

Al Bond, Jr. Executive Secretary-Treasurer



As we approach the end of another year, I can't help but reflect on what a fantastic year we've had. Our Council celebrated the 50th anniversary of our pension, opened our first Wellness Center and invested in training and resources that will help us stay on the cutting edge.

Of course, I can't fail to mention the opening of our Carpenter Wellness Center in St.

Louis. The response from members has been overwhelming, and our partners at Cerner said it's the best roll-out they've ever had. In the first two months that services were offered, the center saw approximately **2,000 patients**. We're looking forward to bringing the next wellness center to Kansas City in 2020, providing better care at zero out-of-pocket cost to even more members and their families.

We're investing in new technology, too. This year, the Council rolled out a digital application that will help our business representatives more efficiently track jobs in our jurisdiction, giving us the ability to quantify market share and more effectively distribute our resources to achieve our goals.

We've welcomed new members and contractors, demonstrated our expertise at industry events, and continued to grow our market share by training the most highly skilled workers on the jobsite.

I look forward to a prosperous and successful 2020, and wish the same for you and your families.







STLKCCRC

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In The NEWS



RTW States

Oxfam America releases a list of the worst states for U.S. workers, and not surprisingly they're all "Right to Work" states. Virginia, Mississippi and Alabama take top honors (or dishonor) on Oxfam's list, while the best places to work are states where RTW has been kept at bay. Criteria evaluated for the study include wage standards, worker protections and the right to organize on the job. Oxfam's findings mirror those of previous studies, which rank RTW states among the worst for pay, jobsite safety and retirement benefits.

Asbestos Rally

Workers concerned about upcoming asbestos removal at the Jefferson Arms building in downtown St. Louis held a rally at City Hall on Sept 26. The controversial rehab project could put construction workers at risk for Mesothelioma, a deadly cancer caused by exposure to asbestos. "We are standing in solidarity with the Laborers," said EST Al Bond. "This work should be done by trained workers. If the developer fails to perform the asbestos work safely, the entire building can be contaminated for workers in the construction phase, putting everyone at risk."

Popular Opinion

Since the 1960s, approval of labor unions has rarely reached 60%. That's why a new Gallop poll charting approval at a five-decade high is getting a lot of attention. A wave of high-profile protests, coupled with stagnant wages and political action, have Americans declaring a renewed appreciation for organized labor and what it can do to bring back good-paying jobs and fairness in the workplace.



■ Elections Have Consequences

President Trump's NLRB continues on its march to turn the National Labor Relations Act into a hollow shell. The Board recently ruled that misclassification of workers as "independent contractors" does not violate the Act, even though it denies employees protections and the right to organize. In Illinois, however, there's a bright spot where Gov. JB Pritzker (*left*) has signed a law that creates the new Labor Protection Unit of the state's attorney general's office to investigate and prosecute crooked contractors who rip off workers and cheat them out of the money they're owed.

union strong





BUILDING HOMES

BEHIND BARS

The Carpenters Union tackles homelessness and crime with help from prison inmates.

n northeast Missouri, hundreds of families are waiting for assistance amid a major shortage of affordable housing.

At the same time, convicts released from America's prisons can't find decent jobs to support themselves. Seventy-seven percent are re-arrested and back behind bars within five years of release, according to the Bureau of Justice Statistics.

Our regional council is part of a unique pilot project that could make a dent in both problems starting next spring.

Through an agreement with the Northeast Correctional Center in Bowling Green, Missouri, prisoners will be taught how to build small homes within the prison's walls – homes that will then be offered to low income residents in this rural part of the state who are having a hard time finding safe and affordable shelter in today's economic reality.

"This is allowing us to get our training into the hands of those prisoners so that whenever they eventually get released they'll have the kinds of skills that will allow them to start a new career path and a new future," said the union's outreach specialist RJ Catizon.

The model for introducing laymen to the basics of carpentry comes from Career Connections, a curriculum developed by the Carpenters International Training Fund mainly for high school students.

The program is used in schools across North America to help instructors teach basic and intermediate carpentry, advanced skills in commercial and residential building, and the essentials of construction site safety. It also includes training in the habits that research shows employers value most: goal setting, positive attitude, punctuality, teamwork and taking initiative.

Constructing something the size of a house, even a small one, presents logistical challenges. While the Bowling Green facility has enough room for the prisoners to do the building, getting the finished product out the door is impossible.

"Parts and pieces can be constructed at Bowling Green but then shipped to the Lincoln County jail to be assembled by those prisoners there," Catizon said. "It's easier to do this outside the prison's sally port, which is really too small to fit the house through."

The union is teaching staff at both facilities how to use the Career Connections study course. The Bowling Green prisoners will work on walls and roofs, then the total house will be assembled at the jail by the prisoners there.

Once finished, the small houses will be sold to eligible families by the North East Community Action Corporation (NECAC,) a social services agency that assists in-need residents throughout 12 mostly rural counties.

NECAC has spent 10 years trying to get all the partnerships in place for brining these affordable houses to the people it serves. "A lot of new homes getting built today are really expensive," NECAC deputy director Carla Potts said. "A lot of working families can't afford today's houses, so this is geared to working families and seniors."

Nationwide, home prices are outpacing wage growth. Two-thirds of American renters say they can't afford to buy a house. NECAC hears from residents every day who are looking for help finding a place to live and qualifying for an affordable home loan.

"A lot of working families can't afford today's houses."







In South Dakota, a similar program has been praised for a noticeable drop in prison recidivism. A visit to that state years ago is where NECAC officials first got the inspiration for trying it in Missouri. They had already worked with the Carpenters on past projects and knew we had experience building small, modular homes.

Potts believes bringing her agency together with union carpenters and Missouri's prison system makes perfect sense.

"It's a win-win. People get training, people get jobs and people get homes. What more could you want?"

Career Connections

Program materials have been written by UBC carpenters from around North America who have both teaching and field experience.

- Teachers and students
 see projects built
 step-by-step using the
 program's Virtual Shop
- Certified graduates get advanced placement at UBC pre-apprenticeship and/or apprenticeship programs.



Ladies

Sisters Shine at MOWIT Gala

Women are joining the construction trades in record numbers. The Institute for Women's Policy Research finds there are more of them in the field that at any time in the past two decades. And they're joining at a faster clip than other demographics —18 percent a year, compared to just 4 percent construction job growth overall.

Amid these encouraging numbers, local women working in the trades are taking the time to recognize the contributions their fellow sisters have made, and continue to make, in our industry. The Blue Collar-Black Tie Gala, hosted by Missouri Women in the Trades, drew hundreds for a first-of-its-kind awards ceremony honoring the often unsung heroes who work hard, promote the trades and help recruit new members.

"It was popular beyond our wildest dreams," MOWIT president Beth Barton (Local 1596) said. "We thought maybe we'd get 150 or 200 to attend, but we had to close down ticket sales because we sold out."

Carpenter Cindy Frank (Local 945 president) took top honors as Tradeswoman of the Year, while Lynda Mueller-Drendel, retired CJAP instructor, was recognized for her tireless advocacy on behalf of tradeswomen. Building Union Diversity was voted outstanding apprenticeship program.

The regional council is proud to have helped sponsor the gala, which also serves as a fundraiser, allowing MOWIT to soon hire a part-time staffer who will write grants and continue the work of attracting women to construction careers.

The industry can do better to accommodate female workers, like PPE available in smaller sizes and jobsite Johnnys for women. Barton hopes the gala will inspire more contractors and unions to pay attention to this growing segment of their workforce. "We're not sure yet if we'll make this an annual event but we're definitely doing it again," she said.



L-R: Lynda Mueller-Drendel, Beth Barton, Cindy Frank

precious seconds

Carpenter Mike Volz credits jobsite defibrillator with saving his life.

It started like any other work day. Mike Volz, 60, had just finished attending the daily seven o'clock safety meeting on his job at the Bayer (formerly Monsanto) complex in Chesterfield, Missouri.

He remembers putting on his hard hat and safety goggles and saying good morning to a couple of coworkers. Everything after that is a blur. His next memory was waking up in an ambulance.

Without warning and with no pain or discomfort that day, Volz (Local 32) suffered a massive heart attack. He stopped breathing and his heart stopped beating. "At the hospital they told me that I was a miracle," Volz said. "Only one percent of people who go through what I went through make it."

Doctors found that he had 99 percent blockage in the two main arteries leading to his heart. Aside from feeling a little tired lately, Volz felt no symptoms suggesting that his health was at serious risk or that his heart was about to give out.

Volz's employer, Ives Construction, does work at Bayer for icon Mechanical. He most likely would have died if not for quick action from coworkers. They administered CPR while icon Mechanical's safety coordinator Kirsten Foreshee worked the on-site defibrillator to shock Volz's heart back to life.

"The AED (Automated External Defibrillator) is very easy to use. It told us when to continue with compressions, and when a heartbeat was detected it told us no more shocks were necessary," said Foreshee, who had never had to use a defibrillator before that day.

Craig Hood, CJAP coordinator, said the regional council offers training on CPR and how to use an AED

CARDIAC



"It really is a miracle that I'm still here."

through our First Aid-CPR classes. Any member can sign up for the 8-hour course by emailing us at info@carpdc.org.

"When you turn it on it starts talking to you and telling you exactly what to do step-by-step. Those AED machines are amazing," Hood said.

After 42 years in professional carpentry (he joined the union in 1977) and surviving a serious health scare, Volz has decided it's probably time to retire.

"I was just lucky that I was working someplace that had one of these machines and people trained on CPR. It's an example of how you can make it through something like this if you have the right tools for job."





CONTRACTOR SPOTLIGHT



Based in Washington, Missouri, Cheltenham Construction Services employs 300 union carpenters led by company president Vic Hoerstkamp.

How long has CCS been in business?

We started CCS about 16 years ago just framing a few houses for friends and family around the Washington area, and we grew it from there.

Where do you do work?

I would say that we range about 60 miles around the St. Louis metropolitan area.

What kind of carpentry do you do?

Primarily residential. A little bit of commercial, but what usually attracts us is if it's made of wood. But we don't have a preference. From a dog house to a castle, it doesn't matter.

What does the local construction market look like right now?

It looks real good. This time of the year everybody needs us but then in January we're looking for jobs. That's typical every year, but it's going really good right now.

How about finding qualified workers?

There's a huge labor shortage. We're limited not by the amount of work that we could be doing but by the amount of guys we need to do that work. We've been at around 300 carpenters for the last four years, but I know we could put another 150 to work.

Why are we struggling for workers?

We went through a period where the schools thought that every young man should go to college. I think we've kind of gotten past that now but we're still feeling the effects of that stigma that you have to have a college education to survive and be successful. Also, there are an awful lot of opportunities in the construc-

tion world for the really skilled, smart guys to move up the ladder into management. It's an awesome thing for them, but we lose a lot of workers to that.

How would you describe your company culture?

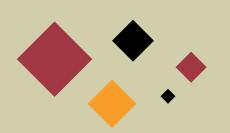
One thing that is really important to me, and that I try to instill in everyone who works with me, is that we work for the people who work here. If you make the person under you successful then you'll succeed as well. Every day I get out of bed to go to work for them and do everything I can to make them successful.

You're very involved in the annual St. Jude Dream Home, right?

Yeah. That's probably our biggest charitable commitment. We start planning in January and it takes a lot of time and labor to frame it. It's quite an undertaking. And we do other stuff through the rest of the year, like an elderly person who might call and ask if we can help out with getting a handrail installed. We're happy to help with that kind of stuff, too.

Describe your relationship with the Carpenters.

Just like I was saying about the people under me, I feel like the Carpenters union does that same thing. They want their carpenters to be successful and they want their contractors to be successful. I really feel like we have their support. I don't know how the non-union companies do it without that support we get from the union in training and safety and preparing us to excel.





HE YEAR

WELLNESS CENTER

About 2,000 appointments have been made since our first Wellness Center opened in September. Carpenter families are getting acute care, physical therapy, eye exams, prescriptions filled and more all at the 20,000-square-foot, one-stopshop. The center has proved so successful that plans are already on the drawing table for opening our next facility in Kansas City next year.



FUNDRAISERS

2019 was a very good year for the Carpenters Scholarship Fund. Sisters in the Brotherhood donated over \$10,000 thanks to their crafty quilt raffle. Golf tournaments were a big hit this year, raising more than \$60,000. And various clay shoots, bass tournament and other events have given the fund a record-breaking year. Thank you to everyone who participated!





PARTNERSHIPS

In Kansas City, we strengthened partnerships through our Concrete Breakfast for Clarkson and Kissick construction companies. And 200 attended a leadership seminar with nationally-recognized author Mark Breslin (left), who we hosted along with the Signatory Wall and Ceiling Contractors Association.



NEW BEGINNING

Once in a while, the Carpenters get to work on historic, milestone projects. The new Boys & Girls Club Teen Center in Ferguson comes five years after the town erupted into riots. It offers a 24,000-square-foot safe environment with structured activities for Ferguson kids. (Pictured: Club president Flint Fowler with Business Rep. Sam Adams)

ANNIVERSARY



In the turmoil of the Great Recession, the CRC branched out to form a new local representing electrical workers. A decade later, Local 57 celebrated its 10th anniversary with more than 300 energized members.

2019

ICRA

In July, we welcomed carpenters from across the country for a three-day conference on healthcare construction. ICRA (Infection Control Risk Assessment) is a hot topic for contractors and hospitals trying to keep dirt and contamination to a minimum during building.



Hosted Training Center Tours 12+



In-School Recruitment Presentations 120+





Total Students Reached 7,800+

NEW RECRUITS

Our staff had a busy year spreading the word about the careers available in the construction trades. Surveys are showing that more young men and women are taking a pass on costly college degrees in favor of skilled apprenticeship programs that offer great pay and benefits without going tens of thousands of dollars into debt.



A special thanks to all who came out to support the Carpenters' Annual Golf Tournament held at Forest Park in September. We had 216 golfers, 104 hole sponsors, and a great group of volunteers. Together we raised \$50,000 for the Carpenters' College Scholarship Fund.

Again, we would like to thank everyone who participated and hopefully we'll see you September 12, 2020.

Flight Winners

Ingili vviilli	EIS			
Place	A Flight	B Flight	C Flight	
1st	Mason Bikshorn	Steve Waeckerle	Mark Palmer	
	Michael Becker	Rick Alber, Jr.	Tom Spurr	
	Chuck Mattingly	Josh Duncan	Dan Bohn	
	Stephen Baxter	Eric Saust	Cary Schulte	
2nd	Tony Reiss	Jack Ahlheim	Jeff Drummond	
	Kevin Casseletto	Tom Vitt	Steve Budzinski	
	Mike Casseletto	Matt Jung	Greg Bixler	
	Bob Schaeffer	Thad Neal	Jeff Clark	
3rd	Todd Christensen	Bart Fogelbach	Mike Zuzack	
	Don Knapp	Gary Preuss	Bob Swanson	
	Brian Clynes	Tom Preuss	Dave Berni	
	Daren McEntire	Rick Mahoney	Matt Leahy	

Contest Holes Winners: Redbud 2 Longest Drive – Andrew Smith; Redbud 3 Closest to the Pin – Daron Hartig; Dogwood 9 Longest Drive – Mike Becker; Dogwood 2 Closest to the Pin – Dave Piasecki; Hawthorn 6 Longest Drive – Kevin Muck; Hawthorn 9 Closest to the Pin – Doug Brunkhorst. The Grand Prize Drawing winners were: Jeff Haantz won the set of clubs; Mike Ebert won the 55" TV; Buck Mense won the \$300 cash.



Special thanks to: Brian Doerr, Robin Hellmer, Dave Bauer, John Wyrostek, Keith Taylor, Todd Hake, Kevin Haynes, Mark Dalton, Robert Pastrana, Ray Schwegmann, Debbie Augustine, Larry Schallom, Greg Hefele, Mike Thuston, Dan Neiswander, Steve Pinkley, Dr. John Gaal, Ron Tierney, Steve Merz, Mary Hayes, Deanne Title, Cecilia Title, Sarah Becherer, Dawn Street, Shona Schaefer, Nancy Scott, and Carolyn Perez.

Monetary Management Group for the donation of the golf clubs. Commerce Trust Co. for the donation of golf balls and golf tees. Invesco for the donation of golf towels. Sierra Investment Partners for the donation of Home Depot gift cards and all the prize coolers. Sponsors for the donation of the Big Screen TV, the liquor coolers, and many other prizes.

On behalf of the Carpenters' Golf Tournament Committee and the Carpenters' Scholarship Fund, we would like to thank the hole sponsors and donators. Please patronize the following:

Cooler Sponsors (\$4,000) St. Louis – Kansas City Carpenters Regional Council; Sierra Investment Partners

Lunch Sponsors (\$2,000) William Blair and Company; Intercontinental Real Estate; LSV Asset Management; Siguler Guff & Company

Drink Sponsors (\$2,000) Carpenters Local 97; Congress Asset Management; Foundry Partners; Raymond James and Associates, Inc.

Gold Sponsors (\$1,500) Baird Foundation; Entrust Monetary Management; T S W; Brooke Private Equity; Interface Constr. Corp.; JP Morgan Asset; ULLICO; Commerce Trust Co.; Lawrence Group Project

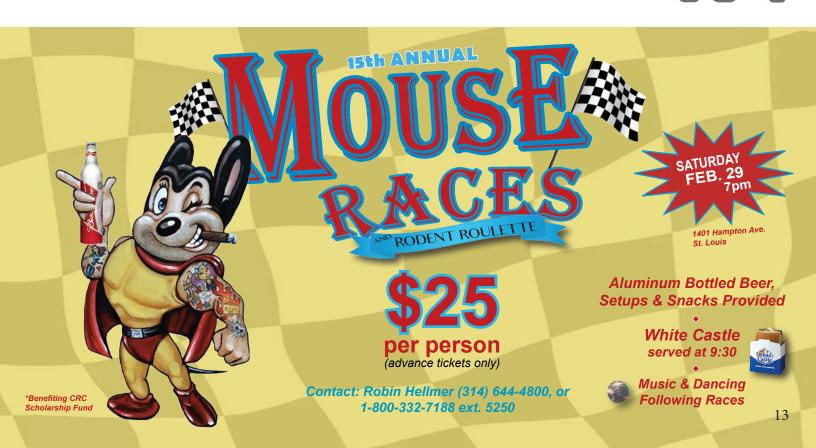
Silver Sponsors (\$1,000) Aetna; Carpenters Local 32; Hamilton Lane Advisors; RSM US LLP; BMO Taft Hartley Services; Carpenters Local 664; Invesco; River Vest Venture; BNY Mellon; Cortland Associates; Loomis, Sayles & Co.; United HealthCare; Builder's Bloc Mgmt. Co.; Express Scripts; Marquette Associates; Widman Construction

Sponsors (\$950 - \$500) Amalgamated Bank of Chicago; Blackrock; Marco; Bamboo Equity Partners; Carpenters Local 92; Neumeier Poma Investment; BentallGreenOak; Elm Tree Funds; VSP Vision Care

Hole Sponsors (\$300 - \$100) AGC of MO; Hoette Concrete Constr; Local # 1925; A & S Financial Services; Holland Const. Services; Local # 2214; Allen Roofing & Siding; Impact Strategies; Lordo's Diamonds; Lee Allen Contracting, Inc.; The Korte Company; Steve & Pat Markus; American Income Life; Kretmar, Beatty, Sandza, & Gregory; Massman Constr. Co.; Anders CPA Advisors; Lawhon Construction Co.; McKelvey Homes; Arnold, Newbold, Winter & Jackson; Liese Lumber Company, Inc.; Muellers Sign Shop; Artisan Contracting; Local # 110; Officers of Carpenters Local 32; Bartolino's Osteria; Local # 270; Overhead Door Co. of St. Louis; R. W. Boeker Co., Inc.; Local # 315; Padgett Building & Remodeling; Century Elevator Service; Local # 634; ProLoan; Wm. G. Cocos Co., Inc.; Local # 640; Prolog Health Living Fund; Conoyer Brothers Landscaping; Local # 662; Prolog Health Living Fund II; Corporate ID; Local # 716 – Millwrights; Prolog Ventures; Countryside Carpets & Interiors; Local # 777; Reinhold Electric; Al Droste & Sons Constr.; Local # 945; River City Drywall & Painting; Fairmount Park; Local # 978; St. Louis Bridge; Fischer & Frichtel Carpentry; Local # 1181 – Floorlayers; St. Louis Prestress, Inc.; Flooring Industry Council; Local # 1310 – Floorlayers; Stutz Excavating; Hammond & Shinners; Local #1596; TW Constructors; Wacky Warriors

A special recognition to:

Bob Beccard, who has participated in every Annual Carpenters Golf Tournament for 39 years. Mr. Beccard has been a member for 68 years.



COMING SOON



IT'S FULL STEAM AHEAD FOR KC WELLNESS CENTER

We're set to break ground before the end of the year on the regional council's second member wellness center - this one in Kansas City.

The new facility will bring primary care, dental, vision, pharmacy, mental health counselors and a host of other services to KC area members and families.

We're looking forward to a grand opening in the second half of 2020.



Local 97

In my working years before getting into the trades, I never enjoyed being tied to an office, a computer, or monotony. I've always been athletic, active, and creative with a touch of ADHD and OCD.

And honestly, the trades were a perfect fit for my mind and body. It has been a perfect way to tire myself out, perfect my skills, and work in a multitude of environments doing all kinds of work.

There are days that I wish I would have known that a career in the trades was an option when I was in high school, but I'm thankful to have had the time in college and a career using my degrees to do a lot of growing up. That time to grow up and my athleticism helped me grow a thicker skin to be apt and agile in the trades.

It's great to feel independent and to know that I have the knowledge to figure most things out that I'm working on at the job site or at home. And the pay and benefits are a great incentive as well.

Congrats New Grads

Belleville Carpenters

Derek Brinker Jacob Hartman Beau Hayes **Brandon Kuhl** Michael Lirios DeTraze McElroy Chris Rakers Darrick Reeder Derek Roberts **Brett Wilson Nickolas Woltering**

Kansas City Carpenters

Austin Adkins **Billy Bennett** Caleb Chambers Chistopher Christofferson Branden Ellinger Jared Gallagher Erik Hecker Clavton Horn **Robert Lopez** Dylan McDowell Heath Mittelstaedt Garv Nersesvan Ray Rounds Alexander Vanhorn

Kansas City Millwrights

Justin Akers Dylan Flannery

Springfield Carpenters

Joshua Boyd Zach Berry Cody German Zachary Johnson Jonathon Kates John Moore, Jr.



In Memoriam

	Local		
Fred Aussieker, Jr. (64)	97	Harold Mertz (96)	
Paul Beasley, Jr. (84)	1596	Richard Moffatt (96)	97
James Bonney (80)	1795	Jerry Navratil (86)	
Howard Brockmann (87)	97	Alan Olendorff (62)	92
Daniel Childs (67)		Eugene Paszkiewicz (87)	97
Jimmy Clay (79)	97	Thomas Perry (64)	
Stephen Collins (85)	2214	David Podwojski (61)	
Thomas Delaney (83)		Roy Poertner (87)	92
George Dewick (77)	1310	Salvatore Pupillo (91)	1596
Rickey Dobbs (62)	716	Jerome Rehkemper (90)	
Bertram Dueker (94)	662	John Rosemann (82)	716
Dennis Dunn (67)	97	Rinsel Shell (81)	
Armond Fitzsimmons (93)	97	Daniel Stevens (65)	92
Charles Gosney (87)	97	Floyd Sudholt (81)	662
Harold Gwinn (65)		Edward Thompson (67)	97
Carl Hagemeier (78)	1008	William Thorsland (91)	1310
William Henricks (77)	92	Christopher Tinker (62)	97
Francis Hritz (96)	97	Jerome Uding (81)	2214
Joseph Indelicato (62)		John Vohsen (72)	
Mark Janson (67)	1839	Pat Warhoover (60)	
Sherman Jones (67)		Robert Wesolich (81)	
Robert Krechel (83)	32	Lloyd Wilkes (79)	92
Dominic Lumetta (82)	97	Lanier Wittenborn (93)	97
Virgil Markham (66)		Robert Wolz (84)	
Preston Marshall (87)	97	Steven Woodson (63)	
Gary McCartney (68)		Lloyd Workman (93)	417

Welcome New Contractors •

A1 Dock & Door, LLC Black Bul Construction, LLC BNB Contracting, LLC Dalco Industries, Inc. Gottstein Corp. JRB Homes, LLC Stadiumlinks, LLC St. Louis Renovations Veya, Inc.

St. Louis-Kansas City Carpenters Regional Council 1401 Hampton Ave. St. Louis, MO 63139

