



Mid-Atlantic CARPENTER

News for Carpenters, Affiliated Trades and signatory partners of the UBCJA.

Number 5, Winter 2005

Positive Changes Increase MARCC Power

The Mid-Atlantic Regional Council of Carpenters is growing. In the past year, not including December, we have seen a net membership gain of 275 members across the region. We now are an organization of over 11,000 active members covering Maryland, Washington DC, Virginia and West Virginia. Combined results from energetic organizing and retention programs across the Council are encouraging.

However this is no sign for the union to rest on its laurels. Coordinated organizing campaigns are helping to bring new members and contractors into the fold as well. With innovative programs and specialized market sector specific coordinated campaigns in place, members as well as Council staff are seeing the union grow and progress in ways never seen before.

George Eisner, Director of Organizing for the

Metropolitan Baltimore and D.C. area, acknowledges the importance of getting members involved in growing the organization: "The Volunteer Organizing Committees have played a major role in mentoring new members to help in our battle with retaining growth in membership. The bottom line is the Council and Union can only be as strong as the members allow it to be" says Eisner.

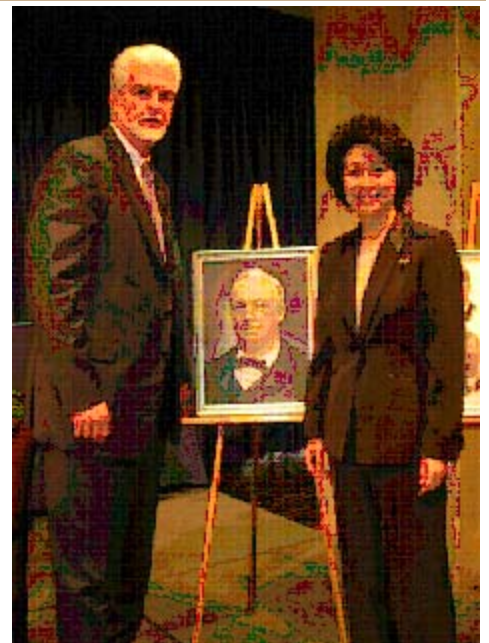
MARCC has substantially increased the number of apprentices in its training programs, and virtually all of them are employed. The number of apprentices graduating from training programs is increasing and the number of journeymen who are taking advantage of the skill upgrading classes is growing.

Combined with the significant improvements and changes in facilities and programs at local training centers across the region, the Mid-Atlantic Regional Council of Carpenters is poised to continue this energetic momentum and growth.

UBCJA Founder Peter J. McGuire Inducted into Labor Hall of Fame

Peter J. McGuire, founder of the UBCJA was inducted in the Department of Labor Hall of Fame. On October 13th members and staff from all over the Regional Council came to Washington DC to witness General President Douglas J. McCarron accept the award from Secretary of Labor Elaine Chao (pictured at right).

Mid-Atlantic Regional Council of Carpenters organizer Jose Frias led the large crowd in the Pledge of Allegiance with the Washington DC Metropolitan Police color guard doing flag duty. Also inducted were the founders of Harley-Davidson Motorcycle Company, the Davison Brothers. The world-famous bikes are also proudly union-made in the United States.





Training is the Key

By Bill Halbert, MARCC EST

I am pleased to report that the Washington, D. C. Joint Carpentry Apprenticeship & Training program has adopted a nationally benchmarked training format and implemented it in December of 2004. The new format provides apprenticeship training in one week long sessions four times per year. Educators have known for a long time that this is the most effective way to provide a bona fide learning experience to adults. Moreover, our training facility in Upper Marlboro is undergoing substantial renovation to accommodate our new training format. We now train more than 425 indentured apprentices and 120 trade show industry trainees in our Washington program, virtually all of whom are employed. The trustees of the Washington program- both labor and management alike- and our Training Director can be justifiably proud of the progressive changes they have made. Just a few years ago, this program was dysfunctional and moribund. It is now well on its way to becoming a world class training center.

Other MARCC operating districts are equally committed to improving training opportunities for apprentices and journeymen. For example, the Baltimore Joint Carpentry Apprenticeship & Training Committee recently relocated

to a spacious training center that provides a much-improved venue for its hands-on and classroom instruction. A loan from MARCC funded in large part the purchase of this new training center, which the *Mid-Atlantic Carpenter* has reported on in earlier issues. Likewise, since the inception of MARCC, in West Virginia, all but one of the training programs have now adopted the benchmarked training format, and training committees have opened new centers in Charleston and Parkersburg. I also must mention that the West Virginia Local 1755 millwright training program is generally regarded as the finest millwright training program in the Brotherhood. We anticipate exciting changes in the Virginia program soon.

To provide an adequate future supply of craftsmen, a stated goal of MARCC is to increase the percentage of apprentices in our active workforce to ten percent. We now have almost 900 apprentices indentured in MARCC affiliated programs. This is about eight percent of our total membership. In future reports, I will keep you abreast of our progress towards achieving our ten percent goal.

Latinos en DC/NOVA

Sabados 1480 AM a las 10 AM!

Transmitiendo en vivo para carpinteros temas de interes por la radio. Sintonizanos!

!WANTED! IDEAS*PHOTOS

Do you have:

- ☞ A better title for our newsletter presently known as the *Mid-Atlantic Carpenter*?
- ☞ Pictures of members on a picket line, on parade, or helping out in the community?
- ☞ Ideas for a story, or a regular feature that will make the *Mid-Atlantic Carpenter* a better newsletter?

LET US KNOW!

Mid-Atlantic Carpenter

Created and Published by the Mid-Atlantic Regional Council of Carpenters.

William C. Halbert,

Executive Secretary-Treasurer

Tom Balog, Editor

Contributors: George Eisner, Rick Eppard, Jose Frias, Brian Frise, Odle Parkins

5701 Silver Hill Road
Forestville, MD 20747

301-735-6660
800-492-8144

Continued Progress in Virginia

2005 is shaping up to be a good year for the Virginia District of the Mid-Atlantic Regional Council of Carpenters, with several ongoing projects taking the spotlight in the Commonwealth.

In the Western Region of Virginia, Coors Brewing Company is constructing a brewery at their bottling facility. Coors plans to invest between \$165-\$195 million over the next three years on this project. Construction is scheduled to start in April, 2005 and conclude September, 2006 at the Shennendoah County facility.

In Henrico County, Central Virginia, the Infineon Technologies plant -a manufacturer of computer chips- is under going an expansion. It is projected that the project will employ a hundred plus carpenters and millwrights during construction. Already in place at the facility is a maintenance crew of approximately 30 carpenters and millwrights, which is anticipated to double.

In the Eastern Region, Atlantic Shores Retirement Communities is building a retirement community in Virginia Beach. Scheduled to begin construction in early 2005, the project will consist of a mid-rise apartment building as well as freestanding villa units. These projects will employ approximately a hundred carpenters.

There are also several convention centers in our geographical area, including a new facility in Richmond as well as several under construction in the Tidewater region. Although members have been involved in the construction of most of these facilities, the UBC has historically done very little trade show work in the area. This is beginning to change with clauses in the MARCC Tradeshow Agreement, which offers contractors benefits across the entire Mid-Atlantic Regional Council's jurisdictional and geographical area. As a direct result of this clause, members will be manning our first Trade Show agreement project in November 2004 at the Virginia Beach Pavilion.

DC Training Improvements

The Washington DC Joint Apprenticeship Committee (JCACDC) has approved big changes at the training school on Westphalia Road, located in Upper Marlboro, MD. From the physical changes, to the substantial program changes, JCACDC Director, Dr. Randy Eppard, sees this as one more step toward making the training school a World-Class training facility.

Two years ago, 150 apprentices were enrolled at the JCAC with 50 of them out of work. At that time, an aggressive goal was set to have 500 apprentices on the role in five years. Just two years into it, this goal has nearly been achieved with approximately 425 apprentices enrolled and only six out of work. Our apprenticeship unemployment rate has dropped from 33% to less than 2% in 24 months

One of the biggest changes is that the program now runs on a quarterly system, with three-month quarters. Students attend a full week of training, four times a year. This differs from the one-day-every-other-week that apprentices had attended in the past. A full week's training provides continuity that enhances the learning experience.

Students will be receiving more hands-on, concentrated and well-rounded training in fewer hours, going from the old 192 hours a year to a new 160 hours per year. This will allow a higher set of learning objectives achieved in fewer hours. In addition, this will create a more cooperative learning environment where apprentices will work together on problem solving.

On the single day plan, half of that day was spent setting up and tearing down projects. Sometimes projects could not even be completed. A full week of consecutive training enables apprentices and trainers to really get into detailed projects and not be limited by single day schedules.



Along with a change in scheduling, is a complete change in training philosophy. The philosophy has gone from traditional classroom teaching to a more dynamic, hands-on training approach. According to Dr. Eppard, "meaningful learning" takes place through experiences.

Dr. Eppard sees a change in the trainer/apprentice relationship as key to JCACDC's success. Much more responsibility will now be placed on apprentices and members to take advantage of the training that the Brotherhood provides. Self-directed learning by apprentices is encouraged.

Apprentices that excel will have the opportunity to help others in the class. This will also provide a good standard for all students and leadership for those who rise to the occasion.

West Virginia Carpe

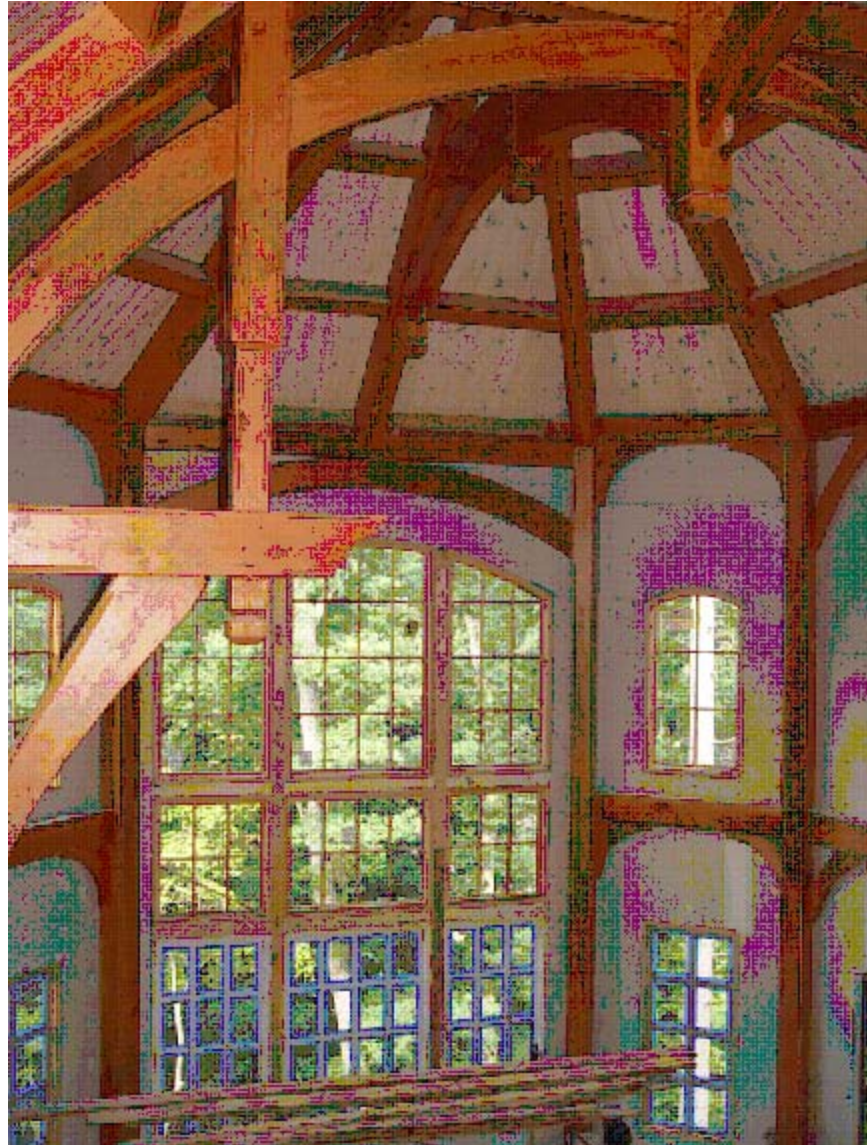
The Beckley area of West Virginia has recently seen more growth than it has in years. Once thought of as too rural for commercial growth, it has seen increasing growth in the residential market with the area surrounding the Greenbrier Resort in Greenbrier County having some of the most expensive housing in the state. For an area that had enough work for only about half of the local's membership three years ago, full employment and growth in membership is a dream come true.

The Greenbrier Resort is known for its lavish style. The golf courses at the Greenbrier are world class and draw people from all over the world. Also related to the Resort itself is the Greenbrier Sporting Club. Created primarily for those with the finances and taste for an exclusive club it boasts some of the most beautiful and pricey construction going in West Virginia these days.

For many years the residential market in the state was neglected due to the fact that our contractors were unable to be competitive with the non-union sector. Now, with the recently negotiated residential contract our members are enjoying a market that many haven't worked in for years. One apprentice working on the job was thrilled to be on the project. "It's great to actually work with some wood; it feels good to work with wood and not just metal all the time" said the member. The house being built by Agsten Construction is something of a showcase for our members. Owners are stopping by to see the work that the Carpenters are doing. They are making a fine showing and should be proud of the work they are performing.

The terrain surrounding the Greenbrier golf course is not what one would consider hospitable for residential construction. Granted, there are few places in our state where one could find considerable acreage that is considered "flat" by West Virginia standards. But these areas are steep...really steep. The home places on these lots range from a stingy \$5 million to a whopping \$12 and \$13 million. What's more is that while these are vacation homes, their tenants spare no expense on these houses including extraordinary timber framing, copper and slate roofing, and in-floor heating systems. These are also some of the first "smart homes" that West Virginia will see. The home will be controlled by a computer that will command everything from lights to coffee makers. The best thing about these houses is not the novelty of their systems, but the fact that they are being built by Union Carpenters.

The craftsmanship on these homes is excellent. Union Carpenters are fulfilling the needs of the contractors in that area. Despite that there are non-union contractors working there, organizing has made a difference for the contractors that utilize our members. Organizers have been talking to workers around the area and some of the better workers are interested in becoming Union members. These are homes that take a little more care when installing the systems and finish products. It takes a highly



enters Movin' on Up.

skilled carpenter to work on the projects and our members are showing West Virginia that Union Carpenters are not just commercial workers.

From what was once considered rural areas to what may now be called “rustic acreage” our members are there to provide the contractors and owners with the service they need for their projects. West Virginia has waited a long time to see this type of growth. No matter how you look at it West Virginia is growing. From the Greenbrier Resort to the surrounding areas, staff and members will continue to work to organize new markets. Without organizing efforts in this area our

members may have never seen the employment opportunities here.

Members of Local 1911 have seen more growth than it has in twenty years. Just in the past year the local has grown in membership by more than sixty members. Because of the growth in the Greenbrier and surrounding areas business



is coming down to share in the wealth with more workers needed to complete the jobs in surrounding areas. Service Representative Joe Harmon and Organizer Luke Begovich are satisfied with the growth of their area but are constantly working to increase the work for their members. Brother Harmon says “it just keeps growing, I can see a good five years work here.”

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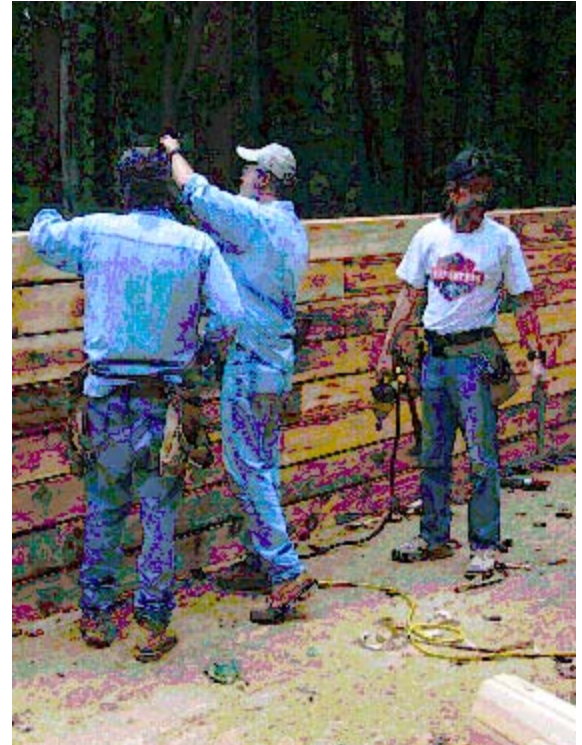


Check Our Union out online!

MARC Members around the community



Look familiar? It was featured on the front cover of the November issue of *the Carpenter*. That photo and a few more were used to get out our members votes for this past November's elections. Among the photogenic members who volunteered for this duty were : C.T. Durbin-Washington, Reynaldo Smith, John Kiser, Sr., Michael White, Diego Amores, Fernando Mayorga, Thornton Waller, Warren Nottingham, Ronald Claire, Carl Savoy, Daniel Salmont, Lannie Coats, Martha Claire, Larry Sweeney, Lorenzo Cordova, Marty Matthews, Marcelino Majano, Pankilo Rodriguez, Felix Ornelas, Rabindra Singh and Robert Carroll.



Members from around the Baltimore area and Council have been building three cabins at Camp Puh'tok, a kids camp operated by the Salvation Army. These cabins are not slapdash deals though, with concrete basements and foundations and two storeys for the kids to stay in comfort.. Left to Right are Brothers Randy Gore, Ron Manners, and Ben Gates



Another photo of members volunteering at Camp Puh'tok, erecting cabins. Lucien Casey (left) and Brian House (right).



Local 1665 celebrated its 100 Year Anniversary at Potowmack Landing Restaurant in Alexandria, VA on Dec 18, 2004. Among those attending and pictured are James Johnson, Joseph Stoneking, Cesar Salazar, Albert Miller, Lewis Barber, Jorge Pardo, Matt Scaife, Rolando Arze, Joaquim Chavez, Jose Frias, Dale Smith, Jose Ceberg, Bill Elliot, Martin Avelar, William Payton, Scott Litten, Pat Carey, Mario Barahona, Chris Seward, Franklin Andrade, Cristian Camilo, Elmer Andrade, Rolando Arze, Alex Cimbalistey, Neri Camacho, Carlos Polanco, Jose Gonzales, Hugo Torrez, Cristhain Guitierrez, Carlos Andrade, Alejandro Lopez, Derek Delgzdillo, Victor Quiroga, Fernando Vasquez, Javier Castro, Daniel Castro, Christian Lopez, Sergio Vazqiez, David Merwiqz, Oscar Sanabria, Jamie Jordan, and Dale Smith.

The Story of A Remarkable American and Trade Unionist, Part 3.

One of the great labor leaders of the 19th century, Peter J. McGuire was one of the founding fathers of the Brotherhood, and was General Secretary for our first 21 years.

He worked tirelessly to keep the union alive in the early years, and his efforts led to the 8-hour workday, founding of the AF of L, wages that more than doubled, and union membership at more than 167,000 by 1903. He also created a lasting memorial to workers — the Labor Day holiday.



Early Carpenters Convention

Hopping Freights to Organize / Old System Breaking Down

For the rest of the decade, McGuire divided his time between organizing and working in the trade. He worked in finish shops and piano factories, mostly to finance his political life. He helped form the socialist Workingmens' Party and traveled on its behalf. On a tour of New England in 1877, McGuire walked from city to city enrolling hundreds of new members in the party with each speech. When his feet gave out, he hopped freights. During one six-week stretch, he is said to have made 107 speeches, usually to audiences of several thousand

McGuire could see that the trade was changing. Economic developments in the post-Civil War era affected the world of the carpenter. Up until that time, a carpenter's life followed a predictable course. However, the old system was breaking down. Contractors now coordinated and supervised construction, while the journeymen and apprentices wielded the hammers and saws. By the 1880's, the number of large building employers multiplied, threatening the average carpenter's dreams of becoming an independent master

If the trade of the carpenter was under attack, there was only one thing to do—protect and defend the trade through the collective strength of the workers. In May of 1881, McGuire issued a stirring call for action: It was logical that McGuire should deliver the call for a national union. Representative from 11 cities answered his invitation to the Chicago convention. Four days of heated discussion produced a constitution and a structure. The delegates disagreed on a number of issues, but there was no disagreement on the new union's leader. P.J. McGuire was unanimously elected to the post of General Secretary

The UBC's early years were difficult. The union grew slowly, from a membership of 2,042 in 1881 to 7,789 in 1885. Some cities were well organized, while others remained entirely non-union. At the national level, McGuire spent 18 hours a day speaking, writing, and organizing to keep the organization afloat. The national office followed him—to St. Louis, Chicago, New York, Philadelphia—as he moved around, responding to crisis after crisis. He rarely collected his \$20 weekly salary, and if he did, it immediately went towards union expenses

Historians have labeled 1886 as “the year of the great uprising of labor.” Never before had so many American workers acted in unison for a common goal 340,000 workers demonstrated for shorter hours in cities across the map. Workers from every industry participated, but building tradesmen were the central force. UBC locals led the marching columns in every city, inspiring others with their determination. And, not surprisingly, the Brotherhood's top officer was one of the major national spokesmen for the May strikers. McGuire criss-crossed the country calling for reduced hours to countless audiences. His involvement was so complete that he had to temporarily suspend the regular business of the union

McGuire's and Edmonston's proposal paid handsome dividends. Union carpenters won higher wages and/or decreased hours in 53 cities. The successes of the union and the dynamic character of its leader attracted thousands of unorganized carpenters. By the end of the summer of 1886, the Brotherhood had swelled to 21,423 members. Four years later, membership topped 50,000 and McGuire reported that the UBC was “now the largest and most powerful organization, numerically, of any special trade in the whole civilized world.”

McGuire was justifiably proud of the union's stability and its capacity to offer a full range of benefits to members, but he insisted that the union had a broader purpose. “We should not lose sight of our character as a trade union, and sink ourselves into a mere benevolent society or insurance company. . . . We must elevate the craft, protect its interests, advance wages, reduce the hours of labor, spread correct economic doctrines and cultivate a spirit of fraternity among the working people regardless of creed, color, nationality or politics. These principles are the foundation principles of our organization.”

The union was safely established. There was no longer a question of survival, but rather of identity—that is, what kind of union would the UBC be. Coming from the national leader, McGuire's beliefs served as the union's guideposts. He set ambitious goals for the Brotherhood. Meeting those goals required applying certain cardinal principles of unionism.

Mid-Atlantic Carpenter

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Local union contact info, meeting times and places

Attend your local meeting to find out what is happening in your area and council-wide.

Local	Street	City	State	Zip	Phone	Monthly Date	Time
3	56 19 th St.	Wheeling	WV	26003	304-233-2500	1 st Thursday	7:30 pm
101	801 W Patapsco Ave.	Baltimore	MD	21230	410-355-0011	4 th Monday	7:30 pm
132	5701 Silver Hill Rd.	Forestville	MD	20747	301-967-3133	1 st Tuesday	5:00 pm
302	418 Seventh Ave.	Huntington	WV	25701	304-522-1192	1 st Tuesday	7:30 pm
319	1202 Jamison St., SE	Roanoke	VA	24013	540-343-2621	2 nd Friday	7:30 pm
340	511 E. Franklin St.	Hagerstown	MD	21740	301-733-4930	3 rd Monday	7:30 pm
388	3801 Jeff Davis Hwy.	Richmond	VA	23234	804-743-7458	3 rd Tuesday	7:00 pm
476	609 Broadway	Bridgeport	WV	26330	304-842-5431	4 th Thursday	7:30 pm
491	801 W. Patapsco Ave.	Baltimore	MD	21230	410-355-0011	2 nd Tuesday	7:30 pm
604	1616 Mileground Rd.	Morgantown	WV	26505	304-292-0138	1 st Friday	7:30 pm
613	7442 Tidewater Dr.	Norfolk	VA	23505	757-480-2238	2 nd Tuesday	7:30 pm
899	Rt. 5, Box 138	Parkersburg	WV	26101	304-428-0394	1 st Tuesday	7:30 pm
1024	327 N. Centre St.	Cumberland	MD	21502	301-722-2141	3 rd Monday	7:30 pm
1078	1915 Charles St.	Fredericksburg	VA	22401	540-659-4805	2 nd Thursday	8:00 pm
1145	5701 Silver Hill Rd.	Forestville	MD	20747	410-255-2424	1 st Thursday	6:30 pm
1159	2709 Jackson Ave.	Point Pleasant	WV	25550	304-675-4260	1 st Friday	7:30 pm
1207	205A Tennessee Ave.	Charleston	WV	25302	304-342-4321	2 nd Thursday	7:30 pm
1402	3801 Jeff Davis Hwy.	Richmond	VA	23234	804-275-8090	2 nd Friday	8:00 pm
1548	801 W. Patapsco Ave.	Baltimore	MD	21230	410-355-0011	3 rd Monday	8:00 pm
1590	5701 Silver Hill Rd.	Forestville	MD	20747	301-736-1590	2 nd Wednesday	5:00 pm
1665	6060 Franconia Rd.	Alexandria	VA	22310	703-922-8755	2 nd Thursday	7:00 pm
1694	5701 Silver Hill Rd.	Forestville	MD	20747	301-735-6660	4 th Tuesday	7:00 pm
1755	4600 Camden Ave.	Parkersburg	WV	26101	304-422-1593	2 nd Tuesday	7:30 pm
1911	2308 S. Fayette St.	Beckley	WV	25801	304-342-8181	1 st Monday	7:00 pm
2033	Chester & Royal Ave.	Front Royal	VA	22630	703-635-5049	4 th Friday	7:30 pm
2311	5701 Silver Hill Rd.	Forestville	MD	20747	301-735-6660	1 st Wednesday	6:30 pm

Other Important Contact Numbers:

Baltimore MD District

District Office: 410-355-5555 Organizing: 410-737-9674

Benefit Fund: 410-686-2700

Apprenticeship and Training: 410-737-9670

Tradeshow Local 491 Benefit: 410-254-4800

Virginia District

District Office: 804-743-7458

Virginia District Organizing: 804-743-2172

Benefit Fund: 800-552-6972

Carpenter Apprenticeship & Training 804-275-0576

Millwright Apprenticeship & Training: 804 275-2100

Washington DC District

District Office: 301-735-6660, Organizing: 301-499-0160

Apprenticeship and Training: 301-736-1696

Benefit Fund: 800-424-2707

Tradeshow Local 491 Benefit: 410-254-4800

West Virginia District

District Office: 304-485-2300

Carpenter Training Center: 304-428-1891

Millwright Training Center: 304-422-7637

Organizing Department: 304-842-5431

Benefit Fund: 800-553-9032