



CHICAGO REGIONAL COUNCIL OF CARPENTERS

THE CARPENTERS FORUM

FALL 2019



Gary Perinar

Organizing the Next Generation, Our Time Is Now

A recent Gallop Poll showed that American's approval of labor unions has reached an 18-year high. At present only 10.7 percent of workers belong to a union and more than a third of all workers make less than \$15 an hour. But

based on growing public awareness there is the potential for growth. Sixty-four percent of people polled earlier this year said they approve of labor unions, that is one of the highest rates in half a century.

Another positive statistic showed that sixty-seven percent of people polled between the ages of 18 and 34 approved of labor unions. American workers know that corporations have no interest in guaranteeing us a living wage or a retirement that we can look forward to. These striking facts are a wake-up call that we must be prepared to organize the next generation of people seeking union representation.

You have read in the Carpenters Forum, received mailings, seen it on our website and social media about the fabulous member benefit improvements we were able to negotiate in the last 16 months. In order to maintain and continue to enhance and expand these improvements, it is imperative that we focus on organizing and growing our membership. The backbone of every Regional Council in the UBC is their



union market share within their jurisdiction. The UBC's goal of 70 percent market share throughout the United States is aggressive, but it is also achievable. The Chicago Regional Council is fortunate enough to meet and even exceed

the 70 percent market share goal in many of our metropolitan areas.

But let's not fool ourselves, the economic collapse that occurred a decade ago decimated the housing industry and negatively impacted the entire commercial

market, triggering a recession.

Sixty-four percent of people polled earlier this year said they approve of labor unions, that is one of the highest rates in half a century.

Thousands of union carpenters left the industry or retired during that time, some of which were replaced by low paid, non-skilled workers. Because of our Regional Council's solid foundation, along with our manpower and resources we now have the prime opportunity

to lead an assertive organizing drive. We have already bolstered our organizing department by adding additional Organizers and Business Representatives to Local Unions.

Consequently, we are identifying any outdated organizing tactics that are simply ineffective, then restructuring and replacing them with more productive strategies. This organizing drive will by no means be an easy undertaking, and it will take not only our staff, but the entire Regional Council's 30,000 plus men and women to make it successful.

The new generation of potential carpenters are intelligent, energetic and willing to learn. They want to be able to advance in their careers and we can help by providing the best skill advancement training available. Training is a vital tool in career advancement, the more you know the more valuable you are to an employer.

People are finally beginning to understand that if they want good wages, safe working conditions, healthcare and pension benefits they need to join a union. Therefore, let's unite and organize and provide the next generation of carpenters with an opportunity to raise their standard of living and provide a lifetime of prosperity for their families.

C O N T E N T S



Apprentice Training Center
Elk Grove Village, IL

The Carpenters Forum

Chicago Regional Council of Carpenters
United Brotherhood of Carpenters
and Joiners of America

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A publication for members of the Chicago Regional Council of Carpenters (CRCC).

Address changes or death notices should be reported to the appropriate local union, not the CRCC or *The Carpenters Forum*.



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Visit us on Twitter @CRCCCarpenters

Jeffrey Isaacson

Job Corps: Investing in Our Future

The mission of any labor organization is to make the lives of its members more secure in terms of finances and safety. The mission of a truly dedicated labor organization is to expand its membership so that those with

less opportunities in society are given one of the greatest opportunities: the ability to learn a craft and work in a meaningful and productive career. The UBC's support of the Job Corp program is one of the hallmarks that distinguishes the Carpenters Union as an excellent leader in our communities. The UBC Job Corps program helps open the doors and attract those qualified individuals who need a little more assistance at the beginning of their careers.

Job Corps is an education and career technical training program administered by the U.S. Department of Labor that helps young people, ages 16 through 24 improve the quality of their lives through career technical and academic training. The program is funded through the U.S. Department of Labor and the United Brotherhood of Carpenters. There is no cost to the young men and women in the program.

The Job Corps serves as a pre-apprentice program that helps the enrolled individuals acquire and hone the skills necessary to

be successful in the apprentice program. For example, the Job Corps instructors will cover training such as hand tool safety and using power tools properly. The training includes hand-on experience in many of facets of



carpentry, including roofing, framing, concrete and drywall. The Job Corps students will earn their OSHA 30-Hour certificate through the program. The program is so well-rounded that students can even earn their driver's

license through Job Corps.

The program is self-motivational, which means that the students progress through the training according to their own specific needs. Generally, a person who enters the program with a high school diploma or GED certificate will be able to complete the Job Corp training in approximately eight months. The Job Corp program is geared toward disadvantaged individuals who may have been kicked out of their high school or encountered troubles with law enforcement. Regardless of their past, Job Corps offers opportunities for the future.

Once the Job Corps program is completed, the future carpenter will pass a drug test and then become indentured into a local union and begin the formal apprentice program training.

However, the Job Corps instructors will follow-up with the student for a year after the initial training to provide encouragement, motivation and help with any questions or concerns the student may have about carpentry.

Lead Instructor Randal Wuestenberg knows first hand the positive impact that the Job Corp can make on the students and the benefits the students can provide to the Union and signatory employers. When asked what he wanted the Forum's readers to know, he stressed the need for signatory employers to hire apprentices and provide opportunities to those at the beginning of their training and careers. The use of apprentices is an investment in the future of the individuals and a help to the union and its affiliated benefit funds.

The Carpenters Union, along with the Bricklayers and Painters Unions, have invested resources into the Job Corps program because of the dividends paid by that investment. The Job Corps students gain the skills, training and attitude necessary to become successful union carpenters. The union gains members who recognize the tremendous opportunity that is presented to them through Job Corps and then the apprentice program. Our communities gain productive, contributing citizens who turn an early disadvantage into a lifelong advantage

In Memory of Joseph R. Pastorino

This past August, we lost a dear member of the Chicago Regional Council, Joseph "Joe" Pastorino. Joe served as Assistant to Executive Secretary Treasurer Gary Perinar. He was a 46-year member of the Carpenter Local 181 (now Local 58) and was not only a loyal union brother, but a friend to so many inside and outside the regional council.



Joe recently retired where he proudly served as President and Business Representative with Local 181. Joe also served on the Board of Directors for the Construction Industry Service Corporation (CISCO), the Chicago & Cook County Building Trades and the Italian American Labor Council, and was heavily involved with the UBC ICRA Program along with many others.

He is survived by his wife, Lina and his children Joseph (Lindsey) and Anthony and the joy of his life, granddaughter Ella.

"We can measure a person in many ways as they say, but Joe's dedication, loyalty and unselfish service for our union was top notch. He truly was a positive force and one you could count on." says Gary Perinar, Executive Secretary-Treasurer.

He touched many lives and will be forever remembered for his love of the carpenters union.

"She Can Build It" Summit Success

In July the *She Can Build It* Summit hosted by Chicago Women in Trades (CWIT) National Center for Women's Equity in Apprenticeship and Employment took place at the Carpenters Training Center in Chicago.

This day-long event provided construction industry leaders, contractors, developers, owners, unions and apprenticeship programs with a unique opportunity to learn about best practices for hiring and retaining tradeswomen.



They had a variety of panels and speakers, which included Vicki O'Leary, General Organizer for the Ironworkers International Union.

The summit offered workshop

sessions focused on what works to increase women's participation on their projects and support equitable working conditions. It also gave all who participated a chance to hear directly from tradeswomen about their challenges and the circumstances that helped them build successful careers in the industry.

The CWIT greatly appreciates our commitment to supporting gender equity in construction.



Growing and Retaining Our Union

Nathan German
Southern Region Director

As expected, construction work has been strong in Central Illinois this year, and continues to look positive going forward. With this, recruitment and training are key to our success for retaining and growing our Union market share. This is an ongoing process that maintains our union strength throughout the Brotherhood.

On the horizon, a variety of projects are slated for construction through the Capital Development Board. This includes billions of dollars in heavy and highway projects and vertical construction jobs at schools, state higher education facilities within our public colleges and universities, and other state owned buildings. In addition, the private sector is moving along well with many

newer innovative industry projects such as wind farms, facilities for both marijuana growing and distribution, additional casinos including one at Danville, along with solar farms and solar rooftop projects.

Unfortunately, Vistra Energy Corporation announced the upcoming closings of four Illinois coal plants at Coffeen, Duck Creek, Havana and Hennepin. As we know, change is inevitable, but our ability to adapt is how we remain strong. As mentioned earlier, the solar industry is booming and therefore carpenters must adapt by getting the necessary training to ensure that our contractors are competitive and able to man the projected workload.

Kudos goes out to all of the carpenters and staff for their recruitment efforts. As of

September, the Southern Region JATC School had over 170 new apprentices and pre-apprentices this year, and has enrollment of over 420. New members are the life blood of our Union, helping to replace retirees and meet our growing workforce needs.

Please continue to educate the non-represented carpenters. Also let's make sure we not only welcome the new members but mentor them as well. Remember that many of these young men and women are learning the trade and most have no knowledge of how our Carpenters Union works. Be a brother or sister and help mentor! All of us were there once and you never forget those who have helped you!

You work hard to
protect and provide
for your family.

**Protect
their future.**

MCL
Midwest Coalition of Labor



Enroll

October 1 – 31, 2019

at **GoEnrollMe.com/CRCC**

The Value of Using Union Construction

*Bruce Werning
Western Region Director*

With strategy to be visible and active in our markets, we have taken to the street over the last couple of months to enlighten the general public and business leaders of the value of using local union construction workers and contractors. We have had job site rallies at the construction sites of: Kwik Star gas stations; Fairfield Inn; Tri-Star Metals; Arby's; Dominos; Quick Shine Car Wash; McDonalds; Raising Cane Restaurant and Nature's Treatment of Illinois. We have also used "Thank You" banners and billboards to show our thanks towards those businesses who appreciate our skills and ability to build on time and on budget with a commitment to quality and safety. We have also had success in signing: J & B



Floorcovering, Northwest Street Erection, A & M Kern and Thistle Construction Group to the council agreements for work in the Western Region.

According to a recent Gallop poll, 64% of Americans approve of unions. This high percentage can be attributed to the economy doing well;

but talks of trade wars and tariffs may diminish this number. We need to take advantage of this favorable opinion! Please talk to your neighbors and friends about the benefits of joining the union, whether they are construction workers, nurses, E-Commerce workers or whatever their profession may be. Remember America works best when we say Union YES!

The Millwrights of the Chicago Regional Council of Carpenters have reached a milestone that

on any given day, there are 100 Millwrights installing or maintaining wind turbines around the country.

We look forward to the start of the new Hard Rock Casino project in Rockford, IL, which will be built under the terms of a building trades labor agreement (PLA). The casino is expected to provide hundreds of construction jobs, create an estimate of 900 permanent jobs and generate \$4-8 million-a-year in tax revenue for the City of Rockford.

Please also take the time to look at the sign up for skill advancement classes that our training centers offer. Besides the important safety classes being offered, there are classes in fiber cement siding, solar panel installation and computer classes for Blue Beam and Pro Core. Go to: www.chicap.org for more information.

Congressman Dan Lipinski Visits the Council

Gary Perinar, Chicago Regional Council EST and the Regional Council Delegates welcomed Congressman Dan Lipinski to the at the delegate meeting on August 3rd, 2019. Congressman Lipinski spoke to the group about his unwavering support for working families and skilled labor.



This was a major victory for labor unions and employers that oppose the tax.

We want to thank Congressman Lipinski for his support and taking the time to visit and address the Regional Council.

He recently by being instrumental in getting the Middle-Class Health Benefits Tax Repeal Act passed.

Turbine Generator Resource Pool

Nathan Hodgson
Local 1693
Business Representative

On June 6, 2019, representatives from the Eastern Millwright Regional Council, Allied Power and the UBC were invited to attend known as the TGRP (Turbine Generator Resource Pool)

meeting. These representatives were there to understand how they could implement a similar tripartite group of their own to help find solutions to problems they are having

within the eastern nuclear fleet. Finding solutions to seemingly impossible problems are how UBC Millwrights make their living. In most instances, these solutions are in the form of an engineering marvel. However, in 1997, much like today, there were no engineering solutions that could solve the problems that UBC Millwrights were about to confront.

In 1997, the State Legislature of Illinois had just passed a bill into law which deregulated energy producers. The law, named the Illinois Electric Service Customer Choice and Rate Relief Law, was designed to allow competition to provide a cheaper product for the energy consumers of Illinois. The new law made the energy companies such as Commonwealth Edison (ComEd) focus on performance in order to turn a profit.

Coming out of years of regulation, the ComEd fleet (Braidwood, Byron, Dresden, La Salle, Quad Cities and Zion) were not ready to compete in

a deregulated market. Contracting vendors were also having a difficult time performing on a consistent basis. One plant in the fleet, the Zion Station had begun the process of closing and going offline due to an unrelated issue. As Zion Station closed, ComEd began to evaluate closing Dresden and Quad Cities plants in order to stay competitive.

ComEd looked to a group of stakeholders for a collaborative solution. The group consisted of Turbine vendors Atlantic

Plant Maintenance, Siemens and Millwright Locals 174, 1693, 2158 and ComEd.

This group gathered to discuss ways that would make the ComEd fleet competitive in the deregulated market. The general thought was to find a way to shorten an outage. After all, when a plant is down and not producing power, it is not making money. The question was how to shorten the time it took for each outage. After much discussion, the group concluded that several issues were factors in outage performance: safety, consistency, efficiency and worker turbine knowledge or quality.

What resulted from these discussions between labor, management and owner representatives became what is now known as the Turbine Generator Resource Pool or TGRP. The TGRP was established to support a higher standard of maintenance for Turbine-Generators to help ComEd compete in the deregulated market. This began

with identifying and expanding on the three keys to increase performance. The keys identified were quality, safety and efficiency. In order to maintain the quality, millwrights needed standardized turbine mechanic skills. The skills included, but were not limited to, rigging, hydraulic torque wrenches, machine familiarization and hydraulic coupling bolts. Safety came with paying attention to detail, planning and having a good attitude. By utilizing a consistent pool of millwrights from outage to outage, efficiency would increase.

Two of the three keys to outage performance, quality and safety had easy enough solutions. However, the third, efficiency, was a harder problem because of the different geographic areas that the Local Unions covered within the ComEd fleet. The answer came by having each Local Union establish a pool of qualified millwrights. Once these pools were established, these would be the millwrights that would be dispatched to the various ComEd plants during outages to service the turbines and related equipment. The Local Union that covered the geographic area would be given the task to supply the manpower initially and once they ran out of available millwrights from the pool, the other Local Unions would supply the remainder of the manpower with millwrights from their pool. It was also stipulated that in order to provide an opportunity for additional individuals to gain the skills, knowledge and experience required to be considered for the TGRP, up to twenty percent of the workforce could be referred by the Local Union from outside the TGRP. Finally, the last piece of the puzzle had a solution.

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Finding these solutions, along with the make-up and attitude of each participating Local Union member, allowed the TGRP to give ComEd a competitive edge by shortening the length of outages.

Fast forward twenty years, ComEd has transformed into Exelon Nuclear, encompassing three states and sixteen plants. Outage after

outage, new records continue to be established for productivity and efficiency. The TGRP tripartite group has become the gold standard in the nuclear industry and continues to utilize its pool of highly trained, skilled, efficient and safe millwrights. The TGRP, which originally collaborated to find a solution to help Exelon (ComEd), continues to meet on a regular basis with a focused mission to help Exelon succeed. There has been so

much success regarding the TGRP that the Eastern Millwright Regional Council and Allied Power, which service nuclear facilities along the east coast, are interested in forming similar tripartite groups. UBC Millwrights continue to thrive by finding solutions to problems that to many seem impossible.

Quad Cities Campus Annual Apprenticeship Contest

The Chicago Regional Council of Carpenters Quad Cities Campus held their Annual Apprenticeship Contest on Saturday, May 4, 2019.

This all-day event was held at the Training Center in East Moline, Illinois and hosted 17 carpentry and 2 floorcovering apprentices and also served as an Open House to the general public. The contest is the culmination of a series of final tests that are required to be successfully completed in order to become a journeyman carpenter. Hard work and dedication to their craft was displayed throughout the apprenticeship and we at the Quad

Cities Campus are very proud of what these young people have accomplished.

Hanger, and Melissa Loy as well as contest judges Nick Flogel, Joe McGregor, and Mark Yackish for making this event a huge success!



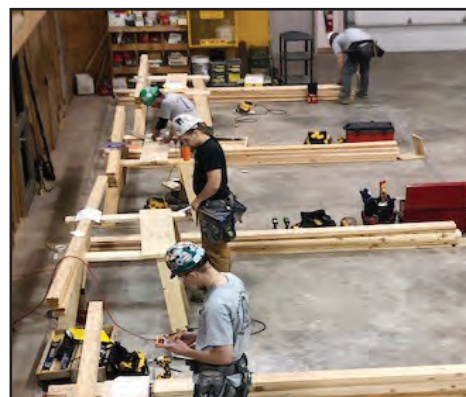
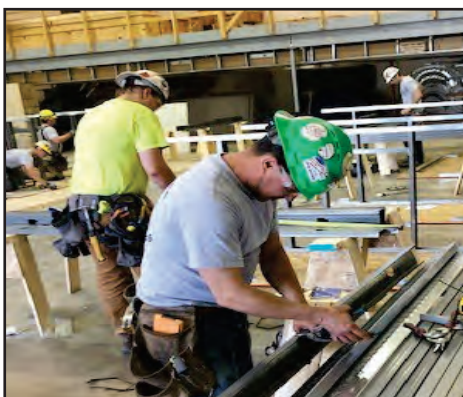
Class of 2019

The contest place winners in the carpentry division were Stephen Vermeulen in first place, Alex Riessen in second place and Collin Medley in third place. All from Local 4. The floorcovering division winner was Nicholas Horton.

Congratulations to these new journey level craftsmen

Thank you to the Regional Council staff who instructors: Justin "Jay" Bemrich, Roger Richardson, Ron

on successfully completing your apprenticeship!





Local 1 Pickets Level Construction, Inc. in Chicago

In July, Carpenters Local 1 picketed a project in full force a job at 15 West Washington in Chicago. Urbanspace, founded in 1972 as Urban Space Management revamps city spaces and ceates new places for community and commerical gathering. Today Urbanspace operates multiple markets.

Originally arriving in New York City, it has now expanded to Chicago.

This project began as a union project then changed to nonunion and they remove all union members from the project. They then began using Level Construction as the contractor.

Local 1 turned to bannering.

Thank you to the Chicago Building Trades for their support. Local 1 will continue to banner and monitor this nonunion project to the end!



ATTENTION

Experienced Journeymen Needed

Certified Safety Trained Supervisors



- ✓ A UBC member in good standing.
- ✓ Foundation for Safety Leadership class through the CTC
- ✓ A journeyman card with a minimum of five years' experience in the field
- ✓ Completed the OSHA 30-Hour class through the UBC in the last five years
- ✓ A current UBC Scaffold Erector card at time of passing exam with (BCSP)
- ✓ A current First Aid/CPR card at time of passing exam with (BCSP)
- ✓ Completed a Fall Protection class for construction through the UBC
- ✓ Apply for and pass the exam for the Safety Trained Supervisor Construction (STSC) certification through the Board of Certified Safety Professionals (BCSP)

NOTE: Once you successfully complete the Safety Trained Supervisor Construction (STSC) exam and earn your certification, the Chicago Regional Council of Carpenters will reimburse your application and examination fees, totaling \$305.

For more information about the STSC certification visit www.bcsf.org. For more details and to register for this program please contact Safety Director, John Horak at (312) 787-3076 or visit our website at www.carpentersafety.org.

Communication Is Key

Joel Pogose
Organizing Director

Let's get real on this final article of 2019. I have stressed over and over in previous articles this year the importance of communication for a quality life. But have you committed to becoming a better communicator? What have you done to be more clear, concise and compelling in your conversations? How has your ability to listen changed? What has changed in your life since you started using open ended question; who, what, where, when, how and why? I really hope you have. However, if you are still uncomfortable answer this question, **what does communication, the carpenters union, you and your family's future have in common?** Do not answer that question for me, answer it for yourself.

The carpenters union and unions in general spend a lot of time under attack. It is the responsibility of the people (you and I) whose livelihood comes from our union to defend it. We can change all falsehoods that need to be corrected with positive and productive conversations. If we do not correct these misconceptions and shine a positive light on the carpenters union, who will?

We all have a family member that after dinner and a few drinks wants to "talk" don't say "uh, oh!" This holiday season, instead of walking into the other room and avoiding the conversation, engage your family member in an informative discussion. Always remember that there is no conversation without listening first.

Stay positive, make your points in a clear concise and compelling way. Understand that other people have their views and they need to be respected. Above all, do not argue. You may be very surprised at how well this conversation will go. Even though this will be out of your comfort zone you will be amazed at how much confidence you can build from one positive conversation. When we practice, we get better as well as learn about what works for us and what does not. No one is born good at



anything, it takes hard work and I believe carpenters know a thing or two about hard work.

What is my obsession with communication? Let's get uncomfortable now; as I stated in previous articles, I was a bad communicator as well as a terrible listener. I could never get my point across and conversations always ended in arguments. I knew this was not me and I needed to make a change and change this perception. The first skill I started to work on was listening. Over time I became a better listener although it is still a struggle today, just ask my wife. As I practice

listening, I started to understand a very important point. Productive, positive conversations will never happen unless you show someone you care enough to listen to what they have to say. Stop interrupting, stop trying to show everyone how much you know; **JUST BE QUIET**. Open ended questions became something that I used every day, but not for the reasons you may think. I have a beautiful 18-year-old son named Beau and he has down syndrome. Beau is nonverbal to most but very verbal to his family. Although we all knew we were missing something; conversation. Once I learned about open ended questions, we started to use them at home. We no longer relied on Yes or No questions and asked who, what, where, when, how and why; everything changed. We gave Beau an opportunity to tell us about things in his life and now he is more engaged with all his family. Now this may sound weird, but I make it a point to practice listening and asking open ended questions every day. You can too.

Go home and look into the faces of people you love and think of everything in life that makes them happy and safe now and in their future. Now imagine that everyday someone is trying to take that away. Think it is time to start talking yet? Time for all of us to promote the carpenters union in positive and productive way. It will take all of us to push the carpenters union into a positive future. Do your part to get the conversations going and let's make sure that our families never want for anything **is that not what life is all about.**



Battled Their Way to the Championship Game

Carpenters showed up in strong numbers once again at the Annual Bernard J. Spatz "Dollars Against Diabetes" Softball Tournament on Saturday July 13th, 2019 at Christina Fields, 111th Street and Central Park in Chicago.

We're especially proud to participate in this event because not only do we have fun, but all proceeds collected by the Chicago & Cook County Building & Construction Trades Council go to Dollars Against Diabetes by the Diabetes Research Institute.

There was a great turnout, and a fun crowd of friends and families enjoying the sunny day even though the temperature soared into the 90's. The Carpenters brought their "A" game, battling their way to the championship game! But it wasn't enough to bring home the trophy this year. Congratulations to Operating Engineers Local 150 who won in a closely fought contest. We're already looking forward to the match up next year! Gary Perinar, EST was there, along with lots of carpenters and the "Built to Last" TV crew.

Pictured left to right front row: Brian Cappetta, LU 13; Rich Higgins, LU 1693; Mike D'Oronzio, LU 13; Tom Moody, LU 272; Rich Sullivan, LU 10; Back row: Gary Perinar, EST, Chicago Regional Council of Carpenters; Eamon McMahon, Business Representative, LU 10; Juan Vela, LU 1; Tom Robbins, LU 10; Tait Ericson, LU 1; Matt Schmenski, LU 1; Jake Lechelt, LU 1889; Josh Szymanski, LU 1185; Ron Gorney, LU 1; Brendan Gusich, LU 10; Dan Rogers, LU 10; (Not pictured) Kevin Wyman, LU 13; Bo O'Rourke, LU 10; Paul McGrath, LU 13.

Local 1889 Runs Pace Bus Ad Campaign

Local 1889 ran a PACE bus summer advertising campaign to promote Union Pride, create public awareness, and to help build our membership.

Using the message "Build Your Career Here" and using a QR code, that you scan to link to Local 1889's website: www.carpenterslocal1889.com. The buses ran in the Naperville and Elgin areas and started on Memorial



Pictured left to right: Local 1889 members, Hector Sanchez; Eric Brown; Kevin Reid; Bennie Dickerson; Business Representative, Pat Richards; Local 1889 members, Kevin Carpenter; Kevin Clausen and Business Representative, Jerry Pereyra.

Day weekend and continued for four months. A clever and successful campaign! Thank you to all those involved to make this happen!

Carpenters Pushing Tax Fraud

Anthony DiRaffaele
Research Analyst
Fraud Department

The United Brotherhood of Carpenters is making a big push to combat Tax Fraud across the country. Listed are six warning signs of Tax Fraud on the job.

- 1.) Employees are paid in cash.
- 2.) Employees receiving personal or company checks without any taxes being withheld.
- 3.) Employees are being misclassified as "Independent Contractors" and being issued a 1099 tax form at the end of the year.
- 4.) Piecework pay versus actual hourly pay.
- 5.) Not being paid overtime.
- 6.) Using an undocumented workforce.

A study was done back in 2014 that the State of Illinois lost 19.5 million in tax dollars. The Chicago Regional Council of Carpenters



established a Tax Fraud Task Force to investigate tax fraud in our area. We have reached out and met with several State Agencies: including the Illinois Department of Labor, the Attorney's General Office and the Illinois Workers Compensation

Commission. Illinois Comptroller Susana Mendoza signed an executive order where her office is going to monitor state contracts for Prevailing Wage Compliance. Another victory into combatting this issue is Senate Bill 161 which was signed into legislation on August 23rd, 2019 creating a Worker Protection Unit with the Office of the Attorney General which will protect workers from wage theft and other unlawful employment practices. Good news!

The Chicago Regional Council of Carpenters Tax Fraud Task Force is looking into various targets, project types and government agencies that fund these projects. If you have been of victim of Tax Fraud, please don't hesitate to call our hotline at: 630-368-3540

For additional information go to:
www.stoptaxfraud.net

Stay up to date with the Carpenters. Sign up!

Simply send your email address by texting:

Text

WORKING4U

to 22828 to get started.

Message and data rates may apply.

CARPENTERS LEGAL HOTLINE

Legal Information Hotline for Carpenters

This program is a quick reference source you can trust on a wide variety of legal matters. You will receive the information you need to help you resolve your legal problem or you will be directed to where you can receive additional information without obligation.

You are eligible if you are a member in good standing. You will have to identify yourself by name, address, phone number and your local union number.

We can answer questions for you and members of your immediate family pertaining to Family Law, Quasi-Criminal, Financial/Commercial and Real Estate/Property Law.

We can also help you with cases involving Personal Injury and Estates.

A more detailed explanation of the legal hotline is available at www.carpentersunion.org/member-tools/carpenters-legal-hotline.

Call:
1-877 MY HAMMER
(1-877-694-2663)
Nicholas Cortesi
Attorney at Law

Take Advantage of These Value-Added Benefits

Kristina Guastaferrri
Administrator
Chicago Health, Welfare &
Pension Funds

Just when you thought it couldn't get any better! **Active, eligible members** and their dependents now have the opportunity to take advantage of these new benefits:

FREE Diagnostic Imaging thru Absolute Solutions!

What could be better than **FREE**? To help our participants keep their health care affordable, the **Chicago Regional Council of Carpenters Welfare Fund** has partnered with **Absolute Solutions** to help serve your diagnostic radiology needs.

As of September 1, 2019, you can get free diagnostic imaging services, such as an MRI, CT or PET scans, through the Absolute Solutions Network. If you and your dependents are eligible under the Active Plan you are eligible for this benefit!

The Absolute Solutions Network has over 100 Illinois locations and

3,600 locations nationwide.

You have other options for diagnostic services; however, you pay nothing with an Absolute Solutions Network provider. When your doctor asks you to get an MRI, PET scan or CT imaging, here's what you should do:



Your Future — Our Focus

1. Call Absolute Solutions at 800-321-5040, 7:00 a.m. to 6:30 p.m. CST.

2. Absolute Solutions will work with you

to find a location, date and time for your service.

on your smart phone and email the order. The scheduling coordinator at Absolute Solutions will tell you how!

You should have received an Absolute Solutions ID card at the end of August 2019. If you did not receive the card, contact the Chicago Health Benefits Department at 312-787-9455, menu option #3, 8:00 a.m. - 4:30 p.m., Monday through Friday.

Take Your Dental Benefits To Go

Effective January 1, 2020, the Delta Dental of Illinois "To Go" program lets you carry over your unused annual maximum dollars from one year to the next. That way, if you have a year with minimal dental

services, you can save your money for a time when you need more costly dental treatment. At the end of the year, qualified, unused dollars remaining in your annual maximum, will roll over

	Year 1: 2019	Year 2: 2020	Year 3: 2021
Annual Maximum***	\$1,500	\$2,500	\$2,500
To Go Bank Bank Balance (carried over from prior year)	N/A	\$1,000	+\$2,500
Total Available Benefit	\$1,500	\$3,500	\$5,000
Benefit Used That Year	-\$500	-\$900	-\$5,000
Unused Benefit	\$1,000	\$2,600	\$0
To Go Benefit (carryover to the following year)	\$1,000	\$2,500*	\$0**

3. Email a copy of your doctor's order for the test to Absolute Solutions at: www.absolutedx.com or fax it to 888-893-5330.

4. Show your Absolute Solutions ID card when you go for your test. **Be sure to get an order for the testing from your doctor, you'll have to send it to Absolute Solutions. You can take a picture**

to your "To Go Bank."

On January 1, 2020 your annual maximum benefit is increasing to \$2,500!

continued on following page

YOUR BENEFITS

continued from previous page

There are a few things you must do to become eligible for the "To Go" Program:

- You must have been covered under the Plan for the full benefit plan year (January 1 through December 31, 2019).
- You must have at least one dental service during the benefit plan year (e.g., preventive/diagnostic, like a cleaning or other basic or major dental services) that applies to the annual maximum during the year.

- Your carryover amount may not exceed the annual maximum (\$1,500 in 2019 and \$2,500 starting 2020).

- You forfeit unused annual maximums upon termination of Plan eligibility of the dental plan.

See the example on previous page:

* The "To Go" carryover amount cannot exceed the annual maximum (\$2,500).

** The total annual maximum was used, so there is no carryover into Year 4.

***The Annual Maximum is separate from the orthodontia lifetime maximum and cannot be applied to orthodontia benefit expense.

There is still time to schedule a cleaning or other dental service before December 31st, to take advantage of the Delta Dental "To Go" Program. Call your Delta Dental participating provider today for an appointment. To find a network provider, visit www.deltadentalil.com.



Carpenter Volunteers Honor Veterans

The Chicago Regional Council of Carpenters is proud to sponsor True Patriots Care and their efforts honoring our troops, veterans and first responders through *The Wall That Heals*, as well as other initiatives. We're also honored to have such a strong force of volunteers among our membership to assist in the set up and break down for this immense and vitally important effort.

The Fourth of July event was successful once again. There was a military traveling wall with 1500 flags that was set into place with many carpenter and public volunteers assisting in this massive project. There were many cars driving by honking and showing



their support for the volunteers installing the banners and flags. This was be a great event attended by many many people.

The volunteers who helped along with our carpenters to put up the banners were (left to right): Local 250 Retiree and Marine Veteran, Sam Sossong; Local 250 Business Representative, Ron Eck; Harry Mierisch, Veteran and Host of True

Patriots Care Foundation and Local 1889 member Kevin Sipple. We also had two volunteers from True Patriots, President Jerry Christopherson and Lonnie Ritchason, Veteran. They were very grateful for the banners that we donated for the event.

Hats off to all and our Chicago Regional Council for all the support given and to Gary Perinar for supporting our Veterans.

Special thanks to Local 1889 for hosting the event and to the CRCC Organizing Department and Karen Medina for designing these beautiful banners.

PBC Partners with CRCC in Safety

*John Horak,
CHST, STSC
Safety Director*

A safe job site is not something that someone can just wish to have happen. It takes dedication and hard work by everyone to achieve the goal of workers returning home each day free from injuries. Our CRCC Safety

Department, under the leadership of EST, Gary Perinar, strives each day to look for ways to improve safety council wide. Over time we have developed relationships with owners, general contractors, contractors and members, in order to discuss solutions which benefit everyone. It is very difficult to have a "perfect" job site. As we know, projects are always evolving day to day and even sometimes change by the hour. Conditions can change in a moment from a safe area to an unsafe area when hazards are introduced. The key is to constantly eliminate as much risk as possible, thereby reducing hazards and ultimately reducing incidents caused by exposure to those hazards.

Several years back, the CRCC Safety Department began a relationship with the Public Building Commission (PBC). The CRCC is grateful to have a Commissioner on the board, Local 54, Business Representative, Jose Maldonado. With Jose on



PBC Team - Completed OSHA 30

the board, the carpenters have had an opportunity to discuss safety directly with the Chief Development Officer for the PBC, Ray Giderof. From the beginning, Ray recognized the value of working together in safety to reduce injuries and identify hazards. Each summer the PBC must complete a large amount of work in the city prior to the new school year starting in the fall. Obviously, due to a short time frame, the activities require workers of different trades to be in the same work areas and sometimes on top of each other. This can create problems with safety. Planning is critical in this process to avoid incidents and get the project completed injury-free. To assist the PBC, we visit the projects and act as another set of eyes. We identify potential issues and discuss our findings. We are not in the business of slowing down progress or making anyone look bad. It must be understood that we are a neutral entity tasked

with safety only and to offer help wherever it may be needed.

As our partnership with the PBC has evolved this last June, we were asked to conduct an OSHA 30 class for Ray Giderof and some of the project managers from the PBC. Our Safety Department reached out to our retired Safety Director, Tom Kavicky, to assist

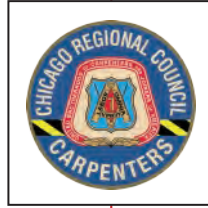
with the class. Tom has so much experience still to share and is an asset to have in safety. Tom and I held the class at our training center in Elk Grove Village. Ray and the managers committed to attend the class over four Saturdays. There was a total of 14 students attending the class. Over the four weeks, we could see the students recognize issues even more on their sites, so we knew that the class was well received. It was an honor to recruit more believers who are examples of courage in standing up for safety. Ray Giderof commented after the class: "I want to personally thank the CRCC for the training opportunity. I appreciate the CRCC's continued support and guidance in all aspects of our project delivery - from the classroom to the job site. The PBC is committed to continuous improvement, knowledge, sharing and professional development."

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Our partnerships with industry experts and the trades, especially the CRCC is critical. My team and I appreciate your time and Tom Kavicky's time, knowledge and expertise."

As our partnership continues, we are encouraged by Ray Giderof and his team's passion for safety



and look to accomplish even more, together.

I believe safety is everyone's responsibility. As carpenters, we have a responsibility to provide for our families and all of us are proud to achieve that goal. Remember

though, you are not alone out there, and we can effect change in safety if we work together.

The hardest part of building anything worthwhile is sometimes the beginning. Once it moves forward it becomes easier. The PBC managers, Ray Giderof, Jose Maldonado, and the safety department stand ready for the safety challenge, please join us in this worthwhile effort. If you or your company would like some assistance in safety reach out to the safety department at 312-787-3076. After all, we are in it together, pass or fail.

OSHA Partnerships Are Back in Iowa

Bob St. Clair
Assistant Safety Director

Scott Hook and Dwayne Heckman Safety Consultants for OSHA Consultation and Education department will oversee the partnerships with Dwayne handling the western part of Iowa and Scott will take care of eastern Iowa.

The Chicago Regional Council of Carpenters Safety Department is glad the partnerships were reinstated.

It's like having one big team instead of many separate contractors. Health and safety issues are eliminated prior to the work commencing with a team approach. We have rotating daily inspections, so all the trades get cross training on hazard identification.

Monthly partnership meetings give everyone a chance to ask OSHA questions plus a chance to see that they are just regular people doing their job.

When combined with an Impact Agreement business representatives are included in the meetings along with the owner resulting in a safe job

If you have projects that are going to last a year feel free to contact your business representative or the Safety Department and lets be partners.

Pictured below left to right: OSHA Safety Consultants: Scott Hook; Dwayne Heckman and Assistant Safety Director, Bob St. Clair.



Carpenters Support 10th Ward Labor Day Parade

The Chicago Regional Council of Carpenters participated once again in Chicago's 10th Ward Labor Day parade which was a huge success with over 40 participants.

The far southeast side of Chicago has always had a strong connection to the labor movement and unions. At one point the region was the largest steel producer in the world providing iron and steel that helped build the city. Chicago's southeast side is where the Chicago Labor Day parade first began its journey in 1959.

The parade was organized and

run by the Chicago Federation of Labor and 10th Ward Alderwoman Susan Sadlowski Garza, the parade's main goal was to seek and celebrate union pride, solidarity and community togetherness.

A special thanks to all the volunteers and marchers who came out to support the Carpenters and Trish Konopka, daughter to organizer, Piotr Konopka for taking these great photos!



Let's continue to support the labor movement by volunteering for events such as this one. Sign up today with your local union to volunteer!



City of Elgin 4th of July Parade

Elgin hosted its annual 4th of July Parade with the theme "Get in the Game." The parade begins at Slade & Douglas streets and ended at Douglas & Highland streets. Hundreds came out to enjoy the beautiful day!

A special thanks to Local 1889 members: Victor Villanueva; Patricia Reed; Alberto Chavez; Danny Perez; Derek Iwaniuk; Tom Kisser; Kevin Sipple; James Newman; Art Ludwig; Deshawn Binion; Brian Kirmse and Local 1889 Business Representative, Dan McLaughlin.

We like to also thank the wonderful volunteers: The Villanueva Family; Natalie Arambula; Karen Perez; Roseanne V. Sipple, Austin Herz and Toni Rose Herz we couldn't have done it without all of you!





Carpenters Support Mexican Labor Day Parade

This September 8th was the 50th anniversary of the Mexican Independence Day parade in Chicago. Alex Perez, Chairman of the Latino S.W.A.T, as well as parade organizing committee, and business representative with local 58, had roughly 100 other participants join in on the celebration of Mexican

Independence by being a part of the parade. Huge crowds lined 26th Street to view the colorful displays of Mexican heritage in the Little Village neighborhood.

This year the Chicago Regional Council of Carpenters dedicated the 2019 parade to the late Joe Pastorino, Assistant to the EST of

the Chicago Regional Council of Carpenters who recently passed away this year.

Lastly, Alex Perez, would like to thank all the CRCC business representatives who participated in this years parade.

Pile Drivers & Heavy Highway Carpenters Get Job Done

Tony Ballay
Assistant to the EST

Pile drivers are some of the first UBC members to start on any new job. We all know that any structure we build needs a solid foundation whether we're on a high rise building in the middle of Chicago's loop or on a bridge going across the Mississippi River. After the foundations are set, the heavy highway carpenters start framing the concrete substructures building the piers and columns that will support the deck. Along with framing the decks there are many more man hours in framing approaches, parapet walls and medians. There can also be tall long retaining walls as part of many projects. Hard, tough, dirty jobs but

UBC members don't back off. We get the jobs done!

Conversations with our UBC partner contractors indicate that they want to develop crews that are more stable and diverse with their skill sets. They want to take and develop a well oiled crew that has all the skill sets such as certified welders, concrete framers, certified riggers along with good leadership and communication skills and work from one job to another. We demand the best pay and benefits and the only way to do that is to be better skilled and trained. If we're going to "talk the talk", then we had better be able to "walk the walk"! If you need any additional training to be better cross trained, it's available at the training center. What it really

means is the more man hours for you and your family at the end of the year.

The future looks bright for pile drivers and heavy highway carpenters in Illinois. Many bridges are shut down or rated as structurally deficient, which is not a good thing... but it shows how much work we have to look forward to in Illinois. Governor Pritzker and his legislators have earmarked \$32.5 billion for infrastructure work. With the billions of dollars the Illinois Toll Highway Authority has in projects, our contractors and the future of our carpenters is looking up. Invest in your skills today! Strong Alone. Unstoppable Together!



Keeping Up The Commitment To Training

Vince Sticca

Training and Apprentice Director

The reason we are so dominant in a competitive construction marketplace is BECAUSE our carpenters are the best trained, safest, most knowledgeable and up to date craftsmen and craftswomen around. We put our apprentices through a rigorous training program, and our journeymen carpenters have thorough continuing education programs available. This is made possible thanks to our signatory contractors.

The mission of the Chicago Regional Council of Carpenters Apprentice & Training Program is to provide members both classroom and hands-on training to guarantee that the safest, best

trained and skilled work force is at the forefront of technology to meet the employment needs of the industry, now and in the future.

This is no accident. As our numbers have increased, we have had to plan in advance, to anticipate the future demands of the market place so our carpenters are prepared to meet all the changing technology in the work place.



We have merged our training program with Rockford, Quad Cites, East Moline and Davenport Millwrights. We are planning to construct a new training center in the East Moline area for both carpenters and millwrights in the near future. This will provide new growth and technology for apprentices and journeymen, alike. Checkout our website at:

www.chicap.org for our Skill Advancement Program. New classes have been added to keep up with the ever-changing construction technology. Also "Like" and subscribe to our new YOUTUBE channel "Carpenters1256".

I may be preaching to the choir, but in all our news articles, I strongly encourage all brother and sister members to check your Training Verification Card for expiration dates and to make sure you keep up your Certification and Safety courses.

Finally, preliminary plans are under way for our summer 2020 Open House, to be held on Saturday June 6, 2020 at the Carpenter Training Center in Elk Grove Village. Look for additional information on our website at www.chicap.org.

Save The Date!



Mr. David's Installer Expo

The Carpenters Training Center in Elk Grove Village hosted a Mr. David's Installer Expo Event. The event comprised with over 60 vendors showing their latest products, along with sales and technical personnel reviewing the latest uses and installation methods.

The Mr. David's Installer Expo was open to all flooring installers. Mr. David's provided food, games, gifts and prizes (flat screen TV's, gift cards, drones, and tools) to encourage all the installers to actively participate.



This year among the 60 vendors, was Ford Motor Company showing off their latest trucks along with rebates on vehicles. We also had demonstrations from every major subfloor product manufacturers as

well as: take-up machines; grinders; blasters; tile saws; floor welders and vacuums.

Mr. David's mission for the expo was to allow installers to have a better idea of the new products entering the marketplace while improving communication among the manufacture representatives and technical representatives providing positive interaction with all.

XTRASM Program eXcellence in Training Recognition Award

XTRASM — eXcellence in Training Recognition Award is an incentive program designed to recognize and reward carpenters who take advantage of the training, continuing education and certification classes that are offered at Carpenter Training Centers.

The **XTRASM** program recognizes that participating in skill advancement training involves a time commitment above and beyond on-the-job hours. Therefore, the program will provide recognition by offering members a congratulatory package at the completion of a qualifying class. And, on an annual and quarterly basis those members will also be entered into drawings for larger prizes, like tools and electronics. These are but a few of the classes currently being offered at our Training Centers:

- Metal Stud Soffit Framing (24hrs)
- Hardware Certified Installer (24hrs)
- Concrete Deck Form Systems (16hrs)
- ICRA-Infection Control Risk Assessment (24hrs)
- Welding-TIG (24hrs)
- Floor Covering-Carpet Installation (42hrs)
- Millwright Shaft Alignment (24hrs)
- OSHA 30 (30hrs)
- First Aid/CPR/AED (8hrs)
- Fall Protection (6hrs)
- Lead RRP (8hrs)
- Aerial Lift Training (11hrs)
- Mass Timber Construction (24hrs)
- Scaffold Erector (40hrs)
- Total Station-Layout (30hrs)

JATC
1256 Estes Avenue
Elk Grove Village, IL 60007
Phone: 847-640-7373
Fax: 847-364-8367

**CARPENTER APPRENTICE
TRAINING CENTERS**
Elk Grove Village main & annex
Chicago/Rockford/East Moline

Register Online Today! www.chicap.org

***A complete listing and online registration can be found on the Training Center website.**



Congressman Davis Visits Carpenter's Training Center

Congressman Danny K. Davis, who represents the 7th District in Illinois, visited the Carpenters Chicago Training Facility at 2141 S. Union Ave. in Chicago on July 29th to address dozens of labor representatives from across the region about his efforts

to support labor initiatives in Washington D.C.

Pictured left to right: CRCC Assistant to EST, Ron Culbertson; Local 174 Business Representative, Wade Beasley; Local 272 Organizer, Joseph Willis; Local 10 Business

Representative, Jonathan Jones; Congressman Davis; CRCC President, Jeff Issacson; JATC Training Director, Vince Sticca; CRCC Political Director, Kevin O'Gorman and Local 58 member, Joe Duplechin.



UBC Scaffold & Solar Conference

The 2019 UBC Scaffolding and Solar Industries Leadership Conference took place at the International Training Center in Las Vegas, on August 5-7, 2019. The Regional Council actively seeks scaffold and solar industry partners, contractors to attend this informative event.

Many contractors participated such as: Luke Fosler, Operations Manager, Fosler Constr. Co.; Jeffrey West, Director of Operations,

Fosler Constr. Co.; Diego Fosler, Safety Manager, Fosler Constr. Co.; Tom Vetter, President, Creation Carpentry; John Schoop, Field Supervisor, Brand Energy Services; Jason York, Constr.Mgr., Brand Energy Services; Joel Nadeau, Vice President-Finance, Brock Industrial Services; Jerry Cameron, Operations Manager, Brock Industrial Services; Steven Santerelli, Site Manager, Brock Industrial Services; John Razmus, Project

Manager, Schomburg & Schomburg Constuction.

Pictured with Chicago Regional EST, Gary Perinar and staff are some of the contractors that were in attendance. This was an excellent marketing opportunity involving a network of top-level decision makers. Thank you to all the contractors who participated. Together was a successful event for both the CRCC and the UBC.

Fighting IRAP's

Kevin O'Gorman
Political Director

On June 25, 2019, the Trump administration led Department of Labor proposed a new rule under the National Apprenticeship Act that would create a new form of training program referred to in the Federal Register as "Industry-Recognized Apprenticeship Programs" or IRAPs. According to the rule making proposal, "Industry Programs would operate in parallel with the existing registered apprenticeship system. The Department believes its industry-led, market-driven approach provides the flexibility necessary to scale the apprenticeship model where it is needed most and helps address America's skills gap."

What is notable about this proposed rule is the emphasis on "industry" goals and initiatives in making decisions for our workers, customers and contractors. The Department of Labor's motives are clear; it's desire to allow "market-driven" approaches dictate what content is taught in an apprenticeship program, how stringent the performance standards are or how material may be taught to future tradesmen and women.

What our "industry leaders" would rather not consider is the safety concerns of our brothers and sisters working alongside us. Industry would prefer we forget how marketable, qualified and confident our own apprenticeships have made us, molded us into the capable and competent workforce

we are today. They would rather we be more concerned for their bottom line and their ability to cut costs at the expense of our well-being and safety. If our "industry leaders" were truly concerned for the workers of our great nation, they wouldn't be pushing for "flexibility" or a "market-driven approach."

*It's not an
"industry leader"
that will find
themselves under
a pile of rubble or
at the bottom of a
stairwell when an
IRAP educated scab
fails to follow safety
protocol.*

Instead of providing second tier, low rent competition to our already wildly successful apprenticeship programs and creating a work force of potentially less than competent, less than skilled tradespeople, we should be investing in our apprentices and apprenticeship programs to ensure every worker in the United States gains the skills they need to work effectively. Instead of providing a pathway to non-skilled, non-union labor, the Department of Labor should be protecting our workers and encouraging them to unionize, organize and fight for their rights

as the backbone of our country.

It's not an "industry leader" that will find themselves under a pile of rubble or at the bottom of a stairwell when an IRAP educated scab fails to follow safety protocol. It won't be an "industry leader" who will have a harder time feeding their families because unskilled, non-union workers are driving wages down, making it more difficult for workers to collectively bargain. It's not going to be an "industry leader" who's house or garage or home improvement project will be done with subpar, unskilled labor. It will be you, or me, or any one of our families, friends, customers or co-workers.

I encourage you to reach out to your local representative and encourage them to draft legislation that would outlaw "Industry Recognized Apprenticeship Programs" or any other program that would not be required to meet the strictest accreditation requirements already set forth under the National Apprenticeship Act. There is no reason to be taking steps backwards in educating our work force about the skills we need to survive and the safety practice and procedures that keep us healthy.

I would also encourage you to reach out to your business agent as our fight in the 2020 election is just beginning and another 4 years of this type of underhanded, profit motive driven governance will lead to less money, less safety and less security for our brothers and sisters.

Ready or Not Legalized Marijuana is Coming to Illinois

*Terry McGann, Esq.
McGann, Ketterman & Rioux*

On June 25, 2019 Governor Pritzker signed the Cannabis Regulation and Tax Act (the "Act") into law making Illinois the 11th state to legalize the use of marijuana. The Act, which goes into effect on January 1, 2020, will allow adults 21 years and older to possess and purchase up to 30 grams of marijuana for recreational use. While it is anticipated that the Act will create significant opportunities for the business community and needed revenue for state and local governments, the most immediate impact, will be in the context of employment and workplace safety. How will the legalization of marijuana effect existing drug testing policies in collective bargaining agreements?

The Act allows employers to adopt "zero tolerance" or drug free workplace policies and to discipline employees who violate those policies. However, such policies are restricted to prohibiting the impairment, possession or use of marijuana while at work or on call. In other words, by amending the Illinois Right to Privacy in the Workplace Act, which prohibits employers from restricting employees' use of legal products outside work, the Act prohibits employers from taking adverse action against employees or applicants for using marijuana outside the workplace as long as an employee is not impaired while at work or on call and does not possess or use marijuana while at work or on call. Accordingly, Illinois lawmakers have established that marijuana is

considered a "legal product" under state law similar to alcohol and tobacco.

While federal criminal law continues to prohibit interstate possession, manufacture, or distribution of marijuana, federal courts have deferred to the states'



authority to regulate commerce with their respective borders as it relates to the legalization of marijuana use. In fact, even though federal law prohibits the use of marijuana in relation to interstate commerce, federal courts have shown a willingness to enforce state laws that prohibit employers from discriminating against employees on the basis of lawful use of marijuana.

The Act explicitly prohibits an employer from taking adverse action against an employee based upon the employee's state-authorized use of marijuana, but does allow an employer to take disciplinary action if an employee possesses, uses or is impaired at work. The question becomes how employers will determine whether an employee is impaired during

work hours or while on-call. The Act suggests that employers adopt a "good faith" belief approach to testing their employees based upon objective observed criteria while working, which includes an employee's job performance, speech, physical dexterity, agility, coordination and irrational or unusual behavior.

Most collective bargaining agreements contain drug and alcohol provisions which contain a litany of circumstances under which employees may be tested including pre-employment, reasonable cause, random, or circumstances where a workplace injury or accident has occurred. The drug testing policies in these agreements also provide for the type of specimen that is allowed to be collected, such as urine, blood, saliva, and hair follicles, and set a threshold point for identifying a specific level of concentration of a drug that will result in a positive test.

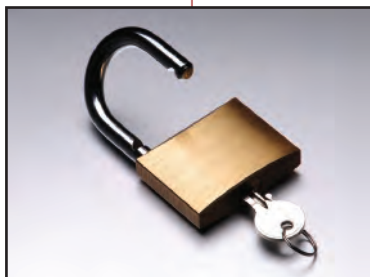
The Act calls into question the way in which marijuana is metabolized and the threshold point for determining whether an employee was impaired at a particular point in time. The tests currently used in most drug policies are not appropriate for determining impairment resulting from the use of marijuana. Testing for alcohol or other drug related impairment is vastly different than testing for impairment related to marijuana. While alcohol is water soluble, THC, the psychoactive ingredient in marijuana, is fat soluble.

continued on page 31

Safeguarding Your Records

*Victor Ancich
CPA, Partner
Legacy Professionals, LLP*

No one expects to be the victim of a disaster, but every year, people find themselves in the midst of fires, floods, earthquakes, and other catastrophic events with little, if any, time to prepare. And, every year, personal and financial records are lost because they can't be located quickly in an emergency. That's why it's important to take the time to organize your records and essential information so that they're easily accessible if you are forced to leave your home suddenly.



Key Records:

Personal Records include:

- Birth certificates for you and your family
- Adoption papers
- Social Security cards
- Health insurance identification cards
- Marriage certificate, divorce decree, or separation agreement
- Passports

Financial Records include:

- Deeds to your home and other property
- Vehicle titles and registrations
- Auto, life, and homeowners insurance policies
- Bank account information
- Investment records
- Wills, trust agreements, and other estate planning documents
- Mortgage and loan agreements
- Credit card information
- Copies of tax returns

You may also want to make a list of the names, addresses, and phone numbers of your financial institutions, insurance agent, attorney, doctor, and financial advisor, and keep them with your records.

Your Life in Words and Pictures

Having a list of what you own can help you with insurance claims in the event of a loss. Take an inventory of your furniture, appliances, computer equipment, televisions, jewelry, collectibles, and other expensive items. Include any

sales receipts and appraisals you have, as well as photos or videos. Keep these records with your important documents.

You've Gathered Them - Now What?

Once you have all your important documents together, you'll want to keep them that way. A fireproof box that you can take with you during an evacuation is one option. But you also should keep copies of all important documents in a safe place outside your home.

Since many financial institutions provide statements electronically, much of your financial information may be available online. (You'll need your passwords). Consider scanning other important documents into electronic format and storing them on a backup storage device or a secure cloud-based storage server. Paper back-up copies may be useful in the event of a power outage or interruption in mobile phone service.

For More Information

You can find a wide range of information on disaster planning on the Department of Homeland Security's website: www.ready.gov, which has an Emergency Financial First Aid Kit that can help you organize your records.

The Chicago Regional Council of Carpenters Apprentice and Training Center

1256 Estes Ave. Elk Grove Village, IL 60007

(847) 640-7373

For more information: www.chicap.org



CTA Rail Maintenance

Chris Kasmer
Business Representative
Local 1027

Chicago Regional Council of Carpenter members have been keeping the City of Chicago moving for decades. Local 1027 Carpenters who work for the Chicago Transit Authority (CTA) understand this well. They play a vital role in the maintenance and repair of the CTA's facilities, operating equipment and revenue vehicles. CRCC carpenters work across four separate divisions at the CTA: Power and Way, Facilities Maintenance, Rail Heavy Maintenance and Bus Heavy Maintenance.

Power and Way Carpenters play a critical role in rider safety and keeping the commuter light rail system in operation. The primary function of Power and Way Carpenters is to repair and replace "foot walk" along the 242 total miles of track. In the rare event that a train needs to be evacuated due to an equipment failure, derailment or other unforeseen circumstance, CTA customers can disembark the train onto the "foot walk" and walk to the nearest station.

The work of Power and Way Carpenters is often hazardous. Much of their time is spent on the elevated track, between two running train lines, adjacent to the 600 volt electrified third rail.



Facility Maintenance Carpenters perform all of the maintenance and repair on CTA owned properties and structures with the exception of the work performed by Power and Way Carpenters. These well-rounded carpenters are required to know all aspects of the craft such as: framing, stair

building, building custom cabinets, flooring, drop ceilings, locksmith, concrete forming, hanging drywall and more. At times they have been called upon to remodel entire floors of office

space, but they can usually be found at the many light rail platforms, subway stations and bus turnarounds repairing damage caused by the 2 million riders that the CTA accommodates each day.

Bus Heavy Maintenance Carpenters are responsible for repairing many components on all of the CTA busses. After an accident, skilled CTA carpenters may need to straighten a bent bus frame and rebuild large exterior sections of a bus. In addition to applying bondo and fiberglass to the exterior of a bus, they also replace broken glass, rubber flooring, driver doors shields, seating and reinforce rider grab bars. On the large articulated "slinky" buses, carpenters are responsible for

maintenance and repair of the turntable and bellows that connect the front and rear sections. Bus Heavy Maintenance Carpenters also install bike racks and the wheelchair lifts that allow the disabled to get on and off the buses.

Rail Heavy Maintenance Carpenters perform many repairs on the commuter trains. Similar to work on the buses, carpenters rebuild trains that have been wrecked as well as routine maintenance and capital rehab projects. CTA's Rail Heavy Maintenance shop in Skokie has been the most recent site of a capital rehab project where a multi-craft group of tradesmen

rebuilt large portions of existing trains to extend their useful lives. Carpenters replaced end doors, flooring, rebuilt doors with safety sensitive edge that detect if a rider is not fully into the car and more.



In addition to the in-house carpenters, the CTA also employs CRCC members through contractors as they contract out and complete CTA station rebuilds. In recent years union contractors have completed brand new stations at Wilson and 95th Street in Chicago. Underway is the Red/Purple CTA Line modernization which will employ many carpenters through union signatory contractors on Chicago's north side.

Carpenters Donate for a Worthy Cause

The Chicago Regional Council of Carpenters made a donation to the charitable non-profit *For the Love of Lee*. This organization was established on behalf of Margarita Rivera, whom the Chicago Regional Council of Carpenters assisted by helping her and her son Lee. Margarita wanted to give back and established this charitable organization to help others. This group is dedicated to providing assistance, support and donations for families with sick children.



For the Love of Lee, reached out seeking donations to help the Hernandez family whose 7-year old daughter was recently diagnosed with Non-Hodgkin's Lymphoma. She is one of four children of Local 1889 Carpenter Raul Hernandez and wife Maria. They recently became parents to their fourth child this past July.

The Chicago Council wanted to support not only a brother in need, but invest in an organization that is dedicated to making people's lives

easier when faced with the difficult circumstances of caring for their sick children.

Pictured photo right: right to left are: LU 1889 member, Raul Hernandez, sons Luis, Angel, wife Maria, Gabriela and Lucia. Pictured photo left: right to left: Margarita Rivera, President, For The Love of Lee; Keith Jutkins, CRCC Vice President; Lee Rivera, son of Margarita and Jerry Pereyra, Business Representative, Carpenters Local 1889.



Ted Kenney-George Vest, Jr. Scholarship Winners

The Ted Kenney-George Vest, Jr. Scholarship provides financial support to college-bound children of members of local unions who are affiliated with the Chicago Regional Council of Carpenters.

This year there were 15 winners of the 2019 Ted Kenney-George Vest, Jr. Memorial Scholarship, and each were awarded a check in the amount of \$1000.

The winners are: Casey Woods,

daughter of Michael Woods, LU 54; Brian Carpenter, son of Gregory Carpenter, LU 272; Julia Starzycka, daughter of Pawel Starzycka, LU 1; Elise Houlihan, daughter of Dennis Houlihan, LU 13; Danielle Bogacz, daughter of Paul Bogacz, LU 272; Andrea Orozco,

daughter of Miguel Orozco, LU 272; Juliana Reynolds, daughter of Thomas Reynolds, LU 58; Kalli Jungles, daughter of David Jungles, LU 1889; Austin Kartheiser, son of Kevin Kartheiser, LU 1027; Brooke



Palmer, daughter of Philip Palmer, LU 10; Anthony Amant Jr., son of Anthony Amant Sr., LU 1; Frank Luce, II son of Frank H. Luce Jr., LU 1185; Shannon Meadows, daughter of Jeff Meadows, LU 1; Dade Bradley, son of Richard Bradley, LU 174; Keaton Walsh, son of Lawrence Walsh, LU 13.

Congratulations to all the award scholarship recipients.

Go to: www.carpentersunion.org for more information on the scholarship.

Opportunities Now for Solar Contractors

*Tony Janowski, LEED AP BD+C
Marketing Director*

These are opportunistic times for our CRCC solar contractors and members who are working diligently in the Illinois solar market. We continue to build relationships with the entire industry grabbing market share throughout our Chicago Regional Council of Carpenters and gearing up our solar training to meet future solar development requirement.

Our mission with the Future Jobs Bill SB2814 was to create a team of contractors with the CRCC leadership to educate the developers across the U.S. emerging into Illinois of our presence and expertise in the solar

industry. Then we can connect the developers with our contractors capturing market share.

With electricity rates continuing to rise and the cost of solar panels becoming more affordable, this has become an opportunity for our members in the renewable energy industry. It's the next generation of the wallboard revolution. Our end goal is to create manhours for the members and protect our work from going to substandard unskilled contractors.

By creating an efficient industry solar workforce working with the solar racking and panel manufacturers, we are having great strides in building relationships with the key decision makers. We have created case

studies that are proven by using a multi-craft workforce in the marketplace great things can happen with building these solar developments at the lowest cost per watt competitively without sacrificing first and foremost safety, quality assurance and respecting project schedules. Our contractors' gets these solar projects on the grid faster than our competition which is the eye opener for the developers.

The bottom line is costs to the developer, project owners and to the energy providers are significantly reduced resulting in greater adoption of solar energy and other environmentally friendly renewable energy solutions for the communities where we live, work and learn.



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Insurance Is Aggravating Sometimes....

Larry Hunt, CIC, CRM
Matt Hunt, CRIS
TheHuntGroup.com

"The Times They Are A-Changin'" was the musical lyric made famous by Bob Dylan more than 50 years ago. That was around the same time the Baby Boomer generation began leaving the "nest" created by their parents, who were members of what justifiably became known as the *Greatest Generation*.

As a Baby Boomer myself, I subscribed to the belief that navigating the long road ahead required me to leave home at 17 to go to college, then get a job, and get married, all of which I'd done by age 22. Fast forward to today and we find that the remarkable young people of Generation X and the Millennials are in no such hurry to jump into life's express lane and I am still amazed that my wife said yes!

For any number of reasons, some economic and others societal, young people are holding off on their reach for some of life's milestones. In 2018 the median age for a first marriage was nearly 30 for men and 28 for women: in 1970 it was 23 and 21 respectively. One outcome of this delay is the substantial increase in the number of adult children living with a parent, or a roommate, or someone other than a spouse.

Real Life...

By now some of you may be wondering what any of that has to do with insurance – and the answer is "plenty". Here are a few hypothetical situations involving personal insurance that we hope

will alert some Carpenters Forum readers to risks they weren't previously aware of. In these examples, the parents' names are Bill and Ann, their adult son is Jack, and his 'significant other' is Janet.

a) To save money to eventually buy a home, Jack and Janet move in with his parents. Janet owns a 2008 Malibu and carries \$50,000 liability coverage, and has given Jack's parents permission to drive it whenever necessary. Bill borrows her car one Saturday and has an accident involving a bicyclist, which he reports to his insurance agent in the belief his car insurance, with its \$250,000 liability limit, will cover the serious lawsuit which is sure to follow.

Bill is shocked to find out his insurance company will not cover him for the accident! The reason is that his policy, like virtually every car insurance policy in the U.S., excludes liability coverage on any car in the household that is available for his regular use but insured elsewhere. He and Ann are at risk of losing their mortgage-free \$325,000 home because his only liability protection is the \$50,000 coverage on Janet's policy. Surprisingly his car insurance would cover him while driving any other car he might borrow or rent, but it will not cover use of a car that is owned by a resident of his household – other than his wife of course. If Janet's car had no insurance at all, Bill would have had no insurance whatsoever to defend him and settle the injured bicyclist's lawsuit!

b) Jack and Janet move out after buying their own home but do not get married; to raise money for the down payment, Janet sells her car and cancels her insurance. Jack's Dodge Ram is well insured and Janet is listed on his policy as a driver so they assume she's fully insured. When her mother falls ill Janet flies home, rents a car at the airport and declines the rental company's optional insurance because she mistakenly assumes Jack's policy will cover her. Unfortunately it will not because she is not his legal spouse, and she is also not a "Named Insured". Janet has no insurance at all under Jack's policy except when driving his truck!

c) The Homeowners policy written on Jack and Janet's home is in his name only because the mortgage is in his name. They figured it didn't make any difference since they lived together, but they did have Janet named on an "Additional Insured" rider, at the suggestion of their inexperienced insurance agent. When their home suffered major damage due to a broken pipe and the furniture and clothing Janet had purchased over the years was ruined, they were devastated when told that none of it was covered because property owned by a "roommate" was excluded! Wait – she was an "Additional Insured" wasn't she? Unfortunately that only covered her interest in the structure of their home, and her liability as co-owner of the residence premises. If only their agent had included her name on the policy along with Jack's!

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Annual Fishing Derby Fun

On June 15th the Annual Hoffman Estates Chamber of Commerce Fishing Derby drew a near record crowd, despite a few rain showers.

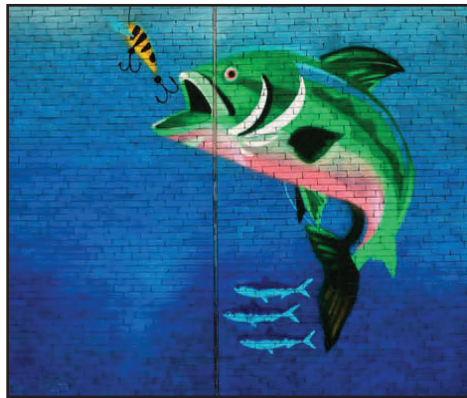
Over 300 people attended the fun family event, which was once again sponsored by the Chicago Regional Council of Carpenters, among others. We've proudly supported this event every year for the past 25 years. Carpenters from

Locals 58, 250, and 1889 and their family members were there, along with Business Representatives Greg Czajka, Bill Lee, Bill Murphy and Alex Rodriguez.

This year, the Carpenters brought one of our trailers to the event, loaded with handouts for the crowd featuring "Built to Last" TV, and Apprenticeship information.

This was retired LU 58 (formerly LU 839) Business Representative, Paul Swanson's 8th year as announcer for the Derby. Paul, (pictured below far right) says this was possibly the best Derby ever!

Pictured far left: Local 1889 member Jason Felbinger and son, Gus Felbinger (who happens to be Paul's grandson) were fishing for some of the many prizes.



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As always, we hope this article is informative and thought-provoking, and we genuinely welcome any questions you may have.

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Hunt Insurance is located at 12000 S. Harlem Ave., Palos Heights, IL 60463-1153. You can call them at 708-361-5300 or toll-free at 800-772-6484. You can also fax them at 708-361-5316 or email at info@thehuntgroup.com. In case of after-hours emergencies call 708-699-5300 or 708-341-5300.



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Retired Carpenter Makes Fine Furniture

Tom Christy may be a retired carpenter, but he's still working with the tools. Because he never lost his love of woodworking. Tom is an energetic 86 year old and a proud 65-year member of Local 1027.

Tom started with the Carpenters back in 1954, where, after joining the union, had to bang on doors until he found

a shop that would give him a start. Through the years that followed, Tom he worked at only two shops, Waldbillig Woodworking and



Imperial Woodworking. After that he was appointed to a position of Business Representative at Local 1027. Retiring in 1994, he now resides in Marion, Illinois. Tom

enjoys his hobby of woodworking and continues creating all kinds of wood furniture items in the woodshop he built with his brother on his property.

Tom particularly takes pride is a

certain piece of furniture - a lamp table which he incorporated 13 maple stars in a bed of walnut to represent our thirteen original

colonies as a patriotic tribute. In times like this he thought a little patriotism was in order. He doesn't profit from his hobby of making furniture and only does it for family and friends.

Tom has been married 43 years to his wife, Shirley and he has four children, four grandchildren and four great-grandchildren who will certainly cherish many of his works for years to come.

Tom always has a passion working with wood and will always be a proud union member.



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This means that once ingested, THC is stored in fatty tissues in the body and can be released back into the blood sometimes long after ingestion. Some studies have detected THC in the blood at 30 days after ingestion. Thus, while THC can be detected in the blood long after ingestion, the acute psychoactive effects of marijuana

that cause impairment last for mere hours, not days or weeks.

Because drug tests generally cannot detect "current" cannabis impairment, employers will be prohibited by the Illinois Right to Privacy Act from taking adverse actions for positive marijuana test results in most situations except for reasonable suspicion and post- accident circumstances. With

the impending effective date of the Act, parties to collective bargaining agreements should review the terms of the testing provisions and make the necessary revisions to comply with the terms of the Act.



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Among those with life insurance

1/5 say that they do not have enough¹

Do you know what Life Insurance can help cover?



¹ Source: 2018 Insurance Barometer Study, LIMRA

² Age reductions may apply.

This is a summary of benefits only. A complete description of benefits, limitations, exclusions and termination of coverage will be provided in the certificate of insurance and riders. All coverage is subject to the terms and conditions of the group policy. If there is any discrepancy between this document and the group policy documents, the policy documents will govern. To keep coverage in force, premiums are payable up to the date of coverage termination. Group Term Life Insurance is underwritten by ReliaStar Life Insurance Company (Minneapolis, MN), a member of the Voya® family of companies. Policy form ICC LP14GP or LP10GP (may vary by state). © 2019 Voya Services Company. All rights reserved. WLT 25000701 - 915412

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For illustrative purposes only. Coverage amounts may vary.