

Union Carpenter

WINTER 2021



Carpenters Give Back

New Training Center Breaks Ground
Residential 2.0 Continues to Deliver

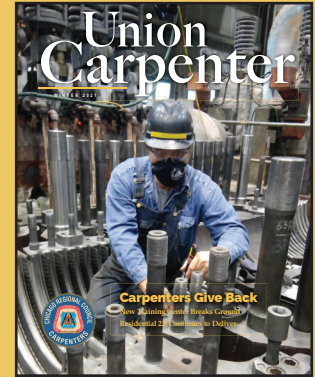
UNION CARPENTER

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Local 1693 Millwright Josh Bard checks turbine threads at the Dynergy Kincaid Generating Station in Kincaid, IL.

Union Carpenter

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

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Leading By Example

Recently I've been thinking about the role that leadership plays in the long-term success of our union. To be clear, I'm not talking about leadership as it relates to the Council's staff - I'm referring to the concept of leadership as it applies to our entire membership. It's imperative that we, the 30,000 men and women of the Chicago Regional Council of Carpenters, continuously strive to be leaders not only in our industry, but in every aspect of our lives. As union members, we have a responsibility to lead by example, and we must never lose sight of that. As the saying goes, if you ain't the lead dog, the scenery never changes.

While thinking about the importance of leadership, I was reminded of an old parable about George Washington, which I think is fitting for what we're trying to accomplish within our union. It goes something like this, and I'm paraphrasing:

"During the American Revolutionary War, George Washington rode up to a group of soldiers attempting to raise a wooded beam to a high position.

The corporal in charge was shouting encouragement, but the soldiers couldn't get the beam in position. After watching their lack of success, Washington asked the corporal why he didn't join in and help, to which the corporal replied, "don't you realize that I am the corporal?" Washington dismounted his horse and went to work with the soldiers to get the oak beam in position. As they finished, General Washington said, "If you should need help again, call on Washington, your commander-in-chief, and I will come."



This story accurately drives home the point that the essence of leadership is focusing on the

needs of the entire organization so the whole is greater than the sum of its parts. Leadership is not about power; it is about service. We must make sure that our actions benefit not only our union, but also the people we work with and the communities we serve. You'll see in this issue that we've devoted several stories to some of the recent work our members have done giving back to our communities - one of the very pillars of leadership. I am proud of the incredible volunteer work performed by our brothers and sisters across every region in our jurisdiction.

Leadership will be an ongoing theme you'll be hearing more about in the year ahead. You'll be reminded of it every time you stop by your Local Union's office. Last month, the Chicago Regional Council delivered plaques to all our Local Union's office with our inscription as follows:

"Leadership is not a person or position but rather a collection of core moral values based on accountability, truth and trust. It is the basis of our shared vision that motivates, inspires, and energizes us to exceed expectations and blaze our own trail."

I encourage all members to adhere to this philosophy. Leadership is taking classes at our training centers to broaden your skills, sharing knowledge with apprentices so they can become experts in their craft, and making the extra effort to be the best employee and union member you can be. True leaders are accountable, hardworking, and honest people you can trust. When we have 30,000 leaders working together to set standards in our industry, nothing can stand in our way.

Take a look at our new video about how the Council extended healthcare eligibility to thousands of active members who lost work because of COVID-19.

Scan QR code to watch!



East Moline Training Center Groundbreaking

In November, the Chicago Regional Council of Carpenters broke ground on a new 55,000-square-foot Carpenters and Millwrights Training Center in East Moline, IL that will train the next generation of skilled union apprentice carpenters and millwrights.

The event drew several community and industry leaders, including East Moline Mayor Reggie Freeman, Illowa Millwright Contractors Association Director Paul Elgatian, and Associated General Contractors of the Quad Cities President Steve Tondi, as well as Regional Council leadership and members from Carpenters Local 4 and Millwrights Local 2158.

"This is not just an investment in the quality training of skilled union apprentice carpenters and millwrights," said Executive Secretary-Treasurer Gary Perinar. *"It is also an investment in the Quad Cities region that will increase property values and help spur economic development. Our new training center will be one of the crown jewels of*



Left to right: CRCC Vice President Keith Jutkins; CRCC President Jeff Isaacson; Builders Sales and Services Company President Scott Fournier; East Moline Mayor Reggie Freeman; CRCC Executive Secretary-Treasurer Gary Perinar; Associated General Contractors of Quad Cities President Steve Tondi; Illowa Millwright Contractors Association Director Paul Elgatian; JATC Training and Apprentice Director Vince Sticca.

the East Moline and Silvis communities and I thank everyone involved from the government bodies, to the union contractors, to our local unions and training directors who made this project a reality."

The two-story facility will include classrooms, dedicated training shops, a lunchroom, offices and surface parking. The site was selected for maximum access to the facility and the ability to allow for future growth. The project also includes a new 250-seat meeting

room in an adjacent union office building that will be available to the public for events.

Construction is expected to be completed by the fall of 2021.



HACIA Leadership Visits Training Center



A special thanks to the Hispanic American Construction Industry Association (HACIA) leadership for taking the time to visit our Elk Grove Village Training Center and learning more about why union carpenters and apprentices are the best-trained and highest skilled. We look forward to the opportunity to work together and expand our pool of qualified, diverse pre-apprentice applicants.

Thank you to Matthew Smith for arranging the visit. Shown left to right: JATC Training and Apprentice Director Vince Sticca; Executive Director Jorge Perez; Local 10 Business Representative Jonathan Jones; Vice President Sandi Liano; Project Manager Matthew Smith and Director of Operations Juan Calahorrano.

President



A Proud Past, Present and Future

Last August, I joined more than 1,350 delegates who were participating at 24 locations across the United States and Canada in the 42nd General Convention of the United Brotherhood of Carpenters. Although the raging pandemic prevented an in-person meeting, the UBC leadership wisely conducted the gathering of delegates virtually. This was my 10th General Convention. As I joined my fellow delegates, my mind kept returning to two main themes.

First, the General Convention represents the truest form of union democracy. At a time when certain elected national leaders attack and undermine the bedrock principles of our national democracy, the UBC General Convention restored my belief in the sustainability of our democratic institutions. All of the representatives attending the virtual Convention were elected by Carpenters Union members. When the delegates participated in the Convention, we did so on behalf of the men and women in our Local Unions. The Convention delegates were nominated and elected at the

Local Union level and had to have the support of our membership in order to earn the privilege of serving as a UBC delegate. Each UBC member in good standing had the opportunity to participate in this basic and free expression of our First Amendment rights of free speech. Each member

in good standing had the ability to exercise the fundamental rights guaranteed by federal labor law to make his or her voice heard by the leadership, and through this process, the voices of a half-million members of the UBC were heard.

The delegates not only elected the UBC leadership for the next five years, but we made necessary changes to the governing documents of the UBC that recognized technological and logistical advances and supported a political and organizing agenda that will make the UBC stronger and more effective at representing the interests of our membership.

The second thought that reoccurred to me was the fact that the 42nd General Convention was one moment in the history of the UBC. The strength of our

Union and our ability to secure respectable wages and decent benefits is a testament to the delegates, including my father, of the 41 General Conventions that occurred before this one. We stand on the legacy built by the past UBC leaders and the delegates who participated in the past conventions. I was honored to play a role in this UBC Convention. My job as a General Convention delegate is to ensure that the UBC remains focused on our mission of representing our members and advancing the interest of the union carpentry industry. My job as a Convention delegate is to ensure that another 42 General Conventions occur and that each of us leaves the Carpenters Union in a better condition than when we first assumed a leadership role.

General Conventions occur every five years. However, each and every day, we have the sacred privilege and duty to build on the legacy of those union members who came before us. We have the duty to make the Carpenters

Union better – to encourage new members, to increase opportunities for union employment and to enhance our skills for the sake of our union brothers and our signatory employers. Today, we need to make the decision to do our part to help our Union.

“Each and every day, we have the sacred privilege and duty to build on the legacy of those union members who came before us.”



RESIDENTIAL 2.0

The Chicago Regional Council of Carpenters' Residential 2.0 campaign is a movement unlike any we've ever seen and continues to build momentum across every region in the new year. Residential wages are increasing & we're generating more interest from non-union carpenters. Here are a few of the recent wins with more to come in 2021!



Our members are continuing to work on the 60-unit Isaac Executive Suites in DeKalb. The development will include fully furnished apartment units with leases ranging from four to seven months for traveling professionals. Pictured above: Local 790 member Brody Grobe.



A new section of single-family townhomes was built by union carpenters in Chicago's Wicker Park neighborhood. Townhomes have been built mostly non-union in recent years but we're planting our flag and taking it back!



Ellinwood Apartments will feature 212 units in the Des Plaines Central Business District and will be built entirely by union contractors and tradespeople from start to finish. It's expected to generate more than 100,000 man-hours for our members!



Broadview Senior Apartments in Broadview is a three-story, 70-unit building. Union carpenters are working on this development, which will include accessible and adaptable units with energy efficient appliances.



The Berkshire Senior Living project in Johnsburg, IL was an old grade school that skilled union carpenters converted into a senior living center. Pictured (L to R): Local 250 Business Representative Dan McLaughlin; Local 250 members Andrew Noda; Fernando Morales; Brandon Garver; Dan Cole; Jake Johnson; John Wesolowski and Local 174 member Roman Brzegowy.



Work is ongoing at the 250-unit Arlington Downs apartment complex in Arlington Heights just west of Arlington International Racecourse. It was great seeing so many of our members working there during a recent visit in January. We build strong! Pictured above: Local 10 member Mike Illicky.



2020 Quad Cities Carpenter and Millwright Apprenticeship Graduates

For the first time ever, the Chicago Regional Council of Carpenters Quad Cities Campus in East Moline, IL and the Millwrights Training Center of Bettendorf, IA, jointly held an Apprenticeship Graduation on September 11, 2020. Our graduates represent Carpenters Local 4 and Millwrights Local 2158.

The celebration was a culmination of 4 years of hard work and commitment by these young men and women, and the Chicago Regional Council is very proud of their achievement.

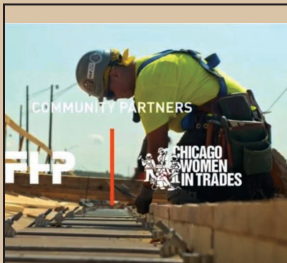
Congratulations on what we hope is a very successful career that spans many, many years!

The Chicago Regional Council of Carpenters Quad Cities Campus 2020 Carpenters and Millwright Graduates are: Chad Dennison; Austin Fulton; Alec Gordon; Levi Hass; Jerimy Henson; Hugo Hernandez; Grant Jasper; Parker Jasper; Brett Johnson; Austin Keppy; Brody Moore; Dan Mueting; Issac Nickell; Michael Roseman; Randy Roos; Owen Ruiz; Matt Salinas; Sonia Shepard; Austin Slowick; Chad Stecher; Sam Stroschein; Owen Thompson; Daityn

Webster; Ashley White; Taylor Wright. Millwrights Graduates are: Beau Bezely; Nickolus Billings; Daniel Butz; Jeff Carpenter; Kyle Hanson; Solomon Judd; Seth Wade; Joe Welsh; Blade Youell; Mitchell Benfer; Russell Holstine; Carl Ingram; Andrew Larkin; Nathan Mussman; Theo Papuga; Francisco Rubio; Orval Saunders; Josh Smith; Robert Smith; Don Teninty.

Congratulations to all!

Carpenters Featured in Video About Women in Trades



Some members of the Chicago Sisterhood of Carpenters were featured in a recent video produced by F.H. Paschen and Chicago Women in Trades about common misconceptions about women working in the building trades. Those featured in the

video include: Local 58 members Tamera Guilinger, Vanessa Nino, Lisa Guzman, Local 272 member Katie McGowan and Local 10 member Angela Mendoza.

Scan QR code to watch!



Unions Credited for Opening Doors for Minority Contractors

Hire360, an organization created in 2019 to expand employment and advancement opportunities for community residents in the hospitality, manufacturing and construction industries, was featured in the Chicago Sun Times in December for a story about how the organization was created when leading developers, general contractors and trade unions in Chicago gathered to talk about how to get more minority- and women-owned firms into the fold. Recently, the Chicago Regional Council sent a letter of commitment on behalf of Hire360's Workforce Retention Strategies in the Construction Industry to help secure a grant with the Chicago Community Trust to build the organization's mentorship program.



KRISTINA GUASTAFERRI

Administrator

Chicago Health, Welfare and Pension Funds



Your Future — Our Focus

Look After Your Eyes

Just like an annual physical, you should have a complete eye exam every year. During your annual eye exam, your optometrist will discuss your vision concerns and may prescribe glasses or contact lenses as needed. An optometrist can detect early signs of glaucoma and cataracts, but also hypertension (high blood pressure), heart disease, diabetes and even a brain tumor! These are just a few of the reasons why you should get your eyes checked regularly.

A comprehensive eye exam should include an extensive review of your overall eye health. Traditionally, dilation was the only way to determine the health of an eye and detect early onset of certain diseases. Now, with more advanced technology, dilation is no longer needed. Eye care specialists may refer to this part of an exam as a “digital eye exam” or

a “complete retinal screening.” Either way, just remember it’s important – if you catch diseases early, they are easier to treat.

Certain health conditions, like diabetes or high blood pressure, can increase your risk for eye diseases. For example, people with diabetes are at risk for diabetic retinopathy – an eye condition that can cause vision loss and blindness.

Getting older also increases your risk of some eye diseases. You might also have a higher risk of some certain diseases if you’re overweight or have a family history of eye disease.

Get a Complete Eye Exam at the Carpenters Center for Vision!

- WellVision Exam

- WellTech Fit
- Retinal screening
Protec Safety Program
- 90-day guarantee on frames & lenses (or both)
- Kids worry-free eyewear
(guaranteed for one year including breaks, damage, loss for children 14 year and younger)

Protect Your Vision

Every day, you can take simple steps to keep your eyes healthy:

Wear safety glasses. Protect your eyes on the job! The Carpenters Center for Vision has a complete line of Protec safety glasses. The Protec Safety program covers prescription safety glasses, including multifocal lenses for active, eligible carpenters for only \$10!

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Eat healthy foods. Be sure to have plenty of dark, leafy greens like spinach, kale, and collard greens. Eating fish that are high in omega-3 fatty acids – like salmon, tuna, and halibut – is good for your eyes, too.

Get active. Being physically active helps you stay healthy. It can also lower your risk of health conditions that can cause eye health or vision problems – like diabetes, high blood pressure, and high cholesterol. Simply walking for 30 minutes a day has a big impact.

Quit smoking. Smoking can hurt your eyes, too! Smoking increases your risk of diseases like macular degeneration and cataracts – and it can harm the optic nerve.

Schedule your annual vision exam at the Carpenters Center for Vision

Location:
4979 Indiana Ave,
Lisle IL.

Hours: Monday
8:00 a.m. – 7:00 p.m.
Tues – Thurs
10:00 a.m. – 7:00 p.m.
Friday
8:00 a.m. – 5:00 p.m.

Call: 630-598-5120
(During business hours)

**The Carpenters Center for Vision is open for active and retired members, spouses & dependent children, ages 5 and up, who are eligible for vision benefits in the Chicago Regional Council of Carpenters Welfare Fund.*

COVID-19 Vaccine Distribution: The Latest Information & Resources



Will the COVID-19 vaccine be available at the Carpenters Center for Health?
Yes. However, no supply is available yet. We'll update you when you can make an appointment.

In the meantime, this is what we know about vaccine availability in Illinois.



Illinois is distributing the vaccines in 2 phases, broken down into sub-phases based on supply and eligibility.

PHASE 1: in effect while limited vaccine supply.

PHASE 1A: Target Population:

- Healthcare Workers: doctors, nurses, etc.
- Residents and Staff of Long-Term Care Facilities

PHASE 1B: CURRENT PHASE. Target Population:

- Residents over the age of 65
- Frontline Essential Workers at higher risk of exposure due to their work (first responders and workers in: education, transit, childcare, groceries, and manufacturing)

PHASE 1C: Target Population:

- Residents age 16 to 64 with high-risk health conditions
- Additional categories of essential workers (waste and food service, construction, public safety, etc.)

PHASE 2: when a larger number of vaccines are available, the rest of the population will be vaccinated.

For the most up-to-date information on vaccine distribution, visit www.dph.illinois.gov/.

UNION LEGAL SERVICES FREE LEGAL ADVICE!

(877) 694-2663

The MCL has partnered with Union Legal Services, LLC to provide union members and their families with general legal advice to resolve any legal problems and answer any legal questions.

MCL members and their families receive heavily discounted, flat-fee, legal services in the following areas of law:
Criminal Law • Family Law • Financial Matters
Residential Real Estate Closings
Business Legal Matters



www.coalitionoflabor.org



TAKE ADVANTAGE OF YOUR MEMBERS ONLY BENEFITS!

As a member in good standing of Chicago Regional Council of Carpenters and their affiliated locals, you and your family are eligible to take advantage of additional benefits that are being offered through the **Midwest Coalition of Labor (MCL)**.

- **FREE** 10K in Life Insurance *
- **FREE** 5K in AD&D Insurance *
- **FREE** Roadside Assistance
- **FREE & Reduced Cost** Legal Services
- **FREE** Credit Union
- **FREE** Discount Program
- **FREE** College

Additional cost-saving benefits:

- Critical Illness Insurance *
- Accident Insurance *
- Social Security Disability
- Tax Preparation



* You will be notified when you can enroll in additional coverage. No questions asked.

JOHN HORAK

Safety Director, CHST, STSC

Assistant to EST



Lessons Learned

In safety we often hear the goal of a project is “Zero Injuries.” The details of the plan to achieve this goal are laid out on paper and include training required to create an environment that makes the goal possible, as well as protocols implemented to support the goal. An area in the plan that sometimes is not given enough weight is near misses. Safety is about reducing risk to the lowest possible level. A major part of improving safety on any job is learning from a near miss, correcting any deficiencies that may have contributed to the near miss, and moving forward with an improved process to avoid the issue in the future. The first step is to create an environment in which a worker is comfortable reporting a near miss in the first place. By avoiding the chance to improve we are accepting the near miss and possibly allowing it to occur again and become an injury instead. Quite often workers are blamed for the near miss, so they are hesitant to report an issue. We must all be honest in the process. Occasionally human behavior is a contributing factor and

mistakes are made. The key is to learn from those errors and move forward. A root cause of the near miss must be real, or we risk reoccurrence.

Most of the people that experienced the 1918 pandemic are no longer with us today. In looking back at the history of that pandemic we see many similarities with what is happening in the world currently. Our world has made tremendous advances since 1918 but we are still prone to the same “human behaviors” that contributed to the outbreak in 1918. If we examine the newspapers and articles in 1918, the mitigation efforts were very similar to what we are attempting today. Where outbreaks occurred, public venues were forced to close, masks became mandatory in many locations, and citizens were fined for spitting on the sidewalk or not wearing a mask. Certainly, those from that era who are still with us must be experiencing the same sadness as they did 100 years ago.

Just as we must learn from near misses in safety, we must also learn from history to avoid repeating the

same mistakes. There is a quote from Winston Churchill that many of you have heard before. *He says that “Those that fail to learn from history are doomed to repeat it.”* I believe there is another step to be taken, action on the knowledge. We also learn from history what worked back in 1918 to offer us some protection from the virus. It is an individual choice on whether to take those steps to protect everyone, including ourselves, or just ignore the history. There are so many examples in our history of citizens who stepped up for the greater good of the country and their fellow citizens. Our country and freedoms are paid for by those who sacrificed before us. With freedom comes responsibility to each other and that responsibility is woven in the fabric of our society.

There will be many challenges in the new year, and we need to face them together, not divided. This year focus on the “we” and not the “me” and we will all enjoy together the fruits of our labor and an opportunity for a safer future.

How Long Before I Have Immunity?

Q: How long before I have immunity from COVID taking the vaccine?

A: It will take several weeks after initial shot to obtain full potential.

For more information contact,
CRCC Safety Department at 312-787-3076

If I Already Had COVID Do I Need Vaccine?

Q: Do I need to get the vaccine if I already had COVID?

A: Consult with your doctor first. Current guidelines and evidence suggest that the length of protection from antibodies can vary.

For more information contact,
CRCC Safety Department at 312-787-3076

CARPENTERS CARE



Being a union member doesn't just mean being the highest-skilled and best-trained at our particular crafts, it also means being a leader in the communities in which we live, work, and serve. One way we exemplify this leadership is through the work we do to give back. Whether it's through volunteer projects to help good causes

in our neighborhoods, charitable efforts to help our brothers and sisters, or becoming more civically involved in our personal lives, there is so much we do that makes our union a positive force in building communities.

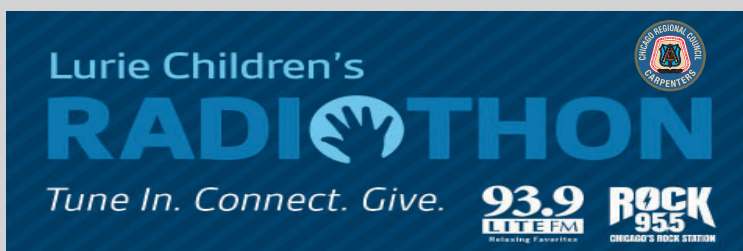
#UnionProud

Carpenters Craft Rocking Chairs for Lurie Children's Hospital

Chicago Regional Council of Carpenters EST Gary Perinar had the honor of delivering rocking chairs to our neighbor Lurie Children's Hospital of Chicago that were crafted with pride by apprentices at our Elk Grove Training Center. The hospital identified two children we gave the chairs to and we're very thankful to be able to donate to such a tremendous cause.

Charlie, a 9-year-old from Wheaton, was treated at Lurie Children's for Moyamoya disease, and Aggie, a 4-year-old from Bartlett, has been treated at the hospital her whole life for Spina Bifida. We are glad our chairs found such great homes with these inspiring young patients.

The Carpenters were one of many sponsors of the Lurie Children's Radiothon with 93.9 LITE FM & Rock 95.5 Chicago during the holiday season. The radiothon provides listeners with stories of breakthroughs and bravery with Lurie's young patients and provides support to the patients and families in need. Thank you to the Elk Grove Training Center and our apprentices whose outstanding craftsmanship provided smiles to these young patients and their families.



A POSITIVE FORCE

CARPENTERS CARE



McCormick Place Food Drive

COVID-19 has been tough for members of every trade, but especially for our members in the trade show industry. We got their backs!

Together with our friends at IBEW Local 134, Chicago Federation of Labor, and other impacted local unions, we were able to pool resources and provide 2,000 Thanksgiving turkey dinners to our trade show brothers and sisters during a food distribution at McCormick Place on Nov. 23, 2020.

Thank you to the McCormick Place team, as well as all of the sponsors, the Chicago Regional Council's leadership and our members who volunteered to make sure everything ran smoothly.

Local 270 Steps Up For Camp Courage

Carpenters Local 270 performed volunteer work for Camp Courage, an Illinois non-profit youth camp located on Lake Jacksonville in Morgan County. Camp Courage is for children who are physically handicapped, or have visual/hearing disabilities. The camp provides a variety of educational programs including camping, fishing and many outdoor activities. Local 270 partnered with the local Boy Scouts to help set up and build entrance ramps for the nine cabins at the camp so these children can experience the outdoors. Camp Courage has been active for over 40 years. For more information about Camp Courage call Greg Olson at 217-245-6121. Pictured (L to R) Camp director John Hunt and Boy Scout project founder Shaun Magelitz.



Blood Donor Keeps on Giving

Local 1027 Business Representative Chris Kasmer first donated blood more than 25 years ago when he was in high school. Since then, he's donated his blood 83 more times. Safe to say it struck a chord with him. "I learned very early on that I was a neonatal donor," Kasmer said. "Being able to help kids - that's what motivates me."

When he's not giving blood, Kasmer is also very involved in the Orland Park community where he lives with his family and is District President of Orland School District 135's Parents for Education program. This year, he's decided to run for Village Trustee in the April 6 election. Good luck Brother!



IN BUILDING COMMUNITIES

CARPENTERS CARE

Members Build Rockford Family Center

Carpenters from Local 792 rose to the challenge and volunteered to help build the Family Peace Center located in downtown Rockford. The Family Peace Center is a multi-agency, multi-disciplinary service center that provides integrated services to survivors of domestic and sexual violence. When COVID-19 hit, the Family Peace Center was forced to cancel four major fundraisers, and was facing a scenario where it would not open in 2020. Local 792 Carpenters became aware of this and quickly jumped in to help. Because of their generosity and determination, they were able to help open the center to serve survivors.

Pictured (L to R): Local 792 Business Representative Brad Long; Local 792 members Tom Hatheway, Dan McQueeney, Arturo Sandoval, Victor Gonzalez, Shane Hobbs, and Ariel Martinez.



Members Come Up Big for Toys for Tots

The Chicago Regional Council and its members donated generously to Toys for Tots this past holiday season. Toys for Tots is the national charitable program run by the U.S. Marine Corps Reserve that provides happiness and hope to less fortunate children during Christmas. Each year, the Marine Corps fulfills the holiday hopes and dreams of 7 million children in nearly 800 communities nationwide.

Last year, the need for donations was greater than ever. Thanks to our members and Local Unions who donated.

Pictured (L to R): Local 1 Business Representatives Henry Culbertson, Guy Ruggieri and Todd Oetjens with their local's donation.

Local 58 Helps A Member in Need

Brothers helping brothers is what we're all about. Our Council and Local Unions do this whenever they have the opportunity. Members from Local 58 helped retired brother Ted Rahms, who is a 50-year member, by installing a wheelchair ramp for him at his home in Niles, IL. He can now get around easier thanks to his fellow brothers. Pictured (L to R): Local 58 member Joseph Duplechin and Local 58 Business Representatives John Patrick, Bill Lee and Ian Main. Retired member Ted Rahms shown in the background.

Great job fellas!





BRUCE WERNING

Director Western Region

Looking back at 2020, it was a year unlike any other in which our way of living was turned upside down. Through it all, the construction industry was resilient and we owe a great deal of thanks to our members for taking the necessary steps to ensure a safe working environment. Overall, the year started off slow while we learned to adjust, but we finished strong and the mild winter has allowed for work to continue at a steady pace.

The Millwright market will continue to be busy starting off with nuclear outages at LaSalle on February 22 and the Quad Cities station on March 15. Hundreds of millwrights and scaffold

NATHAN GERMAN

Director Southern Region

A new year brings opportunities and an optimistic outlook for 2021. Changes of political leadership will greatly enhance our Union's ability to fight for fair and equitable conditions in the work place. While last year saw increased successes such as our efforts to garner enforcement of prevailing wage at the state level, we hope to see similar results for federal projects. Our work forecast is strong, and as vaccinations curtail the pandemic, expectations are for an even better second half of the year.

With a merger effective January 1, 2021, the former Mid-Central Illinois Apprenticeship Fund Training

Nuclear Outage Work Begins

builders will be needed. Maintaining and retooling machinery in plants and factories will be a priority along with erecting and bringing new wind turbines online.

The \$1.2 billion Facebook project in DeKalb continues to be built at a fast pace. The \$1.2 billion Interstate 74 bridge continues to be a complex project with two tower cranes rising up out of the Mississippi river in order to build the second span in a compressed strip between the recently completed first span and the existing old roadway.

Senior living complexes are picking up this year and solar fields are sprouting up; both markets will give us a great opportunity to start new

apprentices and put current members to work. Hospital renovations and expansion will also be on the rise this year so plan ahead and get ICRA-certified at one of our training centers so you can be qualified to go to work.

This year we will also be continuing our concerted effort to make inroads into the residential market. We have already hit the housing sites and found our wage package to be competitive for a seasoned carpenter and have found contractors and individuals interested. Please help us by reaching out to those you know in the residential arena and have them contact us!

Mid-Central Merger Benefits Members

Center is now known as the Chicago Regional Council of Carpenters Pekin Campus. As a part of the Chicago Regional Council of Carpenters Apprenticeship and Training Fund, the ability to exchange specialized equipment or bring in certified instructors for specialized courses will benefit our members and contractors. While the transition was seamless with the continuation of all current class schedules, future training opportunities shall be greatly enhanced for our apprentices and journeymen throughout Central Illinois. All members should take advantage of off-season down time to hone their skills with upgrade classes. With the ongoing solar work projected to increase, a suggested course is the Solar Training Class.

We would ask that everyone continue to help in our organizing efforts. Simply educating non-union carpenters in casual conversations is extremely helpful to correct misconceptions about the Carpenters Union. Also, providing an understanding of the benefits which they are missing can be very influential. Always be honest and upfront as there is nothing to hide. Should a question be asked that you are unsure of, contact your Local Business Representative or Organizer and then relay the appropriate answer. Likewise, if a non-union carpenter expresses interest in membership, help arrange a meeting with a Business Representative. Carpenter to Carpenter communication is our



Farewell Speaker Madigan, Welcome Speaker Welch

For the first time in 25 years, Illinois has a new Speaker of the House of Representatives.

On Jan. 13, 2021 State Representative Emanuel “Chris” Welch was sworn in to succeed former Speaker Michael Madigan, who is one of, if not the most consequential and influential Speakers in the history of the State of Illinois. The Regional Council sincerely thanks former Speaker Madigan for decades of service, every minute of which he devoted to further the interests of working families in Illinois. Speaker Madigan is certainly credited for keeping Right to Work policies from entering Illinois politics, and his

strength and leadership improved the lives of working people across the state. We thank you, Speaker Madigan, for all that you have done for us.



Speaker Welch will certainly continue to fight on behalf of working people in this State and he will start by tackling the ongoing coronavirus pandemic. The Speaker is assuredly prepared to work in conjunction with Governor Pritzker to establish the most efficient and effective

vaccine distribution plan possible. These efforts will be bolstered by the progress the Biden administration has already made since he took office. President Biden promised to provide 100 million vaccines in his first 100 days and according to reports, we are

on track to beat that projection.

One of the greatest developments in President Biden’s first week in office was his signing of Executive Order 14005 officially titled “Ensuring the Future is Made in All of America by All of America’s Workers.” The order strengthens the “Buy American” rules for the federal government and federal contractors, and reduces waivers granted on federal purchasing of domestic goods. The order also appoints a new senior leader in the Executive Office of the President who will specifically take charge of the government’s “Made-In-America” approach. President Biden is willing to put his money where his mouth is by creating the necessary policy to make sure American workers benefit from the American government.

CRCC Joins Union Rally With Congresswoman Newman

Executive Secretary-Treasurer Gary Perinar and Trade Show Representative Kevin McLaughlin joined Congresswoman Marie Newman, the Chicago Federation of Labor, and our other trade union partners at McCormick Place in December to highlight the pandemic’s extensive toll on the



trade show industry and call for Congress to immediately pass the Heroes Act and give workers in Chicago and across the country the relief they deserve.

“This is not a Red State-Blue State issue,” said EST Perinar.

“This is about helping hardworking AMERICAN families.”

The Regional Council normally has more than 1,000 members working at McCormick Place at any given time – more than any other trade union.

In November, the trustees representing the Chicago Welfare Fund voted again to extend healthcare Insurance eligibility to active Chicago Plan members through the quarter ending February 28, 2021.

Training and Apprenticeship Director

On January 1, 2020 the Pekin Annex in Pekin, IL merged with the Chicago Regional Council of Carpenters Apprenticeship & Training program. Meet some of the outstanding instructors we have on staff.



Brandon Stetzler, Instructor Pekin Annex

I enlisted in the Marine Corps while in high school and left for boot camp

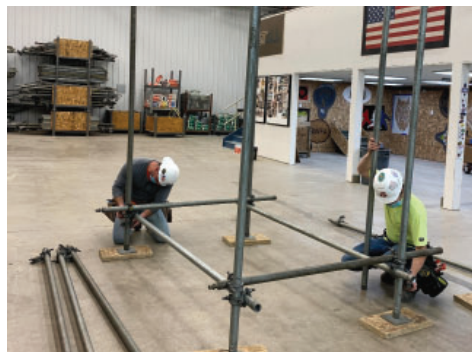
after graduating. While enlisted I was attached to a MV-22 Osprey squadron, VMMT-204 and an F-18 Hornet squadron, VMFA-323. I also lived on the island of Okinawa for a year while attached to a logistics squadron, MALS-36. During Operation Iraqi Freedom and Operation Enduring Freedom I was deployed to the Persian Gulf aboard an aircraft carrier, the USS Constellation. Shortly after returning from my deployment I completed my 5-year enlistment obligation and received an honorable discharge.

After coming home I started working for my father as a residential carpenter becoming a 4th generation carpenter in my family. My brother and I then both made the decision to join the Carpenter's Union for the unmatched pay and benefits. I completed my apprenticeship and have worked in several different areas of carpentry.

My career as a union carpenter has taken me all over the Midwest and I've been a part of some great projects. I've worked on schools, hospitals, churches, office high-rises, industrial power plants and much

Our Training Instructors Paths to Fulfilling Careers at the Pekin Annex

more. As a journeyman I enjoyed mentoring and helping the younger carpenters navigate their own way in the field. When the opportunity to try to become a full-time instructor at the training center opened up, I knew it was the right fit for me. I immediately applied for the position and started the process. After finding out I was selected as an instructor I was beyond excited and accepted the new position and the challenges that awaited me.



Left to right: Jeff Klinke, Local 237 and Brandon Jackson, Local 243

As an instructor, every day presents new demands and challenges. It is personally rewarding to me to pass on the knowledge I've acquired and see young carpenters succeed. If there is one thing I could say

to the future carpenters, I would say to stick with it. Just like every other career you will experience your ups and downs but the benefits outweigh the costs. The Carpenter's Union has provided my family and myself a great life now, and will contribute to do so after my career is over.

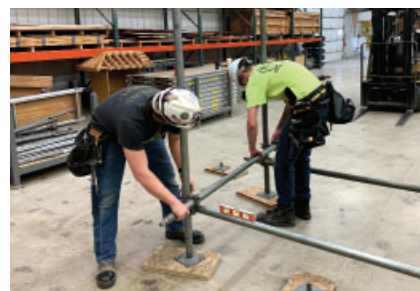


Alan L. Schindler, Instructor Pekin Annex

I am a member of Carpenters Local 237 and a U.S. Marine Corps veteran. I

worked as a construction laborer after graduating high school and before the beginning of my active service. As a Marine, my occupational specialty of Combat Engineer dealt with the construction trades. Combined with my previous experience, I planned on a job in the construction field once I finished my time in the Armed Forces.

In October of 2001, I began my apprenticeship and membership in the Carpenters Union. During my apprenticeship, I worked for a small general contractor in the Peoria area on both public and private jobs. The time I spent with this contractor was time well spent learning the trade as they did both residential



Left to right: Zach Stevens, Local 270 and Noah Butler, Local 237

and commercial projects. It was not uncommon for me to be on 3 - 5 different jobs during the course of a week. I was always learning, both at the training center and on the job. Because I never knew what the next job would be, I knew

I needed to be prepared for anything.

After completing my apprenticeship, I continued to work in the Peoria area for a number of different contractors.

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I had also volunteered on the Organizing Committee for the Local, and I was a member of the Local's Executive Board. In the fall of 2007, I found myself back at the training center this time as a Carpentry Instructor. For the past 13 years, I have been passing on the knowledge and skills I learned in the same classrooms and shops to the apprentices and journeymen that attend classes at the Pekin campus. I have made numerous trips to the International Training Center to continue my education and better serve the members with new knowledge and skills and advanced technologies.



**Butch Thompson,
Instructor
Pekin Annex**

When I began installing floors 40 years ago, there were no training centers in the area. Everything I learned was on the job.

I was fortunate enough, however, to have the opportunity to work for the same company as my dad. It was a union shop, which specialized in both commercial and residential jobs. I worked there during the summer months of high school, as well as college. During that time, Journeymen took the time to show me how to install properly.

I obtained Journeyman status with Local 183, where I was a member for 14 years. At that time, my wife Marsha and I purchased a hardware/



CRCC Apprentice & Training Pekin Annex

lumberyard store. After 25 years, we sold our business and I was able to rejoin Local 237 to install floors once again. Looking back, I should have never left my union job. Prior to the mergers I had been an instructor at Mid-Central Illinois Regional Council of Carpenters JATC for almost 7 years.

When I am not teaching a floorcovering class, I am involved with providing instruction for carpenter general knowledge, OSHA, and ICRA classes as well.

I look forward to challenging my flooring students each week. Every class is diverse in talent, so my instruction and projects are customized for each individual apprentice. We focus on accuracy, safety and teamwork. We have adopted the INSTALL curriculum

and the overall goal is for each apprentice to be INSTALL-certified after 4 years. I have found that once an apprentice shifts their mindset and understands that this is their career, not just a job, they are better focused to learn and improve their installation techniques.

I can see the pride that they have in their completed projects as they look forward to their next class.

I use a hands-on approach for my instruction and I am involved throughout the entire learning process. I model projects and techniques, as well as monitor my students' progress throughout their installations. It is an honor to share my experiences and skills to our future journeymen and carpenters. **THEY ARE THE FUTURE!**



Salem Stroud, Local 237

CRCC Online Store
NOW Open!
Show Your Union Support!
www.carpentersunion.org

JOEL POGOSE

Organizing Director



Words Matter

After all the chaos that has happened in this half of the world, a little communication would go a long way, don't you think? All my previous articles have contained this important element, because without communication we have nothing. Communicating with and to non-union carpenters and their families is this article's focus. Let's start by being clear that non-union carpenters are not "rats" or "scabs." By the way, rat means a non-union carpenter contractor and scab means a union or non-union carpenter working behind the picket line. While we do have picket lines up with non-union carpenters working behind them, most non-union carpenters are not working behind a picket line. How about we cool it with the name calling? These carpenters

are unrepresented, and we want to represent them. Remember, words matter. If we want to bring these unrepresented carpenters into our Brotherhood let's start with a little understanding.

The future is about reaching out to all carpenters so we can explain that the Brotherhood can give them and, more importantly, their families, a better life. We have more in common with unrepresented carpenters than may you think. Why not start with some common ground? To do this we need to establish relationships and try to build our Brotherhood - carpenter to carpenter.

Relationships can only start when you establish trust and respect. Once this happens, educating can begin, and future organizing can take place.

Whether you want to believe it or not, there are going to be plenty

of non-union carpenters to talk to in the future. How can you help? Next time you are on a mixed job site or across the street from a non-union jobsite, before you call the Business Representative or bury your head in the sand, go and talk to the carpenters. Communicating on common ground can provide and create new opportunities for these unrepresented carpenters, as well as create new opportunities for the existing membership. We need them to build a strong, vibrant union. It has always been about organizing, carpenter to carpenter, and it always will be.

This Brotherhood was built on organizing the unorganized. The old saying, "*sticks and stones will break my bones, but words will never hurt me*" is nonsense. Words hurt people, words uplift people, words matter; be careful how you use them. Unspoken words can result in missed opportunities. Our success in the future, will depend on all of us communicating the union way of life in a respectful, understanding and, at times, forceful way with our non-union counterparts. This is the only way we build a confident and successful future for the Brotherhood. **Go Educate!**

"This Brotherhood was built on organizing the unorganized. The old saying, "sticks and stones will break my bones, but words will never hurt me" is nonsense."



JOB ACTIONS



Building trade members came out in droves to Broadview, IL for Local 1's rally against Keeley Construction. More than 50 representatives from the Laborers, Sheet Metal Workers, IronWorkers, Painters, Pipefitters, Bricklayers and SprinklerFitters came out in solidarity. That's how you do it!



Carpenters Local 58 members picketed Blue Water Builders in Elk Grove Village for area standards. CA Ventures is the general contractor. Pictured (L to R): member John Ficcardi, Business Representative, Greg Czajka; members, Corky Schwarz, Jose Pineda and Mark Tischauer.



Members, Organizers, and Business Representatives from multiple locals were out in full force at the Orland Ridge residential development picketing Horizon Carpentry for area standards. It was a strong showing by our union that got our message across. We're taking back residential!



The winter has been a busy time for job actions. The boys of Local 1889 picketed at an Amazon job site against Commercial Insulation Systems, LLC. The general contractor is Bryan Builders out of Florida. Local 1889 Business Representatives Jerry Pereyra and John Patrick were joined by members Michael Burk, Clint Howard and Wayne Eagan.



Metra Local 13 Business Representatives Tommy Ryan and Pat Ryan and Local 1185 Business Representative Pat Noonan bannered a Metra GMA job in Chicago on a cold Monday morning. No matter the conditions we're fighting the good fight!



Business Representatives and members from our Western Region took care of business at a WesleyLife and Genesis Health Systems job site in Davenport, IA. Santa bears a slight resemblance to Western Region Director Bruce Werning but that might just be the lighting. Pictured (R to L): Local 4 members Chad Dennison, Joe Anderson, Local 4 Business Representative, Nick Fogel and Santa.

TONY JANOWSKI

Marketing Director, LEED AP BD+C



Support Nuclear Energy and Support Carbon-Free Jobs

The shift towards renewable energy sources to combat the climate crisis continues to gain momentum both in Illinois

and across the country. The Biden Administration announced last month that it is committed to reaching a carbon-free energy sector in the U.S. by 2035 and creating millions of jobs for union members, whom we know are the best trained and skilled to build the clean-energy economy from the ground up.

A critical source of carbon-free energy in Illinois is the state's six nuclear energy plants. Illinois generates more electricity from nuclear energy than any other state, accounting for one-eighth of the nation's total nuclear power generation. In 2019, 54 percent of electricity net generation in Illinois was produced by the state's 6 plants and 11 reactors.

Unfortunately, some of those plants are in jeopardy of closing. Last year, Exelon announced that it will close two of its nuclear plants, Byron and Dresden stations, by the end of 2021, and that LaSalle and Braidwood are also at high risk for premature closure. The Byron and Dresden plants employ more than 1,500 full-

time employees and an additional 2,000 supplemental workers during outages, many of which are our own union carpenters and millwrights.

We will continue to be strong advocates for nuclear energy for its environmental benefits and for the many man-hours it provides for our members.



Jameson Tyler, Nick Tyler, Cooper Calt and Connor Maves identify the location of a solar panel on their fort.

Fort Jameson

You may have seen the news story about 9-year-old novice carpenter Jameson Tyler, whose plans to build a fort in his front yard ran into a hurdle when his mother said he must get a permit from the Village of Mokena in order to build. Undeterred, Jameson and his friends went to the Village Hall and got the permit!

The Regional Council caught wind of the story and we offered to lend Jameson and his crew a hand in designing and building their fort. Jameson and his friends came to tour our Elk Grove Village Training Center and learned about all the renewable energy work we perform, including solar. Jameson was impressed and decided to install a solar panel on the roof of his fort! This was a great teachable moment and an opportunity to show our crafts to the next generation considering a career in the building trades.

We didn't charge Jameson for the labor, but our contract required him to obey his mother!

The Chicago Regional Council of Carpenters is engaging stakeholders and elected officials to prevent these closures and protect these jobs.

Through our Marketing Department, the Regional Council is creating a public advocacy effort that will be released in the coming weeks. The first of these efforts is distributing "Save the Nuclear Plants" yard signs to our Local Unions and members to show support for the Illinois nuclear plants. Members may also learn more and show support by visiting nuclearpowersillinois.com/join.



Governmental Transfer of Power and Labor Law

President Biden has long-championed legislative and regulatory proposals that would significantly empower workers and effectively undo some of the damage done by the Trump Administration.

Some of what to expect is discussed below. A new light shines upon the labor movement, but there is much to be undone.



It is expected that the Biden administration will quickly fill the vacancy on the National Labor Relations Board. However, this still leaves the Board with a three to two Republican majority until at least August when the term of William Emanuel, a Trump appointee, is set to expire. When President Biden is finally able to appoint a Democrat, there is a lot of damage to be undone. To remedy the damage to labor rights done by the Trump Board, a Biden majority Board will have to address and overrule the numerous precedent setting decisions by the Trump Board. These decisions include such rulings as: giving employers never-before-granted rights to restrict union and other concerted activity via work rules, making it more difficult for unions to petition for representation

rights, making it easier for employers to classify workers as independent contractors, giving employers the ability to bar the distribution of union literature on employer property, and a profound advancement of the efficacy of management-rights

clauses. Other cases currently pending in front of the Board that will likely be ruled upon before President Biden can instate a Democratic majority include a case attacking a union's use of

Scabby the Rat in its efforts to inform the public of employer conduct. **SAVE SCABBY!** This is not to say that the damage cannot be undone; we remain confident that with time and the enactment of legislation, many (if not all) of these negative rulings will be effectively reversed.

President Biden has named Boston Mayor Marty Walsh to be the next labor secretary. Walsh was previously the head of the Boston Building and Construction Trades Council, and is the first union card-carrying appointee in more than 50 years. He served as a Massachusetts state representative for seventeen years, where he was the primary liaison for union policy issues. As mayor, Walsh has advanced a

worker-friendly agenda. He signed an Executive Order establishing payment certification requirements for city contracts as an attempt to prevent wage theft. He also pushed for an ordinance requiring six weeks of parental leave for city employees of both genders. Plus, Walsh seems to have been quite the champion of worker safety. He zealously advocated for a construction safety law in 2016. One of his first assignments in office will likely be overseeing OSHA's issuance of coronavirus regulations. This will be a stark contrast to the current Department's total business friendly acumen and failure to advance even a temporary emergency rule in order to protect workers during the pandemic. It is also very likely that the Department's recent change to the FLSA regulations making it easier for employers to classify workers as independent contractors will be reversed. Appointing Walsh is a hopeful sign that Biden will make his pro-labor agenda a priority.

This is by no means is an exhaustive list of what is needed to undo Trump Administration's anti-labor agenda. However, there are signs of a new dawn on organized labor. Strong workers' rights will bring contentment and optimism to our country as a whole. After all, the *"Labor Movement was the principal force that transformed misery and despair into hope and progress."* – Martin Luther King Jr.

VICTOR ANCICH

CPA, Partner
Legacy Professionals LLP

Have a Plan for Charitable Giving

Is supporting a cause that's important to you one of your goals? Besides making you feel good, donating your time and money to a worthy charitable organization helps further its mission and may offer you tax advantages. No matter what form your support takes, working out a strategy can help you make the most of your gift.

Narrowing Your Choices

You may already know the causes or groups you want to support. But keep in mind that all charitable organizations are not the same, even when they have similar goals. Find out as much as possible about the charity's mission and accomplishments. Your money will

do more for the cause if you choose an organization that uses donations to pay for programs rather than administrative costs. Be aware, too, that professional fundraisers often take a significant percentage of the money they raise, so donate directly to the charity you're supporting, if possible.

Proper Vetting

You'll want to make sure the charities you support are legitimate and financially healthy. You can find helpful information on an organization's mission, programs and financial health on several websites, including www.charitynavigator.org, www.charitywatch.org, and www.guidestar.org. The IRS website



provides an online tool called Tax Exempt Organization Search where you can find financial and other info.

Your Tax Benefits

If you itemize on your income tax return, you generally can take a charitable contribution deduction in the year you make your gift (limits apply).

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LARRY HUNT, CIC, CRM

Hunt Insurance

Water Damage Nightmare

A True Story...

A few years ago, my distant relative Ann woke up to find water spilling into her bedroom from a bathroom supply line. Water was everywhere on the second floor of her home, even working its way down an interior wall to the first floor! Unfortunately, Ann's water leak nightmare had just begun!

Ann bought her Homeowners insurance over the internet directly from a national carrier, so she mistakenly avoided having an Independent Agent and was forced to handle the claim by herself. The insurance company assigned two adjusters and they eventually offered a settlement of just under \$90,000. Ann and her husband were shocked.

The \$90,000 offered was far from enough!

To make a long story short, Ann's parents asked Matt and me for advice, and we were able to connect Ann and her husband with a reputable Independent Adjuster based in Nashville. After several weeks meticulously documenting the actual cost of this devastating water damage, the Independent Adjuster achieved a claim settlement of nearly \$258,000; his fee was 10%!

An Ounce of Prevention...

Water damage caused by leaking pipes, overflows and appliance malfunctions is the second leading cause of Homeowners claims. If a leak is found fast the damage can be manageable, but if water flows



steadily for a few days while the homeowner is out of town the damage can be devastating.

Insurance companies naturally encourage loss prevention. In fact one of the fine carriers we represent researched several water leak detection devices and designated four as the most effective. We feel that the "Phynn Plus" flow-based water leak detection system is the best.

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CARPENTERS ON THE MOVE

Local 54's Maldonado Re-Appointed to City Board



Local Union 54 Business Representative Jose Maldonado has been re-appointed to another term on the Public Building Commission of Chicago.

The Public Building Commission is responsible for the planning, design and construction of municipal buildings, including schools, libraries, field houses, fire stations and more. Maldonado serves as Chairman of the Board's Administrative Operations Committee, which oversees the services performed by architects, engineers and other construction and design experts.

Black Chamber of Commerce Honors Vanderbilt

Local Union 1185 member Jonathan Vanderbilt received the 2020 Mayor of the Year award from Southland Black Chamber of Commerce.

Vanderbilt, who serves as Mayor of Park Forest, was recognized for partnering with several organizations to provide basic necessities to residents throughout the south suburbs. The Chamber represents over 70 municipalities.



Local 13's Sexton Appointed to Orland Park Board



Local Union 13 Business Representative Edmund Sexton was appointed to the Village of Orland Park's Economic Development Advisory Board. Sexton was also instrumental in getting the Village to adopt a resolution promoting the Chicago Regional Council of Carpenters Apprentice and Training Program.

Congratulations to all!

Legacy Professionals continued from previous page

You'll need a record of the date and the amount of your donation and the name of the charity. If you're thinking of donating proceeds from the sale of appreciated assets, consider donating the assets directly to the charity instead. You'll avoid paying capital gains tax on the assets' appreciation, and the charity will receive the full value of your contributions.

Time and Knowledge

Volunteering your time and expertise can be just as valuable to a charity. You may be able to deduct some costs, including certain out of pocket expenses and driving-related costs.

Hunt Insurance continued from previous page

This compact device is made in Wisconsin, at \$650 its price is the lowest of the group, and you (or a plumber friend) can install it in about 60 minutes. After some use it will 'learn' your water system and know the difference between a dripping faucet and a faucet left on too long; it can even detect ice forming in a pipe. If Phyn Plus senses a water flow issue it will send an alert to your cell phone, and if you do not respond within a few minutes it will automatically shut off the water! For more information go to www.phyn.com.

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SEASON 7 Begins March 2021!

Sundays at Noon

(Check Your Local Listings for Times)



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