2012 marks the 10th anniversary of the formation of the Alaska Regional Council of Carpenters in 2002. At that time, Alaska was the last multi-Local area not under a Regional Council. That changed when the ARCC was chartered in April of 2002. UBC General President Doug McCarron appointed interim delegates and officers. The original officers and delegates were: Don Swarner, EST; Royce Rock, President; Pat Cargill, Vice-President; Kevin Hanley, Warden; Bill Peterson, Conductor; Dave Robinson and John Palmatier, Trustee/E-Board; Jeff Pruss, Trustee; Ed Pugliese and Karl Vandor, E-Board; Tim Albright and Pat Malone, Delegates. Kevin Hanley, Ed Pugliese, and John Palmatier still serve as Delegates to the ARCC.

The establishment of the Alaska Regional Council of Carpenters has brought about many positive changes, including:

- Increased statewide membership,
- Merged Health & Welfare and Defined Contribution trusts that resulted in savings for the Trust and members;
- Provided significantly larger wage increases than the previous twenty years;
- Developed uniformity for contractors and a larger pool of skilled, well-trained workers with implementation of a single Collective Bargaining Agreement and wage structure for all Carpenters, Piledrivers, Divers, statewide;
- Formed an Alaskan Millwright Local;
- Provided a one-time rebate of a portion of dues paid;
- Assisted in establishing single statewide Local monthly dues rate, initiation fee, and other fees; and,
- Merged Training Trusts.

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Improve our Lives & the Lives of those to Come
Get involved, Make your Voice Heard, Protect our Rights
APPRENTICESHIP MERGER: Effective April 1, 2012, the Fairbanks Carpenters Training Trust, the Southern Alaska Carpenters Training Trust and the Piledrivers Trust merged to form a new Training Trust called the Alaska Carpenters Training Trust. For the membership there are no immediate apparent changes. The merged Trust documents have been signed. However, there is still work to be done, including appointing Trustees, approving Agreements and By-Laws, and setting up accounts. The consolidation into a single training trust, and streamlining of the administrative activities and expenses, should enable each training program to deliver quality training consistently and more efficiently.

IMPORTANT TRAINING TO HAVE: Members are missing the opportunity to work because they do not have their North Slope Training Cooperative (NSTC) or Transportation Worker Identification Credential (TWIC) or Scaffold Erector Certification or Rigging Certification or Welding Certifications. It takes time to receive the certifications, so be sure to get them before the work season starts. NSTC is required for work on the North Slope. TWIC is required for most transportation projects including ports and airports.

ALBERTA OIL SANDS: Work will be plentiful in Alberta for UBC members, especially Scaffold Erectors and Concrete Carpenters. But getting the job is not easy. For US UBC members to be hired, Canada has to have exhausted their supply of carpenters. All US UBC members will have to complete a series of local area training, go to Las Vegas at the International Training Center for specific Oil Sands classes, and have an absolutely clean police and driving record.

ORGANIZING: “Area Standards” is still the mantra of the Organizing Department. Area Standards is not a Union/Non-Union issue. The concern is that a contractor needs to provide basic benefits and competitive wages. One targeted contractor has been MCN. On a couple of projects where they have been awarded work, including the Dankor Building off C Street and Continental Motors off the Old Seward in Anchorage, we have had bannering crews shaming MCN and, in some cases, the owner of the project. Safeway/Carrs have been using non-area standards contractors, including Elite, All Wall, and TriCon, on the remodeling of their pharmacies across the state. On many Safeway/Carrs locations, the Organizing Department has been hand billing and bannering with “Shame on Safeway”.

ARCC TOP TEN CONTRACTORS FOR 2011

2011 was a fair year for carpenters, millwrights, piledrivers and divers across Alaska with just over 1.44 million man hours recorded from 116 different employers. 2010 had just over 1.5 million man hours worked. The top ten ARCC contractors and the hours they worked through the ARCC are as follows (the number in the () is the 2010 ranking):

<table>
<thead>
<tr>
<th>Contractor</th>
<th>Hours Worked</th>
<th>Contractor</th>
<th>Hours Worked</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Neeser Construction (1)</td>
<td>160,140</td>
<td>6. BEK of Alaska (7)</td>
<td>49,175</td>
</tr>
<tr>
<td>2. Davis Constructors (2)</td>
<td>152,285</td>
<td>7. Roger Hickel Contracting</td>
<td>44,700</td>
</tr>
<tr>
<td>3. North Pacific Erectors (3)</td>
<td>74,635</td>
<td>8. AIC (4)</td>
<td>41,625</td>
</tr>
<tr>
<td>5. Ghemm Company (9)</td>
<td>59,500</td>
<td>10. Kiewit (5)</td>
<td>35,850</td>
</tr>
</tbody>
</table>

Other companies with over 20,000 ARCC man hours include: Safeway Services, American Marine, Cornerstone Construction, West Construction (6), Weldin, Pacific Pile & Marine, Unit Company, Global Diving & Salvage, Bechtel Construction, Ken Brady Construction, Dresser Rand.
Special Guest Article by Don Swarner

WOW! The Alaska Regional Council of Carpenters turns ten years old. What has that meant to the average member who just wants to go to work each day, have a safe work site and get a fair day's pay for a fair day's work?

It was ten years ago last month that I was asked by General President McCarron to help get the new organization started. I was an avid supporter of having a strong statewide organization so that all union carpenters in the State of Alaska could speak with one united and stronger voice.

When I accepted the appointment as EST of the Council, we had four independently operating Local Unions. We had three different negotiated agreements, two health and welfare trusts, two pension trusts, three apprenticeship and training trusts, and a powerless and essentially defunct Alaska State Council of Carpenters. Two of our Local Unions were on the verge of having their charters pulled by the International. I believed that was detrimental to the remaining Locals and, more importantly, to the general welfare of the entire carpenter membership in Alaska.

We had entirely too much distrust and dissention among the Local Unions. That created unnecessary strain on our relationship with our contractors when they were the successful bidder on a project in the other Local's jurisdiction. All too often the differing opinions of the leadership of our Local Unions became obvious in public, giving some of our adversaries a much stronger hand. The Laborers Union was very successful using this to their advantage in the 1980's and 1990's. We needed a uniform statewide negotiated agreement.

We knew that getting the new organization up and running was going to require a lot of work and dedication on the part of all the appointed leaders and was going to take some time. We also knew it would not be without some bumps in the road. We set two goals we felt needed to be accomplished early on for the new organization to succeed. First we wanted to establish a uniform statewide hiring procedure. This would accomplish two things: Every carpenter would know and understand the hiring rules, no matter what Local he or she belonged to or what Local the member was seeking work from, and, the contractors would have one set of hiring rules to work with, no matter what jurisdiction their job was in. Second, it was imperative that we have unified statewide dues structure, so that members, when working outside their home Local's area, did not have to pay double dues.

Both of those goals were achieved in the first two years. Work toward a uniform statewide negotiated agreement with a uniform statewide wage rate was begun, but would require several negotiation periods to phase the rates together.

Over the next eight years, under the capable leadership of the Council’s current administration, the uniform agreement has been established, the membership now has one statewide Health and Welfare program, one statewide Pension Plan, a statewide Political Action Fund/Committee, a statewide Organizing office, and soon, a statewide Apprenticeship and Training Trust. I’ve probably missed others, but I think that is a pretty remarkable list of achievements, and a compliment to the Council's Executive Secretary, Treasurer, Executive Committee, and the Delegates.

All of this has been accomplished at the expense of each Local's own autonomy, which I know causes some concern at the Local Union level. I am confident that despite the difficulties these changes have created, our organization is stronger and better serves the members today than it did in the past. I am reminded of the caption on an art piece representing the miners climbing the Chilkoot Trail, "...the strong must carry the burden of the weak." I remind the large Locals, when one of the smaller Locals benefits from something, we all grow stronger.

Don Swarner is a 51-year union member and has served as Local 1243’s Business Representative and Manager for 26 years before he served as ARCC’s Executive Secretary-Treasurer from 2002 until he retired in 2004.

On a personal note, I’d like all the members to know I’m enjoying my retirement and am thankful to the Union for the ability to retire with comfort. I enjoy travel to visit family and grandchildren. My wife and I are avid volunteers with Ice Alaska, which hosts the world’s largest sculpting event each March in Fairbanks. WORK HARD... WORK UNION and you too will someday enjoy your retirement.
United Brotherhood of Carpenters and Joiners of America New and Returning Members

Local 1243 Fairbanks
Francisco Beetus, Leona Gottschalk, Jennifer Ingram, Aleksandr Kebernik, Kenneth MacGregor

Local 1281 Anchorage

Local 1501 Anchorage
Daren Dennis, Guy Lipka

Local 2247 Juneau
Gabriel Evans, Brett Garvey, Justin Hawkins, Daryl Hert, Drew O’Kane, Ryan Wiley

Local 2520 Anchorage
Danial Campbell, Russel Henry, Kenneth Holmes, Chris Kullmann, Teddy Perry

In Remembrance

LOCAL 1281
Tom Bartholomew
Peter B. Coleman
Jerome D. Doll
Bernie Easley
Denis Darrell French
Corey Hjalseth
Charles B. LaCasse
John R. Mangus
Robert K. Masuda
William F. Shira
Richard B. Sundvik
Don L. Vaughn Sr.
Charles Wellong
Bobby M. Wyagon Sr.
November 1, 2011
October 7, 2011
September 29, 2011
November 23, 2011
June 10, 2011
February 13, 2012
November 7, 2011
March 2, 2011
April 12, 2010
September 1, 2011
March 21, 2011
May 27, 2011
March 31, 2011
March 28, 2011

LOCAL 1243
Richard M. Hensley
October 20, 2011

LOCAL 1501
No deaths to report

LOCAL 2247
Ray Paddock
March 3, 2011
Howard L. Royer
August 23, 2011
William E. Stensland
February 5, 2011

LOCAL 2520
Karl L. Engelke
December 18, 2011

The Alaska Regional Council extends our sincere condolences to the friends and families of our members.
Recent Alaska Carpenters Health and Welfare Trust Fund Benefit Changes
Effective January 1, 2012, the Health Trust implemented benefit changes. The changes announced to participants in a notice dated December 20, 2011 are outlined below.

**Annual Benefit Maximum Increase**
Effective January 1, 2012, the annual medical benefit limit increased to $1,250,000 per covered person.

**The Mental Health Parity and Addiction Equity Act of 2008 (MHPAEA)**
MHPAEA requires group health plans to ensure that financial requirements (such as co-pays, deductibles) and treatment limitations (such as visit limits) applicable to mental health or substance abuse disorder benefits are no more restrictive than the predominant requirements or limitations applied to substantially all medical/surgical benefits. Effective with dates of service on or after January 1, 2012, treatment for mental health or substance abuse disorders will be paid on the same terms and conditions as other similar medical benefits and will remain subject to the Plan’s requirement that treatment be medically necessary.

**Helpful Reminders about Your Health Plan**

**Medical Pre-certification**
All in-patient services must be pre-certified by Qualis Health. The Trust will not pay benefits for any hospitalization which is not medically necessary.

Qualis Health’s phone # is (800) 783-8606.

**How Percentage Payable Works**
Once you have paid any required copayments and the annual deductible, most covered services and supplies are paid according to the following percentage payable levels:

- **Active employees and dependents**: The Plan pays 80% of the allowed amount for most covered expenses and you pay 20%.
- **Non-Medicare eligible retirees and dependents**: The Plan pays 50% of the allowed amount for most covered expenses and you pay 50%.
- **Medicare eligible retirees and dependents**: The Plan pays 100% of Medicare Part A deductibles (inpatient hospital, skilled nursing facility and home health care); Medicare Part B deductibles (physician services, outpatient hospital, home health and durable medical equipment), and any covered charges which, due to Medicare Part B coinsurance, are not payable under Medicare.

**Using the PPO Network Can Save You Money**
The Plan’s contracted preferred provider (PPO) network is Premera Blue Cross in Alaska and Washington. In all other areas of the United States, the Trust uses the “Blue Card” nationwide network. There are financial advantages to using a PPO network provider. PPO providers have agreed to discounted fees for their services. This means your out-of-pocket expenses may be less than if you are treated by a non-network provider.

**Trust Website**
www.alaskacarpenterstrusts.com
Did you know that you can access Trust related information on the Trust website? The site contains Medical, Retirement and Defined Contribution forms, legal documents and notices, enrollment/beneficiary designation forms, plan booklets and amendments, links to preferred provider organizations, Local Unions, the ARCC, and other useful sites.

**Want to reach Welfare & Pension Administration Service by email?**
Direct your benefit questions or claim inquiries to www.claimstatus@wpas-inc.com
Be sure to include your name and member ID number (as listed on your ID card) or include the last 4 numbers of your social security number.
With all the proposed work on the books in Fairbanks this construction season, not much has been awarded yet. Seems that with each passing year, the bids come out later and the awards even later. We used to hear about awarded contracts in February and early March. Now, federal and state jobs seem to be awarded in late April and mid-May. By the time all the permits and paper work are in order, it's closer to late July or mid-August before groundbreaking occurs. The only jobs to count on for June are school building remodels.

- The school district has nine different projects at area schools. **Barnett Magnet School** is receiving the most work at $9.9 million, with an addition and exterior finish completion. Other schools get exterior siding, additional insulation, and lighting upgrades.

- **Cold Climate Housing Research Center** is adding 7,000 square feet of addition, and will hire and self-perform that work with Union members.

- The **Aviation Battalion Hanger** has had numerous addendums and it hasn’t been awarded yet. We might not hear about that for up to ninety days.

- **Fairbanks Pipeline Training Center** will put up another building this summer and has subbed out the work, with GBC doing the foundation and **Pacific Partitions** getting the insulation and interior work.

- **F&W** was awarded a new school and a bridge in Anuktuvuk Pass.

- **Kiewit Building Group** has 2,400 ft. on utilidor on the UAF campus this summer and are getting set up to kick that project off. **Davis Constructors** will continue with the Life Science Building and **Ghem Company** will finish up the Health Center.

- **Safway Scaffold** has been awarded work on five shutdowns in Prudhoe Bay this summer and will hire members with Scaffold Erector and NSTC cards. (North Slope Training Cooperative)

**CARPENTERS LOCAL 1281 ANNUAL PINNING CEREMONY**

Each year, Carpenters Local 1281 honor their members with UBC pins. Pins are given for years of UBC membership, starting at ten years, and then, every five years thereafter. This year, there were 84 award pins.

Members who received their pins at the March 6th, 2012 regular Local 1281 meeting are: (Left to Right) Darren Patrick (10), Curtis Rock (15), Freddy Bryant (10), Ronald Nathanson (50), Richard Shockley (35), Harold Miller (30), and Clifford Whited (10). (Above Right ) ARCC President Aaron Dube hands Ronald Nathanson his 50-year lifetime UBC member Gold Card.

**CARPENTERS LOCAL 1281 ELECTIONS**

Nominations were held during Carpenters Local 1281’s General Membership meeting on May 1, 2012. Ballots are being mailed out to the members’ last known address. Please look for them in the mail. Everyone is encouraged to vote. The ballots must be returned by 5:00 pm June 5, 2012 to be counted and read at the General Membership meeting on June 5, 2012. The following positions are up for election: PRESIDENT, VICE PRESIDENT, FINANCIAL SECRETARY, RECORDING SECRETARY, WARDEN, TREASURER, and TRUSTEE.

**Carpenters Local 1243**

Local 1243 events coming up include **Clean Up Day on May 5th** at the Union Hall, starting at 10:00 am. We will have coffee and doughnuts in the morning and hotdogs and hamburgers after the work is done.

1243 **Carpenters Picnic is on June 23rd** and the **Set-Up Party will be on Thursday the 21st**. As always, we are looking for members to help with the cooking, kids’ games, nail driving and screw gun competition. Come on out and get your name on the plaques in the Hall.

“Now is the time to check expiration dates on your cards and get ones you don’t have.”

Laird Grantham
Senior Business Representative, Local 1243
(907) 452-3862
lairdg@ubc1243.org
Spring is here and the anticipation for this year’s summer work is apparent. Contractors are busy bidding projects and numerous projects are being negotiated between owners and our contractors. Meanwhile, we await the awarding of other large projects like the JBER Barracks.

Projects currently on the books that are scheduled to start this summer include:
- UAA Sports Arena - Cornerstone
- Kodiaki Library - Cornerstone
- McLaughlin Youth Center Phase 3 - Cornerstone
- Kendall Toyota Auto Body - Ken Brady
- Covenant House - Davis
- Nikiski Senior Center - SR Bales
- Soldotna Power Plant - Denny’s Construction (concrete)

With the passing of Anchorage’s school bond proposition, we should see work at Service High School and some other maintenance projects through the school district.

Work continues on these projects:
- Kodiak Fish and Game, Boney Courthouse, Verizon, Battle Command Center, Providence Generations, and the Chugach and Nikiski Power Plants.

Reported hours were lower than expected through this winter and our membership levels have dropped as a result. We expect an increase in both as work picks up.

Our Training Centers have continued to run upgrade classes. I encourage every member to keep up with any certifications they are lacking. Project/Contractor requirements may include OSHA 10, Fall Protection, Forklift, Arial lift and Scaffold Training.

On a closing note, I want to thank our Local 1281 membership for the efforts you put into keeping up safe, quality, and productive work for our signatory contractors. The Alaska Regional Council of Carpenters negotiates on behalf of our membership to achieve good wages and benefits. It is up to all of us to help increase market share by being motivated and productive while safely producing quality work. This is what will ensure our contractors can bid competitively and secure work.

Dresser-Rand continues to provide our millwrights with jobs at on the North Slope at Alpine, Kuparuk, Pioneer, Milne Point, and in the Kenai area. This year’s North Slope shut-down should be in July - putting as many as 50 millwrights to work.

SNC Lavalin, at the South Central Chugach Power Plant, has been going strong since June of 2011 and is keeping up to a dozen millwrights busy.

Universal Plant Services has picked up the Tesoro shut-down in Nikiski and should be putting 30 - 35 millwrights to work. They also have the job of crating up and shipping all the mechanical parts stored at the Agrium warehouse. (The Agrium Plant is to be dismantled and the parts and plant to be shipped and reassembled in Nigeria.)

Jaffa Construction Steam Turbine installation at Homer Electric in Nikiski has been delayed due to some building engineering design problems. Installation should resume this summer.

My new e-mail address is jpugliese@ubcalaska.org

PLEASE NOTE

Millwrights@alaska.net will be phased out. All e-mail correspondence should be sent to the new e-mail address: jpugliese@ubcalaska.org

TWIC Cards & NSTC Cards
If you don’t have them, Get them!
Make sure to keep them updated.
Both these cards are becoming employment requirements by contractors.
Carpenters Local 2247

The sun is hanging around longer in the Alaskan sky and as the temperature rises, so do work opportunities for our members.

In Juneau we have two school remodels going to start when school is out. They are the final phase of Gastineau Elementary School with ASRC McGraw Construction and the beginning of the two-year project of the Auke Bay Elementary School rehabilitation, again with ASRC McGraw Construction.

Johnson Youth Center with Cornerstone General Contractors is continuing this summer.

Dawson Construction will be starting the construction of the U.S. Forest Service Lab at the University of Alaska Southeast Campus.

North Pacific Erectors will continue work at the Douglas Island Pink and Chum Hatchery (DIPAC) as well as work for the Alaska Electric Light and Power (AEL&P) and both Greens Creek and Kensington mines.

Dawson Construction has several projects on-going starting in southern Southeast and Ketchikan area, which include the New Ketchikan Library, a High School Kitchen Remodel, and White Cliff Office warranty work.

2012 will be another great year for Southeast Alaska!

Piledrivers & Divers Local 2520

This has been an unusually long and slow winter. As the weather gets nicer and the snow melts it won’t be long before we get back to work. Just to give everyone a comparison of hours; in 2010 our local had a total of 238,710 total hours for the year, in 2011 we had about 220,000 total hours for a 7% decrease from the previous year. I anticipate this year’s hours will come somewhere between the two. Our top five contractors and total hours for 2011:

1. AIC: 41,623
2. American Marine: 30,105
3. Pacific Pile: 24,667
4. Global Diving: 23,099
5. West Construction: 22,381

Congratulations and thank you to our Top Five, and all our contractors.

Jobs in progress are:
- Dutra finishing berths 1 and 2 in Ketchikan
- Hamilton Construction working on the three bridges to Seward
- West Construction finishing a job in Ouzinkie
- Western Marine is loading a barge for a new dock in Akutan

Our diving companies American Marine and Global have various jobs throughout the state.

Jobs coming up include:
- Mowat - bridge over Campbell Creek on Dowling
- Swalling - jobs in Valdez, Anchorage, Fairbanks and Willow
- Orion Marine Group - the Hyder Causeway
- Northwest Underwater - dock repair in Wrangell
- Sandstrom - girder replacement in Eklutna
- Pacific Pile - work in Seward and Dutch Harbor
- Kiewit - the bridge in Salcha across the Tanana river

And, we have heard that AFC has the work this Fall on the Pt. Thompson project.

Jobs bidding or coming out for bid include:
- Dock repair in Auke Bay and the cruise ship docks in Juneau. Others as the year progresses.
As of lately, our volunteering, demonstrations, and overall acceptance towards organizing has greatly increased. This increase is due to you, our loyal members and I want to express my gratitude to you. Thank You! From the Millwrights to the Piledrivers to the Carpenters throughout the state I say again, thank you for being willing to stand up and proudly defend our union. Without you, our mission to defend our market share would be difficult at best.

Throughout this winter we have been out on the front lines defending our Area Standards. Through the bitter cold and dense snowfall, we stood our ground and even increased our presence. Today, we are becoming known as a force to reckon with. We will continue to hold those who are willing to weaken labor laws, deteriorate Area Standards, and exploit workers publicly accountable for their actions.

Our battle is not without pitfalls and struggles. But rarely is anything worth fighting for easily gained. There is no magic switch or perfect solution, but there is one thing that we, as members of the UBC understand and understand well, and that is Labor. We know that in order to receive an honest day’s pay we must first do an honest day’s work. Likewise, if we want to succeed in defending our standards, then we must first be willing to fight for them. Our motto, “Labor Omnia Vincit”, is inscribed on our logo and it means “Labor Conquers All Things.” Together we can labor, side by side, and create an army that will weather this storm and prevail victorious. But we must not allow ourselves to become divided. We are a union and we must continue to remain united.

The fact remains, Labor is under attack. If you are willing to volunteer a few hours a month and help defend this attack, then please call the Organizing Department. We have all sorts of opportunities for you to help; some that are loud and some that are subtle. No matter what level of commitment or time you can give, you will make a difference. Let’s stand united and send a message to our attackers… “We will meet you on the battlefield!”

What does it mean to Take Safety with You? It means driving defensively, using seat belts in our vehicles, using firearms safely when hunting. It also means applying safety practices at home, including wearing safety shoes when mowing the lawn, wearing safety eyewear while hammering nails, using lighter fluid instead of gasoline to start charcoal grills, and turning off a circuit breaker before replacing a light fixture, among many other safety practices.

We want everyone to develop the habit of thinking about safety during a work shift, on the way home, at home or on vacation. Think about safety before you start any job, when you go to do something that’s potentially dangerous (i.e., lighting a gas burner, jump-starting a vehicle, etc.), when putting on safety equipment and by making sure machine guards are in place. Think about safety several times; particularly if you have to change what you are doing. Ask yourself the following questions at work and at home:

- Do I know the safety procedures for this job or task? Are they adequate? Do I really understand them?
- What personal protective equipment do I need? Is it in good condition? Is it adequate?
- What tools and other equipment do I need to do the job safely? Are they the correct ones? Are they in good condition? Do I know how to use them?
- Are there other risks to my safety or the safety of others? What if something happens quickly or unexpectedly? Do I know how to respond to avoid injury?

How often should we have thoughts about safety? Constantly! The human mind is one of the fastest processors of information. To think about all of this need only take a few seconds.

Believe it or not, it is “your choice” if you are going to get injured. It is your choice whether you take that shortcut or do the job right. It is your choice whether you follow the safety rules or not. The end result is “not” your choice. If you choose to take that shortcut, you are giving up “your choice” to remain injury free.
SLAM
WHERE STATE-OF-THE-ART MEETS HISTORY
State Library Archives Museum Project

Alaska is in desperate need of a state-of-the-art building to protect our history and artifacts. The State Library and Archives Museum will do that and more.

The new 118,000 square foot facility will double the current space allocation for the State of Alaska to storehouse its historical and archival materials. In turn, it triples the museum’s collection storage space, and doubles the exhibition space. What that means for all of Alaska is that our history, which is currently housed in inadequate facilities, will be protected for future generations. We will also have a facility where more of that history can be viewed by Alaskans.

The State Library and Archives Museum Project is shovel ready. But, it still needs all of our help to make it a reality. Contact our legislators and let them know that our history is important to us and to future generations. We need to let them know that this project needs to be funded for all Alaskans.

Mining: Creating Jobs in Juneau since 1880

In 1880 a local inhabitant, Chief Kowee, revealed to prospector Joe Juneau and Richard Harris the presence of gold in what is now named Gold Creek in Silver Bow Basin. The city of Juneau was founded there that year. Today the residents of Juneau are still feeling the benefits of mining, whether it be the mine tailings that Downtown Juneau is built on, or the millions of dollars of revenue that is created from the mines in the area like Kensington or Greens Creek mines.

What we have seen over the many years that Greens Creek has been in operation, and recently with the addition of the Kensington mines, is the creation of construction jobs for our members in Southeast Alaska.

Juneau is in the process of studying the possibility of opening the AJ Mine which put Juneau on the map in 1880. We look forward to continuing to work with the mining community to keep the Alaskan tradition of mining working in Southeast Alaska.
**WEINGARTEN RIGHTS: YOUR RIGHTS FOR UNION REPRESENTATION**

The right of employees to have union representation at investigatory interviews was announced by the U.S. Supreme Court in a 1975 case (*NLRB vs. Weingarten, Inc.* 420 U.S. 251, 88 LRRM 2689). These rights have become known as the *Weingarten* rights, after an unfair labor practice proceeding resulted when Retail Clerks Union Local 455 Leura Collins reported full details to her shop steward and other union representatives about an interview she had with her store manager. She repeatedly asked that a shop steward be called to the interview, but the store manager denied her requests. When the manager finally terminated the meeting, he asked Collins not to discuss the matter with anyone because he considered it a private matter between her and the company, and of no concern to others. But, Collins did contact her Union reps… and history was made.

**If an employee has a reasonable belief that discipline or other adverse consequences may result from what he or she says, the employee has the right to request union representation. Management is not required to inform the employee of his/her *Weingarten* rights; it is the employees’ responsibility to know their rights and request for union representation.**

Employees have *Weingarten* rights only during investigatory interviews. An investigatory interview occurs when a supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his or her conduct.

When an employee makes a request for a union representative to be present, management has three options:

1. Stop questioning until the representative arrives;
2. Call off the interview; or,
3. Tell the employee that it will call off the interview unless the employee voluntarily gives up his/her rights to a union representative - an option the employee should always refuse.

Employers will often assert that the only role of a union representative in an investigatory interview is to observe the discussion. However, the Supreme Court clearly acknowledges a representative's right to assist and counsel workers during the interview.

The Supreme Court has also ruled that, during an investigatory interview, management must inform the union representative of the subject of the interrogation. The representative must also be allowed to speak privately with the employee before the interview. During the questioning, the representative can interrupt to clarify a question or to object to confusing or intimidating tactics.

While the interview is in progress the representative can not tell the employee what to say but he may advise them on how to answer a question. At the end of the interview the union representative can add information to support the employee's case.

On June 15, 2004, the National Labor Relations Board ruled by a 3-2 vote that employees who work in a non-unionized workplace are not entitled under Section 7 of the National Labor Relations Act to have a co-worker accompany them to an interview with their employer, even if the affected employee reasonably believes that the interview might result in discipline. This decision effectively reversed a July 2000 decision that extended *Weingarten* rights to non-union employees. Yet, union workers retained their *Weingarten* rights.

Call your Business Reps when you need them. We are just a phone call away.

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**THE ARCC SUPPORTS THE PROPOSED SUSITNA-WATANA HYDROELECTRIC PROJECT**

The Susitna-Watana dam would be located within a steep-sided valley of the Susitna River, approximately half-way between Anchorage and Fairbanks, and help meet the future electrical needs of Alaska’s Railbelt Region. Installed capacity of the power plant would be 600 MW, with an average annual generation of 2,600 GWhrs. The powerhouse, dam, and related facilities would be linked by a transmission line connecting to the Railbelt Intertie, and road and/or railroad access from the Parks and/or Denali Highway corridors.

You’re encouraged to visit the Susitna-Watana Hydroelectric website and let them know of your support.  

[www.susitna-watanahydro.org](http://www.susitna-watanahydro.org)
Piledrivers & Divers Local 2520 member Jennifer Sullivan is the first female UBC Certified Welding Inspector in Alaska and one of only three in the entire International.

After graduating from high school in North Pole, Alaska, Jennifer Sullivan attended the University of Alaska, Fairbanks where she felt college was not the right path for her. Eventually, Jennifer joined the Alaska Piledrivers and Divers Apprenticeship Program in the Spring of 2008 and increased her skills and earning potential by gaining certifications in rigging, aerial lift, forklift, first aid/CPR, hazmat, OSHA 10, NSTC, oxygen first aid for diving injuries, stick feed, and wire feed pipe welding.

Jennifer worked for American Marine in the diving division in 2008 before going on to work on the Gakona River Bridge for Granite Construction in September 2009. She worked for Alaska Interstate Construction in Kotzebue and Prudhoe Bay all last season.

When Jennifer was in welding school she often started at 7:00 am, an hour before everyone else, and practiced. She has since become a very good welder with both stick and wirefeed; even passing the AIC 303 dual process welding procedure needed for North Star Island last year.

“I love welding,” exclaimed Jennifer. “It is an art. I can put my head down and concentrate on my work with no distractions.”
Another fourth-year class finished up on December 21, 2011. Most still need work hours to complete their apprenticeship. Congratulations to all 15 apprentices who have successfully made it through four years of training. I know you will continue to reap the rewards of having learned the craft. Remember to never stop learning and pass your skills along to future apprentices.

Apprentices who completed their fourth-year class:
- Philip Adajar
- John Malaby (Juneau)
- Joshua Alex
- Timothy Malchoff
- Matthew Brooks
- Kevin Napier
- Robert Collier
- Nathaniel Salzwedel
- Clay Hotchkiss
- Thomas Leaman (TJ)
- Richard Light
- Mark Huhta
- Sean Talcott (Journeyman)
- Daniel Unfreid (Journeyman)
- Kristopher Zink-Brown (Juneau) (Journeyman)

There are a total of 116 apprentices currently in the program. The third-year class ended on April 13, 2012.

FOR SALE: Five cabins available for $6,250 each. The hauling fee is not included in the price.

The next first-year class has been selected. Classes have already started at the end of April and will continue through June 15th.

We’re accepting applications until February 15, 2013 for the next first-year class. If you know of anyone interested in applying for apprenticeship, please have them come to the training center for an application.

I would also like to remind UBC members that we have welding booths at the school if you would like to get a welding cert in metal stud or structural steel. We’re open daily from 8:00 am to 4:00 pm. Be sure to sign in at the office and sign out when you leave.

A BIG thank you to the following for their donations to our graduating ceremony at the Dena’ina Convention Center on February 18, 2012:
- Davis Constructors - $1,000
- Local 1281 - $500, jackets and t-shirts
- Alaska Industrial Hardware - tools
- Mat-Su Miners - gift basket
- Aces Hockey - 4 season tickets
- Southern Alaska Training Center for gift cards

Attention
To all Members and Apprentices
Make sure your address and phone numbers are current in order to receive your cards for the upgrade class you have taken.
If you don’t receive your card in 6 to 8 weeks, please let the Hall or Training Center know.

Right to Perform First Aid Cards
As of June 1, 2011, all members’ cards have a two-year instead of a three-year expiration date.
The Emergency Care and Safety Institute has released a new 6th edition curriculum for CPR/First Aid/AED.
All members who have cards should take the new class to stay current.

(right) The Southern Alaska Carpenter Training Center participated in the reconstruction of the Hill Top Ski Area High Jump and received the Paul Harris Fellow award from the Rotary Foundation of Rotary International in appreciation of tangible and significant assistance given for the furtherance of better understanding and friendly relations among peoples of the world.

John Eng (right) of Cornerstone General Contractors presented the award to SACTC Training Director Brian Howe at the Rotary Luncheon on January 31, 2012.
Fifteen apprentices received their Journeyman status certificates at the Fairbanks Christmas party this past December. It is an accumulation of apprentices who turned out in 2009, 2010, and 2011. The Journeymen are:

Daniel Ward  Preston Phillips  Thomas Sherman  Michael Lasack
Arthur Sutton  Leo Kulinich  Roy Tribble  Travis Norman
Troy McDonald  Malcolm Kuntz  Anthony Fisher  Diana Whitworth
Jonathan Johnson  Matthew Ellsworth  Jason Ney  Charles Wilson

Twelve third-year apprentices certify for welding metal studs, fabricated forklift bucket for snow removal, and fabricated lumber rack for pick-up truck.

Second, third, and fourth-year apprentices completed training. First-year apprentices are scheduled to start May 7, 2012.

Night classes ran all winter. Approximately eighty journeymen participated in our safety classes.

First-year class will be building new hockey boards for Pearl Creek Elementary School.

Apprentices who completed four years of classes and worked the required hours to receive journeyman status are:

Jacob Coots, Adam Jackson, Jerry Knapp, Rex Papraniku and Riley Patrick.

Completing all classes but still needing hours are:

Kristy Almon, David Cossairt, Chris Kammerer, Carl Smith, Jennifer Sullivan, Graham Waltz, James Wiese and Jeremy Zimmer.

We have a total of 28 apprentices registered in our program.

The Piledrivers & Divers JATC selected eight new apprentices for the 2012 first-year class. Please welcome new members:

Joshua Brant, Kayla Bowdoin, Grant Giese, Jesse Heckman, Nicholas Mascagno, John Minnery, Kevin Rossignol and Mike Titz.

Training includes rigging, welding, piledriving and equipment, first aid/CPR, OSHA 10, NSTC, forklift and aerial lift. If one of these first-year apprentices works on a job with you, please take the time to show them how to work safely and productively.

Besides all our regular classes we’ve been doing, we offered a Kirby Morgan Technician Course for members who own their own Super Light diving helmets. This class qualified divers to rebuild their own hats and keep their yearly certifications current. American Marine had eight of our members who work for them certify as an EMT 1. This enables them to attend the Diver Medic training when available.

Journeymen signup sheets for aerial lift, forklift, first aid/CPR, NSTC, OSHA 10, rigging and welding are at the Union Hall. If you need to, you can call 272-7577 and inquire about any training. The Piledrivers training schedule is on the web at http://www.local2520.org/Training5.htm. Any questions, please don’t hesitate to call.
Second Year Apprentices with their Metal Stud Project
Fairbanks Carpenter Training Center

(Left to right) Eric Rustad, Quinton Devore, Joshua Wilkins, Gary Moore, Jon Dryver, Alecks Shastitko, Keodala Volavong, Bretten Winkelman, Jesse Schlichting, Eric Kline, Zach Van Someren, and John Hanson (Missing - Daniel Flores)

Local 1243 Apprentices
Jesse Schlichting and John Hanson
complete a League of Woman Voters Fair Booth
SHAME ON CARR’S/SAFEWAY INC FOR ERODING THE ALASKAN WAY OF LIFE

Shame on Safeway INC. for contributing to the erosion of area standards for craft workers. TRICON Enterprises, Elite Commercial Contractors and All-Wall Construction are performing work statewide on the Safeway/Carr’s stores in Alaska. These contractors do not meet area standards on all their projects.

Alaskan workers object to substandard wages. Contractors like Tricon Enterprises, All-Wall Construction and Elite Commercial Contractors hurts the community. Alaskan workers believe that Safeway Inc. has the obligation to the community to see that our area standards are met for all construction work being performed at their stores.

Area standards affects the entire construction industry and our community at large. We believe the community often ends up paying the health care tab for employees and their families, as well as paying for other social ills directly related to substandard wages, no training programs, and no pensions. The long-term result is an overall decline in construction workers’ skill level resulting in a reduction in the quality of the project.

Contact your local store manager and district construction manager.

A VERY MERRY THANK YOU FOR THE SUPER CHRISTMAS PARTY SUPPORT!
from the Carpenters 1281, Piledrivers 2520, and Millwrights 1501
We’d like to acknowledge the local businesses that donated to our door prize drawings.
Please help by supporting these businesses

Airgas
Alaska Industrial Hardware
Alaska Safety Inc.
Anchorage Floral - Adrian Dube
Army/Navy Store
Auto Start of Alaska
Bake Anywhere - Jacque Cato
(Local 1281 Secretary)
Boston’s Pizza
Captain Cook Hotel (Rooms)
Cattle Company

Club Paris
Hula Hands Restaurant
Jens’ Restaurant
La Cabana Restaurant
La Hacienda Restaurant
Lonestar Steak House
Romano’s Italian Restaurant
Sea Galley
Senco Alaska
Sportsman’s Warehouse
Sullivan’s Steak House

Christian Tanton and Jasmine Bryant
at the Jewel Lake Safeway

Harrilyn Hickert, Andrew Palmer and Ryan Kennedy
at the Northway Mall Safeway

ALASKA WORKERS WILL
STAND TOGETHER TO PROTECT
OUR AREA STANDARDS AND
OUR ALASKAN CONTRACTORS.
Submit request for $30 to ARCC with a copy of your TWIC & payment receipt:
ARCC * 410 Denali, Suite 100 * Anchorage, AK 99501

Alaska Regional Council of Carpenters
$30 cash back for members that get the TWIC before December 31, 2013

Alaska Regional Council of Carpenters
Special Discounts for Union Members

Anchorage Floral
10% Discount
(For local and pick-up only)
Call Adrian Dube
(907) 243-1000
3934 Spenard Rd. ◆ Anchorage
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(First right off Anka St. in Lemon Creek)
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10% Discount (Excludes Sale Items)
320 W. 4th Avenue ◆ Anchorage

Vehicle Insurance
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Mention Code CU25 to the GMAC
representative and receive a special rate.

Anchorage Industrial Hardware (AIH)
10% Discount
All Alaska Locations

Alaska Industrial Hardware
10% Discount
(Excludes sale items)
3561 E. Tudor Rd. ◆ Anchorage
Call (907) 770-7747

Prism Optical, Inc.
20% Discount eye services after Insurance

TIP LINE
(855) UBC-LINE
ANCHORAGE 276-2722

Call the TIP LINE about information the ARCC Organizing Department
needs to know - such as new construction, illegal activity, non-union jobs,
and possible leads on up-coming work. If you want to volunteer to defend
our area standards, or simply have a question, please call and leave your
information. A representative will return your call.

HELP US HELP YOU...
Please provide your Local and the
Trust office with a good phone
number and address. That next
great job you’ve been waiting for
may be dependent on whether you
can be reached.

Items for Sale

Piledrivers & Divers Local 2520
Short Sleeve T-shirt - $15.00
Long Sleeve T-shirt - $20.00
Hoodie - $40.00
Jacket - $75.00
Flex fit hat - $15.00

Carpenters Local 2247
T-shirt - $25.00
Hoodie - $40.00
Hat - $15.00
Plumb bob reel & magnet - $25.00
(reel-$18.00 & magnet - $7.00)
Magnetic tape measure - $10.00
Pea shooter - $25.00
Chamfer Cutter - $32.00

Carpenters Local 1243
Hoodie - $40.00
Long-sleeve T-shirt - $20.00
Short-sleeve T-shirt - $18.00
Old-style T-shirt - $15.00
Plumb bob reel & magnet - $25.00
(magnet only - $7.00)
Chamfer cutter - $32.00
Master Pro (calculator) - $55.00
Tape measure 25’ & 30’ - $10.00
Utility knife - $8.00

Carpenters Local 1281
Travel mug - $7.00
Frozen chosen T-shirt - $15.00
All hoodie - $40.00
Frozen Chosen sweatshirt - $25.00
Gray/Metal - Sword - $13.00
Safety hoodie - $40.00
Short sleeve Skull T-shirt - $13.00
Long sleeve Skull T-shirt - $18.00
Local 1281 hat - $10.00
Beans skull cap - $8.00
Pea shooters - $25.00
Plumb bob reel & magnet - $25.00
(reel - $18.00 & magnet - $7.00)
Magnetic tape measure 25’/30’ - $10.00
Chamfer cutter - $35.00
Replacement blade - $14.00
Const. pro trig calculator - $65.00
UBC Knife - $10.00
UBC Key chain - $8.00

Cutting Edge Tool Company
Decals - $8.00

Millwrights Local 1501
Long sleeve T-shirt - $20.00
Short-sleeve T-shirt - $23.00
Hoodie - $40.00
Safety Orange Hoodie - $45.00
Beanie - $10.00
Ball Hat - $15.00

Spring 2012
Alaska Regional Council of Carpenters
Local Union Meetings
Carpenters Local 1243 - 4th Tuesday of the month
Carpenters Local 1281 - 1st Tuesday of the month
Carpenters Local 2247 - 1st Tuesday of the month
Millwrights Local 1501-3rd Tuesday of the month
Piledrivers Local 2520 - 3rd Tuesday of the month

THIS IS YOUR UNION
ATTEND YOUR UNION MEETINGS

ALASKA REGIONAL COUNCIL DIRECTORY OF OFFICES

Alaska Regional Council
John Palmatier
Executive Secretary-Treasurer
410 Denali Street, Suite 100
Anchorage, AK  99501
(907) 274-2722 • (907) 274-2727 Fax
Statewide Toll Free  1 (888) 974-2722
Website: www.ubcalaska.org
Email: jpalmatier@ubcalaska.org

Organizing Office
Arylis Scates
Director of Organizing
410 Denali Street, Suite 101
Anchorage, AK  99501
(907) 274-2722 • (907) 274-2727 Fax
Statewide Toll Free  1 (885) 822-5463
Website: www.ubcalaska.org
Email: ascates@ubcalaska.org

Carpenters Local 1243
Laird Grantham
Sr. Business Representative
25 Timberland Drive
Fairbanks, AK  99701
(907) 452-3862 • (907) 456-3582 Fax
Statewide Toll Free  1 (866) 452-1243
Email: lairdg@ubc1243.org

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Scott Hansen
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Anchorage, AK  99501
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Statewide Toll Free  1 (877) 276-3533
Email: local1281@alaska.net

Piledrivers & Divers Local 2520
Steve Abel
Sr. Business Representative
825 E. 8th Avenue
Anchorage, AK  99501
(907) 272-7576 • (907) 277-8967 Fax
Statewide Toll Free  1 (866) 905-2520
Website: www.local2520.org
Email: steve@local2520.org

Millwrights Local 1501
Joe Pugliese
Sr. Business Representative
407 Denali Street, Suite 101
Anchorage, AK  99501
(907) 276-3534 • (907) 272-7500 Fax
Website: www.alaskamillwrights.org
Email: jtpugliese@ubcalaska.org

Carpenters Local 2247
Jonathan Smith
Sr. Business Representative
PO Box 021154
Juneau, AK  99802
(907) 586-3675 • (907) 586-3671 Fax
Statewide Toll Free 1 (800) 478-3675
Email: local2247@acsalaska.net

TRUST OFFICE INFO:
Alaska Carpenters Trust Funds
3380 C Street, Suite 107
Anchorage, AK  99503
(907) 561-7575
Statewide Toll Free  1 (800) 478-4431
Contacts:
Cary - Eligibility
Susan - Pension/Defined Contribution
Claims & Benefits in Washington:
1 (800) 531-5357

ALASKA APPRENTICESHIP AND TRAINING CENTERS DIRECTORY OF OFFICES

Southern Alaska Carpenters Training Center
Brian Howe
Training Coordinator
8751 King Street
Anchorage, AK  99515
(907) 349-5823 Fax
Statewide Toll Free  1 (888) 825-1541
Website: www.sactcapprentice.org
Email: carpenter-training@clearwire.net

Fairbanks Carpenters Training Center and
Alaska Millwright Training Center
Ed Pugliese,
Training Coordinator
6 Timberland Drive
Fairbanks, AK  99701
(907) 452-4626
(907) 456-5542 Fax
Email: trainingdirector@fctcak.org

Piledrivers Training Center
Kevin Hanley
Training Coordinator
825 E. 8th Ave, Suite 6
Anchorage, AK  99501
(907) 277-7577
(907) 277-8967 Fax
Website: www.local2520.org
Email: kevin@local2520.org