportunities for other neighbors who want to join the industry through apprenticeships and related programs. The better we communicate this message and establish these relationships with local communities, the more jobs we can create for our members.”



# NYC DISTRICT COUNCIL ENTERS INTO HISTORIC HUDSON YARDS AGREEMENTS

*Photo Credit: New York Yimby*



The New York City District Council of Carpenters entered into two historic Memorandum of Agreements (MOAs) covering nearly 10 million square feet of new construction at the Hudson Yards area projects. The project promises NYCDCC members millions of hours of work over the next six to eight years.

At \$25 billion dollars, Hudson Yards is the most expensive real estate development in US history and the largest private real estate development in New York City since Rockefeller Center. It's "live-work-play" design covers more than 18 million square feet of office, retail, and residential space and will eventually include 14 acres of public space.

"Our number one priority is to provide good paying jobs for our members. This agreement achieves that," Executive Secretary-Treasurer Joseph Geiger said. "That is why our delegates approved the agreement by an overwhelming majority. The New York City construction market is evolving, and the District Council will continue to innovate to ensure our members meet the needs of the market."

The two MOAs cover 50 Hudson Yards and the construction on the Western Rail Yards portion of the Hudson Yards project, with the latter portion covering all new construction on the project between 11th and 12th Avenues bounded by West 30th and West 33rd Streets.

The MOAs will provide substantial contributions to health and welfare funds and financially support our pension. The MOAs further solidify the District Council's goal of regaining market share by adopting innovative changes to an ever evolving construction industry market in the New York metropolitan region. That signals to the industry that the District Council is leading—and is prepared to continue leading—the movement to make more work union work.



# Innovative Infrastructure Solutions

## Halcyon Contracting

Local Union 1556 members are working on a unique pilot project in Astoria, Queens, that could save months, even years, in pipe infrastructure work for the city.

In the 1990s, a water main was installed in Astoria. However, due to bad steel, the pipe leaked. A few months later, the pipe was turned off and since lies dormant. Recently, the New York City Department of Design and Construction put out a request for proposals for the unique task of bringing these defunct pipes back to life.

Halcyon Contracting won the bid with their innovative method of pipe sleeving: saving the city money, cutting time on the project, and saving many happy residents the headache of massive street closures.

The method is to extract a small portion of the pipe and from there, slip the new pipe into the existing one. Out of the 8,000-foot stretch of pipe, the crew only needs to cut open 1,100.

The composite crew on site consists of foreman Roland Harris, five timbermen from Local Union 1556, and two operators from International Union of Operating Engineers (IUOE) Locals 14 and 15.

The original pipe is 72 inches in diameter and the new pipe is slightly smaller to accommodate the capacity of a water main while still fitting into the existing one. Once the pipe is in place, a welder comes in and secures the joints. To help with the process, the crew works from the highest point on the line so that they are not working against gravity.



The process is so effective, that the crew were able to push in over 7,000 feet of pipe in two months; a project that would normally take over a year. If this pipe fitting goes well, it could mean more work for our members as the city considers replacing other pipes using this method elsewhere.

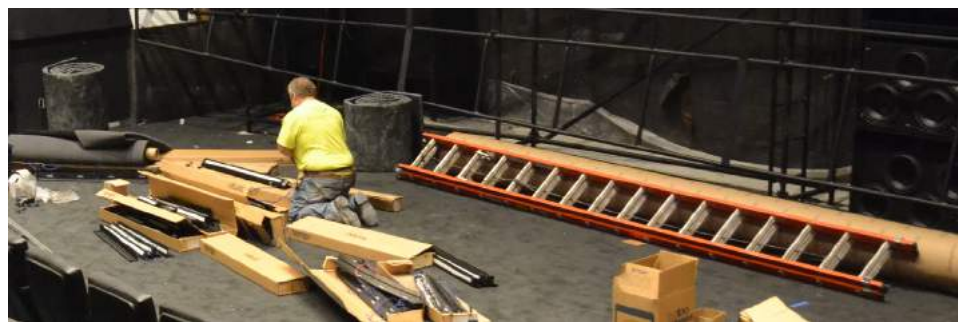
# Staten Island Mall Expansion

## Certified Interiors

Members of all trades in the District Council have been hard at work on the Staten Island Mall expansion. Construction began in September 2016 and is currently ongoing. However, construction of the new AMC movie theater is nearly complete.

Members working at the theater are putting on their finishing touches and are proud to introduce the first AMC theater to the Staten Island community.

The theater is state-of-the-art and boasts more than 1,000 recliner seats, 11 movie screens, and 45,000 square feet. The entire mall expansion will cost around \$550 million and cover 242,000 square feet.





## Spreading Holiday Cheer Around the Globe

### Bronx Turkey Giveaway

On November 19th, Joseph Geiger, Graham McHugh, Michael Cavanaugh, reps, organizers, and staff teamed up with Assemblyman Marcos A. Crespo to hand out 180 turkeys to families in the community at the African Methodist Episcopal Church in the Bronx.



President Graham McHugh, Business Agent Michael White, Assemblyman Marcos A. Crespo, EST Joseph Geiger, and Vice President Michael Cavanaugh at the Bronx Turkey Giveaway.

**The District Council of Carpenters, along with the Carpenter Contractor Alliance of Metropolitan New York (CCA Metro), hosted several charity events throughout December and January for local communities in the Bronx, Brooklyn, and Long Island. Each event was a fun-filled evening full of laughter, joy, and the spirit of giving.**

*"Giving back during the holidays is something we look forward to each year. The District Council is rooted in these communities, which makes spreading holiday cheer that much more special. We are thankful to have been able to partner with many dedicated leaders in these communities to bring joy to those in attendance. We hope these donations made the holidays a little brighter for our neighbors in need."*

EST Joseph Geiger

### Donating Food With Assemblywoman Karines Reyes

During the month of November, District Council staff and members raised food donations for those in need. On November 19th, Joseph Geiger, Graham McHugh, Michael Cavanaugh, Council Reps and Community Liaison Ashley Torres hand-delivered the donations to Assemblywoman Karines Reyes who distributed the food to grateful seniors at the Rain Parkchester Senior Center in the Bronx for their Thanksgiving feast.



Left to right: President Graham McHugh, Vice President Michael Cavanaugh, Assemblywoman Karines Reyes, Community Liaison Ashley Torres, EST Joseph Geiger, and Business Agent Andrew Mucaria.

## Toy Giveaway in Puerto Rico with Actor Ramon Rodriguez

On December 22, 2018, the District Council teamed up with Heart 9/11 and actor Ramon Rodriguez to spread Christmas joy to the children of Puerto Rico for the second year in a row. Local Union 212 Representative David Caraballoso and member Andrew Basile made the journey to the neighborhood of Orocovis bringing 8 army duffle bags of toys donated by all 9 local unions of the NYCDCC.







NYCDCC members, President Graham McHugh, Business Agent Brian Brady, Community Liaison Ashley Torres, and Assemblyman Marcos A. Crespo at the Bronx Annual Toy Giveaway.

"There is no better time to be charitable and spread cheer than now, during this season of giving, and perhaps no greater feeling than seeing a child's face light up when given a brand new toy. I thank the NYCDCC, CCA Metro, No Kids Left Behind, Inc. and Hebron Baptist Church for their gracious donations, making this event happen and bringing well-deserved happiness to these children."

*-Senator Roxanne Persaud*

"I would like to thank the New York City and Vicinity District Council of Carpenters and the Carpenter Contractor Alliance of Metropolitan New York for sponsoring today's toy drive! Their donation has brightened the day of many children this holiday season."

*-Senator Jamaal Bailey*



Annual Christmas Show Toy Giveaway with Senator Jamaal Bailey.

"The holiday season for our very diverse community can be a difficult one. Financial burdens following a season of giving can often impede families from taking part in a celebration that is very much imbedded in cultural traditions. We are thankful for our partners in labor for helping us make sure families and their children are able to celebrate Three King's Day."

*-Assemblywoman Karines Reyes*



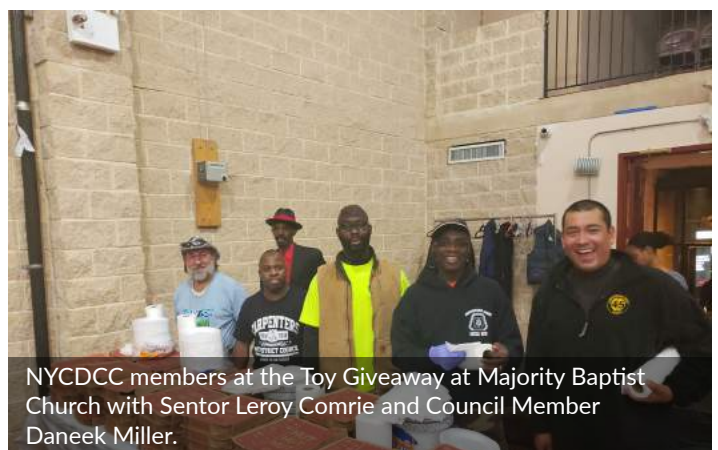
Three Kings Day Celebration and Toy Giveaway with Assemblywoman Karines Reyes, Senator Luis Sepulveda, Senator Alessandra Biaggi, Business Agents Tamara Rivera, Sinade Wadsworth, Brian Brady, Community Liaison Ashley Torres, and NYCDCC members.



Toy Giveaway with No Kid Left Behind, Inc., Senator Roxanne Persaud, NYCDCC Representatives and members.



Toy Giveaway at St. Helena Church with Assemblywoman Karines Reyes and Business Agents Sinade Wadsworth and Brian Brady.



NYCDCC members at the Toy Giveaway at Majority Baptist Church with Sention Leroy Comrie and Council Member Daneek Miller.

# DEBORAH STAR REED | Local 157



## Q: How did you first get involved with the union?

A: I got involved with the union because I always liked working with my hands. I had two young children and I wanted to make a man's salary. Any clerical position was little money, I figured with a technical job at least I'll get paid for what I know.

In the early 80s, I found out about Non-traditional Employment for Women (NEW). At the time, there was an incentive program for hiring women where the government would pay some of our salary if we were hired. It was a great incentive for employers and I was able to get work because of it.

## Q: What has your union experience been like?

A: I'm very grateful to this union for everything. I was able to raise my kids. I was able to buy a home. I was able to put my two boys through college.

I wouldn't have been able to do any of those things otherwise. It was a difficult time in the early 80s and women were not accepted.

## Q: How have you seen the industry change?

A: It's changed a great deal. I see more women on jobs today. I was lucky if I saw another woman on a job the whole year. I'm grateful it's considered acceptable that women are able to do this work. Women tend to be very diligent and very meticulous about how they do their work. Because of discouragement, they tend to work harder to have perfection. I know I do!

## Q: How did you get involved with the training center?

A: I had been working in the field for a long time, at least 10 years, but I would go to meetings and be active in the school. One day, I saw the president of our local in the school and he said he'd seen me take an interest. They were trying to develop some sex equity programs and who better to do it than a woman, a black woman, and a mother? It was an amazing opportunity. I was the first female counselor at the Training Center. I taught basic carpentry 1 and 2 and then I moved into welding for beginners. From there, I was promoted to apprenticeship counselor. We were responsible for recruitment. I also taught two times a week at NEW and designed programs for attitude training.

## Q: Would you recommend this field of work for other women?

A: I would. I don't think its for everyone, but some women that really enjoy working with their hands. They have an aptitude for mechanical things. They like to put things together, like puzzle pieces. And if they don't need beautiful, clean surroundings, they'll work out just fine.

As I was telling someone today, it's a great opportunity to become a union member, to have your family protected, to have the benefits that we have, and the training that we have. I believe that the union is going to come back strong because one-on-one, when we talk to other workers about the benefits that we have, they want them too, and they want the training and the knowledge.

## Q: Do you have any advice for prospective members, especially women?

A: As a long-term seasoned mechanic, I would say women need to think about this career as a very physical one and they should plan accordingly to increase their education and to find an area where they can enhance their options for later on in life. Women are more accepted now and there's so many areas they could go into. They could be heads of their own companies. They could become entrepreneurs. The world is theirs now.

# ADRIAN VITALIS | Local 212

Member Adrian Vitalis of Local 212 is a Provisional Program success story. The District Council's Provisional Program began as a way to recruit people who are already carpenters to join our union. Since the recruits are not apprentices and not yet journeypeople, they begin work at a provisional rate, which makes them more competitive in the market. After completing 7,500 hours with the District Council, they become full-time journeypeople.

Many provisional members are recruited directly from competing non-union companies. This allows the Council to simultaneously obtain new talent while striking a blow against the non-union sector and increasing our market share.

Adrian shares his experiences going through the program and thoughts to improve it.





# Andre the artist



André Ferrara, a retired member of Local 157, has not let anything stand in the way of his craft. During his 34-year tenure with the New York City District Council of Carpenters, he became not only an expert carpenter, but an esteemed artist as well. André and his artistic talents were previously profiled in the Spring 2005 issue of *The Carpenter*, but 13 years later, he's ready to take his art to the next level. Throughout his adult life, André has relied on his art as a way to express himself. Born in Marseilles, France, and growing up during World War II, André did not receive

## Local 157

much of an education. He took many jobs throughout Europe and the Caribbean before landing in New York City and joining the union. He credits joining as "the best move I ever made."

In the beginning, he didn't know much English, but he could draw. André became skilled with his hands and took inspiration from the beautiful buildings he worked on. On jobsites he quickly became known as "André the Artist."

"I love drawing; it feels good. My drawings are my accomplishments for what I didn't have when I was young."

André never actively sought to sell his work. He would typically donate his sketches to the organizations or people who influenced his craft. A few of André's drawings currently adorn the walls of the District Council office and his Local 157. Now, however, André is ready to make waves again with his art. After spending many years volunteering and serving on community boards in Mount Kisco, New York, he is moving his craft back to New York City to continue drawing the buildings that first inspired him to put pen to paper decades earlier. It is André's hope to finally sell some of the art he's spent years creating.

"I want to go back to the Woolworth Building, I want to go back to Battery Park, and I want to go to Wall Street so I will have a permit to have a table where I can sell my drawings."

André is proof that a carpenter never truly leaves his craft, he just expands upon it. André notes this is only the beginning, and he hopes to make as many people smile with his art as he can.



### Q: What drew you to the Provisional Program?

A: It was a great opportunity. I had worked non-union jobs with meager benefits. The pay was laughable. This changed everything for the better. I was looking at moving out of the city and this helped me stay with my family in the city, purchase home for the family, receive a pension, and benefits.

### Q: What was your experience with the Provisional Program like?

A: It was awesome, but tough. It was tough because of the reception of the program. We were coming in at a lower rate and I think some people thought they were going to get pushed out. But as people started to see that it's more about capturing more of the market and getting trained right, it was a great experience.

I met a ton of great people and learned great things, especially great skills from my general foreman.

### Q: What are the differences between your union and non-union work experiences?

A: It's day and night. With the union, there's organization, respect, and understanding for the work and skills. You know when and what has to be done. It broadens your horizons for what can be done. You can start to have short and long term goals.

### Q: Do you have any advice for someone who is considering joining a union?

A: I think it's the best decision you could make. It's good for your family, it's good for yourself, and learning skills. You can walk down to the school to learn any skills you can. I think if you're blue collar, this is where you need to be. You have to be union.

### Q: How has your life changed since becoming part of this union full time?

A: It's changed pretty good. Like I said, it's given me the opportunity to stay in the city. Everything everyone promised happened as it was supposed to. I came in, did the hours, and was able to join the union full-time. It's been wonderful. It's been a good experience.

### Q: Do you have any other thoughts about the program?

A: Make sure guys who are part of program are kept motivated. It's nice to see that the foreman and general foreman are on the same page in understanding what the purpose of this provisional program is. I think there should be more education to getting people to understand why and what this program is.



## Member Phill Buffalino Uses First Aid Training to Help Save a Life



It was Christmas day when Local 45 member Phill Buffalino was able to put into action the first aid training he received as a shop steward and help save a life. Phil was driving home with his family when he noticed a car idling against the guard rail and decided to pull over. The man in the car was so

shaken he couldn't speak and a woman nearby was in hysterics on the phone. "Nobody had control over the situation and nobody knew what they were doing," Phil said. Because of his training, he knew the first thing to do was get control. Phil put the man's car in park and told bystanders to stop the oncoming traffic so no one would get hurt, while the woman on the phone called 911. His next priority was the man in the car.

Phil said the man had had a seizure and wasn't responding. He then utilized the breathing exercises he learned to calm him down.

"From doing the breathing exercises, I was able to speak to him and get him stabilized enough to where emergency response could take it from there."

Phil credits the excellent training he receives as a shop steward to being able to help in emergency situations.

"I love being a carpenter and I love the fact that I'm so highly trained," he said.

While only shop stewards are required to take first aid training, the training is available to anyone who is interested. Phil said he would recommend everyone take the course because it's not just relevant on the job, but in everyday life.

"District Council carpenters are among the highest skilled and trained workforce in the world. It doesn't end when you walk off the job. I am grateful to have the training that enables me to be of assistance to others."

## District Council Members Renovate Home for Injured Member, Arian Kohler

When you join our union, you don't just gain a great career path and job security, you gain brothers and sisters for life, through thick and thin. Local 157 member Arian Kohler learned this first-hand after he suffered traumatic injuries during a HEART 9/11 volunteer mission in Puerto Rico that left him unable to work.

Business Representative Michael White heard about Arian's plight and knew he had to do something to help. After meeting Arian at the 2018 softball tournament, Michael organized a group of members to volunteer to help with the renovations on Arian's home.

Beginning in November, a group of up to 12 members visited Arian's home in East Stroudsburg, Pennsylvania every other weekend to install windows, drywall, insulation, decking, and fencing. Michael even coordinated with District Council 9 to get tapers to help as well.

For two months, and with the help of Arian's father-in-law and brother-in-law, the group worked tirelessly to get Arian's house move-in ready. Now, the house is completely renovated and ready for Arian and his family.

"That kid has a heart of gold. He's doing everything that he can to get back into the field with us," Michael said.



# Meet the New Business Agents



**James  
Smith**



James Smith has been a member of the District Council for 12 years. He began his career in Local 2090 where he served on the e-board as a warden. When the Local merged into 2790, he continued to serve on the e-board as a trustee and became a delegate. James transferred to Local 157 to install woodwork and currently serves as a delegate. Originally from Brooklyn, New York, but now residing in Staten Island, James says his favorite job was 100 Willoughby Street in Brooklyn. James believes the union is important because it gives members a voice. "Members get representation whereas non-union workers are on their own. In the union you have someone vouching for you, negotiating wages, you get benefits, a pension, and can retire with dignity." James says he enjoys the camaraderie and is always available to speak to members and answer any questions.



**Sinade  
Wadsworth**



Sinade Wadsworth has been a member of Local 157 for six years. In those six years, she has served as a pro-tem delegate for Local 157, trial committee member, political action captain, Sisters in the Brotherhood committee member, and as an election committee member. Born and raised in the Bronx, she said her favorite job was setting up the Whitney Museum for a visit from Barack and Michelle Obama. Sinade believes the union is important because "we built this country and it's important to give back. We do our best by giving others the opportunity to be part of this American dream and changing people's lives."



**Michael  
White**



Michael White has been a member of Local 45 for 10 years. He is an army veteran, a Golden Hammer award winner, and has served as a foreman for five years. Born and raised in Long Island, New York, Michael's favorite jobsites have been Goldman Sachs and Madison Square Garden. Michael says the union is important because "the union brings up all people, not just union members. It raises the standard of living for all Americans."



**Christopher  
Ulrich**



Christopher Ulrich is in his 19th year as a member of Local 157. He is originally from the Bronx but now resides in Putnam County, New York. On why the union is important, Christopher said, "Everyone deserves equal pay and fair wages. That's why I will work my hardest to make this a better environment for carpenters in the city and the outer boroughs."

## Inspector General David Pié

(212) 366 - 3361 | [dpie@nycdcigoffice.org](mailto:dpie@nycdcigoffice.org)

The role of the Office of the Inspector General 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 members, employees, and signatory contractors accountable if they violate any of our rules and regulations or engage in misconduct.

I have previously discussed that my intent is for the IG's Office to be transparent while maintaining a high degree of independence and integrity. This does not mean that we will not communicate with the members or the Council when necessary. I have committed to providing information on cases and outcomes that the IG's Office has been tasked with investigating. Below are some recent cases handled and the outcomes of those investigations:

- **A member was charged with attempting to create a new local union to represent carpenters. They were charged, tried and found guilty. Penalty was a fine and expulsion from the union.**
- **A member was found to have joined the union through fraudulent means. They were charged, tried and found guilty. Penalty was a fine and expulsion from the union.**
- **A member was found to be working for a non-union contractor while receiving pay and benefits through a paymaster company thereby defrauding the union. He was charged, tried and found guilty. The penalty was expulsion from the union.**

I am open to hear from members who would like to share their thoughts and ideas for combating fraud in our trade. Please feel free to contact our office at 212-366-3354 to set up an appointment. If any member has a complaint or suggestion concerning the operation of the IG's Office, I would also like to hear from you. Our collective goal is to have an Inspector General Office that meets the needs of the membership in a fair and efficient manner.

My vision for the IG's Office continues to be one of transparency and communication with the members and Council. None of us can succeed without the support and assistance from those of you who know the industry well and can provide the type of information and insight which is required to identify, investigate and eliminate corruption, waste, fraud, and abuse. Self-governance will continue to be a moving goalpost unless all of us work together to achieve the desired results. I wish you and your families happiness, safety and prosperity.

## Chief Compliance Officer Josh Leicht

(212) 366 - 7362 | [JLeicht@nycdistrictcouncil.org](mailto:JLeicht@nycdistrictcouncil.org)

I'd like to reemphasize and offer some clarification on the District Council's policy on employees and representatives accepting gifts and entertainment from employers with whom we do business. Our Code of Ethics prohibits District Council officers, employees and representatives from soliciting or accepting gifts, entertainment, or anything of value from those who conduct business with the union. Under federal law, the term "representative" in this context includes Shop Stewards. With one limited exception that will be discussed below, it is important to remember that the prohibition is absolute.

Our Code of Ethics makes clear that payments or gifts of any kind that are offered or solicited to influence how a District Council representative performs his or her duties (i.e., bribes) are unlawful, unethical and will not be tolerated. It is important to keep in mind that the "spirit" in which a gift or thing of value is offered is irrelevant to whether it is acceptable under the District Council's Code of Ethics. For example, it does not matter if an employer offers a Council Representative tickets to a football game as a gesture of appreciation with no expectation of something in return. Similarly, it does not matter that the Council Representative accepts the tickets with no intention of changing the way he or she performs duties, such as enforcing the terms and conditions of collective bargaining agreements. Regardless of the good intentions of each party, the conduct is absolutely prohibited.

For shop stewards, there is a limited exception to this rule. Some employers give employees gifts during the holiday season as a symbol of appreciation. Similarly, some employers give employees bonuses for working safely and without accidents. Until recently, shop stewards have been instructed during certification classes that,

no matter the reason, receipt of any gift or performance bonus is absolutely prohibited. For shop stewards, this rule has been modified to a limited extent: if the gift or performance bonus given to the shop steward is identical to that being given by the employer to every other similarly situated employee, then the shop steward can accept the gift or performance bonus. However, a shop steward's ability to accept the gift or performance bonus is conditional upon them giving prompt notification to their Council Representative that the gift or bonus has been received. Bottom line: shop stewards who receive seasonal gifts or performance bonuses must let their Council Representatives know – and it is best to do so in writing (e.g., by email).

The general prohibition on representatives of the District Council receiving things of value from an employer exists to avoid even the appearance of impropriety in how representatives perform their duties on behalf of the union. The rule also exists to protect District Council representatives so that when they make a hard call or decision with which someone might disagree it cannot be said that they were paid off or in the pocket of someone who does not have the best interests of the union and its members in mind – even if nothing could be farther from the truth.

If you have any questions or concerns about this rule or what conduct is acceptable and what is not, you should speak with a Council Representative or Officer. You can also contact the Chief Compliance Officer or the Inspector General's Office for guidance. Thank you, and best wishes for a happy and healthy new year.





# OPERATION WATCH DOG

*Members protecting their hours DAILY*



## MEMBERS PROTECTING BENEFITS WITH TECHNOLOGY



*Each member has the ability to act like a watchdog.  
You can check the hours and total number of carpenters  
posted daily by the shop steward on the jobsite.*

### INSTRUCTIONS FOR VIEWING YOUR WORK HOURS:

1

Visit <https://nycdcc.unionfusion.net/> and log into Union Fusion.

2

Once you are logged in, click on the “**Operation Watchdog**” link located in the column on the right side of your screen, under the “**Quick Links**” section. Now you will be able to view the hours submitted by the shop steward/timekeeper on the jobsites you have worked at.

## PLEASE DO YOUR PART TO HELP ERADICATE CORRUPTION

To confidentially report any violation, please call...



**(855)-UBC-TIPS**



NEW YORK CITY DISTRICT COUNCIL OF CARPENTERS  
OFFICE OF THE INSPECTOR GENERAL  
PHONE: 212-366-3354  
FAX: 212-366-7454  
EMAIL: [ig@nycdcigoffice.org](mailto:ig@nycdcigoffice.org)



# MEND

**MEMBERS EDUCATION AND NETWORK FOR DEPENDENCY**

**212-366-7590 | MEND@nyccbf.org**

395 Hudson Street- 5<sup>th</sup> Floor  
New York, New York 10014

*The goal of this program is to service active participants and dependents of the NYCDCC Welfare Fund in addressing substance abuse issues through the following services:*

- ***Referrals for appropriate level of treatment including inpatient and outpatient treatment for all substances***
- ***Case management and Coordination of Services with outside providers***
- ***Supportive services***
- ***Education***

**MEND is designed to:**

- **Verify eligibility for coverage, and/or assist in locating and obtaining coverage**
- **Conduct thorough assessments for appropriate level of treatment and length of stay**
- **Provide treatment authorization in accordance with established guidelines**
- **Assist participants and/or dependents with identifying their treatment needs and goals**
- **Help participants and their dependents to secure services at treatment facilities**
- **Provide in-house support services including individual and family counseling, support groups, and educational groups**
- **Provide educational workshops to not only those utilizing the program, but also Apprentices, Shop Stewards, and employees of the Benefit Funds and District Council**



## 2018 Election Cycle

The 2018 Midterm Elections were on November 6th and many of our members participated in political action and voting. It was a good night for the labor movement as many of our endorsed candidates won their races. The NYC District Council of Carpenters focused on key races in areas that were crucial to protecting our interests.

In the month of November alone, we hosted over 20 political action events. The candidates endorsed by the Council have been and will continue to be fierce advocates for our members and the issues affecting them.

Along with our continued conversations with elected officials, we are confident that new legislature will work to pass important legislation around worker safety and attacking wage theft.

As always, it is important to remember that the fight is never over. Members can and should make a difference. By participating in union meetings, political activities, community board meetings, and other activities, we can continue to be a force in our community.

### Voter Registration

Even though the 2018 election cycle may be over, it is never too late to register to vote. Voting is crucial to make our voices known and to elect candidates that will be strong and active advocates for our issues. When we vote, we ensure our right to fair wages, on-the-job safety, stop "right to work," and good union jobs.

Remaining politically active and exercising our right to vote is crucial in securing good, safe jobs that will help support our families and keep our union strong for generations to come. Be sure to check your registration status and that you are registered to vote before the 2020 elections! You can find links to register to vote here:

#### New York

<https://voterreg.dmv.ny.gov/MotorVoter/>

#### New Jersey

<https://www.state.nj.us/state/elections/voter-registration.shtml>

## Community Board

This Fall, members have been active in their communities by attending local Community Board meetings to advocate for responsible development.

On September 18th, members filled the room at the Community Board 1 meeting to petition for the Third Avenue Business Improvement District Expansion to use union labor.

On September 27th, members attended the Community Board 12 Meeting, which centered on the rezoning of 241 St and White Plains Rd. Member Kevin Egan spoke on behalf of the Carpenters for careers in construction and advocated for responsible development.

The District Council is continuously pushing the community forward for sustainable and socially-conscious development.



Members at Community Board 1 Meeting



Member Kevin Egan speaking at Community Board 12 Meeting



# Union Town

This campaign season, carpenters came out to help candidates that are going to be on labor's side for years to come.

A number of City Council races were responsible for electing labor friendly candidates and for bringing safety legislation and workers' rights to the forefront.









## Experience Modification Rate

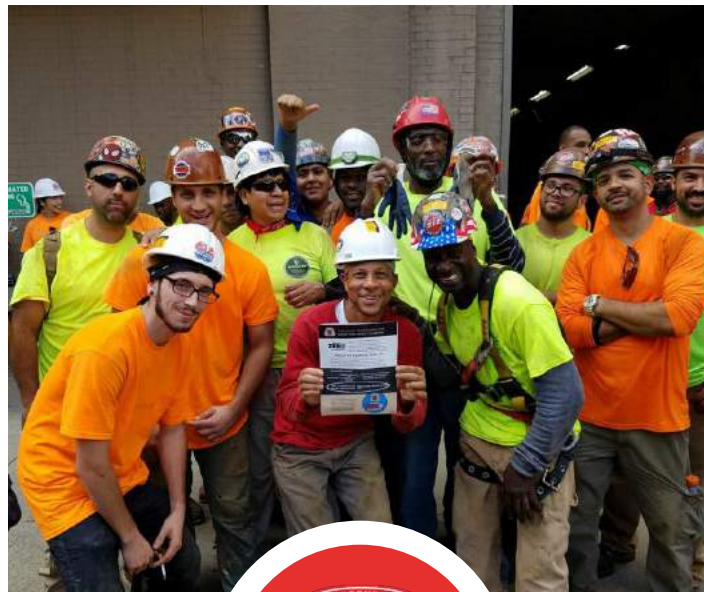
Members across locals and jobsites are engaging in Experience Modification Rate (EMR) training to learn about EMR and the importance of zero accidents.

EMR affects how we drive work to union contractors. EMR is the number used to gauge past cost of injuries and future chances of risk. The lower the EMR, the lower insurance premiums will be, **which means more work for union members.** An EMR of 1.0 is considered the industry average. If the EMR is higher than 1.0, insurance premiums will be higher than average.

What this means for us is that if an EMR is greater than 1.0, the difference is passed down to you by raising worker premiums. A high EMR raises the cost of union bids. The good news is that an effective safety program can lower EMR. This is why notices like the one on the right have been posted around job sites and why site leaders have been speaking about the importance of EMR.

Below are several members at work sites explaining the importance of jobsite safety and zero accidents.

**Remember: Less accidents for union contractors = More union jobs!**



#TargetZERO







# Experience Modification Rate: WHAT YOU NEED TO KNOW

**TARGET:**  
**ZERO**   
**ACCIDENTS**

Experience Modification Rate (EMR) has a strong impact on our ability to drive work to union contractors. EMR is the number used by insurers to gauge past cost of injuries and the chance of future risk. **That means: LESS ACCIDENTS FOR UNION CONTRACTORS = MORE UNION JOBS**

## INDUSTRY AVERAGE EMR: 1.0

### What does it mean if your business EMR is greater than 1.0?

There has been a worker compensation claim that your insurer has paid. The bad news...Insurers pass this cost along to you by raising worker compensation premiums AND an increased EMR sticks with you for 3 years.

### How are EMRs calculated?

$$\text{Base Premium} = \frac{\left( \frac{\text{Company Payroll on a Job}}{100} \right)}{\text{Class Rate}^*}$$

...But, you're not a mathematician, so who cares? You only have to worry about one equation:

**LESS ACCIDENTS FOR  
UNION CONTRACTORS = MORE UNION JOBS**

### How does high EMR affect cost?

Simple: The higher your EMR is, the higher insurance premiums will be. The lower your EMR is, the lower your insurance premiums will be. That is why we need our union contractors to have low EMRs.





## Bronx Fisher Houses

NYCDCC carpenters celebrate topping off the Bronx Fisher Houses. Located at the James J. Peters VA Medical Center, these houses will serve as free lodging for families of veterans receiving treatment at the center.

## 626 Bergen Ave



\*  
More  
Pictures  
Available at  
[www.flickr.com/nycdistrictcouncil](http://www.flickr.com/nycdistrictcouncil)  
\*

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.



## 55 Hudson Yards



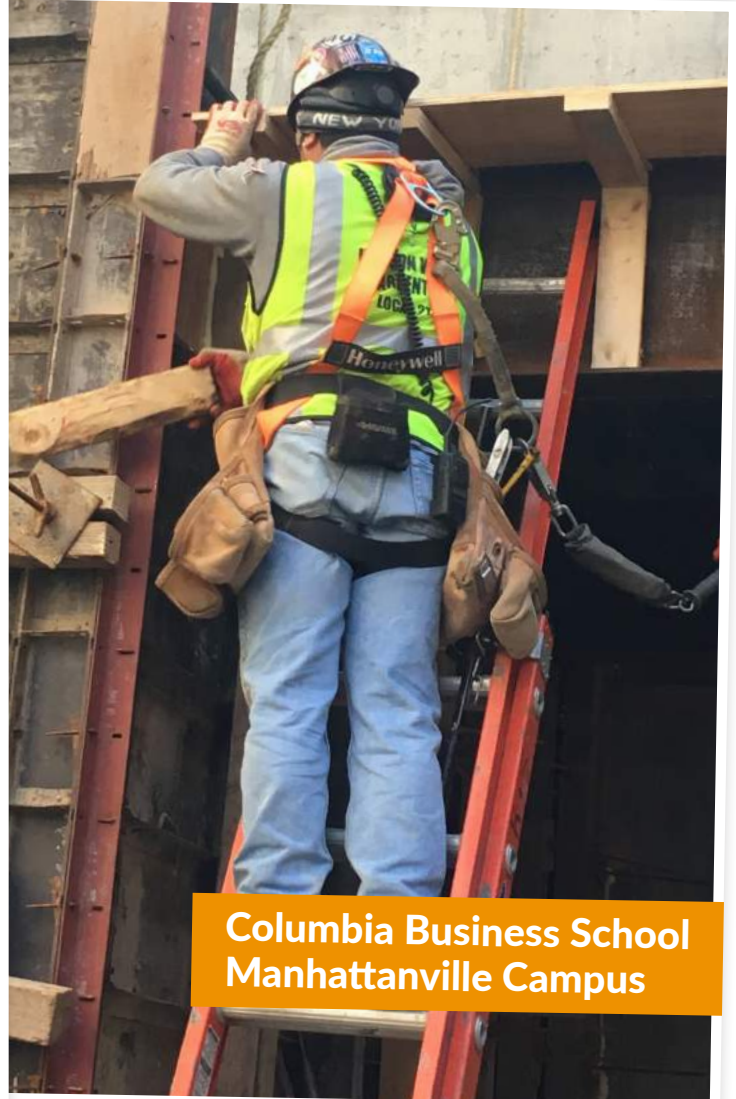


**New Dorp High School Athletic Field**



**New York City Marathon**

For the fourth consecutive year, the NYCDCC carpenters worked to build the New York City Marathon “photo finish” scaffolding and pedestrian bridge. This year, the District Council was able to again secure the job as a 100% union job.



**Columbia Business School  
Manhattanville Campus**



# The New York City and Vicinity District Council of Carpenters Celebrates

# 100 Years

**The New York City & Vicinity District Council of Carpenters recently celebrated a huge milestone: Our 100th Anniversary.**

The District Council has come a long way since our inception 100 years ago, and while it has not been without hardship, it has been with pride, strength, and ingenuity. Throughout the past century, our ideals have always remained the same: we guarantee every member a pathway to a stable, working class future through continuous support on the job and into retirement.

We will continue to advocate for change and serve as a powerful force in labor. As the industry constantly changes, it is our unique skillset and willingness to learn that has kept us ahead of the game. We must continue to hold a united front in the face of change so that we can grow together and be the best we can be.

As our membership grows, the District Council is dedicated to ensuring that we have the best available training opportunities and that we continue to be a force in our communities and strive for responsible development.

Our centennial was commemorated with a gala event in Queens, New York. The occasion was attended by union leadership, contractors, legislators, and state regulators, including Lieutenant Governor Kathy Hochul, NYS Comptroller Thomas DiNapoli, NYC Public Advocate Tish James, and State Assemblyman Marcos Crespo.

The District Council looks forward to the next 100 years of representing and advocating for all working people.







# 300 Hitters Training Program

**APPLY ONLINE**

..... TO THE .....

**300 Hitters Training  
Program in Las Vegas**

**WHAT:** UBC 300 Hitters Training Program

**WHEN:** JUN 6–9, 2019 | SEP 12–15, 2019

**WHERE:** UBC International Training Center | Las Vegas, NV

**HOW:** Apply Online: [www.nycdistrictcouncil.com/300hitters](http://www.nycdistrictcouncil.com/300hitters)



The **300 Hitters Program** is a unique training opportunity for members to gain a broader understanding of our union, the construction industry and our role in shaping the future ahead.

Advance your leadership and communications skills with training that includes:

- ✓ *Communications skills, professionalism on worksites, role training, productivity plays*
- ✓ *Training exercises to enhance coaching and mentoring skills*
- ✓ *Q&A with senior leadership*

\*Shirts, stipend, airfare, lodging and food at the International Training Center (ITC) will be provided.

For any questions, please reach out to Maria Delgado at the District Council via email [mdelgado@nycdcctc.org](mailto:mdelgado@nycdcctc.org).

Together, through the 300 Hitters Program, **union members and contractors** are working towards our goal of achieving **70% of all current construction projects in North America.**

**Get equipped with the skills to move  
your career and our union forward.**

**APPLY  
TODAY AT:** [\*\*www.nycdistrictcouncil.com/300hitters\*\*](http://www.nycdistrictcouncil.com/300hitters)



Further information on the no-show policy, date of orientation, and what members should bring will be emailed within the upcoming weeks

\*Requirements: You must be in good standing in order to participate in this event. All Local Union dues and WDA's must be paid.\*



# Upcoming Training Programs at the International Training Center in Las Vegas, NV

The Carpenters International Training Center (ITC) is a thriving monument to the Brotherhood's commitment to skills and productivity, and to building strength as a union and an industry partner.

Above all, the ITC is where we develop and train local trainers who deliver the most current craft-skills instruction to members at more than 200 centers around North America. The ITC supports the creation of new courses that meet contractors' evolving needs, and it is home to ongoing refinements in core courses such as interior systems; scaffolding; concrete formwork; commercial doors and hardware; gas and steam turbine installation and maintenance; and many others.



## 300 Hitters Program:

Building Leadership for a Strong Future

Our 300 Hitters program was developed by the UBC to give our journeymen a broader understanding of our union, the construction industry and our membership's role in shaping the future in the years ahead. This program is a once in a lifetime opportunity for members to tour our state-of-the-art International Training Center (ITC), meet other carpenters from all over the country, and most importantly, learn valuable skills they need to help build a stronger union.



## Collaborative Leadership:

Building Jobsite Leaders

This three-day program is designed to give jobsite supervisors the tools necessary to improve the overall jobsite, taking it from good to great. Today's leaders need an expanded repertoire of skills and a new mindset to succeed in the increasingly fast-paced, chaotic, and highly competitive industry. This calls for more collaborative-based leadership, and the creation of a partnership culture – one that can harness the knowledge and expertise of all stakeholders. This allows leaders to leverage everyone's best, and better compete.

## Superintendent Career Training:

Plan for the Future

The concept of the Superintendent Career Training (SCT) program is to closely integrate both the technical aspects of construction job site management and the personal/career development needs of the individual trainee. The Carpenters International Training Fund program utilizes a unique combination of classroom instruction, company-sponsored mentoring and on-the-job training to deliver skill training customized to the individual needs of the sponsoring contractor and the Superintendent/General Foreman trainee.

## NextLevel Journeymen Program

The Next Level Journeymen program is specifically for returning Journeymen who have exemplified the principles of the UBC Journeymen program. Participants should be members who have successfully completed the UBC Journeymen program and returned back to their job sites to make a measurable impact or stepped up in a leadership role at the Council level. This program is only open to returning Journeymen who have completed the UBC Journeymen program. (Must have completed 300 Hitters Program to be eligible)

## 3rd Year Apprentice Program:

Helping Build Our Industries

The Carpenters Training Center is partnering with the UBC to bring an Apprenticeship Training Program to our eligible apprentices. As the program is run entirely through the training center, you can get more information by contacting their front desk, 212-727-2224.





# 2018 NYC LABOR DAY PARADE



More pictures  
can be found at  
[www.flickr.com/nycdistrictcouncil](http://www.flickr.com/nycdistrictcouncil)











# 17th Annual Charity Softball Tournament



The NYC District Council's Annual Charity Softball Tournament and Family Picnic was once again a day filled with laughter, feasting, family, friends, and a number of tough innings of softball played. A returning champion took the crown this year, with the Donaldson Organization beating The Show in a hard-hitting and well-fought game. The runners-up were the Latino Club and the Hammers. EST Joseph Geiger, President Graham McHugh, and Vice President Michael Cavanaugh presented the Donaldson Organization with the first place trophy and The Show with the second place trophy.



"It's wonderful that you can enjoy a day with your family and see members from other locals."

- John Ward, Local 2287





"The food here is amazing, and it's awesome that we can get everybody together."

- Alberto Banos, Local 212



"The camaraderie here is great between all the people and the locals, but my favorite part is definitely the softball."

- Liz Wilson, Local 740





# Congratulations to all of our retirees.

## LOCAL 20

John Deteresa  
Glenn Larsen  
Jeff Olsen  
John Schad  
Leonard Vaccaro

## LOCAL 45

Russell Calkin  
Steven Chulbi  
Gary Giordano  
Cameron P Josiah  
Norris N Langaigle  
James Marshall  
Carlisle Paul  
Samuel N Pryce

## LOCAL 157

Michael J Atkinson  
Kenneth E Atz  
Franklin Auguste  
Andrew Avitabile  
William P Barry  
Edward H Befferman  
Edward Bernhardt  
Gerard G Burder  
Suriideo Bhageratty  
George Boenigk  
Kenneth Caprio  
Joseph Caravaglio  
Michael V Casserly  
Sean J Cassidy  
Roberto Castineiras  
Enrico Cataldi  
Anthony R Catapano  
Louis Cecala  
Ratcliffe H Christian  
Peter Ciancimino  
Carmine L Colarossi  
Michael J Connor  
Roger B Craft  
John Decanio  
Anthony M Daleo Jr  
Alfred M Dobler  
Patrick J Downey  
Joseph L Eramo  
Ricky Faillace  
Stewart A Farquhar  
Luis A Fernandes  
Ramon Figueroa  
Michael J Flynn  
Wesley W Fogarty  
Richard Fragiaco  
Brian A Freeman

Patrick J Freeman  
Gioacchino Gaudesi  
Samuel S George  
Michael D Giblin  
Oliver Givney  
John B Gomes  
Carl A Gonsalves-Barreiro  
Guy Greco  
David Gwynn  
Michael J Haller  
John F Hapst III  
Karl E Helgesen  
John Hobbesland  
John P Hurley  
Steven N Hutzel  
Daniel Jacobson  
Trevor C Johnson  
William Johnson  
Edward B Johnston  
Philip R Jude  
Wayne S Knott  
Marian Kolesar  
Ireneusz J Kolodziej  
Roger B Kraft  
Ladislav Krklec  
Kenneth R Lawrence  
James B Lynch  
Vito W Maffei  
James R Magee Jr  
Gino Magenta  
Martin G Maguire  
Lawrence Mandato  
Robert Marchak  
Edward C Martin  
Jeffrey Matesic  
Joseph M Matty  
Jerry M Mazzone  
Paul J McGrath  
Kevin McMullan  
John Meehan  
Joseph A Mongelli  
John Muscat  
Jan Myslinski  
Hector Nieves  
Patrick K O'Neill  
Julio C Ortiz  
Stephen L Palma  
Mieczyslaw Pawlowski  
Louis Peisel  
William R Pirk Jr  
Richard J Power  
Paul C Robbins  
Lucene Roberts  
Carl Russo

Frank A Sciulla  
John A Seltzer  
Grigory Shabashevich  
Thomas Silletti  
Lawrence F Sinisi  
Patrick Tehan  
John J Tasso  
Peter G Thornton  
Anthony Turchio  
Rubin L Wigfall  
Jozef Wos

## LOCAL 212

Patrick F Airall  
John Gittens  
Michael D Guerin  
Robert Horton  
Conrad A Joseph  
Brent A Miller  
Vittorio Nigro  
Frank O'Leary  
Alinton Stevens

## LOCAL 740

Frank Ippoliti  
James G Paterson  
John Picarello  
Angelo N Santaniello  
Richard Wengenroth

## LOCAL 926

Morris C Adams  
James J Asea  
Juan Canay  
Patrick J Derham  
Maurice Hairston  
Kenneth Hayes Jr  
Walter A Lisi  
Cecil R McKenzie  
Richard Palumbo  
Marko A Perez  
Louis Ruocco  
Wallace Sims  
Patrick Sutherland

## LOCAL 1556

James Allen  
Joseph Barbato Jr  
Kevin J Barcavage  
Eugene J Basile  
Oscar Bonnet  
Paul N Boudreau  
Dwayne Brancato  
Teddy Cernjul

Mark Ciliento  
Michael Cillo  
Kevin Conroy  
Kenneth Edick  
Peter A Erik  
Michael P Esposito  
Robert Esten  
Alfred Figueroa  
Gerald P Gibbons  
Martin Hanley  
Alan Heidenfelder  
Joseph J Iorri  
Michael Kozma  
John M Kresback  
Lawrence C Larson  
Salvatore Laurenza  
Domenick Luigini  
David Mirth  
Steve Pylyp  
Peter J Rice  
Kenneth R Roman  
Howard Smith  
Edward Soehngen  
Randall Toth  
Kenneth Woolley Jr

## LOCAL 2287

Joseph Barone  
Michael Florentino  
John Franke  
Warren R Hutchinson  
Anthony Manera  
John J Miloscio  
Steven Pedullo  
Desiderio Peralta  
Joseph K White  
Thomas J Wohlmaker

## LOCAL 2790

Bogdan Banach  
Errol C Brathwaite  
Errol Eastman  
Lorence K Hamlette Jr  
William L Liston  
Juan Medina  
Antonio N Patrizio



# In Memoriam

**We honor the following members for their dedication and service to the New York City and Vicinity District Council of Carpenters. Our sincere condolences to their families, friends, and those who worked with them.**

## **LOCAL 20**

Alberto M Ceja Cruz  
Raymond Peterson

## **LOCAL 45**

Richard Boyd  
Ralph Cirillo  
Joseph Dehner  
Julius J Diasparra  
Joseph Falco  
John Franklin  
Lawrence Harding  
Henry Hey  
Frank Insalaco  
Jack P Lambros  
Daniel Moore  
Steve Morelli  
Edward C Nolan  
John O'Shea  
Peter K Schneider  
Jasmohan Singh  
Edward F Sisko  
Glenn Tants  
James Ursini  
Walter Zezulinski

## **LOCAL 157**

Jaime Anderson  
Marco Andia  
Leroy F Anthony  
Percival C Boyd  
Roy Buxton  
Peter J Byrne  
Lewis Campbell  
Stephen P Capizzo  
Richard Carney  
Anthony Clarke  
Ouseley Crichlow  
Michael Cronin  
William J Cronin  
Daniel Dennehy  
Bernt Doble  
James Doherty  
Michael Dykeman  
John W Ewald  
Patrick Fitzgerald  
Raymond Fitzpatrick  
Theodore Frank  
Giuseppe Ganci  
Brian Gillan  
John Gilmartin

James Gleeson  
James Graves  
Arthur Guarnieri  
Samuel L Haynes  
Lawrence P Kelly  
Aidan J Kingston  
Zygmunt M Kruk  
Kenneth Landaas  
Paul J Landolfi  
Euclid A Levine  
Edward J Lynaugh  
William P Maher  
Joseph Marsich  
Stephen R Mastin  
Frank A Mazziotti  
William J McAdams  
Anthony T McDermott  
John P McGinnis  
Edward McIntyre  
William Meek  
Roberto Milla  
Jaspere Miranda  
Rudolph Mitchell  
John Moloney  
Francis J Mullen  
Michael E Nallen  
Desiderio Nappi  
Joseph Palmer  
William L Parmentier  
Alex Petrovsky  
John Picciotto  
Robert Pinto  
Enrique Ponce De Leon  
Michael A Quinn  
John Radovich  
Matthew E Smith  
Vincent F Sorbera  
Patrick J Stack  
Adam Stawski  
Michael Sullivan  
Alfred Svevar  
George S Talamas  
Ronald B Thelwell  
Felix Torres  
Collins Williams

## **LOCAL 926**

Kevin Bartholomew  
Vito Dellasperanza  
Richard Dicasoli  
Edward Farrell

Harvey F Hahn  
Kaarlo H Huttula  
Carl Lande  
Jens U Martinen  
Sydney O McIntosh  
Krzysztof Osuchowski  
Salvatore Perrone  
Manuel Ribeiro  
Chris Roerden  
Joseph Scales  
Eugene Signoretti  
Luis D Simancas  
Martin Treland  
Andro Tsamalahsvili

## **LOCAL 1556**

Santiago Canelo  
James Cirello  
Umberto Corra  
Ralph Danise  
Kenneth L Deluca  
Bacilio E Egoavil  
Eric P Esten  
John Fenton  
Robert Harmon  
Guies Hollar  
Leif K Johansen  
Charles Johnson  
Michael G Ollek  
Frank J Parzych  
James C Peterson  
Joseph C Patterson  
Odd Ribe  
Edward J Salsavage  
Michael Skarzynski  
Thomas Thorkildsen  
Harry J Walling  
Michael H Willis

## **LOCAL 2287**

Roy Bakke  
Peter Komiak  
Edmund G Langdon  
Ralph Luongo  
Julio Velez  
Otto Weil  
Robert K Woy

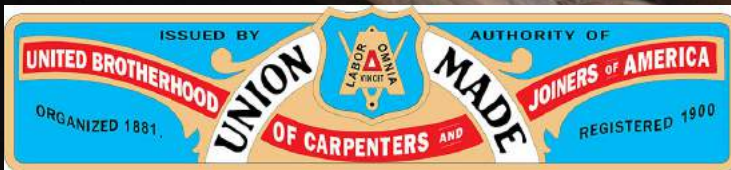
## **LOCAL 2790**

Evo F Agnetti  
Berstford Bernard

Edwin W Bruce  
Alejo Burgos-Rivera  
Angelo Casale  
Frank Criscione  
Vasilios Despotides  
Antonino Giannola  
Tomislav Gojdanic  
Louis Gutner  
Russel Hyacinth  
Josip Ivanov  
Edward Jones  
Mitchell R Joseph  
Paul Koehler  
David E Kornegay  
Martin Mermelstein  
Arnett T Richardson  
Angel F Ruiz  
Joseph W Sanon  
Alois Schimek  
Cleveland Smallwood  
Andres Suarez  
Domenic Trimboli  
Walter Zapletal



**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) 491-0926  
Local 1556 Timbermen & Dockbuilders - (212) 989-2284  
Local 2287 Floorcoverers - (212) 929-2940  
Local 2790 Shop & Industrial- (646) 490-3444

