



The Carpenter

NEW YORK CITY & VICINITY DISTRICT

COUNCIL OF CARPENTERS



WINTER 2023 | IN THIS ISSUE:

POLITICAL ACTION • FEATURED STORY: LAGUARDIA AIRPORT • JOBS AROUND TOWN •
QUILT OF MEMORIES • THE PROFESSOR

A Letter from our Executive Secretary-Treasurer

JOSEPH A. GEIGER

Brothers and sisters,
It's hard to imagine a year could go so fast, but here we are. As we enter the new year, I want to start by thanking you for your hard work and commitment to staying involved, especially over these last few months. I know times have been tough, but your commitment to this union has been appreciated.

While 2024 is forecasted to be slow for the construction industry, projects are starting that will help weather the storm and provide much needed job hours for our members. As I'm sure you have all heard, the Second Avenue Subway will finally begin. The federal government has pumped billions of dollars into the project, which will help make certain areas of Harlem transportation hubs instead of transportation deserts. There will be plenty of work opportunities leading to the start of the project. All the utilities will need to be relocated to make room for the new subway, and I'm confident the project will provide plenty of job hours for everyone looking to work.

Job hours aside, I want to remind everyone to get involved. Not just in your Local meetings (but make no mistake, you should get involved with your Locals) but also in the District Council. Whether that's by helping your fellow brothers and sisters at a union activity line or mentoring apprentices on the job site, we must all get involved.

There are a handful of members I have seen get involved with the District Council over the last few months, some of whom have even been highlighted in this magazine. I want to offer my sincere thanks to these members who took the time to share their stories. I hope everyone takes the time to read about them and gets inspired to RISE to the next level in our union.

While we're on the topic of getting involved and participating, I want to congratulate the six organizers and one Millwright Council Representative who has joined our team. They've hit the ground running for our council and I wish them well as they work to make our union STRONG.

We had a lot of incredibly qualified union brothers and sisters apply for the job, and I want to thank everyone who took the time to apply for the positions. I want everyone to know that there will be other opportunities at the District Council. Everyone goes through life at their own pace, so no one should be discouraged. Try again next time. But STAY INVOLVED. I cannot emphasize that enough.



Don't step back from being an upstanding union member. Everyone should have the mindset of "I'll just try again next time." The doors will open again so stay involved.

With that said, I encourage everyone to be on the lookout for several significant developments over the next few months. We expect a breakthrough in the 421a negotiations in 2024. We also remain hopeful that we will finally break into the affordable housing market. The truly affordable housing being pushed by city and state officials will help provide much needed housing in our city. That said, if we get into the affordable housing market, tons of jobs will be created for our members.

Lastly, I'm pleased to announce that thanks to the hard work of our political department, the Prevailing Wage bill has finally been passed! This bill will make Prevailing Wage a requirement on all jobs that receive city funding of at least \$1 million. Thanks to this bill, more work in New York City will go to our brothers and sisters. Slowly but surely, we are going to take back our market share!

I want to wish you all a happy holidays and new year with your loved ones. You've all worked especially hard this year, and while times may have been trying, you all stood firm and gave it all for our union.

In Solidarity,

Joseph A. Geiger

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Carpenter

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A Letter from our President

PAUL CAPURSO

There's no better way to start this than by thanking everyone for their outstanding work over the last few months. This last year may not have been a busy year by construction standards, but we still made the most of it and provided exceptional work and craftsmanship on the job sites.

I want to invite everyone to look towards the future now. As EST Joseph Geiger has said, 2024 may continue to be another slow year for construction projects. However, there will still be plenty of work opportunities to keep everyone employed in the interior systems and heavy construction industry.

On the interior side, I'm looking forward to the work that will be happening at the new Chase Headquarters at 270 Park Avenue and to the work at JFK Airport, which will be starting up. These two projects will provide much-needed job hours for our interior systems carpenters. Although we don't have a definitive number of job hours these projects will receive, they are estimated to provide tons of job hours for our membership.

Moving on to the heavy construction side, I'm hopeful we will see the start of the Champlain Hudson Valley Transmission Line project and the Brooklyn Marine Terminal. These two infrastructure projects will help our members greatly in 2024 and will be two of the year's most lucrative heavy construction projects. This work is all from the infrastructure bill passed by the federal government. Included is the Gateway Tunnel project, which has just started work. This is another large project that I think will be very helpful for our members on the heavy construction side.

While the outlook for 2024 may look slow, rest assured that leadership and staff at the District Council are doing everything within our power to obtain work for our members. We look at every project in our jurisdiction. We follow up on every lease in commercial real estate to identify potential projects. Unfortunately, there weren't a lot of substantial lease signings this year.

I want everyone to make sure that you're skilled for upcoming jobs. Take advantage of the Carpenters Training Center. Visit the website to check out new courses that they will be offering. We are in an ever-changing industry, so we are constantly adapting our training courses to reflect the available work opportunities. Be on the lookout for new classes launching soon such as Mass Timber courses and Geothermal training classes. These trainings will allow our members to participate in what will hopefully become a booming sector of our unionized construction industry.



On top of being prepared to work in 2024, make sure you get involved with the union. Show up at events, speak to your Local and see how you can help. If you're a shop steward, become more involved with supporting the projects the District Council tries to obtain in New York City. As stewards, you represent the council, and we need your support if we hope to grab more projects for our members. I'd also like to ask our seasoned members to be mindful of how good we have it. Complete medical and retirement at 55. A pension that's 95 percent funded. These were not easy things to obtain, and we fight every single day to keep things this way. To our seasoned, experienced members, try to spread the word on all this. Young apprentices should be educated on how good we have it. How else will the next generation be able to appreciate it?

With that, I want to wish you all a happy holidays. Enjoy the upcoming holidays with your loved ones and be thankful for what we have achieved. While 2024 may be a slow start, there's no one better equipped than the Carpenters to handle the coming year.

Fraternally yours,

A handwritten signature in black ink that reads "Paul Capurso". The signature is stylized with a large, looped "P" and a cursive "Capurso".

A Letter from our Vice President

DAVID CARABALLOSO

As we approach the end of the year, I would be irresponsible if I didn't thank all my fellow union brothers and sisters for their continued participation and steadfast involvement in our union.

I want to start by congratulating all our members who competed in the Qualifying Round of our Drywall Olympics. All the participating members performed efficiently and quickly. When reviewing everyone's project, from first place to last place, it was clear that any contractor would luck out to have any one of these members working on their job sites. When I attended Round Two in Pittsburgh, I saw the same skill level from all the contestants, especially our two competing contestants, Local 2287 Rich Olsen, and Local 45 Vinny Pistone. Both members made our Council proud and spoke to the superior training our members receive as members of the New York City District Council of Carpenters.

Now as we enter 2024, I know I will continue to see great involvement from all of you in our membership. However, in reflection of the last year, I have some things on my mind that I'd like to share.

As your Vice President, I have sat down with members to hear their concerns regarding our union. In a handful of these conversations, I've listened to misconceptions about our union that I believe we must correct. A common sentiment among certain members is that

the union is responsible for providing work for our membership. In truth, while the District Council does work relentlessly to find new work opportunities for our members, it is ultimately the responsibility of each member to acquire their work.

Our union is just that, a union. Its purpose is to collectively bargain and negotiate wages and benefits on behalf of our membership and provide training to make members competitive. As individual union brothers and sisters, everyone is responsible for requiring their work. We must also make sure that each of us has the skills and training to capitalize on work opportunities that come our way.

I cannot stress enough how crucial it is to continue to advance your skills by obtaining additional trainings from the Carpenters Training Center. In our industry, there are no second chances anymore. If you're dispatched to a job and don't have the required skills to complete the work, the contractor will look for someone else. For everyone to stay gainfully employed, please take advantage of our Training Center.

It can also be very beneficial to get certifications in areas that many of your fellow members don't yet possess. Concrete Formwork is a great example. Outside of the high-rise market, we have started seeing a decline in members having this skill. Contractors are constantly trying to find people with this skill, so having it can give you a leg up in our job market.



Having said that, I want to thank you all for the tremendous efforts made by everyone in the weeks leading up to Election Day at our GOTV events. It was terrific seeing so many members helping out at our events. It's vital that when we vote, we recognize how it's going to impact us. Voting is a very personal decision, but I hope everyone can think about how their votes may impact unionism. For me, it's my family's well-being and the future of our union.

I want to wish you and your loved one's a happy holidays and new year. I thank you all sincerely for your work and cooperation over the past year and look forward to seeing what we can accomplish together in 2024.

In Solidarity,

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 is asking you to fill out 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. But 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. Please help us comply with the EEOC by filling out the survey found here:

www.nycdistrictcouncil.com/eec-survey/

If you have any questions about the survey, please contact EEOSurvey@nycdistrictcouncil.org or Kristin Walker at (212) 366-3366.





District Council Employee Spotlight

Brian Spencer Jr.

Brian Spencer Jr. has been working with the NYC Carpenters union for well over 15 years. Starting as an intern in high school in the Benefit Funds, to a full-fledged employee in 2011, he worked his way up to being the Manager of his department. Find out how this one-time intern became the number two of the Agreements and Jurisdiction department!

> **Everyone's favorite question, Brian. Tell us about yourself. How did you find the Council?**

Well, I've been over at the District Council since 2015. But before that I worked in the Benefit Funds from 2011 to 2015 as a full-time employee. I actually started out as an intern in high school and continued as an intern when I would come from college on winter and summer breaks. When I graduated from college, I visited 395 Hudson to thank my old supervisors for all the experience they provided me. As luck would have it, a full-time position was open, and I applied. The rest is history.

> **How did you make the transition from the Benefit funds to the District Council?**

I enjoyed the work I did on the Benefit Funds side. I helped chase down companies for benefit payments and I chased down surety bonds, and other things of that nature. John Sheehy, who at the time was the Director of Jurisdiction at the District Council, took notice of me. He eventually broached the idea of bringing me over to work for him directly. I was up for the challenge and jumped at the offer. I applied and interviewed, and after several interviews I was offered a role in the District Council.

> **What does your day to day look like? You walk in at 7AM. What are you doing?**

First, the emails start at 5AM, so by the time I come in at 7AM I'm handling issues and getting up to speed on the issues at hand. Once that's taken care of, I have a steady combination of working

on departmental projects and Agreements related issues. I'll always spend a large portion of the day assisting members and Council Reps with contract-related matters. A great part of my job is that I get to be a resource to those out in the field. Now that I'm on the District Council side of things, I've been more on the ground level of contracts, seeing them from conceptualization to full agreements.

> **In your 15 years here, you must have met a lot of great mentors. Is there anyone specific you think really went above and beyond for you?**

Definitely John Sheehy and also his successor, the new Director of Contracts and Agreements, Eamonn Carey. Both of these men have been excellent people to learn from. They each possess a wealth of knowledge and neither of them ever shied away from sharing that knowledge. Sometimes people try and protect their knowledge. These two never did that, they only ever tried to teach me everything that they knew and I'm grateful to each of them for the time they took mentoring me and training me.

> **What's your favorite part of the job?**

The dynamic change that happens every day. Everyday there's a problem that needs solving, so thinking on the fly to solve the problem isn't just exciting, it's essential. There's never been a dull day in all my years here. Even as the new manager of my department, I'm still helping solve problems every day for the members. It really helps me value the work I do for the union.



Superheroes in Hard Hats

New York City is home to some of the finest heroes. From our police officers to our firefighters to our EMT's, New Yorkers know when emergency strikes, they have their backs. A group not often thought of in this category would be union carpenters. But in November, union carpenters Gary McKenna and Kevin Ortiz took off their toolbelts and put on their Superman capes to save the life of a tradesman in the Sheet Metal Workers union who had a heart attack while working on-site at High School 472 in Queens.

Both members work for Component Assembly Systems and underwent CPR training as part of their four-year apprenticeship program, but they never would have imagined they would be the ones to use it. Gary and Kevin quickly called for a medic while doing chest compressions. The medics arrived, and thankfully, the worker survived.

"I was right behind the person. I saw him fall over and thought he tripped. I ran over to make sure he was okay, but then I saw him lose consciousness. I laid him down and called for help. I started to perform CPR alongside Gary, and a female from another trade gave mouth-to-mouth resuscitation while we did chest compressions," says hero Kevin Ortiz, Local 157.

As for Gary McKenna, Local 157, he attributed his knowledge of the lifesaving maneuvers to his apprenticeship and his wife. "The Carpenters Training Center trained me, but in the moment, I wanted an experienced professional to see what I was doing. Luckily, my wife's a nurse, so I called her, and she helped guide everyone along in the life-saving process." Council Representative Phil Fiorentino thinks our members' actions highlight something that tends to be forgotten by people. "People always think the union is more skilled and efficient regarding work. But it's not just that. Union members are trained and certified in life-saving measures like CPR. We're trained for emergencies. That's a big difference between us and a nonunion workforce."

To honor our members' heroism, the project's general Contractor, Turner Construction, held a luncheon applauded Gary and Kevin for their actions. We couldn't be prouder of our fellow brothers for having the courage to jump in and save a life. We hope others follow these members' lead by enrolling in safety courses themselves so they can be prepared should tragedy strike. A list of current safety courses can be found online at our Carpenters Training website.



The Gift is in the Giving

The New York City & Vicinity District Council of Carpenters made Thanksgiving brighter by delivering warm meals and turkeys to families in need throughout New York City. With resources provided by CCA Metro, we distributed over 2,500 turkeys to communities across 19 turkey drive events in the five boroughs. These events were in partnership with a handful of New York's elected officials, but they would not have been possible with our members who came to volunteer at these events.

Giving back to underserved communities in NYC has always been fulfilling. With our turkey drives, we not only provided turkeys to thousands of families but also informed them about opportunities in the NYC Carpenters Union. Unions are still the best path for the middle class, and we fully believe more people should know of the opportunities and benefits of becoming a union carpenter.

"Uplifting the communities where we live and work is an essential part of being a union carpenter. I'm so proud of our members who continue to generously donate their time and resources to help families in need every holiday season," said Executive Secretary-Treasurer Joseph Geiger. "We are grateful to have this opportunity to give back to our community's. Every New York City family deserves a warm meal on Thanksgiving, and we're proud we can help bring joy to so many households across this holiday season."



The Mighty Union Marches On

Labor Day is meant to celebrate the people who helped build this great city: the union workers! And no celebration recognizes the accomplishments of working people better than the New York City Labor Day Parade! On Saturday, September 9th, NYC Carpenters Union brothers, sisters, and their loved ones came out to celebrate our hard work with union pride. The District Council provided street food while the Union's Pipe and Drum led our members along the parade route. A handful of elected officials present thanked us for our work, including Senate Majority Leader Chuck Schumer, who said, "There's a ton of Infrastructure work coming, and it's all going to be [explicative] 100 percent UNION!" It was great to hear firsthand about more work for our members.



Scan the QR code for more photos from the parade on our Flickr account!



Graduating to New Heights

On June 16th, 172 fourth-year apprentices gathered for the 2023 Apprentice Graduation at Marina Del Rey in the Bronx to celebrate the end of their apprenticeships and the beginning of the next phase of their careers as NYC Union Carpenters. Joining our graduates were their loved ones, their instructors from the Carpenters Training Center, e-board members from our nine locals, and even a handful of NY elected officials, including State Sen. Jamaal T. Bailey, Council Member Marjorie Velaquez, and Bronx Borough President Vanessa Gibson.

Kicking off the reception, our apprentices got the chance to introduce their loved ones to the instructors who helped shape them into the union members they are today. It truly captured our instructors' impact on our apprentices. After a special presentation of the National Anthem sung by a local Bronx high school student and accompanied by traditional African drumming, graduates heard remarks from the politicians from the Bronx in attendance. Each commended the graduates on their dedication over the last four years, despite a pandemic that considerably shifted a portion of their education. Bronx Borough President Vanessa Gibson brought down the house with an incredible unrehearsed speech praising the graduates for being the future of the trade to build the Bronx. She gained major street cred by giving impromptu shout outs to all nine individual locals.

NYC Carpenters Training Center director Jim Hayes handed out the Golden Hammer awards to the first-place winners of the recent Apprenticeship Open House. While Jim has attended numerous Apprentice Graduations, this one marked his first in his new role. Before passing off the mic, Jim expressed his admiration for the graduates for their excellent work throughout their apprenticeship and he thanked them for making his transition so seamless.

EST Joe Geiger also took the stage to congratulate the graduates. After wishing them well in their careers as the next generation of union carpenters, he took the time to remind the graduates to seek knowledge from more experienced members and implored the graduates to build their skills by taking classes offered at the Carpenters Training Center to further their careers.

On behalf of the District Council of Carpenters and Carpenters Training Center, we thank everyone who came to celebrate and look forward to seeing the iconic structures these new journey people go on to accomplish!



Drywall Olympics

In August, the heat was on blast in New York City, not only from record heat waves but from the competition between our contestants at the 2023 Drywall-Floorcovering Olympics! Kicking off with the Qualifying Round on August 9th, our top drywall members and floorcovering members strapped on their tool belts and took part in the first round of this competition.

Vincent Pistone (Donaldson Organization, Local 45), Chris Sommesse (Local 20, Commodore Construction), and Omar Estevez (Local 45, Cord Contracting) took part in round one for drywall. Over on the floor laying side, we had five contestants representing Local 2287: Rich Olsen (Consolidated Carpet), Donnie Shook (Elite Floors), Patrick Brosnan (Sherland and Farrington), Moise Jason Afnaime (Pyramid Flooring), and Mark Demicco (MGM Flooring). Our contestants were highly recommended by our signatory contractors and had reputations of being the best of the best in their respective companies. There was a lot at stake and the members definitely brought their game face for a chance at cash prizes, tool prizes, advancement to the second round of the Olympics, and bragging rights on the job site. From the start of the contest, it was clear there would be no front-runner. All contestants worked efficiently and moved quickly to get the projects completed.



Despite all contestants being talented craftsmen, a winner for each had to be decided.



For the drywall side, Vinny Pistone was chosen as the winner for his skill and speed of completion. Over on the floorcovering side, Rich Olsen was selected as the winner as his project was deemed “perfect” by judges and audience members. Both members received cash prizes and advancement to Round Two of the contests in Pittsburgh at the Eastern Atlantic States Regional Council’s Training Center on Saturday, September 9th, 2023.

Both our members competed and brought their ‘A’-game to the contest. Unfortunately, Vinny Pistone was eliminated, as was Rich Olsen. Vinny completed his work but was eliminated in a tough but fair competition. As for Rich, while his project was top of the line compared to his peers, he was also eliminated. Unfortunately, the rules made the criteria time-based, not performance-based. While Olsen’s work was excellent, he used most of the allotted time perfecting his project, which resulted in penalties during the judging process that ultimately caused him to be eliminated.

Regardless of the outcome, both our members are winners, and we could not be prouder of them for their work and for taking the time out of their lives to compete in this contest. They made the District Council and their locals, companies, and fellow brothers and sisters proud.

Par for the Course

On Friday, August 11th the New York City District Council of Carpenters hosted its 8th annual charity golf tournament to raise funds for Jared Allen's Homes for Wounded Warriors (JAH4WW). NYC Union carpenters raised \$375,000 for the organization, which builds and remodels universally accessible homes for injured U.S. veterans to live as independently as possible when they return from their tour of duty.

The event was held at Crystal Springs Resort in New Jersey and received a great turnout of supporters from across the construction trades, as well as military veterans and sports figures. At the event, Staff Sergeant Brent Nadjadi and Corporal Paul Skarinka, two wounded warriors who have had homes built for them by union carpenters, spoke on how having an accessible home has impacted their lives.

The union's partnership with JAH4WW is especially important because of the large number of veterans we have in our membership. That's why we remain committed to supporting returning service members both within our membership and throughout the country.

Since 2015, our golf outing has raised \$1.9 million thanks to our generous donors.



Staff Sergeant Brent Nadjadi



Corporal Paul Skarinka and family



Staff Sergeant Brent Nadjadi and family



Staff Sergeant Brent Nadjadi and Corporal Paul Skarinka



LOCAL 157 RASHAD MERCHANT-BEY

Rashad Merchant-Bey is an up-and-coming 3rd-year apprentice in Local 157, a veteran, and an alumnus of Helmets to Hardhats, but he started as just a kid in Harlem with big dreams of following in his father's footsteps. Read his story to learn how this Marine became a union carpenter!



> **As a union carpenter, there's a stark difference between this career and your old one as a Marine. Tell us about your journey that helped you get here.**

Well, I was in the Marine Corps for four years. I'm a very hands-on person, so I did well in the Marines, and it helped me realize I didn't see myself in a career sitting behind a desk when my time in the Marines ended. My dad is also a union carpenter in Local 157, and from seeing the opportunity and life it gave him, I thought it would be a perfect career for me. Once I decided to become a union carpenter, I got to work right away. I didn't want to waste any time. I joined through Helmets to Hardhats. It was a seamless process. When they asked what I was interested in doing, I said I wanted to be a union carpenter in New York. I had no second or third options. I started the whole process two months before my tour in the military ended, and within two months of coming home, I was accepted into the apprenticeship program.

> **How did it feel when you became an apprentice? Was it everything you thought it would be?**

It felt amazing. I had a trajectory for my life, and like the military, I knew I was part of a brotherhood again. Growing up, my dad

would always take me to the union events -- Softball Tournament, Labor Day Parades, local family outings, etc. I used to be there as his son. Now, I'm there as a member and as a union brother. The feeling of being a part of this is the best.

> **Once the initial feeling of being a member wore off, were there any challenges?**

Of course. For starters, I wasn't a people person when I joined. But in this brotherhood, you must mold yourself into a people person to succeed. In this union, everybody is there for each other. I have a lot of people in my company, and they take the time to mentor me through my apprenticeship. They show me the best ways to do things and tricks of the trade, and they have my back.. The mentors I found in our community are great, from forepersons to journey people to older apprentices. Everyone just wants to help others succeed.

||| "In this industry, you have the means to provide for your family. All you have to do is go to work, give it your all, and you'll be fine."

> **Would you encourage others to join the union?**

Yes, without a doubt, yes! The brotherhood aspect of the union is great and it's for everyone, by the way. Black, white, female, or male, everyone is welcome. On top of the community, you get to be part of, you also will be paid fairly and have the means to provide for your family.

> **Can you speak more about providing for your family?**

A lot of people out there want to provide for their families, but it's not that simple. Most people can't do that on one income. In this union, you can! I have two kids, a wife, a three-bedroom apartment in the Bronx, and a brand-new vehicle. If I can afford all this alone, it shows how well union carpenters are compensated. In this industry, you have the means to provide for your family. All you have to do is go to work, give it your all, and you'll be fine.

> **Where do you see yourself in five or ten years?**

Most people will laugh, but I hope to be a foreman for one of our signatory contractors in ten years. It's ambitious, but I'm giving it my all. It can't hurt to try!

LOCAL 1556 JENNA IANNIELLI

From military police officer to Local 1556 Commercial Diver with Offshore Wind, Jenna Iannielli has been at the forefront of it all. Read about how this former service member became the first female Offshore Wind foreperson in Local 1556 history!

- > **I think the first question on everyone's mind is how did you wind up stationed at an Offshore Wind plant? What made you decide to pursue that line of work? Surely there are plenty of work opportunities closer to home?**

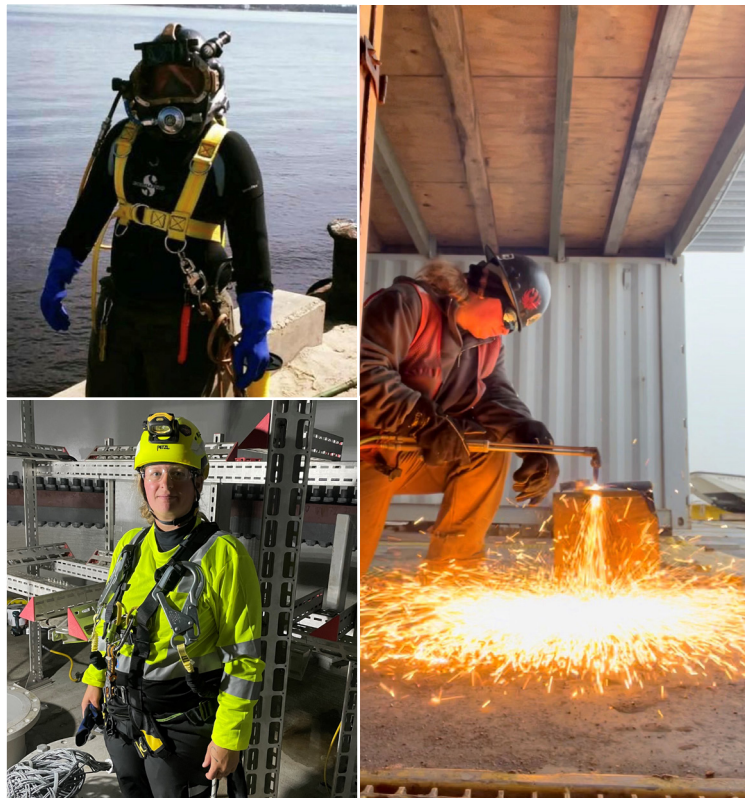
You're right about that. I had plenty of work opportunities closer to home in New Jersey. But when the union started recruiting my fellow brothers and sisters for this Offshore Wind work, I jumped! This work will lead to cleaner energy sources, and working here makes an enormous difference.

- > **Okay, and what made you decide to become a dockbuilder in the first place?**

When I graduated high school, I worked in construction for a little while. I loved it, but I felt a powerful desire to serve my country. Temptation gave in, and before I knew it, I was deployed to Germany as a military police officer. A few years later, when I got out, I missed the joy I got from working construction. I loved watching the projects I worked on being built from start to finish. I was chasing that sense of accomplishment I used to feel. I had a friend who was a commercial diver, and his experiences helped spark my interest. I knew this was the field I wanted to pursue, and I used my G.I. Bill to go to commercial diving school. I received my diving diploma from Divers Academy International and immediately started my commercial diving and dockbuilder career!

- > **Did you always work on union diving projects?**

It's funny you ask that. My first job when I got my diving diploma was nonunion. I didn't know the differences between union and nonunion sites. I worked at the nonunion site for a few months and earned next to nothing. Even worse, I received no health benefits, safety training, or opportunities for continued education. I realized I wouldn't get the education or experiences I needed working nonunion, let alone the salary and benefits I deserved. When the opportunity arose to join Local 1556, I jumped at it!



- > **The number of divers in Local 1556 is small, and the number of female divers is even smaller. How has it felt being a female diver in what some would call a male dominated field?**

When I first started working in the union, I might as well have been working in a man's world. But that was nine years ago. Today, things are different. Over the last nine years I've seen more and more females join the union. This is a result of the union increasing recruitment of females. I can say in my own experience, this is a union for everyone. Everyone can succeed here; all you need to do is come ready to work.

- > **What are you most proud of in your career?**

There's a lot that this union has given me to be proud of, but number one on the list is being the first Offshore Wind female foreman in Local 1556! That's a dream I never imagined, but through my hard work, I made it a reality! It shows just how far I've come thanks to this union's mentors. I started as an inexperienced female and look at me now! The sky is my limit in Local 1556, and I'm excited to see what I accomplish next!

“I can say in my own experience, this is a union for everyone. Everyone can succeed here; all you need to do is come ready to work.”

LOCAL 740 PATRICK FRANCOIS BENOT

Before becoming a proud union man, Patrick Francois Benot was an electrician in the United States Navy. He was responsible for rewinding the electric generator on a submarine tender, which carries food, fuel, torpedoes, and other supplies, as well as maintenance equipment and personnel to submarines deep at sea.

After returning from service, it's no surprise that Patrick's path led him to become a union millwright in Local 740. He was ready and primed to have a successful career building and repairing generators, turbines, conveyors, and machines on worksites in New York City and across the country.

"I came out of the Navy when I was 23, and when I was 25 or 26, a friend of the family who was a union millwright asked me what I was doing with my life," said Patrick.

At that point, Patrick was just scraping by trying to make ends meet doing odd jobs, including general carpentry for people and house painting. Then, a stroke of luck came Patrick's way that would change his life forever.

"Mr. Campbell, our family friend said, 'You wanna be a millwright and work on machines and make a good living?'. I wasn't even sure what a millwright was at the time, but I took him up on the offer and gave it a go. That decision certainly worked out nice for me and my family and started me on my 37 years as a Millwright."

While there were a lot of highs, those 37 years were not without challenges. Ask any old timer in the union who has been around for a few decades, and they will tell you that the construction industry has its ups and downs. That's the nature of the beast. There are construction booms and construction lulls and being able to navigate the ebb

and flow of construction is what makes a long, prosperous career for a millwright that will pay off in the end.

Throughout it all, his saving grace was his wife, Diane Benot, whom he married in 1976—the year of America's Bicentennial and the 200th anniversary of the Declaration of Independence. It was a momentous year of celebration for the United States and the beginning of a beautiful life for Patrick and Diane.

In the late 1970s, New York City was plagued by severe economic and political troubles like nothing New Yorkers experienced previously. People were dancing to disco, but the working-class was singing the blues.

Sometimes it takes grace, grit, and determination to navigate the rougher waters. The truth is, when Patrick started out as a high precision craftsman installing, dismantling, repairing, reassembling, and moving machinery in factories, power plants, and construction sites, the construction industry in the city was experiencing a downturn.

While Patrick was a hardworking man and had many years of working 60-70 hours a week making good money, there were slower times. To provide for his family, Patrick would travel to other states for union Millwright work. "I had to travel to different places sometimes—Chicago, Charleston, and Key West, to name just a few."

Diane was his rock and held the fort down while Patrick journeyed out to jobs in different states for months at a time.

"Our son was only nine years old, and he was waiting for a liver transplant," said Diane. "When we got the call that a liver was ready, Patrick was working in Harrisburg, Pennsylvania and I was here in New York. It was difficult for me to go through those times without him home, while I cared for a



Patrick and his Family



Patrick with his wife Diane

sick child, and four other children. Thankfully, it all worked out for the better.”

Back then, both Patrick and Diane were thankful for the benefits the union provided—medical and otherwise. And today they are reaping the rewards of Patrick’s longtime career in the union. “We have our medical coverage, pension, and annuity, so that was a good double savings that we put aside over the years. I made good money so Diane did not have to work, and she was able to take care of the house and the kids. Now, we are enjoying our retirement at our nice farmhouse in Bellmore,” said Patrick.

They say that beside a strong man is an equally strong woman. And that is true of Diane. All these years later, Diane continues to stand by Patrick. Ten years ago, Patrick was diagnosed with throat cancer. After a year of treatment, he was given a clean bill of health until two years ago when he was diagnosed with lung cancer. Since that time, Patrick has been going through chemotherapy.

“There are a lot of memories over the years. My 37 years in the union was a big part of our lives,”

As a result of the treatment, Patrick has lost some weight—about 40 pounds. “His pants were falling off him,” said Diane. To make way for clothes that fit him, Patrick and Diane cleaned out his closet and took an unexpected trip down Memory Lane. Patrick pulled out one union shirt after another. Repeatedly, he said, “I can’t give that away.” Together, they began to see how integral his career in the

union had been in their lives. In total, he pulled out 24 shirts that reminded them both of all of places he worked during his career in the union, including Indian Point and other places around the states. “There are a lot of memories over the years. The union was a big part of our lives,” said Patrick.

Diane couldn’t bring herself to give them away. Those shirts represented their entire life together. To honor her strong and reliable husband, the father of her children, and his union legacy, she knew the best thing to do would be to make something out of them rather than having them end up on a rack in a thrift store.

This past June, on Father’s Day, Diane, along with their five children and grandchildren, surprised Patrick with a handmade quilt made from the salvaged union shirts. “It’s beautiful. It really was a very good surprise,” said Patrick.

Woven into the threads of the blanket among the graphics of American flags, bald eagles, the Twin Towers, the carpentry tools, and union logos were 37 years of memories, sacrifices, achievements, and love for his union.



Patrick Benot and his loved ones



Patrick in the field



Patrick and his quilt of memories

LOCAL 157 JIMMY GAINES



Jimmy Gaines always excelled in school, especially in mathematics. Despite his initial desire to pursue higher education when graduating from high school in 1980, he chose to forgo an opportunity to attend Manhattan College and instead enter the world of union construction.

It's not so far-fetched when you think about it. Every building you spend time in--schools, libraries, stores, movie theaters, and even your favorite restaurant--is the product of mathematical principles applied to design and construction.

His decision was also a very personal one. Growing up in a single family-household, the money he could make on his tools was hands down more than what he would have made if he had gone to college then. "I wanted to ease the financial burdens on my mother, so I looked to a career in the trades." For Jim, building a career in a blue-collar industry rather than a white-collar industry literally paid off.

While it's true that the NYC Carpenters Union provided Jimmy with an open door to a fruitful career, it was his tenacity, determination, and brain that helped him succeed along the way. After gaining a foundation of skills in union carpentry, Jimmy decided to take the next step in his career. He scored high on the civil service exams and successfully made the jump to become a city carpenter. "I finished in the top five percent of the civil service examinations, and I've been a city carpenter for just about thirty-three years."

Ask any member who has been in the industry for a few decades, and you will be sure to hear that construction ebbs and flows. Sometime there are construction booms and at other times there are construction declines. Just as Jim started to love working as a city carpenter, construction came to a halt in 1991. The massive shutdown of construction resulted in him being laid off from his civil service job. With no available work in the field, Jimmy knew he had to build on his natural abilities and skills and take steps to provide for his family.

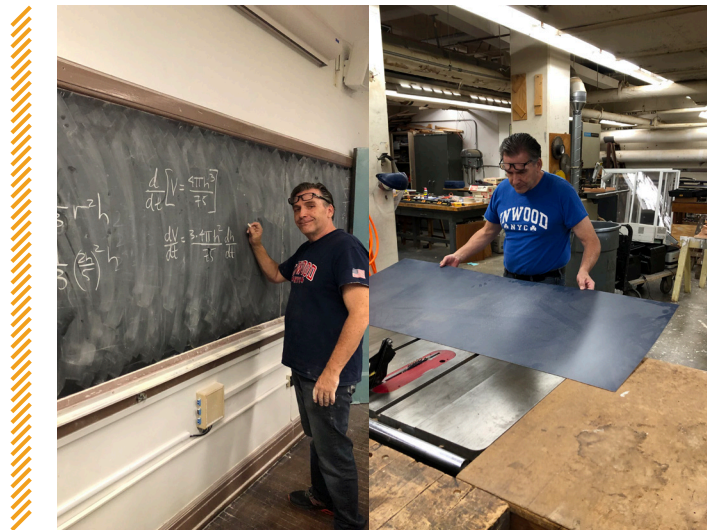
"My wife was pregnant, and there wasn't work. I knew that with a wife and kids, I had to be prepared. I always loved school, so I figured I could try to be a teacher if I were ever out of work again. The first step to that was getting a college degree. That's how I found Lehman College."

While he remained hopeful that things would pick up (and they did indeed pick up with several construction booms over the years since), Jimmy pulled on his love of mathematics, and he was accepted to Lehman College in 1995.

College wasn't easy, but he knew that he had to pull out all the stops. By that time, the industry had picked up and Jim worked full-time for the city during the day and took classes full-time at night. He did that while being a devoted husband and father to his children. Jim credits his wife, Sonnia, with helping him see it through.

"Looking back, I know I only made it thanks to my wife. She was with me every step of the way. I never would have made it out of undergrad without her. We're married 33 years and now have eight children together, one of whom is a union carpenter himself. She's the reason I did it all. I could never stress how grateful I am to her for everything, and I mean everything."

In 2002, Jim completed his bachelor's degree. Not long after, he started a new civil service carpenter job at none other than Lehman College. The school where he completed his degree was now his new place of employment where he taught night classes. As fate would have it, Lehman College had a program that allowed staff to obtain degrees on the college's dime. When Jim felt the time was right for him to get his master's degree, Lehman covered it entirely. Since completing his masters in 2013, Jimmy has remained a member of the Lehman College math faculty.





"At first, people are always surprised when they find out I teach college math or when my students find out I'm a union carpenter during the day. I usually start the semester by telling my students that my evil twin brother is the carpenter at Lehman. But the students all realized I'm the carpenter early on. I'll be teaching, and the stick ruler is hanging out of my pants, or they'll see me doing repairs on the campus during the day."

As a professor, Jim teaches calculus courses at Lehman and now he also teaches part-time mathematics courses at Iona College. Despite his love for teaching, he quickly added that he still loves carpentry. "I love them both. I'm blessed I don't have to choose one. I'm a union carpenter by day and a professor by night!"

"I love them both. I'm blessed I don't have to choose one. I'm a union carpenter by day and a professor by night!"

Jimmy's love for his career isn't a one-way street. He is equally liked by his students and the faculty at Lehman. He's become so well respected that this past June, at their Commencement ceremony, he was awarded the title of "Teacher of the Year."

"It was awesome! I didn't even know I was nominated. Then, my boss called me one day and said I needed to come in and speak to him. I started thinking I did something wrong. The next thing he tells me is I was chosen. Oh my god, can you believe that? I was surprised because it's a large school with so many talented faculty, but I was deeply honored."

Although Jim has been truly fortunate in his dual careers, that doesn't mean his decades in the union weren't without struggle. In Jim's first few years as a carpenter, he was candid about the struggles he experienced with a debilitating drug and alcohol addiction. Thankfully, the union was there for him.

"I needed help, and the carpenter's union got me that help. They found me excellent drug and alcohol counseling. The coverage they provided was outstanding. I have been sober since June 25th, 1989, and I'm eternally grateful to the union for that. Take me at my words: the carpenters union is awesome!"

Jim is now in his early sixties with over 40 years of work under his toolbelt, and no plans to retire anytime soon. In five or ten years, he still sees himself at Lehman College doing what he loves "I want to do what I love and that's being a union carpenter by day and a professor by night."



The Sisters in the Brotherhood are making their mark and there's no stopping their progress anytime soon!

It's been a great few months for our Sisters in the Brotherhood. The group is still laser-focused on increasing the percentage of females in the union and they look forward to recruiting more females to join our union. That said, the Sisters are focusing now on getting their current sisters more involved in the union while also helping uplift them in a variety of ways. From getting involved in fun events to attending conferences and rebuilding community gardens, this group is taking the steps to immerse themselves in all aspects of the union.

Back in August, the SIB held their Inaugural Tradeswoman Collective BBQ. The event marked the first in what will be an annual event for the group. Although they've hosted BBQs, this is the first one where female groups from other union trades were included. Despite the rain, the SIBs had a blast and are already planning for next year's BBQ!

Riding high from their BBQ, the group was given stellar news when they found out they would be the recipients of a small grant designed to increase female retention in the trades. The grant was from Workforce Development Institute (WDI). The organization is committed to uplifting New York's workforce. The grant was worth \$8,000 and allowed sixteen sisters to obtain SWAC cards, making it easier to work on the many infrastructure projects coming our way such as JFK Airport, where SWAC cards are essential to get on-site.

August also saw a handful of Sisters attend the 2024 GOTV conference at the International Carpenters Training Center in Las Vegas. Six of the Sisters were selected to participate. Three days of immersive seminars

and workshops taught them the importance of ensuring union-friendly candidates are elected to office to help provide good-paying jobs for themselves and their fellow union members.

In early December, our Sisters attended the Women Build Nations Conference in Washington, DC. The conference is an annual tradeswoman event for females in all trades. It can be very beneficial for Sisters in our brotherhood to attend because the conference helps members find purpose within their trade as well as allows them to network with other females across the trades. Many speakers at the conference were female union leaders, apprentice coordinators, and more. It's important for our Sisters to see that the opportunities for them in our union truly are endless. It's our hope that after attending the conference, these Sisters will try and move into leadership roles themselves. Whether that be in their local unions, community boards, or other areas, we're confident they left the conference with the desire to do more in the union.

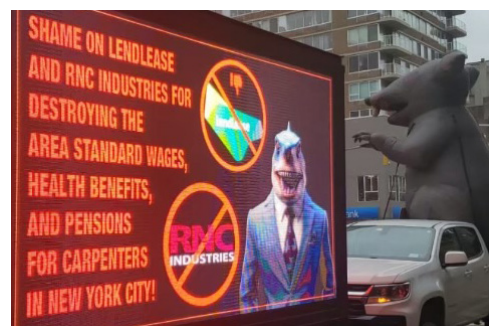
This year, many of our Sisters have also been regularly volunteering their carpentry skills in the community. Over the Spring, handful of our sisters helped their fellow union brothers and volunteered at the Ujamaa Northeast Community Garden. Working across several weekends, they helped build a new gazebo along with other much needed renovations.

In keeping with the solidarity values the Sisters in the Brotherhood embody, the group hosted a pre-Thanksgiving dinner for any Sisters who might not have a place to spend Thanksgiving this year.



Besides being a bonding activity for the Sisters to get together outside of work, this event helps remind us of the true purpose of the sisters in the Brotherhood: uplifting and supporting each other. The Sisters actively worked to ensure that no member had to spend the holiday alone. All female members are encouraged to attend these events to get to know their fellow sisters in the brotherhood.

Any female looking to join the Sisters in the Brotherhood can contact Chairwoman Caridad Castro at ccastro@nycdccc.org.



"Helping to organize work opportunities for our membership has always driven the team in our Area Standards department."

Helping to organize work opportunities for our membership has always driven the team in our Area Standards department. Manager Mike Piccirillo has led the crew for the past six months and has been adapting to a drastically changing industry. "When I started in the department, organizing was a lot simpler. Today, we're competing with contractors and developers who will do anything to cheat the system and avoid paying Area Standards wages. That means we have to step it up. It's important to be proactive when looking for upcoming jobs."

The first step the team needed to take was to grow their department. In the last two years, a handful of Area Standards Reps retired. This created a crucial need for motivated carpenters to come on board for the department. After going through many qualified candidates in organizing focused interviews, the department was proud to bring on six new Area Standards Reps.

As skilled as their members were on the job site, they quickly realized they had much to learn about organizing if they would turn jobs. Thankfully, the seasoned representatives in the department were ready to help train their fellow team members. After getting acclimated with the various methods and tactics utilized by the crew, the six new organizers "hit the ground running."

Organizing is complex, but based on the record turns over the last few months, it's clear our Area Standards team knows what they're doing! Tons of turns have happened over the previous few months. These turns will help provide thousands of job hours to our membership once the projects start. Some turns include 390 Park Avenue, 435 Hudson Street, and 2795 Richmond Avenue in Staten Island, which resulted from the injection of worker power in the department.

All members are encouraged to stay up to date with the activities of the Area Standards department and help in whatever way they can. Participate in union activity efforts, reshare our materials across social media, and provide tips to the Area Standards Hotline at 212-366-3311. All this info will help us turn jobs.

Is construction slow in the five boroughs?

WE don't think so!

Just look at all the photos of our Jobs Around Town. There are projects all over, especially in the outer boroughs! From a new Digester Plant in the Bronx to much-needed infrastructure repairs on the Staten Island Expressway, and our annual tradition of getting the Rockefeller Christmas Tree ready, our members are keeping this city a UNION city. Take a look at the impressive projects our members are building.

**BUILD IT SAFE. BUILD IT STRONG.
BUILD IT UNION!**



Carpenters perform structural repairs at Throgs Neck Bridge

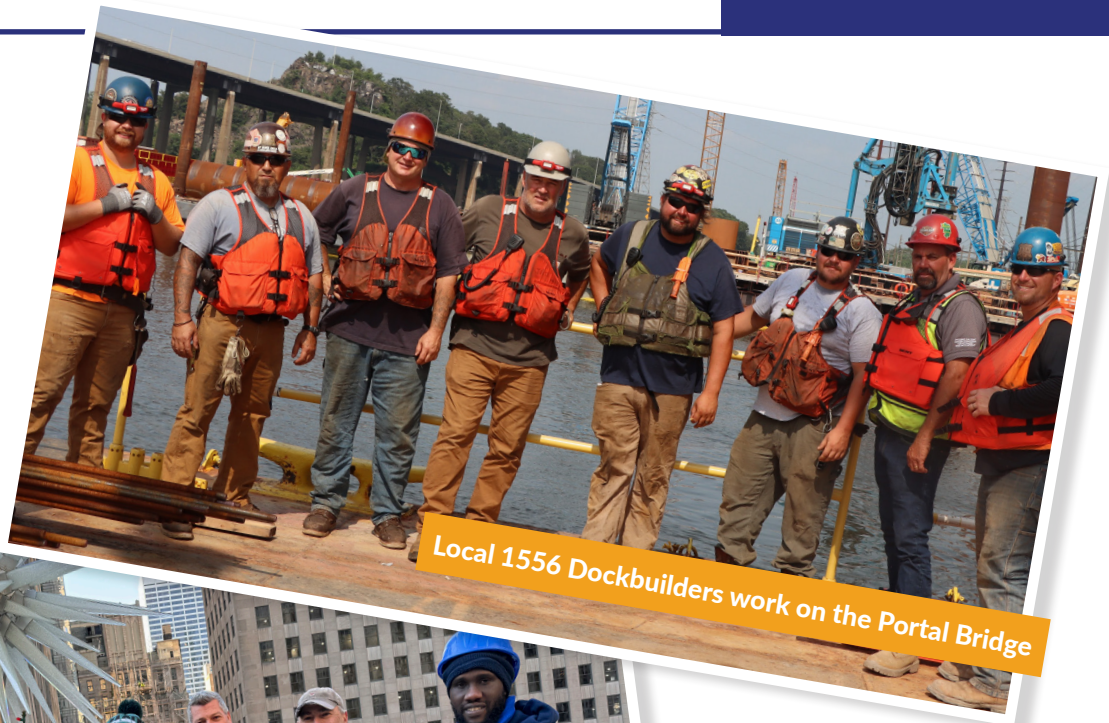
Stephanie Rosario, Local 45,
works on complete replacement of the Staten
Island Expressway overpass



Carpenters work on locker rooms and
suites at Madison Square Garden



Mass Timber SUNY Maritime



Local 1556 Dockbuilders work on the Portal Bridge



Carpenters erect Rockefeller Christmas Tree



Members build foundation for new school P.S.12R in Staten Island



Carpenters erect Bronx Digestor Plant

Up, Up, and Away at LaGuardia Airport!

Planes. You would be hard-pressed to find someone who hasn't seen a plane or taken a trip on one from childhood toys to adult vacations, they are what dreams and memories are made of.

For close to 170 union carpenters at LaGuardia Airport in Flushing, Queens, watching hundreds of flights depart and arrive each day is part of the daily grind, yet it's still something pretty special to witness while building the airport of the 21st century and beyond.

The massive project has blessed the District Council with much-needed job hours for our membership and benefit funds. All trades under the District Council are employed here, from our interior systems carpenters to our Local 1556 dockbuilders and timbermen. Our dockbuilders drove thousands and thousands of piles for the airport, while our timbermen ran utility lines alongside them.

Our Local 2287 floorcoverers are working alongside them, installing a wide array of flooring across the airport. Local 740 millwrights were heavily involved in Phase One of the project erecting all the airport's new baggage carriers.

While our specialty brothers and sisters have been busy, we are thankful to be able to say the same for our heavy carpenters and interior systems carpenters. On the heavy construction side, our members are actively working to construct a new parking garage on site. On the interior side, our members are working on renovations for the ceilings and walls of the Delta Airline Terminal. Our members can also be seen doing the panel work on the exterior of the building.

Our members were also a part of the construction work for the new Chase Sapphire Lounge being built inside the Delta Terminal. The lounge has some extraordinary finish woodwork that shows just what our members can do.

Council Representative Philip Fiorentino of Local 45 has overseen the project since its inception in 2018. He has seen many of our members come through the site and had this to say about the work:

“I think the NYC Carpenters Union has shown the superior craftsmanship and skill that our union possesses. We've done so much in the little allotted time, and I'm honored to witness it all.”

While our members on the project are the driving force behind the quality of work, credit is also due to the subcontractors pushing this project towards the finish line. They are American Wood Installers, Cord Contracting, Ink Contracting, Commodore Construction Corp, Component Assembly Systems, Curtis Partition Corp, Eastern Millwork Incorporated, EDA, Ferreira, Long Island Metro Builders, Long Island Concrete Incorporated, Modernfold/Styles Inc, Pristine Services Incorporated, and Urban Foundation. Working diligently under general contractor Turner, these subcontractors have helped keep our members gainfully employed and deserve our thanks.

LaGuardia Airport is scheduled to wrap construction in three to four years and union carpenters continue to build New York's best.



Check out the amazing work our members are doing at LaGuardia Airport!



Political Action

We've said it before and we'll say it again: the District Council of Carpenters has proven itself to be a political powerhouse, and this Summer and Fall were no exception. We had countless legislative wins in the City Council and the State Legislature and won the majority of the races we were involved in throughout the June Primary and November General Elections. Here's a look into what we've been up to:

Legislation

This Summer, we happily shared that the Wage Theft Accountability Act, one of our main legislative goals this past year, was passed with overwhelming support in The State Legislature. We are proud to share now that Governor Kathy Hochul signed the bill into law to celebrate Labor Day. The law, which went into effect immediately, makes wage theft a felony larceny offense, sending a clear message to unethical developers: wage theft is a crime, not the cost of doing business. We were proud to work closely with the bill's Sponsor, Assembly Member Catalina Cruz, to sponsor and champion this critical bill, as well as Attorney General Tish James and all five District Attorneys. Our high-profile campaign to get this bill passed included a massive rally on Tax Fraud Day of Action featuring Brooklyn District Attorney Eric Gonzalez and Bronx District Attorney Darcel Clark, as well as an op-ed from EST Geiger, Attorney General James, District Attorney Alvin Bragg, and Assembly Member Cruz published upon the bill's signing.

Since the bill went into effect immediately, we have been continuing our work with the District Attorneys in order to bring new cases against unscrupulous developers. This pivotal legislation is perhaps the most important legislative step we've taken to crack down on wage theft, and we're so excited to have this new tool to get justice for hardworking New Yorkers.



Carpenters RISE

We can now say that because of all of your help, the District Council of Carpenters has continued our electoral wins by achieving a 98% success rate in the November Election. We endorsed 44 Candidates running for City Council and 2 running for District Attorney. Out of these 46 endorsements, 45 won. Within this year's slate, 16 were in close races and one was in a vacant seat, and we held 54 political actions with 4,680 members volunteering to get out the vote for these candidates committed to standing up for Carpenters issues. Not only did you make sure to get boots on the ground, but we also had over 100 members participate in our endorsement screenings where we interviewed candidates seeking our endorsement. These screenings are an invaluable opportunity for our members to speak directly to their representatives and ask them about how they will support labor if elected.

We're so proud of the active involvement we've been able to maintain since launching RISE, and we're not slowing down. With another legislative session and more elections coming up, there are more opportunities than ever to engage with the Carpenters RISE program.

If you want to participate in endorsement screenings, conferences, and other activities, please contact Megan Wylie at mwylye@nycdistrictcouncil.org





WHY WE DO POLITICAL ACTION

Billions of taxpayer dollars are spent every year in NY on construction and nonunion developers spend millions of dollars to steal our work. **It's up to elected officials to stand with us to keep major developments union.**

By showing up today you're building political power for the union. Remember Political Power = More Work Hours.

HOW IT'S WORKING

Kingsbridge Armory

The \$1 billion dollar project will now be union built after WE stood up to the City and demanded it.

Federal Infrastructure Bill

We helped pass this bipartisan bill in 2021, which will guarantee work in NY for generations to come.

Killed the 421a Program

421a was an annual multibillion dollar give away to developers to build nonunion affordable housing that had been around for 50 years. We killed it.

NY Blood Center

When a local Council Member tried to stop a \$500 million union-built medical center we beat him and got the project approved.

HOW YOU CAN HELP CARPENTERS RISE

We don't care about Democrats or Republicans—we care about our members. We are committed to supporting candidates that we know will stand up for Carpenters.

Our members decide who we endorse by talking to candidates directly and having their voices heard. Want to help screen candidates?

E-Mail Megan: mwyllie@nycdistrictcouncil.org

Inspector General Richard Green

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



As every member knows—or should know—the District Council has been operating under a federal court Consent Decree since 1994. The Consent Decree is a permanent injunction against racketeering activities to protect the District Council's members and contractors against the predatory practices of organized criminal groups. Such organized crime members and associates are Barred Persons under the Consent Decree, prohibited from membership in the District Council and participating in the affairs of the District Council. District Council members cannot knowingly associate with Barred Persons.

These dangers are real. As recently as November 2, 2023, the United States Attorney for the Eastern District of New York unsealed and filed an indictment of ten alleged members and associates of the Gambino organized crime family, arresting all of them. The charges involve Racketeering Conspiracy, Violent Extortion, and a multitude of other violent crimes. The government's investigation uncovered criminal actions such as beatings with a bat and hammer, starting fires at the occupied residence of an unwilling business owner, no-show jobs, and wage fraud.

Closer to home, in September 2023 Sharon McCarthy, the Independent Hearing Officer, who was for many years a prosecutor with the Criminal Division of the US Attorney's office, expelled a member from the District Council after an inquest. She found that he was a captain in the Genovese organized crime family. This case was prosecuted by the Office of the Inspector General following an investigation by the Office of that member's affiliation with Organized Crime, in direct violation of the Consent Decree. This

case was the first since the inception of the Independent Hearing Officer's position in July 2022. This exemplifies vigilance by the District Council to remove all individuals who choose to show allegiance to illegal entities over that of the District Council and the United Brotherhood of Carpenters. Violations of the Consent Decree of any kind will not be tolerated.

Thankfully, the District Council is fortunate to have robust and initiative-taking oversight. The Office of the Inspector General (OIG), Chief Compliance Officer, Council Legal Team, and the Executive Committee tirelessly work together to develop and enforce intelligent programs to prevent our victimization. Simultaneously, we remain responsive to the needs of the honest signatories, nimble to programmatic change in our geographic area of operation, and flexible for the requirements of the membership.

We are also privileged to have an insightful and progressive Independent Monitor who encourages the District Council to be forward-thinking and bold. However, the single most impactful reason the Union remains in a position of integrity is because of our membership. Our members are the watchful eyes and ears of the District Council.

Thanks to your bravery and willingness to come forward with any issues you encounter, we continue to walk the moral and ethical high ground within our union. Please remember, the OIG's door is always open.

I hope you and your families have a joyous and healthy holiday season.

*Fraternally,
Inspector General Richard Green*

Chief Compliance Officer Josh Leicht

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

With the Holiday Season in full swing, I'd like to remind everyone of the District Council's policy on accepting gifts and entertainment from those 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. In this context, the term "representatives" includes Shop Stewards. With one limited exception 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 offered or solicited to influence how a District Council representative performs their duties is both unlawful and unethical. In this regard, remember that the "spirit" in which a gift or thing of value is offered is irrelevant to whether it is acceptable. It does not matter if a contractor offers theatre tickets as a gesture of appreciation with no expectation of anything in return. Similarly, it does not matter that the District Council employee accepts the tickets with no intention of changing the way their duties are performed. Regardless of the good intentions of both parties, the conduct is prohibited.

For shop stewards, there is a limited exception to this rule.

Contractors sometimes give workers gifts during the holiday season as a symbol of appreciation. Similarly, contractors may give workers bonuses for working safely and without accidents. Shop stewards may accept these gifts or performance bonuses only if two conditions are met: First, what is given to the shop steward must be identical to what is given to every other similarly situated worker. Second, the shop steward must promptly notify their Council Representative of the gift or bonus received. It is best to do this in writing (e.g., by email).

The prohibition against accepting things of value from those with whom we conduct business exists to avoid even the appearance of impropriety in how duties are performed on behalf of the union. The rule helps protect against charges that actions taken are influenced by anything other than what is in the best interests of the union and the membership.

If you have questions or concerns about this rule or whether conduct is acceptable, speak with a Council Representative or Officer. You can also contact me or the Inspector General's Office for guidance. Thank you, and best wishes for a happy and healthy holiday season to you and your families and for a prosperous New Year.

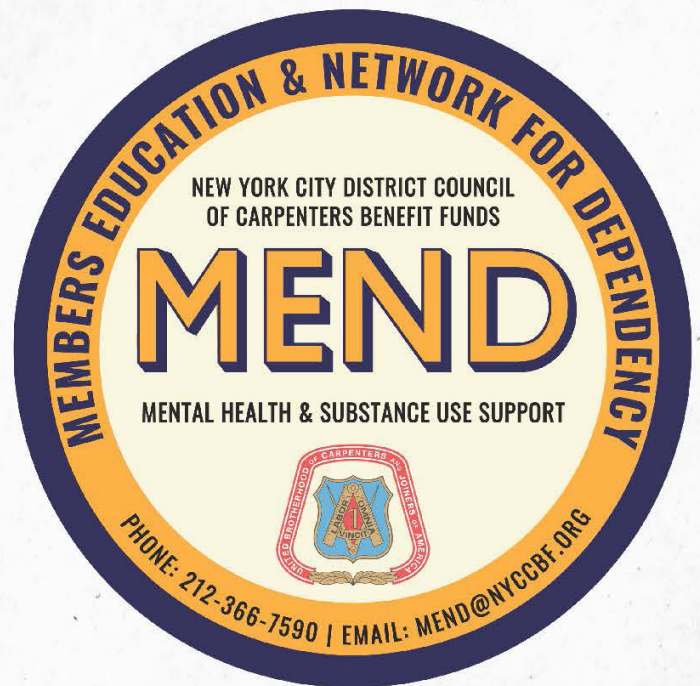
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**New York City and Vicinity
District Council of Carpenters**

Members Education & Network for Dependency



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If you or one of your dependents is struggling with substance use or mental health issues, please contact the MEND Program for assistance from our accredited staff.

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**212-366-7590
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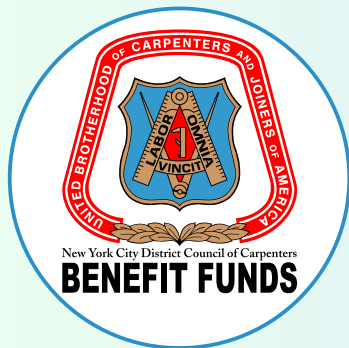
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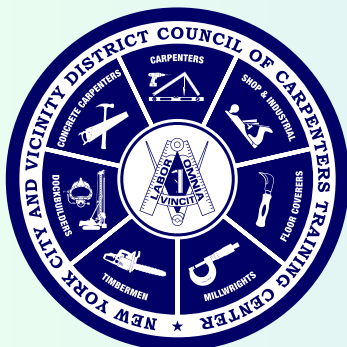
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LOCAL 20

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MICHAEL D FAZIO
VINCENT GIGANTE
ANTHONY MAXWELL
FRANK MULE
BESNIK RRUSTJA
GLENN SCOT

LOCAL 45

MARCO AGOSTINI
JOSEPH BALGAR
LUKE BENEDETTO
SHERWIN BORNEO
CENEK BROZOVSKY
WILLIAM CAFARELLI
CLIFTON CORSO
MANUEL C CUNHA
DANTE DARPINO
JOSE L DEJESUS
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LENNOX E GEORGE
SEBASTIAN GERACI
WILLIAM E HALL
TYRONE HENRY
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FRANK A HOFMANN
NEIL JACKSON
WALTER LARANJEIRA
ROY E LARSEN
MICHAEL LEATHERMAN
JOSEPH LUONGO
JOSE MAYANCELA GUASCO
JEFFREY A. MITCHELL
ALBERT PERSICILLI
RONALD RICHARDSON
RICHARD F ROBBINS II
DAVID W SHERIDAN
ERIC A TYZNAR
PETER WEBER
PETER WILLIAMS

LOCAL 157

JOSEPH ACCARDI
HENRICK G ADAMS
ANGELA ADDISON
GORDON A AMSTERDAM
JAMES ANNUNZIATA
ANTHONY APONTE
PATRICK J ASPEL
PETER S AURICH
DOMINICK BAGLIO
JOSE M BARREIRA
ANIELLO BARRELLA JR
MICHAEL A BENANTI
ROBERT BERNARDI
RENNY BHAGRATTI
MARK S BILLOWITZ
PAUL BLAZER
MICHAEL J BROWN
LESZEK BRZOWSKI
GLENN BURTON
ANTHONY L CAROLLO
FRANK CASSANELLI
AIDAN B CASSIDY
ROBERT CASTAGNA
RALPH C CATHCART III
JOHN A CAVELLI
ROBERT CICCARELLI
JOHN W CLARK JR
STEVEN CLEMENTE
MIKE COBB
STEVEN P COLBROOK
WILLIAM COLEMAN
CHRISTOPHER COSA
GERARD M COYLE
PAUL CRIMI
ERIC N CRUZ
FRANK C. CUSHING
GIANBATTISTA DAVI
JOHN DEFALCO
RICHARD DELLA PENTA
MICHELE D DELLE-CAMELIE
DANIEL A DELUCCA
JAMES P DEMIO
JOHN D DERBYSHIRE
WILLIAM J DICHTER
JOSEPH DIGIOVANNI
ROBERT DINAPOLI

NIKOLA DOSEN
BERNARD DOUGLAS
FREDY DUPONT
FRANK FARMER
IPPOLITO FATA
FRANK J FERNANDEZ
WILLIAM J FITZPATRICK
DEANEO E FORD
DONOVAN O FRITH
JOHN F FRITZ
WILLIAM GALLAGHER
SALVATORE GANGINO
RICHARD C GAVIN
EVERTON GEORGE
PETER GEORGE
KEITH GEPES
ROBERT J GIORDANO
PETER ANTHONY GONZALEZ
CLIFFORD GOTARD
STEVEN GOWOREK
BRIAN GREENTHAL JR
MICHAEL C HANNON JR
WILLIAM J HEARON
ROBERT E HUZAR
BRUCE JOHNSON
ROAN JOHNSON
ANDREW JOSEPH
MICHAEL J KEANE
JOSEPH KEANE
JOHN P KELLIHER
PATRICK G KELLY
ERIC KELM
MICHAEL P KENNA
STEVEN M KIERNAN
RANDY KOTTWITZ
ROBERT KRAFT
JULES E LAKE SR
MARC E LANDESBERG
MARK LANGIS
WALTER LEVERICH
JOSEPH LEWIS
WALSTON LEZAMA
CARLOS A LOURENCO
REBECCA LURIE
JOSE A MALDONADO
JASON MANDARA
SAMUEL T MASCOLL

DANIEL P MASNYJ
ERIC MAUL
AIDEN MCCLUSKEY
FRANK I MCCORMICK
THOMAS P MCDERMOTT
GERARD J MCDONNELL
RAYMOND M MCDONNELL
MICHAEL MCGEEVER
JOHN P MCHUGH
TIMOTHY MCNAIR
JAMES M MCQUILKIN
DANE MILLER
GARETH L MILLER JR
WILLIAM MINTER JR
SALVATORE MOCERINO
JOSEPH E MOLITERNO
CHRIS J MOLNAR
MICHAEL G MONACO JR
GLENN MOODY
DANIEL J MORAN
MARK MULLER
MARTIN T MURRAY
ANDREW R MYJER
RAPHAEL MYRIEL
BUSBY B NESTFIELD
WOJCIECH A NIKLINSKI
DENIS J OCONNOR
GERALD PALMER
JOSE G PAZ
WILLIAM PEARSALL
YERFRY J PEGUERO
STEFAN PETKOV
RAYMOND PETTIT
FORTUNATO F POLICARO
BARRY S POLLACK
GEORGE POTTS
EDMOND P QUINLAN
PAUL QUINN
CHAD C RAMBHAROSE
CRECENSANO RUIZ
JOSEPH SCARAMUZZINI
GLENN K SCHERER
RONALD J SCIASCIA
GIOVANNI SCOTTI
TOMMY SHALVEY
ROZEL SHAW
MICHAEL SMITH

PATRICK SMITH
AUGUSTO F TAVARES
ELIJAH THOMAS
VERNON TONGE
ISRAEL TORRES
THOMAS TUCKER
HERSCHEL TURNER
JOHN O TYSK
MICHAEL WADE
WILLIAM S WALKER
HERMAN F WARREN
STEPHEN G WENGERT
GOODWIN WILLOCK
RAYMOND J WISNESKI JR
JOHN J WOODS
JAMES ZITO

LOCAL 212

GERALD ADAMS
ERROL A ALLEN
RICHARD BEVILACQUA
LAWRENCE BONGIORNI
PATRICK N BROWNE
CONROY CHRISTOPHER
JOHN J CUMMINGS
MICHAEL DEMBECK
ALBERT J DEROSS
JOHNSON HYPOLITE
DARRYL JOHNSON
THOMAS J KING
MAREK KURAS
MILTON LEWIS
RUPERT C MCLEOD
MARTIN PROTAIN
ALDRIC THOMPSON

LOCAL 740

MARIA V ESPINAL

LOCAL 926

AIBSA A ATENCIO
DAVID BAIN
THOMAS BENSEN
ARTHUR CAPIELLO
GILBERT CHARLES
WILLIAM A COY
CARMINE DECLEMENTE

FRANK EMANUELE
DEVON A FENNELL
RONALD M GRANVILLE
ALEXANDR ILIN
JIM I JAMES
ROLAND W JEREMIAH
ANDRE K JOHNSON
RODERICK M JOHNSON
NIGEL E JOSEPH
STEPHEN T LOIS
KEITH MIGUEL
ERROL PRESCOD
LAURIE ROBERTS
JOHN STROKE
WINSTON SUTHERLAND
MICHAEL R TATE
NICHOLAS TAVERNITE
ANTHONY WALTERS
HORACE A WILLIAMS

LOCAL 1556

JAIME ALVES
HECTOR N ANGUITA JR
WILFREDO BURGOS
JOSE R CARAMES
LUIS M CARBAJAL
CHRISOPHER CAVAGNA
KEITH F DOHERTY
HORACIO C DOS SANTOS
CHRISTIAN DOUGHERTY
MARK DUFFY
PETER DUNNE
GLENN GALLIGAN
ROBERT A GONZALEZ
VADIM G GOVOROV
ADAM E KERNER
CHRIS KOTZUR
RICHARD LACOVARA
SCOTT E LARSEN
KEVIN S MASTROIANNI
JOSE F MATOS
PAUL MATTSON
DAVID A MEDNICK
RANDY G MOORE
ALEXANDRO D MORALES
VINCENT NELSON

CHRISTOPHER NORMAN
JOHN ORIOLE
JOSE A PEREIRA
GREGORY REYNOLDS
BENJAMIN RIVERA JR
EDDIE RIVERA
SALVADOR RODRIGUEZ
BRUCE SACHS
JOSE P SANTO
MANUEL P SANTOS
NICHOLAS A SAPANARO III
NUNO SILVA
FRED RAY SMITH
THOMAS C STACK
PETER A STACK
PAUL D TAYLOR
BERNARD WALUS
SCOTT WETZELL
STEVEN C ZITZMAN

LOCAL 2287

KENNETH BERGSTEN
ROSSANO EDGHILL
ANDREW HALLAS
NICOLAS MIESES
HUMBERTO ORTIZ
ABDELAZIZ OUASSIL
BLASE VARISCO

LOCAL 2790

KENNETH J BEDNARZ
DANIEL E BORGES
MILTON G CHAVEZ
GRZEGORZ DRABEK
ALFRED GUMBS
MAREK KOSZYKOWSKI
STEVEN T LORIO
BOLESŁAW MAKOWSKI
DAVID MIRANDA
REY MORALES
MARIO E RIVAS

LOCAL 20

TERRY N FREUNDLICH
FRANCIS R HAYES
CLAYTON JACKSON
GLENN LARSEN
JOHN R MICHELOTTI
THOMAS J MORELLO
JEROME STAMBERGER
BARONE E SWABY

LOCAL 45

GEORGE ADLER
FRANK CIMMINO
WILLIAM DAUSTER
GORAN DRAGIN
EUGENE GALLAGHER
ANTHONY J GIANNI
CHRISTOPHER GRAF
ERIK HINCENBERGS
JONATHAN G JACOB
GERARD J KRANTZ
JERRY MARCHELLETTA
ROY V MICHEL
PER J NAVESTAD
DEXTER OTTLEY
VICTOR N PIERANTOZZI
ANTHONY
QUONDAMATTEO
ALFRED SCHONBERGER JR
VINCENT SURACE
NEDILJKO VIDAIC

LOCAL 157

ANDRE J ADAMS
JOSEPH ALICEA
JOSEPH BACHERT
HARRY G BARRON
LEONARD A BELLAMY

JOHN BETHEA
PATRICK BRADY
SHAWN BROWN
ROSS CALDERON
THOMAS CAMPO
PASQUALE CAPASSO
PATRICK CASHIN
FREDINAND CATAPANO
JAMES CHERRY
PATRICK J CLARKE
GINO CLEMENTE
JOHN F CLIFFORD
MICHEAL CONATY
ALFRED P COOPER
WENDELL A CORWIN
ALGORON D CRAWFORD
LOUIS CRESCIMANNO
MANUEL CRUZ
PETER DENIZARD
JULIO DIAZ JR
ROBERT A DIFALCO
ROBERT DRAKE JR
EVERTON FERRANCE
GRZEGORZ FILIP
ROBERT FISCHETTO
PATRICK J GAVIN
ANTHONY GENTILE
KENN GOODWIN
MEYER GORELICK
JOHN D GURRIERI
THOMAS R HANSEN
DION HARPER
LENOX HARRY
LEROY HOLMES
ROLAND HOPE JR
DANIEL ILIJASIC
MIKE ISFAN
JOSEPH A IZZO

ERNEST JACKSON
JOHN A KAHLER
RAYMOND KENCHIK
CARL R LONDON
ANTHONY MAGISTRO
DOMINICK MALONEY
MARIO J MARINI
EUGENE MCDONAGH
JAMES M MCGARRY
JOSEPH MCLAUGHLIN
ROCCO MEDAGLIA
ARTHUR E MELENDEZ
RONALD MERKEL
FRANK MONDELLA
THOMAS F MORLEY
MICHAEL A NAUGHTON
MICHAEL OMALLEY
SVEIN PALLESEN
MICHAEL PALMERI
MICHAEL J PAYNE
ANTONIO PETRONI
MIRCO PIAZZA
ROCCO PUGLIESI
EMRON F RICKETTS
RALPH RODRIQUEZ
ENRICO RUOTOLO
JOHN G RYAN
RICHARD E SALISBURY JR
PATRICK SCANLON
ROBERT SCHMIDT
JACK SCHWARTZ
CARL SCHWING
FRANCIS J SENNA
ROBERT W SNEDDON
JEFFREY SPEIER
RAYMOND J SPRINGSTEEN
RICHARD J STACK
LESLIE SWEENEY

RAY SZEMBORSKI
SABINO TERZULLI
CHEVY I THOMAS
LINDELL G THOMPSON
PASQUALE VUOLO
WILLIE WALERSTEIN
MICHAEL C WITT
IAN WRIGHT
MICHAEL ZOLLO
SEBASTIAN ZUPPARDI

LOCAL 740

MARK DALLAR
DANIEL PAGAN

LOCAL 926

DAVID ABT
DENNIS W CATO
LEON T DANIEL
FRANCESCO EMILIO
JAMES L GARGIULA
GEORGE GREENIDGE
GOTTY JEANTY
NICHOLAS P JERMOLOVICH
RUDY O MARKARD
THOMAS J MURPHY
ROBERT A RANELLI
NORMAN SANDRIB
JOSEPH A SCAGLIONE JR
NIKOLAUS SCHROEDER
EZEL SYKES
LYLE TOMLINSON
ANTHONY VENTIMIGLIA
VITO VINCIGUERRA
JACEK WIT

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



LOCAL 1556

HARRY ABRAHAMSEN
OYVIND R ANDERSEN
JOSE BEIRO
HOSEPH BLASCOVICH
JAMES N CARLYLE
WILLARD I CUNNINGHAM JR
RALPH W DANDORF
JOSEPH DANKO
ANTHONY GARITANO
JAMES GAUGHAN
PATRICK HEANEY
MICHAEL KELLEHER
JOHN W KLEMENT
LOUIS F MALPARTIDA
RONALD METRO
GLEN A MIDBO
LUIS R MONTERO OJEDA
THOMAS J OBRIEN
VINCENT G OWENS JR
WILLIAM PARDONEK
WILLIAM PETERS
EDWARD PIGFORD
LAWRENCE ROSEN
DAVID SANCHEZ
JAMES J WALKER
RUSSELL WILLIAMS JR
STANLEY WILLIAMSON

LOCAL 212

DON W BAILEY
WILLIAM SMITH
ADRIANO TEIXEIRA

LOCAL 2287

WILLIAM BROWNE
GEORGE FREDRICKSEN
RUBIN R FRUCHTMAN

NORMAN F GABEL
JOHN JAMES GAGLIARDI
PAUL M GALLICHIO
ROBERT GOODMAN
JOHN D JANIS
NORMAN KAPLAN
ARTHUR LINDSTADT
ROGER W LOHR
SAM MANEA
ADAM A MARKEVITCH
DANIEL STINGO
MICHAEL TRELA

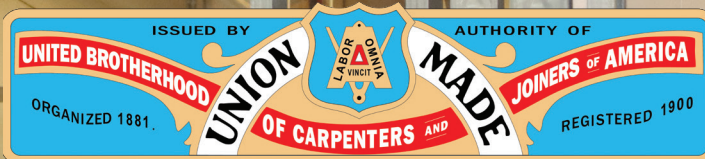
LOCAL 2790

ISRAEL ACEVEDO
JERRY ANDERSON
MARIO R BARRERA
JERZY BIALECKI
ZILVINAS BITINAITIS
RAMON BONET
JULIO E CABRERA
SERGE CESAR
LUDWIG M CLEMENS
ROBERT CRISDELL
ALFRED DOBLER
ARTHUR J ENGH
RODRIGO EROLES
CIRILO F ESPINAL
VICTOR FLORES
IDALIA GARCIA
ORLANDO HERNANDEZ
RAMON HERRERA
AMEER KHAN
CZESLAW KORYCKI
ANTHONY LAEZZA
MANUEL LEBRON
DOMENIC LOBASSO
VICTOR G MARIN

DAVID MCKOY
LAWRENCE MICHKO
VONGDEJ MUTHIKUL
SYLWESTER NIEDZWIECKI
EDWARD OBLOJ
MANUEL PADIMHA
ROSELIA PARADELA
FRANK E PARZIALE
ISRAEL QUINONES
PORFIRIO A REYES
JULIO DEL RIO
EMMET RIVERS
GINETTE SOLAGE
HERIBERTO SOTERO
JACQUES ST HUBERT
MOONILALL SUMRAH
GIOVANNI TALIANOZZI
JOHN TURLEY
LEONARDO VANNELLI
JOSE A VAZQUEZ
ELIAS WILSON
SCHILLER WOOL
LEONID ZILBERMAN



**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 - (212) 366-7345
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 - (516) 216-5423
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

