




# Punch List



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for jobs**

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## A note to our Members

From Bill Halbert, CEO/Executive Secretary-Treasurer, Mid-Atlantic Regional Council of Carpenters.

Bill has almost 34 years experience as a full time UBC international rep and as an officer of UBC affiliates in Baltimore, Southern California and Washington, DC. He served an apprenticeship in carpentry and holds a Master's Degree in Business Administration.

## What the Washington Post won't print ...

Almost three years ago, MARCC challenged the District of Columbia's contention that workers on the massive CityCenter DC project were not entitled to prevailing wages. Finally, the acting administrator of the U.S. Labor Department's Wage and Hour Division ruled in MARCC's favor.

The ruling confirmed that CityCenter DC is, indeed, a public works project covered by the Davis-Bacon Act and that therefore construction workers must receive prevailing wages. The City has said it will appeal the decision, and the *Washington Post* ran a blistering editorial against MARCC's position.

I answered that editorial, but the *Post* has ignored my letter.

Here it is:

September 12, 2011  
The Washington Post  
1150 15th Street NW  
Washington, DC 20071

To the Editor, Washington Post:

Your September 6th editorial, "A bureaucratic surprise ..." shows a surprising disregard for the rights of workers, including many DC residents, who are currently building CityCenter DC. Also, the editorial shows an astonishing lack of understanding of the federal Davis-Bacon Act.

That Act, passed in 1931, requires, among other things, that workers on construction projects controlled by the federal government or DC be paid wages no less than are being paid for the same type of work being done elsewhere in the area. These are called "prevailing wages" and are set by the federal government itself.

Recently, the U.S. Department of Labor ruled that CityCenter DC is, in fact, a DC public works project and therefore workers are entitled to prevailing wages. The Department made this ruling based on the fact that the city of DC has extraordinary control of the project, from choosing the developer to the power to help decide what shall be built, and for what purpose.

DC's leasing the land to the developer does not erase its responsibility for the project and the private funds invested in CityCenter DC do not relieve the District of its obligations to the workers building the project, particularly DC residents.

Mayor Gray insists that DC has wiped its hands clean of CityCenter, DC and that the District has handed control over to private companies. Gray talks a good talk about helping DC residents earn middle class wages. He should be ashamed of himself for not walking the walk when it comes to CityCenter DC.

Bill Halbert  
CEO/Executive Secretary-Treasurer  
Mid-Atlantic Regional Council of Carpenters



## CityCenter DC ...

... is a 2.5 million square foot mixed use development on ten acres of land in the heart of downtown Washington, DC. When completed, it will take up ten acres and five city blocks.



## El CityCenter DC ...

... es un proyecto de urbanización multiuso con 2,5 millones de pies cuadrados, ubicado en un terreno de 10 acres en el centro de Washington, D.C. Una vez finalizado, el proyecto abarcará las 10 acres y hasta cinco cuadras en la ciudad.

## Lo que el Washington Post no va a publicar ...

Hace casi tres años, el MARCC cuestionó el argumento del Distrito de Columbia de que los trabajadores en el proyecto masivo denominado CityCenter DC no tenían derecho a recibir las tarifas salariales predominantes. Finalmente, el administrador interino de la División de Salarios y Horas del Departamento de Trabajo de los Estados Unidos se pronunció a favor del MARCC.

La decisión confirmó que CityCenter DC es, de hecho, un proyecto de obras públicas bajo la Ley Davis-Bacon y por consiguiente los trabajadores de construcción deben recibir los salarios predominantes. La municipalidad declaró que apelará la decisión y el *Washington Post* publicó un editorial bastante mordaz en contra de la postura del MARCC.

Yo responde al editorial, pero hasta la fecha el *Washington Post* ha ignorado su carta.

Esta es la carta:

12 de setiembre del 2011  
The Washington Post  
1150 15th Street NW  
Washington, DC 20071

Al editor del Washington Post:

Su editorial con fecha del 6 de setiembre titulado "A bureaucratic surprise..." (Una sorpresa burocrática) muestra una sorprendente indiferencia hacia los derechos de los trabajadores, incluidos muchos residentes del D.C., los cuales están construyendo actualmente el proyecto CityCenter DC. Asimismo, el editorial muestra una asombrosa falta de comprensión acerca de la ley federal Davis-Bacon Act.

Esta ley, aprobada en 1931, exige entre otras cosas que los trabajadores en proyectos de construcción que controle el gobierno federal o el Distrito de Columbia reciban salarios no menores a los que se pagan por el mismo tipo de trabajo en cualquier otra parte de esta zona. A estos se les llaman "salarios predominantes" y el propio gobierno federal se encarga de establecerlos.

Recientemente, el Departamento de Trabajo de los Estados Unidos determinó que CityCenter DC es, en efecto, un proyecto de obras públicas del Distrito de Columbia y por consiguiente los trabajadores tienen derecho a recibir los salarios predominantes. El Departamento de Trabajo tomó esta decisión con base en el hecho de que la municipalidad del Distrito de Columbia tiene un control extraordinario en el proyecto, desde la selección de la empresa urbanista hasta el poder de ayudar a decidir qué se construirá y para qué propósito.

El arrendamiento del terreno a la empresa urbanista por parte de la municipalidad no la desliga de su responsabilidad dentro del proyecto. Asimismo, los fondos privados invertidos en CityCenter DC tampoco liberan a la municipalidad de sus obligaciones con los trabajadores que están construyendo el proyecto, en particular los que son residentes del Distrito de Columbia.

El alcalde Gray insiste en que la municipalidad se ha lavado las manos en cuanto al proyecto de CityCenter DC y que la misma le ha entregado el control a las empresas privadas. Gray pronuncia buenos discursos sobre el hecho de ayudar a los residentes del Distrito a ganar salarios de clase media. Le debería dar vergüenza por no poner en práctica lo que él dice cuando se trata del proyecto CityCenter DC.

Bill Halbert  
Jefe Ejecutivo y Secretario Tesorero  
Consejo Regional de Carpinteros del Atlántico Central



## Punch List

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www.WeWorkUnion.org

Mid-Atlantic Regional Council of Carpenters (MARCC)  
United Brotherhood of Carpenters & Joiners of America  
8500 Pennsylvania Avenue, Upper Marlboro, MD 20772  
301-735-6660 or 800-492-8144

Bill Halbert, CEO/Executive Secretary-Treasurer

As a job nears completion, a punch list is made of what's needed to finish it. MARCC's Punch List reports what's being done — and what should be done — to build an ever more effective union.

Larry Rubin, Communications Director  
Thomas Blanton, Communications Assistant



Mark Estlack President  
George Eisner Vice President  
Rick Eppard Executive Committee  
Dennis Meyers Executive Committee  
Jeff Clendenen Warden  
Dan Kuczinski Trustee  
Ben Glenn Trustee  
Scott Brewer Trustee  
Jose Frias Conductor

At delegates' meetings **They said ...**



"Don't get discouraged. The political pendulum swings and politicians come and go. Stand where you are and fight for decent wages."

"No se desanimen. El péndulo político gira y los políticos van y vienen. Quédense donde están y luchan por la obtención de salarios decentes".

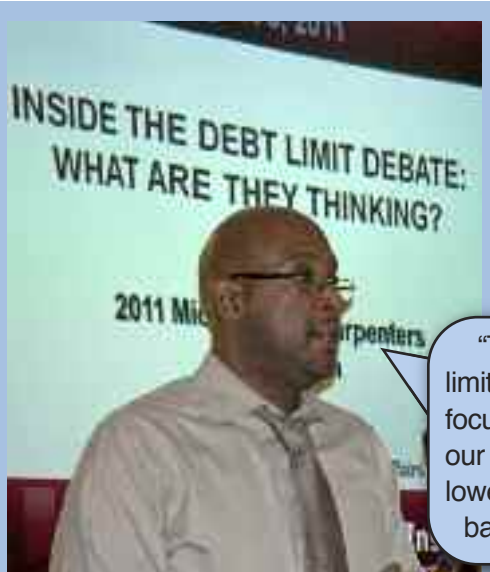
"Like in the movie about a small boat, pension plans have been hit by a perfect storm: fewer work hours mean shrinking employer contributions. The bad economy means less return on investments. And the cost of administering pension plans has risen."

**Ward Armstrong, minority leader Virginia House of Delegates**

"Como en la película del pequeño bote, los planes de pensión han sentido los embates y el golpe de una tormenta perfecta: menos horas laboradas se traducen en la reducción de las contribuciones de los empleadores. La economía en mal estado significa un menor rendimiento de las inversiones. Y también ha aumentado el costo de administrar los planes de pensión".



**Ron Merritt, benefit consultant, The Segal Company**



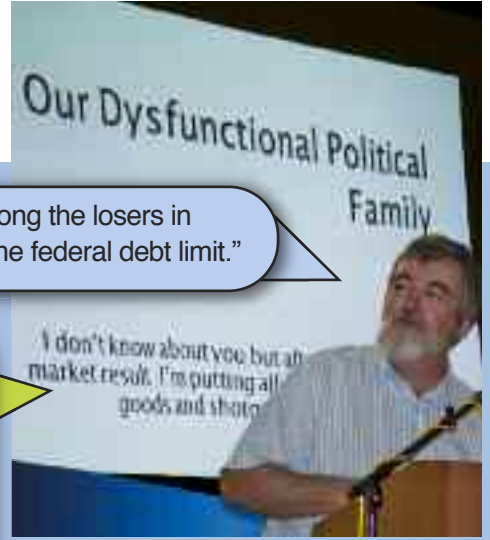
"The debate over the debt limit is antiquated nonsense. If we focus on the real issues that face our economy, we can create jobs, lower the deficit and put the US back on a sustainable future."

**Christian Dorsey, Director of Government Affairs, Economic Policy Institute**

"El debate en torno al límite de la deuda es anticuado y no tiene sentido. Si nos centramos en los verdaderos problemas que enfrenta nuestra economía, podremos crear puestos de empleo, reducir el déficit y lograr que los Estados Unidos retome su rumbo hacia un futuro sostenible".

"The unemployed are among the losers in the deal made to address the federal debt limit."

"Los desempleados se encuentran entre aquellos que han perdido en el trato suscrito para abordar el límite de la deuda federal".



**Chris Heinz, President of Heinz Strategies**

"It's a tribute to the hard work you're doing that two of the top elected officials in this area think it is important to address us this morning," said MARCC CEO/EST Bill Halbert at a recent delegates meeting at MARCC headquarters in Upper Marlboro, Maryland.

The officials were Congressmen Steny Hoyer, Democratic Whip of the US House of Representatives and Anthony Brown, Maryland's Lt. Governor.



**U.S. Representative Steny Hoyer:**  
"Need more union workers"

"Every day of my career, the Carpenters union has been helpful to me, to the Congress and to the country. Organized labor benefits every working person in America. Even workers not paying dues benefit. Because of unions they get better wages and benefits. We need more union workers in America.

"Today, the middle class is under attack. There are proposals to do away with the minimum wage, the Davis-Bacon Act, even collective bargaining itself – all of which have been the engines that have helped grow the middle class.

"We are a consumer-driven economy. When working families earn more money, they have more to spend and the economy grows. But one worker alone has no voice, no power. Individual employees have no strength to fight for higher wages and for what it takes to lead secure lives

and to make the economy grow. But together in unions, workers have the strength.

"What gives workers a voice is unity, solidarity.

"Over half of the American public believe that the American Dream is slipping away, that the middle class is disappearing. And in fact the income gap between workers and CEOs has grown dramatically wider here than in any other country in the world.

"Our parents are called the 'Greatest' generation because of what they accomplished. We are in danger of being known as the 'Greedy' generation because of what just a few of us are doing. For example, we have proposed a program that would increase investments in infrastructure proj-



ects. These projects are badly needed and would create many, many jobs. It could be paid for by increasing taxes on the incomes of millionaires and billionaires by just one tenth of one percent. But it was defeated!

"You, the union workers of America, are the vanguard of any recovery of the economy. We in congress must work to pass programs so that you can do your work."

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# They said ...

## Maryland Lt. Governor Anthony Brown:

"I appreciate our partnership"

"Governor O'Malley and I appreciate the partnership we have with the Mid-Atlantic Regional Council of Carpenters. We are proud of the skilled workers of Maryland, and you are responsible in large part for us having such a large skilled workforce. "I particularly appreciate your work with the Prince George's County Community College.

Dennis Meyers, manager of MARCC's DC-area district, conferring with Lt. Governor Brown.

"To create jobs, we're now proposing more improvements in the infrastructure. The governor and I will make sure labor is at the table when the planning takes place."

# Tough times for pension plans



Because the health of the construction industry is so closely tied to the health of the economy as a whole, when the economy is good, the funds in pension plans grow. When the economy is bad, plans can suffer.

The hourly rate at which employers contribute to pension plans is set through negotiations with the union. The total amount employers contribute for each covered employee is based on the hours worked by the employee. The more hours covered employees work, the more money employers contribute to pension plans.

Before the 1990s many pension plans set up early retirement benefits that were expensive to provide. Throughout the 1990s, the economy boomed. Work hours soared. Employers were able to put a lot of money into pension plans and the return from pension plan investments was high. Government regulations required that plans increase their benefits in order for contributions to remain tax deductible to employers, although many pension plan trustees would have preferred

adding the gains to reserves.

But in the early 2000s, global financial markets suffered. Because pension plan monies were properly invested in these markets, the plans began to receive reduced returns from investments.

The health of construction industry pension plans is closely tied to the health of the economy.

### Tough times today

Then came the financial crisis and Great Recession of 2008. Work hours dropped drastically and have stayed down. Returns from investments went lower than they had in many decades.

Today, the number of work hours remains low compared to previous periods, and many employers are now contributing less money to pension plans.

And today, many pension plans are having difficulty affording the early retirement packages and other improved benefits they were forced to put in place

by government regulation when times were better. Furthermore, government regulations and other factors have increased the cost of administering the plans.

And in 2008, the government mandated that pension plans must make their top priority dealing with shortfalls created by higher costs and lower revenues.

Trustees of plans have no choice but to follow the law. All pension plans are highly regulated. Oversight of each pension plan is entrusted to Trustees, but no matter if

they come from union or management, by law the Trustees' first concern must be to safeguard the pension plan itself so that it can continue to exist.

### More jobs, more pension benefits

In hard times like the present, it is more important than ever that union construction workers partner with contractors to get every available job. The more jobs and work hours, the more employers can put into pension plans.

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# Labor day tailgate

For the past two years Locals 476, 899 and 604 have combined their Labor Day celebration with a tailgate party in support of the Glendale State College football team.

Glendale State is a small college with over 1500 students and a big reputation for excellence. Ninety percent of these students are from West VA.

The event is a congenial opportunity to bring the community and local union members and their families together. This year's event was hosted by Dr. Peter B. Barr, President of Glendale State College.



Local union members and their families fed over 450 people, cooking some 200 pounds of chicken and 400 hotdogs, among other foods.

## TAILGATE LEADERS

**Chairs:** MARCC Reps Joe Murphy, Mike Jenkins Sr., Joe Elliott.

**Head chefs:** Rick Liller, MARCC Rep Joe Elliott

**Games:** Willie and Paula Potts

**Indispensible:** Sonja Murphy, Julia and Madison Jenkins, Lisa, Taylor, and Conner Elliott.

## 32 companies at conference

# MARCC UPDATES EMPLOYERS ON PENSIONS

The Mid-Atlantic Regional Council of Carpenters (MARCC) hosted an educational conference for employers who participate in pension funds that cover members of MARCC-affiliated locals.

MARCC EST/CEO Bill Halbert and a panel of experts brought the employers up to date regarding the current status of the funds, the challenges ahead and the federal regulations which govern how funds are managed and administered.

Some 50 individuals participated, representing 32 companies in the construction industry. They asked many questions and gained invaluable information.



Pension advisors who addressed the employers were (left to right): Joyce Mader, senior partner, O'Donoghue and O'Donoghue law firm; Phillip Romello, senior vice president, the Segal Company; Dinah Leventhal, partner, O'Donoghue and O'Donoghue law firm.

Los asesores en pensiones que se dirigieron a los empleadores fueron (de derecha a izquierda): Joyce Mader, socia superior, Bufete O'Donoghue and O'Donoghue; Phillip Romello, vicepresidente superior, Empresa Segal; y Dinah Leventhal, socia, Bufete O'Donoghue and O'Donoghue.

## Michael J. Hartman Clark Construction Group, LLC:

“We found the conference to be very worthwhile. There was some good information and we gained clarity related to the way the withdrawal liability is calculated and how the Pension Protection Act comes into play. Thanks again.”



## Peggy Jones Davis Construction:

“The conference was very informative. The speakers were excellent. Thank you for providing the conference.”



## Pension plans

Continued from page 7

The best way to help union signatories get more jobs is for union workers to be the best trained, most highly motivated, and the most productive workers in the industry. With union workers as employees, contractors can get work done to the highest standards possible, safely, on time and on budget. Often this gives union contractors the edge they need to win jobs.

Furthermore, the best way to encourage contractors to become union signatories – and to contribute to pension plans – is for union workers to be highly productive.

Many pension plans find they cannot afford improved benefits.

## Recovery? Maybe.

Today, participants in multi-employer pension plans have a better chance of staying up to date on the condition of their pension plans. The Pension Protection Act of 2006 (PPA) requires that plan participants receive an Annual Funding Notice describing the status of their fund.

There is some modest reason for hope. The PPA provides a number of tools that pension plan Trustees can use to address plan funding problems. And in June 2010, Congress passed an-

other law that gives pension plans a longer period of time to overcome investment losses suffered in the meltdown of 2008.

What effect these laws will have on the pension benefits of retirees or future retirees remains to be seen. There is no silver bullet for solving the problems facing pension plans. However, pension plan consultants are continually developing suggested strategies for doing everything that can be done to protect the future of pension plans upon which union members depend.

## Michael J. Hartman “Clark Construction Group, LLC”:

“Consideramos que la conferencia valió la pena. Hubo buena información y obtuvimos un mayor grado de claridad sobre la forma en que se calcula la obligación relativa al retiro, al igual que acerca de cómo entra en juego la Ley de Protección de Pensiones. Gracias de nuevo”.

## Peggy Jones Empresa “Davis Construction”:

“La conferencia fue muy informativa. Los presentadores fueron excelentes. Gracias por auspiciar esta conferencia”.



## 32 empresas participaron en la conferencia

### EL MARCC OFRECIÓ A LOS EMPLEADORES INFORMACIÓN ACTUALIZADA SOBRE LAS PENSIONES

El Consejo Regional de Carpinteros del Atlántico Central (MARCC) auspició una conferencia educativa para los empleadores que participan en los fondos de pensión que cubren a los locales afiliados al MARCCMARCC EST/CEO Bill Halbert and a panel of experts brought the employers up to date regarding the current status of the funds, the challenges ahead and the federal regulations which govern how funds are managed and administered.

Bill Halbert, Jefe Ejecutivo y Secretario Tesorero del MARCC y un panel de expertos ofrecieron información actualizada a los empleadores sobre la situación actual de los fondos, los retos venideros y las reglamentaciones federales que rigen la forma en que se gestionan y administran los fondos.

Participaron unas 50 personas en representación de 32 empresas de la industria de la construcción. Los participantes formularon muchas preguntas y obtuvieron información de gran valor.

# Son momentos difíciles para los planes de pensión

Debido a que la salud de la industria de la construcción se relaciona estrechamente con la salud de la economía en su conjunto, cuando la misma está bien, aumentan los fondos de los planes de pensión. Por el contrario, cuando la economía está mal, los planes pueden sufrir las consecuencias.

La tarifa por hora con la que los empleados contribuyen a los planes de pensión se establece a través de negociaciones con la unión. La cantidad total con la que contribuyen los empleadores por cada empleado(a) cubierto(a) se basa en las horas que labora ese(a) empleado(a). Entre más horas trabajan los empleados cubiertos, más alta es la contribución monetaria de los empleadores a los planes de pensión.

La salud de los planes de pensión de la industria de la construcción se relaciona estrechamente con la salud de economía.

Antes de los años 90, muchos planes de pensión establecieron una serie de beneficios para una jubilación temprana, los cuales eran muy costosos. Durante los años 90, se experimentó un gran auge en la economía. Las horas laboradas aumentaron vertiginosamente. Los empleados pudieron contribuir con mucho dinero a sus planes de pensión y el rendimiento de las inversiones de éstos era muy alto. Las reglamentaciones del gobierno exigían que los planes aumentaran los beneficios, a fin de que las contribuciones siguieran siendo deducibles de impuestos para los empleadores, aunque muchos fideicomisarios de los planes de pensión hubieran preferido añadir las ganancias a las reservas.

Sin embargo, a principios de los años 2000, los mercados financieros mundiales experimen-

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## Pension plans

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taron problemas. Debido a que el dinero de los planes de pensión se invirtió apropiadamente en estos mercados, los planes comenzaron a recibir un menor rendimiento de las inversiones.

### Los tiempos difíciles de hoy

Después surgió la crisis financiera y la gran recesión del 2008. Las horas laboradas se redujeron drásticamente y han permanecido bajas. El rendimiento de las inversiones alcanzó su punto más bajo en varias décadas. Actualmente, la cantidad de horas laboradas continúa siendo baja en comparación con los períodos anteriores y muchos empleadores están contribuyendo con menos dinero a los planes de pensión.

Y en la actualidad, muchos planes de pensión están enfrentando dificultades para poder costear los paquetes de jubilación temprana y otros beneficios mejores que los

Costos crecientes ... un menor rendimiento de las inversiones

reglamentos gubernamentales obligaron a establecer cuando los tiempos eran mejores. Además, estos reglamentos y otros factores han aumentado el costo de administrar estos planes.

Y en el 2008, el gobierno exigió que fuera prioridad para los planes de pensión abordar los déficits que originaron los costos más altos y un rendimiento más bajo.

Los fideicomisarios (administradores) de los planes de pensión no tuvieron más opción que acatar la ley. Todos los planes están muy reglamentados. Se encomienda la supervisión de cada uno de estos planes a los fideicomisarios, pero sin importar si éstos provienen de la unión o de la administración, por ley la preocupación principal de los fideicomisarios debe ser salvaguardar los propios planes de pensión para que puedan continuar existiendo.

Muchos planes de pensión no pueden costear el mejoramiento de los beneficios.

### Más trabajos, más beneficios de pensión

En los tiempos difíciles como el actual, es más importante que nunca que los trabajadores de construcción de la unión se alíen con los contratistas para poder obtener todo trabajo que esté disponible. Entre más trabajos y más horas se laboren, mayores serán las contribuciones de los empleadores a los planes de pensión.

La mejor forma de ayudar a los signatarios de la unión a obtener más trabajo para los trabajadores de la unión es ser los trabajadores más capacitados, más motivados y más productivos dentro de la industria. Con los trabajadores de la unión como empleados, los contratistas pueden lograr que se efectúe el trabajo bajo las normas más altas posibles, de forma segura, a tiempo y según el presupuesto establecido.

Con frecuencia, esto ofrece a los contratistas de la unión la ventaja que necesitan para obtener trabajos.

Además, la mejor forma de instar a los contratistas a ser signatarios de la unión —y de contribuir a los planes de pensión— es que los trabajadores de la unión sean altamente productivos.

Están disminuyendo las contribuciones del patrono (empleador), debido a una menor cantidad de horas laboradas.

### ¿Podría haber una recuperación?

Actualmente, los participantes de los planes de pensión de empleadores múltiples tienen más posibilidades de estar al día en cuanto a las condiciones de sus planes de pensión. La Ley de Protección de Pensiones del 2006 (PPA, por sus siglas en inglés) exige que los participantes de los planes reciban una notificación anual de financiamiento que describa la situación de sus fondos respectivos.

Hay algunas razones modestas para tener esperanza. La Ley PPA del 2006 ofrece una serie de herramientas que los fideicomisarios pueden utilizar para abordar problemas relativos al financiamiento de los planes. Y en junio del 2010, el Congreso aprobó otra ley que da a los planes un período más largo de tiempo para superar las pérdidas de inversión que se experimentaron debido a los problemas económicos experimentados en el 2008.

Todavía están por verse los efectos que generarán estas leyes en los beneficios de pensión de los jubilados o de los futuros jubilados. No existe una solución milagrosa para resolver todos los problemas que enfrentan los planes de pensión. Sin embargo, los consultores de estos planes están desarrollando de forma continua una serie de estrategias, las cuales se sugieren para hacer todo lo que se pueda para proteger el futuro de los planes de pensión de los que dependen los miembros de la unión. ↘

## Is the economy getting better?

### Members' opinions

In the latest opinion poll among members of MARCC-affiliated locals and their families, a randomly selected group was asked:

### Do you think the economy is or is not improving?



## ¿Está mejorando la economía?

### Opinión de los miembros

En las últimas encuestas de opinión entre los miembros de los locales afiliados al MARCC- y sus familias, se le preguntó a un grupo seleccionado al azar:

### ¿Cree que la economía está o no está mejorando?



## New Millcab pacts

### Win-Win agreements

Despite the worst economic slump in memory, members of Local 491 working in three Baltimore area millcab shops have won three year contracts with increases totaling 90 cents to \$1.10 an hour.

"This is the first raise we've won in two years," said Dan Kuczinski, MARCC's Baltimore area manager. "We got a good deal. We're working with the companies to make sure they can stay in business so that our members have jobs, and at the same time our members are getting guaranteed raises over the next three years."



Charlie Cargile

Charlie Cargile, shop steward at JK Cabinets, said "These are tough times and everybody has to work together to weather the storm. I'm glad we're getting our first raise all at once, instead of phasing it in."

The other two companies covered by the new agreements are the Display Craft Manufacturing Company and Brunswick Woodworking. In all the shops, members voted to ratify the contracts by 90 to 95 percent. ↘

# Maryland county passes PLA law

The County Council of Prince George's County, Maryland, has unanimously passed a new law allowing publicly-subsidized projects to be covered by Project Labor Agreements.

Introduced by Councilmember Karen Toles, the law covers projects of one million dollars or more. It says in part:

"The County Council finds that Project Labor Agreements ...

"... provide a reliable means for ensuring that construction projects will be adequately staffed with sufficient numbers of highly skilled and properly trained craft personnel and, therefore, such agreements promote the efficient, economical and safe completion of such contracts, and that for this reason alone, the County has a sufficient compelling interest in allowing the use of Project Labor Agreements for construction projects ... and;

"... Project Labor Agreements have a long and extensive history of effectively protecting and promoting the financial investments and proprietary interests of both public and private project owners in the planning, execution and management of major capital facility projects, and have a proven track record of being an effective tool for these purposes; and

"... Project Labor Agreements also provide a reliable means for ensuring that construction craft personnel employed on projects are paid appropriate wages as required by law, receive essential construction safety training and are covered by applicable unemployment and workers compensation laws; and

"... Project Labor Agreements facilitate employment opportunities and apprenticeship and other skill training opportunities for local workers and County residents by utilizing local union training centers, hiring halls and referral systems, which allow more Prince George's County residents to participate in County-funded projects; and

"... due to the tough economic times, the County Council finds that unemployment and underemployment are significant challenges in Prince George's County and in an effort to put more Prince George's County residents to work, the County seeks to promote meaningful employment and skill training opportunities for its residents through the use of Project Labor Agreements on construction projects."

**PLAs**  
**"promote efficient, economical and safe completion of contracts"**



*Karen Toles, Prince George's County Councilmember  
 Karen Toles, concejal del condado de Prince George*



*Members of MARCC-affiliated locals at hearing on PLA bill.  
 Miembros de los locales afiliados al MARCC durante la audiencia sobre la propuesta de ley de los PLA.*

## El condado de Maryland aprueba ley sobre acuerdos laborales de proyectos

El Consejo del condado de Prince George en Maryland aprobó unánimemente una nueva ley que permite que los proyectos subsidiados públicamente los abarquen los denominados acuerdos laborales de proyectos.

Introducida por la concejal Karen Toles, la ley abarca proyectos de más de un millón de dólares. La misma plantea lo siguiente:

"El Consejo del condado considera que los acuerdos laborales de proyectos ...

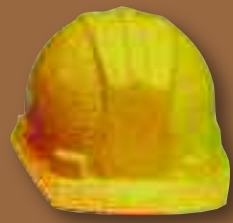
... ofrecen un medio confiable para velar por que los proyectos de construcción reciban el personal adecuado con una cantidad suficiente de personas altamente calificadas y adecuadamente capacitadas y, por consiguiente, estos acuerdos promueven la finalización eficaz, económica y segura de los contratos y con tan sólo tomar en cuenta esta razón, el Consejo tiene un interés suficiente de permitir el uso de estos acuerdos para los proyectos de construcción...; y

"... Los acuerdos laborales de proyectos cuentan con un historial amplio y largo de proteger y promover eficazmente las inversiones y los intereses exclusivos de los propietarios tanto públicos como privados en la planificación, la ejecución y la gestión de los principales proyectos de capital y también tienen un historial comprobado de ser una herramienta eficaz para estos propósitos; y

"... Los acuerdos laborales de proyectos también ofrecen un medio confiable para velar por que el personal de construcción empleado en los proyectos reciban los salarios adecuados, según lo exige la ley, reciban una capacitación esencial sobre seguridad en la construcción y se les proteja con las leyes pertinentes relativas al desempleo y la indemnización de los trabajadores; y

"... Los acuerdos laborales de proyectos facilitan las oportunidades de empleo, el aprendizaje y otras oportunidades de capacitación en diversas destrezas para los obreros locales y los residentes del condado, al utilizar los centros de capacitación de los sindicatos locales, y al emplear oficinas de colocación de empleos y sistemas de referencias, todo lo cual permite que más residentes de Prince George participen en los proyectos que financia el condado; y

"... debido a los difíciles tiempos económicos, el Consejo del condado considera que el desempleo y el subempleo representan retos significativos en el condado de Prince George y en un esfuerzo por lograr que más residentes puedan trabajar, el condado busca promover un empleo significativo y oportunidades de capacitación en diversas habilidades para sus residentes a través del uso de los acuerdos laborales de proyectos en el campo de la construcción".



# Working together for jobs

As an independent union, there's no doubt that the UBC has built a well-earned reputation for relentlessly pursuing more jobs for members. This is also true of the Mid-Atlantic Regional Council of Carpenters (MARCC).

MARCC conducts effective organizing campaigns. The Council has also gained the respect of elected officials and policy makers and regularly advises them about how to protect working families so that they can remain in or

enter the middle class. The legislature of the State of Maryland recently passed a new law to discourage misclassification.

To meet the needs of the construction industry, MARCC has created world class apprenticeship and training programs. And it has built close, mutually beneficial, working relationships with signatory contractors. It is doing the same across its jurisdiction with other building trades unions, both independent and affiliated with the AFL-CIO.

## BALTIMORE: COOPERATION AMONG THE BASIC TRADES

Five unions representing Baltimore-area workers in the "basic" construction trades have revived cooperative efforts that existed years ago. The results have been extremely successful.

Recently, representatives from most of the participating unions met and discussed gains that have been achieved:

**Dan Kuczinski, manager of MARCC's Baltimore-area district:** "We've accomplished a lot. We've gotten jobs for our members that we might not have gotten if we were not together. We have no president, no secretary, no dues – just our time and effort working together."



Shanahan

**Joe Shanahan, business manager, Operating Engineers Local 37:** "Since the time we got together two years ago, we've gotten work on projects worth hundreds of millions of dollars. We've gotten

more done than we did in the past ten years. And this is something we all put together on a handshake. It shows what can be accomplished when there is no internal politics. We leave personal egos at the door."



Schmidt

### HIGHEST MARKET SHARE



Bill Halbert, MARCC CEO/EST

There's nothing new about Baltimore area basic trades unions cooperating, explains Bill Halbert, MARCC CEO/EST. In the 1980s, they got together under the name of Heavy Highway trades. "We worked cooperatively with each other and we worked cooperatively with our signatory contractors," Halbert said. As a result of the cooperation, Halbert said, "central Maryland had the highest percentage of union work in the nation, even higher than California." In fact, virtually every heavy highway project of any significance in central Maryland was covered by collective bargaining agreements. "When I temporarily left Maryland to work for the UBC in California, there were 18 projects being done under Heavy Highway agreements," Halbert recalls.



Battle

**Joe Schmidt, business agent, Ironworkers Local 16:** "As a group, the basic trades have common goals. And working together we can focus on one thing – jobs for our members. We have disagreements from time to time, but we iron them out among ourselves."

**Mary Battle, business manager, financial secretary/ treasurer, Cement Masons' Local 891:**



Eisner

"I wholeheartedly agree that working together, we've been very effective."

**George Eisner, MARCC organizing director:** "The more contractors see that the basic trades unions are together, the more they realize how well our members work together on the job."

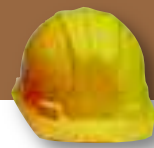
**Joe Shanahan:** "It worked before like clockwork – I see no reason why it can't work again."

### "VERY EFFECTIVE"



Ron DeJuliis, Maryland Commissioner of Labor and Industry

Ron DeJuliis, Maryland Commissioner of Labor and Industry, recently commented on the cooperation between basic trades unions. He said: "Workers in the basic trades are the first people on any construction job – operating engineers, ironworkers, carpenters, cement masons and laborers. You can't start a job without them. Years ago, when I was with the Union of Operating Engineers, the basic trades unions in Baltimore and central Maryland worked together, and as a group we partnered with our contractors. Because we worked together, we were very effective in getting jobs for our members."



## WESTERN MARYLAND: LEADERSHIP



Bill DuVall (right), a MARCC rep in western Maryland, at a meeting of the West Virginia Building and Construction Trades Council, AFL-CIO. He's talking with Rich Carder, IBEW Local 307 (left) and Darwin Snyder, president of the North Central West Virginia Building Trades Council.

If you live in Cumberland, Maryland, and are involved in City issues or activities, chances are you know MARCC Rep Bill DuVall. He personifies the respect MARCC has gained within the community of unions.

DuVall is president of a coalition of "civil" trades, which, along with the Carpenters, includes the Operating Engineers, Teamsters, Ironworkers and Laborers. He is past president of the Western Maryland Building Trades Council and is now head trustee of the North Central West Virginia Building Trades Council.



## WEST VIRGINIA: STATEWIDE COOPERATION



Marc Estlack, manager of MARCC's West Virginia District (third from left) participating with representatives from other building trades unions in a meeting of the Marcellus Shale Committee, which among other things is working to ensure that the production and development of natural gas in the state will benefit working families of West Virginia

Across the state of West Virginia, MARCC members, staffers and officers are actively working in cooperation with other unions to assure that members get the best possible service, union benefits, and – most important – jobs.

Among the many, many examples of MARCC and other unions working together are:

- MARCC representatives serve on the board of just about every Building and Construction Trades Council in West Virginia. Many serve on the boards of regional AFL-CIO Labor Councils and on their Committees on Political Education.
- MARCC Rep Randall May is president of the Southwestern West Virginia AFL-CIO Labor Council.
- MARCC Rep Luke Begovich is president of Mercer County COPE.
- MARCC Rep Roger Richards is vice president of the Parkersburg/Marietta Building and Con-

struction Trades Council.

- Marc Estlack, manager of MARCC's West Virginia district, serves on the Statewide Building and Construction Trades Council and its Public Relations committee. He also serves on its Marcellus Shale Committee, which among other goals is working to make sure that production and development of natural gas in the state will benefit working families of West Virginia. He is also on the statewide COPE board.

- MARCC is one of the leading members of the Affiliated Construction Trades (ACT) Foundation, which is the research, advertising and public relations arm of the West Virginia State Building Trades Council. ACT functions as a watchdog of public works projects to make sure that there is a level playing field for fair competition and to try to ensure that the public's tax dol-



MARCC Rep and West Virginia State Senator Orphy Klempa, co-chair of Project BEST.



MARCC Rep Randall May, president of the Southwestern West Virginia AFL-CIO Labor Council.

- lars are spent appropriately. ACT also strives to deliver messages to the general public about important issues facing West Virginia's working families.
- MARCC Rep and State Senator Orphy Klempa is co-chairman of Project BEST - Building Efficiency by Striving Together, which is a prime example of construction employers and building trades unions working together to serve customers and create jobs. It is a partnership of the Upper Ohio Valley Building and Construction Trades Council and the Ohio Valley Construction Employers Council. BEST serves the Upper Ohio River Valley area, covering parts of West Virginia, Pennsylvania and Ohio.



## WASHINGTON, DC AREA: PROTECTING THE MIDDLE CLASS



**STANDING TOGETHER** Members of a wide range of building trades unions, including MARCC, testified side-by-side at a meeting of a Washington, DC City Council Committee for a bill to curb workplace fraud. Working together with MARCC were representatives from the Metro Washington, DC, Building Trades Council, the Cement Masons' union, the Ironworkers, the Sheetmetal Workers, the Painters, and the DC Pipe Trades Association.

Lawmakers in the Washington, DC area who are concerned about helping to protect and expand the middle class often seek advice from building trades unions. In recent years, they have expressed growing admiration for the cooperation between independent unions like MARCC and the Metro Washington, DC, Building Trades Council of the AFL-CIO.

- Three years ago, both Montgomery and Charles Counties in Maryland passed prevailing wage laws.
- In recent weeks, Prince George's County, Maryland, passed a law allowing for Project Labor Agreements (see page 12 of this issue of the *Punch List*).
- The City Council of the District of Columbia took a step toward putting into place a responsible bidders' amendment.
- The DC Council is currently considering a new law to discourage misclassification.



## VIRGINIA: SOLIDARITY

As part of a Virginia-wide campaign to support workers' rights across the U.S., a coalition of seven different unions representing workers in the metal trades chose the headquarters of MARCC-affiliated Local 613 as the site of their rally in Norfolk.

MARCC Rep Ben Hebner spoke at the rally in Richmond.

Demonstrators carried signs saying "We Are One," and "Solidarity."

"This very important," says MARCC's Virginia Manager Rick Eppard. "It shows that no matter what our national affiliation, we are united in the fight to save collective bargaining rights for all Americans and to promote and expand union protections and benefits in Virginia."

Eppard himself serves on the Executive Board of the Virginia State Building and Construction Trades Council and Hebner is the secretary-treasurer of the Richmond BCT Council.

MARCC's Virginia District is a member of the State of Virginia AFL-CIO Central Labor Council, and many of MARCC's Virginia District staffers serve as delegates to regional AFL-CIO Labor Councils and BCT Councils. MARCC Rep Joe Princiotta, for example, is on the Executive Committee of the Central Virginia Labor federation.



## MARCC SAYS: SHAME!

At separate times, MARCC has used several different methods to make the public aware that tradesmen constructing a casino at Arundel Mills in Maryland are not being paid area standard wages. Other building trades unions have also protested conditions at the site.

"When workers are not paid area standards wages, a community can begin to spiral downward because when people have less money to spend, they pay less taxes and might be forced to rely on public welfare programs.

What's more, on July 29, a 25 ton wall collapsed at the casino construction site killing one worker and severely injuring another.

MARCC's leaflet read, in part:



**The Cordish Companies** hired **Commercial Interiors/TN Ward Joint Venture** who subcontracted work to **Schuster Concrete Construction** for the Maryland Live Casino located at Arundel Mills Mall. The Mid-Atlantic Regional Council of Carpenters has a labor dispute with **Schuster Concrete Construction Company** for contributing to the erosion of area standards for local carpenter craft workers. **Schuster Concrete Construction Company** does not meet area labor standards, including providing or fully paying for family health care and pension for all of its carpenter craft employees on all projects.

The Mid-Atlantic Regional Council of Carpenters objects to substandard wage employers like **Schuster Concrete Construction Company** working in the community. In our opinion the community ends up paying the tab for employee health care and the low wages paid tend to lower general community standards, thereby encouraging crime and other social ills.

The Mid-Atlantic Regional Council believes that **The Cordish Companies** has an obligation to the community to do all it can to see that only contractors that meet area labor standards for construction work are used on any of their facilities. For this reason the Mid-Atlantic Regional Council of Carpenters has a labor dispute with all these companies.

**Please call the The Cordish Companies at (410) 752-5444 and tell them to do all they can to change this situation and see that only area standards contractors are used for construction work on any project they are involved with.**

**The members and families of the Mid-Atlantic Regional Council of Carpenters thank you for your support.**

We have a labor dispute with all these parties. We are appealing only to the public - the consumer. We are not seeking to induce any person to cease work or refuse to make deliveries.

# When national treasures are at stake

**W**hat contractor is often called in when priceless historic buildings in the Washington, DC, area need preservation or renovation? The same company that frequently gets the job when important federal buildings need work – MarChuk Construction, a MARCC signatory.

For example, the trustees of the National Gallery of Art recently decided to remove and re-install the marble veneer of the East Building. Many of the three inch thick, 450 pound pink marble panels that cover the building had become dislodged.

Before renovation work could begin, scaffolding had to be erected around the building and a “skin” of panels installed around the entrance so the public could continue to visit the museum during renovation. Such work takes



Mark Berry, vice president, MarChuk Construction

Mark Berry, vicepresidente, empresa MarChuk Construction.

skill, but this job had to be done within inches of a huge brass and copper elephant statue done in an abstract style. One slip, and this important national treasure could be damaged. What’s more, instead of using fixed scaffolding the project called for a more open, vertical system so that the marble panels can be removed and put back.

Naturally, MarChuk got the job.

Mark Berry (the “Mar” of MarChuk), the company’s vice president and field operations manager, had no doubt that his employees could do the work right the first time, on time, and on budget. MarChuk’s brochure explains why: “As a union contrac-

**“As a union contractor, we offer a trained and skilled workforce.”**

tor, we offer a trained and skilled workforce, with an emphasis on safety, high quality workmanship and pride in our finished product.”

Mark himself graduated from the Carpenters union apprenticeship program and is still a union member. “My father, Calvin, was a union carpenter for 40 years, Mark says. He taught me everything I know. Not everything *he* knew, but everything I know.”

The “Chuk” of MarChuk is Charles Sanata who assures that all administrative work associated with a project goes smoothly.

Aside from the National Gallery of Art, MarChuk was hired to help repair the damage to the Pentagon caused by the 9/11 attack and continues to work on the Pentagon roof. Also, among many other projects, the firm was hired to help restore and renovate the



The elephant at the site

Un elefante en el medio

White House’s Executive Office Building, the Baltimore and Ohio Railroad Station in Silver Spring MD, St. Mathews Cathedral in Washington, DC, and the National Institute of Health in Bethesda, MD.

In addition, MarChuk performed a complete historic renovation on the Bayne Fowler House in Alexandria, VA. Built in 1854, the residence was occupied by

Northern troops during the Civil War and was converted into an army hospital. As part of the job, MarChuk craftsmen had to preserve notes on the attic walls handwritten by Civil War soldiers. \



# Cuando los tesoros nacionales están en juego

**¿A** qué contratista se llama generalmente cuando los edificios históricos y de valor incalculable en el área de Washington, D.C. necesitan labores de preservación o renovación? A la misma empresa que con frecuencia obtiene contratos cuando diversos edificios federales de importancia necesitan reparaciones: MarChuk Construction, una empresa signataria del MARCC.

Por ejemplo, los fideicomisarios de la Galería Nacional de Arte decidieron remover y reinstalar el enchape de mármol del edificio del este. Muchos de los paneles de mármol rosado de tres pulgadas de grosor y con un peso de 450 libras que cubren el edificio se han desplazado de su sitio original.

Antes de que pudieran empezar las labores de renovación, se tenía que erigir un andamio alrededor del edificio e instalar una “capa” de paneles alrededor de la entrada para que el público pudiera seguir visitando el museo durante las obras de renovación.

Este tipo de trabajo requería de mucha habilidad, especialmente si se toma en cuenta que las labores se tenían que efectuar a pocas pulgadas de una enorme estatua de un elefante hecho de bronce y cobre en un estilo abstracto. Un desliz y este importante tesoro nacional podría resultar dañado. Además, en vez de utilizar un andamio fijo, el proyecto necesitaba un sistema más abierto y vertical para que los paneles de mármol pudieran removerse y colocarse nuevamente en su sitio. Naturalmente, MarChuk obtuvo este trabajo.

Mark Berry, (la parte “Mar” del nombre MarChuk), vicepresidente y gerente de operaciones de campo de la empresa, no tuvo ninguna duda de que sus empleados podían efectuar el trabajo de forma adecuada la primera vez, a tiempo y dentro del presupuesto. El folleto de MarChuk explica por qué: “Como contratista de una unión, ofrecemos una mano de obra capacitada y calificada, con

énfasis en la seguridad, la alta calidad de las labores manuales y el orgullo que nos brinda nuestros proyectos finalizados”.

El mismo Mark se graduó del programa de aprendizaje de la unión de carpinteros y todavía es miembro de la misma. Él explicó lo siguiente: “Mi padre, Calvin, fue carpintero de la unión durante 40 años. Él me enseñó todo lo que sé. No todo lo que él sabía, pero sí todo lo que sé”.

**“Como contratista de una unión, ofrecemos una mano de obra capacitada y calificada”.**

La parte de “Chuk” del nombre MarChuk corresponde a Charles (“Chuk”) Sanata, quien vela por que todas las labores administrativas relacionadas con un proyecto se lleven a cabo sin mayor problema.

Además de la Galería Nacional de Arte, se contrató a MarChuk para que ayudara a reparar los daños ocasionados al Pentágono durante los ataques del 11 de setiembre. La empresa continúa trabajando en el techo de esta edi-

ficación. Además, entre otros proyectos, se empleó a MarChuk para que ayudara a reparar y a renovar el edificio de la oficina ejecutiva de la Casa Blanca, la estación ferroviaria “Baltimore y Ohio” en Silver Spring, Maryland, la Catedral de San Mateo en Washington, D.C., y el Instituto Nacional de Salud en Bethesda, Maryland.

Además, MarChuk llevó a cabo una renovación histórica completa de la Casa Bayne Fowler en Alexandria, Virginia. Construida en 1854, la residencia estuvo ocupada por tropas del norte durante la Guerra Civil y se ocupó como un hospital del ejército. Como parte de sus labores, los obreros de MarChuk preservaron las notas que escribieron los soldados de la Guerra Civil en las paredes del ático. \



## With MARCC's help

# Navy Yard workers win fight for back pay

Thanks to advice and guidance from MARCC staffers, 164 construction workers have received a total of \$500,000 in back wages. Most of the tradesmen speak Spanish as their first language.

"We were proud to help," said MARCC Organizing Director George Eisner. "The workers showed great courage in picketing for what was rightly theirs."

After weeks of renovating a building at the U.S. Navy Yard in Washington, DC, many of the workers had been paid less than they should have been under the Davis Bacon Act, which covers such federally-funded projects. Several had been misclassified as "independent contractors" and were thus denied the rights due employees. Some had received only partial payment and some had not been paid at all.

## "PROUD TO HELP"

Frustrated and angry, they sought advice from MARCC.

MARCC Reps Jose Frias, Raul Castro, and other Spanish-speaking staffers explained how to file Unfair Labor Practice complaints and accompanied the workers when they met with Washington, DC, Congressional Representative Eleanor Holmes Norton.

The workers also held a two-week demonstration outside of the Navy Yard. It attracted a lot of attention from Navy officials and from Spanish TV.

The workers continued their campaign after that and their case wound its way through government channels. In the end, the

Cleveland Construction Company agreed to pay the workers what they were owed.

"MARCC's entire DC-area organizing staff was involved in this campaign," Eisner said. "They did a great job."



## Con la ayuda del MARCC

# Trabajadores del "Navy Yard" triunfan en la lucha por el pago de sus sueldos atrasados

Gracias a la asesoría y la orientación de diversos miembros del personal del MARCC, 164 obreros de construcción han recibido un total de \$500,000 en salarios atrasados. La mayoría de los mismos hablan español como primer idioma. George Eisner, director de actividades de organización, señaló que "estamos orgullosos de poder ayudar. Los obreros mostraron mucho valor para velar por lo que les corresponder según sus derechos".

Después de semanas de renovar un edificio en "Navy Yard" (astillero naval) en Washington, D.C., muchos de los obreros recibieron un pago menor que el que les correspondía, de conformidad con la Ley Davis Bacon, la cual rige este tipo de proyectos financiados con fondos federales. Varios de los trabajadores fueron clasificados erróneamente como "contratistas independientes" y por consiguiente se les negaron sus derechos establecidos por ley. Algunos habían recibido un pago parcial de sus salarios, mientras que a otros no se les había pagado nada.

Frustrados y enojados, los trabajadores buscaron la asesoría del MARCC.

Los representantes del MARCC José Frías,

Raúl Castro y otros miembros del personal que hablan español explicaron la forma de enviar una queja por prácticas laborales injustas y acompañaron a los trabajadores cuando éstos se reunieron con la representante del Congreso por el Distrito de Columbia, Eleanor Holmes Norton.

## "ORGULLOSOS DE PODER AYUDAR"

Durante dos semanas, los obreros también llevaron a cabo manifestaciones afuera del Navy Yard, las cuales atrajeron un alto grado de atención por parte de los funcionarios navales y de la televisión en español.

Posteriormente, los obreros continuaron con su campaña y su caso se abrió paso entre los canales gubernamentales. Al final, la Empresa Constructora Cleveland aceptó pagar a los trabajadores lo que les debía.

George Eisner explicó que "todo el personal dedicado a las actividades de organización del MARCC en el área de Washington D.C. participó en esta campaña. Hicieron un excelente trabajo".

## FISHING FOR A CURE

Members of Locals 476 and 604 raised \$2,750 for the American Cancer Society (ACS) through their sixth annual "Fishing for a Cure" tournament.

The tournament, which takes place at Tygart Lake, near Grafton, WV, has never raised less than \$2,000. It's one of the ACS's many Relay for Life fundraising activities across the U.S.

This year's tournament drew 35 fishing contestants who paid a fee to participate. They competed in catching large mouth bass, small mouth bass, crappie, and walleyes. Many family members and friends came out to show support for the cause.

"We would not have been able to reach our goal without the time, money, and prizes donated by numerous sponsors," said Erin Fogg, daughter of Local 476 Delegate John Fogg." Sponsors contributed prizes such as power tools, clothing, restaurant gift cards, and car accessories.



Back, left to right: Sarah Marsh and Hahi Phillip.  
Front: Kenny Marsh, John Fogg, Timmy Mayle.

# UNIVERSITY OF DC / MID-ATLANTIC CARPENTERS

**T**his past summer, the University of the District of Columbia (UDC) and its Community College teamed up with the Mid-Atlantic Carpenters' Training Centers (MACTC) to conduct an intensive pre-apprenticeship program for men and women specially selected through the College.

Like many institutions of higher learning, UDC is waking up to the fact that entering careers in construction is the right way to go for many students. After apprenticeship training, many first year journeymen earn more than college graduates with academic degrees. And through gaining the skills they need to prepare for a career in construction, many pre-apprentices gain hope that they can lead productive, fulfilling lives.

The UDC-MACTC summer program took place at Phelps

High School in DC. It consisted of five weeks of training in carpentry skills and job readiness and two weeks of visits to the training facilities of other construction trades. The instructors from MACTC were Belmont Thompson and Darrell Dorr.

"The participants had a great attitude," Thompson said. "They were really hungry for training. From the get-go, I made it clear to them that the training wouldn't be easy and that we couldn't guarantee anything, but that if they did well in our program, they could have a foot in the door. Then it's up to them how far they want to go."

Among their job site visits, participants observed tradesmen putting in a new floor at Phelps High. One of the workers advised them, "whatever trade you go into, do it union."



## JOB READINESS CURRICULUM

The UDC/MACTC training program included a course aimed at preparing participants to land—and keep—jobs in the construction industry. It takes more than being highly skilled. To be successful in their careers, tradesmen must have excellent work habits, good personal qualities, and must be able to effectively communicate.

The job readiness curriculum was taught by trainers from the Community Services Agency of the Metropolitan Washington, DC, AFL-CIO. It included:

- Identifying employer expectations
- Personal skills required for success in the workplace
- Workers' rights and responsibilities
- Identifying your individual strengths
- Resume writing
- Interviewing for a job
- Establishing career and life goals

## Skills Instruction

Among other things, MACTC Trainers Belmont Thompson and Darrell Dorr taught:

- Construction math and measuring
- Identifying basic tools and materials
- Working safely
- Basic blueprint reading
- Use of hand and power tools
- Fasteners
- Cutting

## What do you think of the training?



**Michael Craig:** (left)  
"Every day we come in and learn new things. Belmont has a good sense of humor, but he really keeps us on our toes."

**Ryan Lindsey:** (right)  
"This stuff is not easy, but if you have the mind and heart for it, you'll succeed. I'm gaining a lot of new knowledge."



**John-Bey Jacobs:** (left)  
"I'm getting a good start in going straight into a carpentry apprenticeship program. We're getting a lot of book knowledge, but the most important thing is the hands-on training we're getting."

**Ashley Scott:** (right)  
"I'm learning that anything you put your mind on, you can do. And I'm learning things like being on time and being responsible."



**Michael Randolph:**  
"I'm gaining things no one can ever take from me—skills that I'll have for life."

**Shawn Stewart:**  
"I had some experience as a carpenter's helper before this. But now I'm enhancing my skills and gaining some stability in my life."



**Perrier Clayton:**  
"I'm learning a lot about how to use power tools, but the most important thing is that I'm getting a better understanding of how to work with people. One day, I want to start my own company."

“The training wasn't easy”

**At minority contractors convention**

**Contractors urged to try PLAs**



Speaking at the 42<sup>nd</sup> annual conference of the National Association of Minority Contractors, held in Washington, DC, MARCC Rep Thomas Blanton said: “working under a Project Labor Agreement gives contractors the opportunity to compete for jobs while at the same time employing the most highly trained craftsmen in any given trade.”

Blanton said he knew that many contractors are “afraid to work under PLAs.” But, he said, that fear often disappears when contractors learn more about what PLAs are, how they work, and what they can accomplish.

Blanton urged the conference participants to try working on a job covered by a PLA. “Try it, you might like it,” he said. \

*Thomas Blanton*

**MARCC-AFFILIATED LOCALS**

	Local	Meets	Phone	Web Site
DC AREA	132	8500 Pennsylvania Av, Upper Marlboro, MD 20772	1st Tues. 5pm	301-967-3133 <a href="http://www.carpenters132.org">www.carpenters132.org</a>
	1078	1915 Charles St, Fredericksburg VA 22401	2nd Thurs. 8pm	540-842-8584
	1145	8500 Pennsylvania Av, Upper Marlboro, MD 20772	1st Thurs. 5pm	410-255-2424
	1590	8500 Pennsylvania Av, Upper Marlboro, MD 20772	2nd Wed. 5pm	301-261-4171
	1665	6060 Franconia Rd, Alexandria VA 22310	2nd Thurs. 7pm	703-922-8755
	1694	8500 Pennsylvania Av, Upper Marlboro, MD 20772	4th Tues. 7pm	301-735-6660 <a href="http://www.Local1694.netfirms.com">www.Local1694.netfirms.com</a>
	2033	Quality Court Commerce Av, Front Royal VA 22610	4th Fri. 7:30pm	301-791-9342
BALTIMORE AREA	2311	8500 Pennsylvania Av, Upper Marlboro, MD 20772	1st Wed. 6:30pm	301-735-6660
	101	801 W. Patapsco Av, Baltimore MD 21230	4th Mon. 7:30pm	410-355-0011
	340	511 E. Franklin St, Hagerstown MD 21740	3rd Mon. 7:30pm	301-733-4930
	491	801 W. Patapsco Av, Baltimore MD 21230	2nd Tues. 7:30pm	410-355-0011
	1024	327 N. Centre St, Cumberland MD 21502	3rd Mon. 7:30pm	301-722-2141
WEST VIRGINIA	1548	801 W. Patapsco Av, Baltimore MD 21230	3rd Mon. 8pm	410-355-0011
	3	56 Nineteenth St, Wheeling WV 26003	1st Thursday 7:30pm	304-233-2500
	302	418 Seventh Av, Huntington WV 25701	1st Tuesday 7:30pm	304-522-1192
	476	609 Broadway, Bridgeport WV 26330	4th Thursday 7:30pm	304-842-5431
	604	1616 Mileground Rd, Morgantown WV 26505	2nd Friday 7:30pm	304-292-0138
	899	458 Cedar Grove Rd, Parkersburg WV 26104	1st Tuesday 7:30pm	304-428-0394
	1070	1812 Garfield Av, Parkersburg WV 26101	3rd Saturday 6pm	304-485-2750 <a href="http://www.local1070.com">www.local1070.com</a>
	1159	2709 Jackson Av, Point Pleasant WV 25550	2nd Friday 7:30pm	304-675-4260
VIRGINIA	1207	205A Tennessee Av, Charleston WV 25302	2nd Thursday 7:30pm	304-342-4321 <a href="http://www.local1207.com">www.local1207.com</a>
	1755	4600 Camden Av, Parkersburg WV 26101	2nd Tuesday 7:30pm	304-422-1593 <a href="http://www.millwright1755.com">www.millwright1755.com</a>
	1911	2308 S. Fayette St, Beckley WV 25801	1st Monday 7pm	304-254-9911
	319	1202 Jamison Av SE, Roanoke VA 24013	2nd Friday 7:30pm	540-343-2621
388	3801 Jeff Davis Hwy, Richmond VA 23234	3rd Tuesday 7pm	804-743-7458	
613	7442 Tidewater Dr, Norfolk VA 23505	2nd Tuesday 7:30pm	757-480-2235	
1402	3801 Jeff Davis Hwy Richmond VA 23234	2nd Friday 8pm	804-275-8090	

**WE MOURN**

**DC, MARYLAND, VIRGINIA**

NAME	LOCAL	DECEASED	NAME	LOCAL	DECEASED
EUGENE F. FLACK		6.8.11	THOMAS E. THOMPSON		7.22.11
SIDNEY A. HOOKS		6.9.11	FRANKLIN D. TULIN	1665	7.22.11
CHARLES A. BENESH	132	6.10.11	MICHAEL J. ROBINSON	132	7.25.11
JAMES C. CANTRELL	1590	6.10.11	BOBBY J. DAVIS	132	7.29.11
ELTON M. JACOBS	1402	6.10.11	THOMAS G. STANLEY		7.29.11
FRANK A. ROLLINS	132	6.10.11	HENRY E. MUELLER	132	8.1.11
ROBERT W. SMITH	1665	6.11.11	JOHN J. GLOCK JR.	132	8.2.11
RANDAL A. WEAVER	2033	6.11.11	NELLODENE WEIST		8.3.11
GEORGE A. TICE JR.	132	6.12.11	TIM R. SPENCER	2311	8.4.11
WILLIAM B. MANESS SR.	1145	6.16.11	ROBERT B. KNOTT	2311	8.5.11
WILLIAM M. RUTKOWSKI	101	6.16.11	DIANA L. PHILLIPS		8.10.11
WILLIAM J. GRACIK	1078	6.24.11	FONZIE GARNETT	1590	8.14.11
STEPHEN LAFONTAINE	613	6.25.11	MITCHELL B. JENKINS	132	8.14.11
JUNE L. PRICE		6.28.11	MARY C. BOLT		8.18.11
VICKO DOBUD	1590	7.1.11	KENNETH L. FEIGLEY	340	8.20.11
EVELYN MURPHY		7.4.11	HARRY R. FOGLE JR.	132	8.20.11
GARRY D. YELTON	101	7.6.11	PAUL J. MEEHLING	101	8.20.11
DAVID C. KENNEDY	1145	7.8.11	ANNE KAULFUSS		8.22.11
ROY F. MEEKS	1548	7.9.11	DORIS L. PHIPPS		8.22.11
J. SMITH		7.11.11	ROBERT L. LYNCH	1145	8.18.11
WALTER G. WILLET	1590	7.11.11	ERIC G. GIFFORD	1590	9.5.11
JOHN M. PAULEY	1548	7.15.11	DEUEL WINCHESTER	491	9.8.11
JIMMIE SIMMONS III	491	7.16.11	IVORY V. CLARK	2311	9.9.11
DUDLEY R. BROWN	1078	7.17.11	PAUL DESROSIERS		9.10.11
HAROLD L. HANKINS	613	7.17.11	JONAS ALTHER JR.	2033	9.13.11
CLIFTON R. COLE		7.21.11	NORRIS HALL	101	9.15.11
FRANCIS N. KING	132	7.21.11	RICHARD J. ASHCRAFT	132	9.17.11
STEIDGER S. SAMS	435	7.22.11	JOSEPH SULLIVAN, JR.	132	9.20.11

**WEST VIRGINIA**

NAME	LOCAL	DECEASED	NAME	LOCAL	DECEASED
CARL WILLIAMS	1911	6.15.11	JEFFERSON BELL	1755	8.12.11
STEVEN JORDAN	1159	6.20.11	RONALD DAVIS	476	8.22.11
LARRY WRIGHT	1159	7.8.11	TRUMAN WILSON	899	8.24.11
ERNEST B GRAHAM	1207	7.19.11	JAMES TAYLOR	1755	9.11.11
DAVID C JOHNSON	1207	7.22.11	LOUIS KAIDEN	1755	9.16.11



# Punch List

Mid-Atlantic Regional Council of Carpenters  
(MARCC)

United Brotherhood of Carpenters & Joiners  
of America (UBC)

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Upper Marlboro, MD 20772  
301-735-6660 1-800-492-8144

[www.WeWorkUnion.org](http://www.WeWorkUnion.org)

### Baltimore District

410-355-5555 1-800-793-0699  
Organizing: 410-737-9674  
Benefit Fund: 1-800-424-2707  
Apprenticeship and Training:  
410-737-9670  
Tradeshow Local 491 Benefit Fund:  
410-254-4800

### Virginia District

804-743-7458  
Organizing: 804-743-2172  
Benefit Fund: 1-800-424-2707  
Carpenter Apprenticeship & Training:  
804-275-0576  
Millwright Apprenticeship & Training:  
804-275-2100

### Washington, DC District

301-735-6660  
Apprenticeship & Training:  
301-736-1696  
Benefit Fund: 1-800-424-2707

### West Virginia District

304-485-2300  
Organizing: 304-842-5431  
Benefit Fund: 1-800-553-9032  
Carpenter Apprenticeship & Training:  
304-428-1891  
Millwright Training Center:  
304-422-7637

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