

CRC

# CARPENTER

The Newsletter of the St. Louis-Kansas City  
Carpenters Regional Council

## TIMES *of* CHANGE

*COVID-19 special issue*



MAY/JUNE 2020



*Al Bond*



## Al Bond, Jr.

### Executive Secretary-Treasurer

I want to first extend my sincerest hopes that you and your loved ones are safe and well during this pandemic. The phrase “we are living in unprecedented times” feels cliché at this point, but our new reality is anything but. As I’m writing this, all three of our states are under stay-at-home orders. Stores and schools are largely closed, travel has come to a halt, and thousands of our fellow Americans are suffering.

Our business agents have been visiting job sites and working with contractors to ensure proper safety and sanitation measures are being followed. They’ve also been delivering masks and hand sanitizer to jobsites so we can all do our part to flatten the curve.

We teamed up with the AGC of Missouri, the Kansas City Builders’ Association, and the Homebuilders Association of St. Louis and set up an anonymous safety hotline for building trades members to report unsafe job sites. This has been extremely effective for the safety of all craft workers.

Together with our political team, I worked with elected officials throughout our jurisdiction to ensure we were classified as “essential.” We have a duty to secure safe work for our members, and the coronavirus doesn’t change that.

Our contractors and members have been on the front lines in all facets of the construction industry, in particular expanding hospital care suites, converting hotels into temporary hospital care suites and working on important infrastructure projects.

Our residential contractors and members are building homes sold before the epidemic to ensure families are able to move into their homes. Local 57 electrical contractors and electricians are working on the front lines as well.

Floor covering contractors and floor layers are also performing essential work. Industrial contractors and our skilled millwrights are working in factories and power houses to keep manufacturing and energy running. I am very proud of our great union’s craftsmen and women for leaving their homes and families to work on the front lines helping our communities be safe and continue running. You’re the best!



**STLKCCRC**

*The CRC Carpenter  
is a publication  
of the Carpenters  
Communications  
Department*

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# In The NEWS



## COVID-19 / ICRA Online ↑

UBC members who are trained provide much needed expertise in this crisis to ensure that proper protocol is followed and containment measures are being taken. Eligible UBC members can now use the CITF's Learning Management System to take an online course and get trained on ICRA: Best Practices in Healthcare Construction" and "COVID-19 Preparedness Qualification." You'll need a computer or tablet to take the course, and if you have trouble logging in, reach out to your local to verify your email address.

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



## We Did It ↑

UBC members submitted many of the more than 326,000 comments on apprenticeship rules to the Department of Labor — the most ever received by DOL's Employment and Training Administration. Including construction in IRAP (Industry Recognized Apprenticeship Programs) would have allowed non-union contractors to set up sub-par programs with lower training standards but still call them "apprenticeship programs" and even get taxpayer funding to compete with union programs.

## Do Not Patronize ➡

Gold's Gym has closed all of its locations in St. Louis and transferred its members to Club Fitness, which is no friend to union labor. We are urging our members to instead join gyms like the YMCA, Planet Fitness or your local community recreation center. We have had job actions including pickets, banners and handbills at Club Fitness locations around St. Louis, and will continue to do so until they support working families by paying area standard wages and benefits.



## ← Safety First

We've been handing out safety gear to our members, making sure everyone works smart during this health emergency. Here's representative Greg Hefele delivering masks to workers at Richardet Floor Covering on the job in Richmond Heights, Missouri.





# the UNTHINKABLE

*The Great Recession took a devastating toll on U.S. construction. The industry was hammered when project funding froze, work dried up and jobs disappeared – more than two million of them between 2008 and 2011. Construction was one of the hardest hit sectors, and one of the slowest to recover.*

*But in recent years it's looked as if all of that was finally in the past. 2019 saw a record-breaking amount of money being spent on large construction projects throughout the Midwest. Topping the list of major upgrades have been Chicago's subway system and the Kansas City International Airport, with more than \$4 billion worth of work on those two projects alone.*

*Then, the unthinkable happened.*

A

mysterious lung infection spreading across the globe received casual news coverage at the start of 2020. By mid-March, it was a full-blown pandemic – one

that the entire country was unprepared for. As the shock of COVID-19 set in, so too did the panic. To slow the spread, businesses abruptly closed their doors, grinding the economy to a halt and throwing tens of millions out of work.

Compounding the anxiety is the fact that most working Americans get their health insurance through their employer. For many, losing their job also means losing that coverage in the middle of a national health emergency, just when they may need it most.

Not all industries, however, have the option of shutting down. COVID-19 showed the rest of the world what those working in the skilled trades have long known — that in times of crisis essential operations rely on construction workers.

Across our regional council we have seen immediate demand for renovations at hospitals needing isolation wards, manufacturing plants having to ramp up production of vital goods, and even local governments building temporary morgues.

Keeping those projects moving, while also ensuring that workers are not exposed to any unnecessary risk, has been the job of union representatives like Joe Hudson.

“Our members have been really good about keeping us informed on what they’re seeing and hearing on the job site so we’re able to take action where needed,” he said. As political director for the council, Hudson has been involved since the early stages. “The hotline that was set up has been used a lot and working exactly like it was supposed to. When we get a notice from the hotline, our representatives respond immediately.”

Early on, unions partnered with the Associated General Contractors of Missouri and the Greater Kansas City Builders’ Association in setting up hotlines. For those working on job sites it’s been an effective way of finding out the latest information regarding safety regulations and reporting any violations they see.

Other parts of the country have not seen the same kind of vigilance, resulting in sites getting shut down for failing to adequately protect workers.

## ICRA

One advantage the United Brotherhood of Carpenters has over other trades is a longstanding training program on infection control. First developed years ago, ICRA (Infection Control Risk Assessment) was needed in order to ensure that our carpenters are properly trained on containing infectious spread while working in hospital settings. ICRA training meant that many union carpenters were already experienced with health and safety protocol by the time COVID-19 arrived in the U.S.

Amid the closure of training centers, the UBC improvised, offering an online version of the ICRA awareness and refresher courses, and introducing the new COVID-19 Preparedness Qualification class.

It is now apparent that coronavirus will be with us for quite some time, making it vital that all

construction workers become well versed on how contaminants get spread on job sites and what steps they need to take to stop it.

“We’ve always had strong participation in our ICRA training, but now we’re going to need even more of our members stepping up,” EST AI Bond said. “The world and our industry have changed overnight. We have to be leaders in doing construction the right way, the safe way.”

## Relationships

Having an active political presence proved valuable to our regional council when public officials first started discussing lockdowns in late March. While some industries went dark, most state and local governments saw construction as essential for keeping their communities running.

“We had a tremendous amount of input. Relationships we had already built allowed us to have a seat at the table and be included in conversations over how construction would be affected for the next several weeks and months to come. Those relationships allowed us the opportunity to get our ICRA certified contractors directly in front of government officials,” Hudson said.

It’s anyone’s guess what the U.S. economy will look like for the remainder of 2020. Many experts believe we are already in a recession, but early signs suggest the construction industry might weather this storm better than the Great Recession. Because much of the work has continued, construction contractors have been able to keep their companies afloat and their people employed.

As the world waits for a coronavirus vaccine, or at least a useful treatment, cities are slowly coming out of seclusion, attempting to get daily life and business back to normal. Exactly what “normal” will look like for the foreseeable future is still uncertain. But what we do know is that everyone will need to be more cautious than ever to protect themselves and follow the advice of medical experts.

“As long as officials classify our work as essential, our job is to make sure those who want to continue working can do that, while also representing those members who choose not to,” assistant political director Mark Dalton said. “Our first priority has to be making sure everyone is working safely and that job sites are being kept sanitary for our members.” ■

*“The world and our industry have changed overnight.”*



*Top: Jeff Strobel (Local 662) installs plexiglass partitions at the Save A Lot store in St. Clair, Missouri. Bottom: Union carpenters helped build a new COVID-19 ward at Cox South Hospital in Springfield, Missouri.*

# DUTY CALLS

Across Illinois, Missouri and Kansas our members are being called upon to combat COVID-19. Hospitals need help fast getting additional space built for a possible influx of sick patients. Other essential businesses also have new and unique challenges during this pandemic that require professional, skilled tradespeople.



Hospitals are in particularly urgent need as they try to stay ahead of the crisis and determine – as best they can – what the infection rate will look like in the months ahead, and how many beds they'll need to care for people in their communities.

In Springfield, Missouri, crews raced against the clock to construct a new ward-style area at Cox Medical Center South for patients suffering from respiratory illness requiring ventilator support. Five years ago, Cox South underwent a major build that doubled the medical center's size. Several floors of a new tower were left empty so they could be developed as needs arose.

That need is now here.

Flooring Systems Inc., which worked on the original project, got called back to help out during this time of emergency. Vice president Greg Young said an installation of this size would take several weeks to complete under normal circumstances, but his team of floor layers had just three days to meet the hospital's accelerated deadline. "Being a national pandemic, and everyone following it in the news so closely, we're moving real fast, but the guys are taking a lot of pride in getting this done in such a short time."

Being on job sites right now also means taking added precautions. Young said his company is monitoring the latest updates from the CDC, requiring face masks and more frequent hand washing on the job.

The regional council's southwest Missouri business agent Dan Montgomery said our union members are well prepared to meet demands during this crucial time. "This is why the union is continually stressing the need for ongoing training and skills upgrades. When a difficult project has to get built, we're ready to jump on it at a moment's notice," Montgomery said.

Even non-medical businesses are finding themselves on the front line in fighting the coronavirus. Any place where the public has to visit and interact with employees requires new, inventive safety measures to help stop the spread.

In St. Louis, one of the area's large grocery store chains needed plexiglass barriers installed at all of its 25 stores to protect both workers and customers. Dierberg's turned to Fixture Contracting to get the job done, building protective

barriers at checkout lanes and customer service desks.

"They knew we were working long hours and the appreciation we got from the cashiers and customers while we were out there was just amazing," said project manager Eric Wells. Using a crew of 30, Fixture had two days to get all the installations completed. With the virus still spreading, and grocery stores a necessary business, the plexiglass partitions are providing much-needed peace of mind for anxious shoppers and employees alike amid all the uncertainty. Fixture is now getting calls for help from Medicine Shoppe stores, as well as Safeway and Save A Lot.

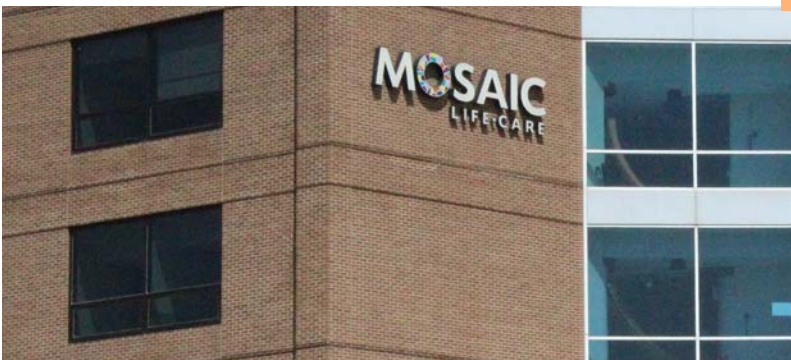
While much of the country has been sitting idle, hoping for a quick end to this pandemic and a return to normalcy, America's skilled tradespeople are doing their job so those on the front line can do theirs.

In a statement posted on Cox hospital's website, president and CEO Steve Edwards said he is praying the new ICU beds won't be needed, but he is thankful to have construction crews available in this time of crisis to do the work.

"These companies, their staff and skilled workers are heroes to our community by making these life-saving measures a priority," he said. ■

## Some COVID-Related Projects

- **Alberici:** Cough screens, security rooms for SSM Healthcare.
- **Alberici:** Temporary barricades, COVID-19 testing sites for DePaul Hospital.
- **ICS General Contracting/Reinhold Electric:** Dignified Transfer Center (a surge morgue) for St. Louis County government.
- **Interface Construction:** Triage/temporary structures for BJC and SSM Healthcare.
- **Lawhon Construction, DCM Contractors, Legacy Contract Flooring, Lehr Construction:** 14-bed respiratory triage unit for Heartland Hospital, St. Joseph, MO
- **McCarthy Building Companies:** Temporary barricades for Mercy.
- **McCarthy Building Companies:** Isolation rooms, COVID-19 testing sites for Phelps Healthcare.
- **Musick Construction:** Triage/temporary structures for Mercy.
- **Tarlton Construction/Waterhout:** Converted a Quality Inn hotel into a COVID-19 containment center.



# Q&A What We're Hearing

We recently asked some construction professionals how COVID-19 is impacting our industry. They told us what they are already seeing, and what they expect will happen in the months to come.

**John Eilermann Jr., McBride & Son Homes**  
*In business for more than 70 years, McBride is the largest union homebuilder in the U.S.*

**Bob Clark, Clayco**  
*Clayco is a large design-build firm doing business across North America.*

**Eva Fryar, Payne Family Homes**  
*Founded in 2007, Payne is an award-winning residential construction company, listed among the 25 Fastest Growing Companies in St. Louis.*

**Greg Young, Flooring Systems Inc.**  
*With offices in Springfield, Farmington and St. Louis, FSI specializes in large and small flooring projects for both commercial and residential clients.*

**Brandy McCombs, International Builders Inc.**  
*Launched in 2008, IBC is a woman-owned commercial subcontractor doing work in the Kansas City area.*



## *How has COVID-19 affected your business?*

### McBride Homes

The *Neighborhoods Built By Your Neighbors* union stimulus program has been a huge help. It gave us a big backlog in February and March sales, and we've continued on. It really saved us all.

### Clayco

Most of our projects are fully underway. The manufacturing and industrial distribution sector is going very strong. But anything that has a retail or mixed use component will probably get stalled or paused, as will most university work because universities are really suffering. Hospitals are also losing tremendous amounts of money right now, so we expect that to slow down, too.

### IBC

We haven't seen a slowdown yet. I think we will, but right now it hasn't really affected business.

### FSI

We've got a pretty good backlog, but were taking the jobs day by day. Some work has actually been pushed up, like schools, because those places are closed right now. Jobs that we weren't supposed to start until this summer we're doing now while everyone's at home.

## *How has your day-to-day business changed? Are your employees working from home, and have you had to start looking at layoffs?*

### IBC

We're offing two people and the rest of the office staff are rotating in and out so we don't have too many people in here at once. Surprisingly, the transition has been kind of seamless.

### Clayco

We have about 20 percent of our people rotating in and out of the office. In terms of furloughs and layoffs, we do think that we're going to see a reduction overall in some places of our business, which are starting to see a decline right away. Because we're a



design-build company, some of our front end design work is already getting paused.

#### Payne Family Homes

Anyone who can is working from home, while others are switching on and off days in the office. We haven't had to start looking at furloughs yet, fortunately.

#### FSI

We've been very fortunate that we haven't had to lay off anyone yet, and were hoping that we don't have to. It hasn't affected our work schedule so far and I hope it continues to be steady through the summer.

#### *What about the supply chain, is it getting difficult to find raw materials?*

#### McBride Homes

There's been a national problem with cabinets. They take a lot of intense labor and there have been limits on factory production. That's really the only problem we've seen so far.

#### IBC

We had a little bit of an obstacle on one of the larger projects in downtown Kansas City. We haven't seen a big problem yet, but I think that's going to start trickling in.

#### Clayco

I think we're going to see sporadic problems, like a COVID outbreak at a cement plant that causes a shut down here or there. We've seen some of that already. But I think it will settle down and I think pricing will start falling because we're going to be in a significant recession or depression. We're expecting a substantial decline in business next year and that's going to cause substantial cost reductions.

#### *How have job sites changed?*

#### Payne Family Homes

You're seeing people very much more aware of staying healthy. We're making sure we have plenty of rest rooms and all of our superintendents are equipped with masks and sanitizer and wipes, wiping down common areas that everyone is touching, such as door knobs and counters.

#### *What will this do to the availability of labor?*

#### Payne Family Homes

When we had the big recession a lot of people who were laid off got into a different career and didn't come back to construction. We're going into this already having a labor shortage issue, but I'm trying to be optimistic that this will be a short recession and we won't have the ripple effects we did in 2008.

#### IBC

I think people who are not essential workers may be rethinking their careers right now. This could actually benefit us because there are people sitting at home, like warehouse workers, and they're wondering if maybe they should be in an essential industry so the next time this happens they'll have continuous work.

#### *Has this been worse for large construction companies or for smaller contractors?*

#### IBC

The big guys have a lot more overhead, so I think the smaller subcontractors might actually be able to weather this better than them. They've got huge organizations to run, all those people having to be set up to work remotely from home. Can you imagine having that kind of overhead and still paying everyone's salaries?

#### *What lessons should be learned from this?*

#### Clayco

The federal government has totally botched this. There's a major role for the federal government to play in a national disaster and I have not been impressed at all with what I've seen. Experts have been preaching for many years about pandemics and I think people will now demand a better pre-response from the government to these events.

#### McBride Homes


We all got overextended in the Great Recession and learned a lot about keeping our balance sheets stronger. I think you're seeing builders and subcontractors running a better business today because of those lessons learned. But no one has ever seen anything like this, it's been a real curveball.

#### IBC

Save for a rainy day, you never know what could happen. This should bring people back to business basics. How much are you saving and do you have enough cash flow to last at least a little while?

#### Payne Family Homes

We've done a lot of our pre-construction meetings via Facetime and Zoom, and we've all learned some different business practices throughout this. Having a lot of face-to-face meetings is not really necessary and we're able to conduct business in a different way. We're doing videos now to show people houses and throwing those up on YouTube, just finding new ways to interact with customers. There are some pretty interesting things that we've gotten out of this. ■



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*"These are not jobs.  
This is a career."*

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**T**he current pandemic has grounded an ambitious training plan that was just starting to lift off before classrooms were forced to close. But organizers of the KCI New Terminal Workforce Training Program pledge it will be back, even stronger, as soon as it's safe to resume face-to-face instruction.

Talk of modernizing Kansas City's airport, first opened in 1972, had been floating in the air for years. With 11 million passengers annually, the three-terminal layout gets criticized as too inconvenient and inefficient, especially in a new era of larger planes and increased security screening.

The \$1.5 billion, single terminal upgrade is creating 5,000 construction-related jobs over the next three years, opening up new opportunities for workers who may have never considered a career in construction.

# LOOKING **UP**

KCI WORKFORCE TRAINING PROGRAM  
OPENS UP NEW CAREERS

Program director Anthony Slaughter said 1,100 people from a five-county area have applied for acceptance into one of the numerous union apprenticeships being offered in the effort to staff the enormous demand for skilled workers. The only requirements: applicants need be at least 18, pass a drug test, be motivated and committed to starting a new chapter of their lives.

“These are not jobs. This is a career,” Slaughter said, acknowledging that participants are being recruited from lower-income neighborhoods who may not have any prior experience. “We’re looking at the whole person — how to communicate, how to do a trade and how to plan for rainy days.”

Because construction work can be seasonal and sporadic, the program delves into the harsh realities of working in the trades. Financial literacy, credit reports and setting up a savings account are some of the first “soft skills” apprentices get exposed to.

They’re also strongly encouraged to put their first paychecks to good use by buying reliable transportation, something that will make life a lot easier and keep them from showing up late for work.

“We’re using the airport as a springboard for changing lives and bringing people from minority communities into our industry,” Slaughter said.

The program is addressing common problems that too often keep low-income apprentices from successfully completing their training. Those who get accepted are offered:

- \$400 weekly stipend during training
- Bus pass
- Access to extended child care hours
- Preparation for entry into a registered apprenticeship program

“It’s helping us to earn higher wages, have access to better health benefits, and a pension for retirement, which would be life changing for so many,” trainee Nijama Parks said.

All of the Kansas City construction trades are participating, giving students a wide array of skills to choose from. Similar programs have learned from experience that herding trainees into a craft that may not be right for them, or best match their talents, will result in high dropout rates.

“That’s what the interview process is for, to help folks see if they’re a good fit for the construction industry,”

Carpenters representative Andre Johnson said. “They get to pick two or three, and then spend a little time to see which one they really have an interest in.”

An extensive advertising campaign using community events, churches, newspapers, radio and TV is helping to get the word out and attract applicants. “My sister saw it advertised on the Saturday morning news and told me that I should apply,” Parks said. “It still hasn’t really sunk in yet, that I’m a part of something this huge.”

Edgemoor Infrastructure & Real Estate, the developer on the airport project, made the training program a key part of its sales pitch to city officials. The company said it wanted to leave a lasting impact on the community long after the new terminal is up and running, giving job seekers a shot at stable, good paying construction careers.

In all, they’re planning on graduating 11 apprenticeship classes. Because of the high number of people who have applied, those who don’t get accepted will be considered for other jobs in the Kansas City area.

The program had graduated one class, and a second was underway when the COVID-19 outbreak hit, slamming the brakes on what was shaping up to be a popular and successful initiative. Work on the airport renovation has been largely unaffected and still moving as scheduled. Depending on how much longer the shutdown lasts, Slaughter said they may start looking at moving what classes they can online.

But all the training in the world won’t make a difference if contractors won’t hire the students, something that many are reluctant to do because they prefer to have experienced journeymen instead. Incentives are built into the bid process, giving bonus points to any company that pledges to hire from this program.

Carpenters representative Joe Hudson said the union has been adamant about jobs actually being there for the graduates once they complete their training.

“They have to go to work no matter what,” he said. “If we bring someone into the program, they are guaranteed to go to work the Monday after they finish. That is the key piece to this, and it’s the one piece that has failed with so many other training programs like this.” ■







## Carpenters Wellness Center Adjusts to New Reality

Virtual visits, no walk-ins and curbside pharmacy are the “new normal” for health professionals staffing our member wellness center. As social distancing orders took effect, the center had to retool, taking the appropriate steps to protect both its employees and the 1,000 patients seeking services each month.

Physical therapy and chiropractic adjustments require too much personal contact to be safe, forcing those services to be virtual for now. “Routine eye exams and massage therapy sessions, because they’re up close and cannot be done virtually, have to be postponed as well,” manager Sherry Tenge said.

The biggest change is operating hours. For updated information, visit [carpdc.org/COVID19](http://carpdc.org/COVID19).

Everyone coming in-person has to first get screened from their car to check

for viral symptoms before entering the building. Patients are asked to call **(314) 955-9355, option #5** from the parking lot when they arrive. They are then escorted into the building and are asked to wear a mask or facial covering.

While the center has not been able to administer coronavirus tests, two nurses on duty are answering COVID-related questions and coordinating with the health department to arrange for any patients who meet the symptoms for getting tested.

A severe shortage of supplies and protective equipment has plagued health workers since the beginning of the crisis. Tenge and her staff are spending hours each day supply shopping, using a network of vendors to find what they need. “Our company, Cerner, is also doing a great job making that happen and making sure that we are equipped and safe when seeing patients.”

Fear of catching the virus is driving

down visits to emergency rooms and urgent care centers, worrying some doctors that many people may be neglecting serious illness. Virtual visits allow our wellness center to talk with patients and do consultations via video, making sure that they are getting professional, expert assistance, even if they don’t want to leave their house.

Tenge said she and her staff are holding up well, doing whatever it takes to adjust to patient care amid this pandemic. “We’re thankful to be here and able to help members. People are telling us that we’re one of the few health offices still open and answering the phone,” she said.





## Electrical Training Gets New Home

Since its inception, Local 57 has relied on Ranken Technical College to train the electricians who are a part of our regional council. Now, a new home has been found at the Carpenters' sprawling training facility in South St. Louis County. EST Al Bond was eager to end our affiliation with outside instructors, bringing the electricians together with all the other apprentices under one unified training program.

"That's exactly what he's accomplished by bringing all of this in house," training center coordinator Mike Short said. "I'm hearing a lot of positive comments from members in that Local 57 is here to stay and they feel they really are a part of the Carpenters Regional Council."

Having the training off site made it sometimes difficult to control administrative issues and how classes were being run. The move will also save the council a significant cost, since

Ranken was charging a per-student fee for every electrical apprentice who went through their training program. There are more than 150 currently enrolled.

Leading the apprentices is Jamie Frisella, a lifelong electrician, who has the task of adapting and developing a highly technical curriculum that will best serve the needs of the members and contractors of Local 57.

"Starting anything new is always a challenge. This is not the easiest task, but it's not the most daunting either," Frisella said. "Being able to put my stamp on something seems like it will be very rewarding in the long term, and being able to teach and influence future electricians is equally important to me."

Crews had been working on getting a new classroom and training area built in time to welcome students on May 1, but for obvious reasons the coronavirus dilemma has thrown a wrench into those plans. Like every other place of

business, the training center has been watching and waiting while government officials determine when it will be safe to resume normal operation.

When that happens, Short believes Local 57 apprentices will see a much improved program. "Now, with it being here, we can control everything and it's ours. The students can really feel a part of this regional council and take ownership of their own program."



*Jamie Frisella*



# Need to talk ?

## Construction COVID Safety Hotline

Stay Safe. Stay Protected.

Kansas City

 **816.595.4164**

St. Louis

 **314.781.2356**  
Ext. 1050

**2020**

**CARPENTERS**  
annual

**GOLF**  
Tournament

SATURDAY

**SEPT. 12**  
**FOREST PARK**

**BRIAN DOERR**  
**(314) 644-4800**  
**EXT. 5248**

[carpdc.org/](http://carpdc.org/)  
Members/Discounts



Southern Illinois  
CARPAC



**SATURDAY**  
**JUNE 13**

World Shooting Complex • Sparta, Illinois

**Shane Huwer (618) 277-4226**

[carpdc.org/](http://carpdc.org/) Members/Discounts





## IN MY WORDS

**Jeff**  
Strobel  
Local 662

It's greatly improved my life. When my kids were born, my wife was able to stay at home without worrying about money coming in because my salary was good enough.

These guys I'm working with, day in and day out, we're all looking out for each other. **It's peace of mind that every day I'm working in a safe environment.**

It's great pay, we have great benefits and you don't have to go through a four-year college to get a degree that you possibly won't even use. You can do so much with your hands as a carpenter, so if something were to happen that you couldn't do it anymore, there are always other things you can do with this training.

We all tend to look back at what we do in our jobs and say I made a difference, but in a time like this it especially hits home because a lot of people have been forced to stay home. I can actually still be out here making a difference, making people feel better and feel safer.

## Congrats New Grads

### Kansas City Carpenters

Michael Brownlee  
Eric Eberhart  
Bradley Jenkins  
William Larson  
Stacy McSpadden  
Carl Waller  
Allen Westphal  
Preston Wittman

### Southern Illinois Carpenters

Tom Belton  
Keith Bradley  
Steven Brown  
Charles Cates  
James Cowell  
Joshua Litteken  
Matthew Mahon  
Nathan Marchwinski  
Warren Otey  
Kyle Oettle  
Markeith Reynolds  
James Shaw  
Zachary Simmons  
Andrew Wentzell

### Kansas City Millwrights

Kevin Black  
Justin Cantrell  
Michael Drake  
Resse Harter  
Bradley Lewis  
William Whitehead

### Springfield Carpenters

Taylor Pool

## In Memoriam

|                           | Local |                        |      |
|---------------------------|-------|------------------------|------|
| Johnathan Bates (27)      | 1596  | John Lucas (66)        | 1596 |
| Jerome Bax (84)           | 32    | Johnny Mayes (73)      | 1596 |
| L. Beck (90)              | 92    | Wilfred Mehner (81)    | 2214 |
| John Belcher (82)         | 92    | W. Merritt (77)        | 978  |
| Ray Berkbigger (86)       | 92    | Ernest Miller (85)     | 1795 |
| Darrell Blakey (68)       | 664   | Samuel Moore, Jr. (71) |      |
| Nicholas Bruneau (58)     | 1310  | Marvin Ohlendorf (90)  | 662  |
| Jay Buehrer (62)          |       | Phillip Paige (62)     | 1596 |
| Rodney Dennigmann (87)    | 32    | Marvin Richman (90)    | 92   |
| Arthur Everding, Jr. (84) |       | Robert Rolwes (88)     | 92   |
| Larry Everly (80)         |       | William Russell (71)   | 1596 |
| Frank Forshee (80)        | 2214  | Ralph Starck (82)      | 716  |
| Robert Grote (49)         | 1008  | Fred Tewell (80)       | 1795 |
| Stephen Hamilton (67)     |       | Robert Thayer (85)     | 97   |
| James Harrison, Sr. (91)  |       | Norman Thomlinson (66) | 1795 |
| David Johnson (66)        |       | Arnold Titov           | 5    |
| Arthur Kobermann (60)     |       | Glenn Urich (77)       | 1770 |
| Donald Laboube (80)       |       | Clemence Vogt (83)     | 32   |
| Richard Layton (69)       |       | Lester Vogt (80)       | 32   |
|                           |       | Robert Zerjav (89)     | 32   |

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